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Allowance to Doctors

(i) Non Practising Allowance

- * Existing rate of non-practising allowance of Rs. 300/- Rs. 450/- and Rs. 500/- payable to Medical Officers shall be enhanced to Rs. 600/- Rs. 900/- and 1000/- respectively w.e.f. 1-9-98 - G.O. Ms. No. 499 Finance dt. 15-9-98.
- * The existing rate of other compensatory allowance payable to Medical Officers for restricted private practice shall be enhanced from Rs. 125/- to Rs. 250/- p.m. (w.e.f. 1-9-98) - G.O. Ms. No. 499 Finance dt. 15-9-98.

(ii) Over-Coat Allowance

The existing rate of overcoat allowance is increased as given below (w.e.f. 1-9-98) - G.O. Ms. No. 499 Finance dt. 1-9-98.

* Assistant Civil Surgeons	From Rs. 175 to Rs. 265/- per annum
* Civil Surgeons	From Rs. 200 to Rs. 300/- per annum

(iii) Post-Mortem Allowance

The post-mortem allowance shall be as detailed below (w.e.f. 1-9-98) - G.O. Ms. No. 499 Finance dt. 1-9-98.

D.M.E. Side

* One Medical Officer	Rs.75/-
* One Mortuary Assistant	Rs.27/-
* One Scientific Assistant or Steno Typist	Rs.21/-
* One Lab Technician from Forensic Science Department	Rs. 15/-
* One Basic Servant	Rs. 12/-

(iv) Director of Medical and Rural Health Section

* One M.O.	Rs.75/-
* One Mortuary Attendant or one Sanitary worker	Rs.27/-
* One Pharmacist	Rs. 21/-

(V) Leprosy Allowance /Special Leprosy Allowance

Existing rate of Leprosy Allowance shall be doubled w.e.f. 1-9-98. - G.O. Ms. No. 499 Finance dt. 15-9-98.

(vi) Rural Allowance

(a) Medical Officers working in Primary Health Centres shall be allowed special pay of Rs. 300/- p.m. w.e.f. 1-9-98 - G.O. Ms. No. 499 Finance dt 15-9-98.

(b) Medical Officers working in the Primary Health Centres, in addition to special pay, will be allowed Rural Allowance as given below (effect 1-9-98) - G.O. Ms. No. 499 Finance dt 15-9-98.

* those provided with quarters	Rs. 375/- p.m.
* those not provided with quarters	Rs. 525/- p.m.

(vii) Clerical Allowance

This allowance has been enhanced from Rs. 30 to-Rs. 60 p.m. (w.e.f 1-9-98) G.O. Ms. No. 499 Finance dt. 15-9-98.

Allowance to Drivers

(a) This allowance is enhanced at the following rates w.e.f. 1 G.O. Ms. No. 499 Finance dt. 15-9-98.

* Drivers in Secretariat/State Guest House/Motor Cycle Drivers of Public Department	From Rs. 115/- to Rs. 175/- p.m.
* Drivers attached to Ministers	From Rs.125/- to Rs.190/-

(b) Out of pocket allowance payable to drivers working in the officers outside the Secretariat shall be enhanced from Rs. 10/- to Rs. 15/- per day (effect 1-9-98) - G.O. Ms. No. 499 Finance dt, 15-9-98.

Office Accommodation Allowance

The allowance payable to Assistant Public Prosecutors shall be enhanced as detailed below (effect 1-9-98) - G.O. Ms. No. 499 Finance dt 15-9-98.

* For A.P.P. Grade I	From Rs. 90 to RS. 180
* For A.P.P. Grade II	From RS. 60 to Rs. 120

Training Allowance

Existing rate of Training Allowance paid at 15% shall be reduced to 10% in the revised pay scales (effect 1-9-98)- G.O. Ms. No. 493 Finance dt. 15-9-98.

2. MEDICAL ALLOWANCE

(a) Medical allowance of Rs. 15 was sanctioned w.e.f 1.7.88 - G.O. Ms. No. 515 Finance dt. 26.7.88. From 1.4.94, the allowance was increased to Rs. 30. The employees are also permitted to exercise option to choose either Reimbursement Facility or Medical Allowance - G.O. Ms. No. 293 Finance dt. 4.4.94. The allowance has been increased to Rs. 50 w.e.f 1.12.95 - G.O. Ms. No. 927 Finance dt. 14.12.95

(b) This allowance is not admissible during the period of suspension, surrender leave and retirement leave. - Govt. Lr. No. 34419/All-I/89-2 Finance dt. 5.5.89 and Govt. Lr. No. 107557/All -1/S9-2 dt. 8.1.91. (Please note that the allowance shall also be allowed during other kinds of leave.)

(c) The employees drawing this allowance are also eligible to reimburse the cost of spectacles - Govt. Lr. No. 141170/All -I/90-3 Finance dt 27.12.90.

(d) A servicing employee is eligible either for Medical Allowance or Medical Reimbursement facility. He cannot draw two facilities one for his Service and another for he being a family pensioner - Govt. Lr.No.104770/Pen/94-I Finance dt. 17.2.95

(e) If both husband and wife are serving in Government of Tamil Nadu and opt for this allowance, both will be given this allowance, Govt. Lr. No. 3304/All-1/90-3 Finance dt. 17.11.93.

(f) Where both are State Government employees it is not necessary that both should choose Medical Allowance, One may choose Medical allowance and the other for the reimbursement facility. But the spouse drawing Reimbursement facility should not claim any charges in respect of the spouse claiming the Medical Allowance. For this a certificate should be obtained from the office where the spouse is working and pasted in the Service Book - Govt. Lr. No. 3304/92-1/Sal-I/Finance dt 17.11.93.

(g) Where the spouse of an employee avails of Medical facility in the Central Government, the allowance be allowed on the production of certificate that no claim is preferred in respect of the spouse working in the State Government - Govt. Lr. ibid. The same limitation applies to cases where the spouse is working in a private firm - Govt. Lr. ibid.

(h) Menials paid from contingencies are not eligible for Medical Allowance - Govt. Lr. No. 30421/All-I/89-1 Finance dt. 5.5.89.

(i) An employee is drawing Medical Allowance. He or his family member had to be treated in a private hospital in emergency. In that case, the expenditure incurred by him can also be reimbursed eventhrough he is drawing Medical Allowance - Govt. Lr. No. 85009/Sal-I/92-4 Finance dt. 9.3.93.

(j) In the G.O. Ms. No. 732 Finance dt. 29.8.88, the Government introduced the scheme of Medical allowance with provision for option. That is an employee may opt to receive Medical Allowance or Reimbursement facility. They cannot draw both.

3. MEDICAL REIMBURSEMENT FACILITY

Eligibility

(a) Employees who are Approved Probationers are eligible to reimburse the cost of Medicines purchased by them for self and their family members - Rule (4) of Medical Reimbursement Rules.

(b) Employees joined Service on or after 21.4.95 are eligible for Medical Allowance only and not for Medical Reimbursement facility G.O. Ms. No. 261 Health dt. 21.4.95 and Govt. Lr. No. 82611/AD2/93-18 Health dt. 21.4.95

(c) Temporary employees are also eligible to reimburse the cost of Medicines to self and not to any of the family members. They can avail of this facility during the period of leave subject to the condition that they would continue to be Government employees during the period of leave - G.O. Ms. No. 2696 Health dt. 19.11.70 and Govt. Lr. No. 208101/T1/ 80-6 Health dt. 9/80. Employees appointed on or after 21.04.95. are not eligible for Reimbursement facility. They are eligible for Medical Allowance.

(d) Employees appointed under consolidated pay are also eligible for this Facility but only to self and not to any of the family members - Govt. Lr. No. 20810/T1/80-6 Health dt. 9/80. (From 21.04.95, they are not eligible)

(e) Reimbursement of Medical Expenses on venereal diseases, Delirium Treatment is not admissible - G.O. Ms. No. 2380 Health dt. 19.12.69 (Hand Book).

Who are the family members?

The following are the family members for this purpose. They should be fully dependent on the employee : G.O. Ms. No. 1357 Health dt. 1.6.62.

(i) Wife (one or more wives), Husband in the case of female employees,

(ii) Children

(iii) Adopted son or daughter - G.O. Ms. No. 1242 Health dt. 28.5.70

(iv) Step children

(v) Step mother - G.O. Ms. No. 2460 Health dt. 25.11.64

(vi) Deserted/Divorced/Widowed Daughter

(vii) Widowed Mother

(viii) Un-married Sister - G.O. Ms. No. 1769 Health dt. 1.10.67

(ix) Widowed Sister - G.O. Ms. No. 2688 Health dt. 28.10.71

(x) Adopted Father - G.O. Ms. No. 2743 Health dt. 8.11.71.

LEAVE

14. CASUAL LEAVE

VII

(Anexure VU to F.R.)

(1) Casual leave is a concession to Employees to enable them in special circumstances to be absent from duty for short periods.

(2) The period of absence under casual leave shall be treated as duty for all purposes. That is the period will count for increment, leave, pension, etc.

(3) Total casual leave allowed to the employees in a calender year is 12 days.

(4) The leave, including Government holidays, availed at a time should not exceed 10 days. if the eleventh day is unexpectedly declared as hoiiday(s) the total leave in that case, may exceed ten days - G.O. Ms. No. 309, P & A.R., dt. 16-8-93.

(5) The leave may also be combined with compensatory leave or holidays and the total of all leave availed of at a time should not exceed 10 days.

(6) Casual leave should not be combined with E.L. or UEL etc.,

(7) Employees appointed under emergency provisions and who are likely to be ousted at any time, their eligibility for casual leave shall be calculated with reference to the period actually spent by them on duty and shall be proportionately restricted. As a working principle, they shall be given three days CL for every two months.

(8) Advance application of CL need not contain the purpose for which the CL is requested - G.O. Ms. No. 1410, P & A.R., dt. 2-12-77.

(9) Application for leave (or extension of leave) must be given either before the leave is taken or at the time of joining duty - G.O. Ibid

(10) Employees irrespective of the office hours are eligible for 12 days, CL.- Govt Lr. No. 109257-A/85, P & A.R., dated 31-12-1983.

(11) When CL is not available at the credit, they may take E. L. for short spells by sending advance intimation - Ruling (3) under F.R. 67.

(12) Contingent employees are also eligible for C.L. if they have completed 30 days of duty - G.O. Ms. No. 1180, P & A.R., dated 15-12-1986.

(Whether C.L. has to be given with reference to duty period? (for those retiring in the early part or the year)

Some people are under the wrong impression that CL should be sanctioned with reference to the duty period. In some cases, CL is refused to the employees who retire in the earlier part of the year. It is not correct. CL may be sanctioned to an Approved Probationer without any reference to the period spent on duty. 12 days CL may be allowed in January itself to an employee. Only condition is that the CL availed at a time should not exceed ten days including holiday and compensatory leave (Eleven days, in case, the Eleventh day is declared as a holiday) - Govt. Lr. No. 61559/82-4, P&A.R., dated 17-1-1983

SANCTION OF LEAVE TO MEDICAL OFFICERS CERTAIN GUIDELINES

To

All the Civil Surgeons,
All the Tutors/Asst. Professors/Asst. Surgeons through
Asst. Resident Medical Officer of this hospital

Sub :- Tamil Nadu Medical Services - Sanction of Medical officers
Certain guidelines

The following guidelines regarding the grant of leave of Medical Officers to be followed strictly in the Medical College Hospital under the control of the Director of Medical Education.

The Deans/ Heads of Medical Instructions are empowered to grant leave to Medical Officers (Assistant Surgeon /Tutor/ Assistant Professors) for a period upto 2 months (60 days) if no substitute is posted in their place and one month (30 days) for civil Surgeons. Generally substitutes are posted when Medical Officers proceed on leave for a period exceeding 2 months as per the recommendations of the Heads of Departments and the Dean. According to the orders issued in G.O., Ms. No. : 1046 / Health dt. 13-11-87. Medical Officer are eligible for grant of leave to a maximum as detailed below..

If they are approved probationers (all kinds of leave except) with more than 5 years of Service : un -Earned Leave on Medical Certificate should not exceed one year.

If they are probationers not less than 5 years of Service : All kinds of leave should not exceed 6 months

If Medical Officers do not rejoin duty after remaining on leave or absence for a continuous period of 6 months or 1 year as the case may be, disciplinary action is to be initiated against them for removal from Tamil Nadu Medical Service as per Tamil Nadu CCA. Rules.

i) if Medical Officers on transfer apply for Earned Leave it should be refused, If they apply for Un-earned Leave on Medical Certificate, while on transfer they should be referred to Medical Board for second Medical opinion by the Heads of Medical Institutions.

ii) Any Leave applied by Medical Officer both Assistant Surgeons and Civil Surgeons for a period of less than 2 months may be decided by the Heads of Medical Institutions according to the need and circumstances, taking into consideration the recommendations of the Head of Departments.

iii. The leave applications of Civil Surgeons for any period more than 1 month is to be sent to this Directorate with the of recommendation the Dean for necessary action.

iv) All leave applications of Assistant Surgeons for any period more than 2 months are to be sent to this office immediately with the following information.

a. with the recommendation of the Heads of Departments and Head of the Medical Institutions.

b. and the leave eligibility of the Medical Officer in the profoma prescribed.

The leave vacancy of more than 2 months should be reported to this Directorate for suitable action at this end.

**COMPENSATORY HOLIDAYS TO GOVERNMENT
SERVANTS.**

HOLIDAYS — Compensatory Holidays to Government Servants -Revised instructions Issued.

PUBLIC (MISCELLANEOUS) DEPARTMENT

G.O.MS.Ko, 2218

Dated: 14th

December, 1981.

Regd: G.O.MS.No. 328, Public (General-M) dated 21.2.1967

ORDER:

In the Government order read above orders have been issued prescribing certain rules and regulations governing the conditions for the grant of Compensatory Holiday to the Government Servants. These instructions which were very comprehensive in nature had been issued by superseading all earlier instructions issued on this subject.

The rules governing the grant of Compensatory Holidays are being interpreted in different ways and there is no uniformity among Government Departments in implementing them. The Government have, therefore, reviewed, the entire position and issue the following rules regulating the grant of Compensatory Holidays to Government Servants

1) Only the Officials belonging to C & D Groups are eligible for Compensatory Holidays of rule whenever they are called to work on Holidays. Officials belonging to A & B groups will not normally be eligible for Compensatory Holidays. However, if the occasions or their attendance on holidays become so regular as to make it almost a matter of routine, they would also be eligible to claim Compensatory Holidays. The immediate superior officials would be competent to sanction the Compensatory Holiday.

ii) No Compensatory Holiday can be claimed as a matter of right. It shall be within the discretion of the superior officer competent to grant Casual Leave, to admit the claim for at Compensatory Holiday or not.

iii) No Government Servant shall be entitled to credit of more than twenty Compensatory Holidays in all in a Calender year.

iv) Every Compensatory Holiday shall automatically lapse at end of six months of the Holidays to which it relates.

v) Compensatory Holiday can be combined with casual leave or authorised Public Holidays subject to the conditions that the total period of absence shall not exceed ten days. Compensatory Holidays can also be prefixed or suffixed to regular leave subject to the usual conditions.

vi) Necessary amendments to the Secretary Office Manual and District Office Manual will issue separately.

(By order of the Governor)

GOVERNMENT OF TAMIL NADU
HEALTH AND FAMILY WELFARE DEPARTMENT

letter (Ms.) No. 1574 Health

From

R.SHANMUGAM, I.A.S.,

Commissioner and Secretary to Government.

To

Dated, Fort St. George, 11th August, 1986.

Sub : Tamil Nadu Medical Service- Tamil Nadu Assistant Surgeons Association - Request for grant of 20 days compensatory leave Clarification.

- Ref: i. From the Tamil Nadu Assistant Surgeons Association, letter Ref: No.32/85 dated 28-10-85.
- ii. From the Director of Medical Services and Family Welfare, letter Ref: Ho.27568/B4/1/86 dated 17-4-86
- iii. From the Director of Medical Education, letter Ref: No.10332/E3/3/86 dated 16.5.86.

I am directed to invite attention to your letter cited and to state that according to paragraph 889 of the Tamil Nadu Medical Code, no Government Servant shall be entitled to a credit of more than 20 compensatory Holidays in all in a calendar year. Again in G.O. - 2218, Public (Misc. J Department, dated 14.12.1981, it has been ordered, among other things, that in the cases of 'A' and 'B' group officials, if the occasions of their attendance on holidays become so regular as to make it almost a matter of routine, they would be eligible to claim compensatory holidays.

2. I am, therefore, to request that the above orders may be brought to the notice of the officers' under your control and they may be instructed to follow these orders strictly without any room for complaints. A copy of the instructions issued in this regard may be sent to Government for information, in due course.

Yours Faith fully,

for Commissioner & Secretary to Government

GOVERNMENT OF TAMIL NADU

Tamil Nadu Medical Service- Medical officers - duty on 2nd Saturday of the month - availing Compensatory leave orders issued.

HEALTH & FAMILY WELFARE DEPARTMENT

G.O.MS. HO. 779

Dated: 9.7.1992.

ORDER:

The Tamil Nadu Government Doctors Association has represented that the Medical Officers may be allowed to avail 2nd Saturday of the month as a holiday as was being allowed till recently,

2) The Government after careful examination, have decided to accept the request mentioned in para above. Accordingly, they direct that the Medical Officers who are required to perform duty on the 2nd Saturday of the Month in the normal roster, be entitled for compensatory leave, in lieu of the duty performed, subject to the following conditions: -

i) that this compensatory leave should be availed in such a way that the normal work in the hospital is not affected;

ii) that the compensatory leave shall be availed only after advance permission from the Medical Officer in charge/Superintendent or Dean of the Hospital and

iii) That no additional staff shall be sanctioned to provide the above facility.

3) The total number of compensatory holidays is restricted to 20 days for a whole year on account of Second Saturdays and Public Holidays and this will be taken at the rate of 10 days in each half year.

(By order of the Governor)

15. SPECIAL CASUAL LEAVE

(a) This leave shall be sanctioned under extraordinary circumstances and is an extra concession allowed to employees to treat their absence as duty, e.g., Special Casual leave allowed for Family Planning Operation, etc.

(b) The rate of leave differs in each case and is determined by specific rules

(c) Necessary further details about rate of leave, in each case may be seen in Annex. VII to F.R.

(d) Special C.L. may be prefixed or suffixed or both-with Government holidays - G.O. Ms. No. 216. P & A.R., dated 14-3-1983.

Special Casual Leave for Family Planning Operation

(a) Seven days Special Casual Leave shall be allowed to an officer whose wife undergoes sterilisation operation (Puerperal or Non-Puerperal) on the production of Medical Certificate from the doctor who performed the operation. In the event of failure of first operation, this leave may be allowed for the second time - G.O. Ms. No. 470, P & A.R., dated 14-11-1990.

(B) 1AS/IPS Officers are also eligible for 8 days of Special Casual Leave, if they undergo sterilisation operation. Similarly 20 days Special C.L. be allowed to married women IAS/IPS Officers to undergo non-puerperal sterilisation operation - G.O. Ms. No. 203. Health, dated 13-2-1992.

(c) Seven days Special Casual Leave shall be granted to an officer whose wife undergoes Medical Termination of Pregnancy with Tubectomy. The leave should be certified by the Medical Officer who performed the operation. The certificate issued by a recognised Institution may also be accepted - Govt. Memo. No. 4535/R1/77-11, Health, dt. 25-6-77 and G.O. Ms. No. 270, Health, dated 10-2-1978.

(d) The above leave is eligible for contingent staff also - G.O. Ms. No. 1452, Health, dated 14-7-1982.

(e) The Special Casual Leave shall be given from the date of such operation - Govt. Memo No. 27620/R2/78-6, Health, dated 14-6-1978.

(f) This Special Casual Leave may be combined with Earned Leave, Un-Earned Leave etc. - Govt. Memo, *ibid*.

(g) The holidays may be prefixed or suffixed to the Special Casual Leave but should not be sandwiched between Special Casual Leave and regular leave (E.L. or U.E.L. etc.) - Govt. Memo- *ibid*.

(h) The combination of Special Casual Leave with regular leave may be sanctioned by the authority who normally sanctions leave - G.O. Ms. No. 356, Health, dated 22-2-1982.

(i) 20 days of Special Casual Leave shall be sanctioned to temporary married women employees for undergoing sterilisation operation irrespective of their Service- G.O. Ms. No. 229., dated 10-3-1982.

(j) 21 days of Special Casual Leave shall be allowed to employees who are unmarried or who have less than two children for undergoing operation for Recanalisation.

The operation should have been performed in a hospital as per list compiled by the Government of India. Special Casual Leave may be combined with any kind of leave. Prefixing of leave is not permissible. Sundays and holidays shall count against 2J days- G.O. Ms, No. 2323, Health dated 28-12-1981.

(k) 8 days Special Casual Leave shall be sanctioned to the employees who undergo sterilisation operation - Ruling 7 to II(a) Annex VII to F.R.

(l) 20 days Special Casual Leave shall be sanctioned to women employees who undergo non-puerperal sterilisation operation during ordinary time. No Special Casual Leave is allowed if the operation is done immediately after confinement - Ruling ibid.

(m) In some cases, those who are sanctioned Casual Leave may require hospitalisation even after the expiry of special CL granted to them. In that case, they may require post sterilisation treatment. They may be allowed additional special C.L. as certified by the Medical Officer who conducted the operation - G.O. Ms. No. 644, Health, dated 25-3-1982.

The certificate shall be in the form of : Certified that Thiru/Tmt. employed as in the..... undergone sterilisation operation at the on He/She developed post operation complication due to which warranted hospitalisation from to

Signature of the Medical Officer

3. EARNED LEAVE

Introduction

Earned Leave is the leave earned by an employee by virtue of duty. The employee was earning leave at the rate of 1/11 or 1/22. With effect from 1-7-94, this procedure is replaced by the advance credit of leave introduced in G.O. Ms. No. 157 P & A.R. dt. 24-6-94. Hereafter the condition that leave is earned by duty has also been dispensed with by the procedure of advance credit.

Advance Credit of E.L. - The salient features

- (a) This system came into effect from 1-7-94.
- (b) In respect of Approved Probationers, Permanent employees 15 days E.L. will be credited in advance, on 1st January and 1st July every year.
- (c) For example, the closing balance of E.L. as on 30-6-97 is 160 days. On 1-7-97, 15 days will be credited in advance increasing the credit to 175 days. The leave taken by him from 1-7-97 to 31-12-97 will be deducted against this 175 days.

The balance will be the closing balance at the end of the half year viz. on 31-12-97. On 1-1-98 again 15 days will be credited in advance.

- (d) If the closing balance of E.L. falls in between 226-240 days at the opening of an half year, 15 days will not be added to 226-240, It will be shown separately. If any leave is taken during that half year, it will first be adjusted in the 15 days and the leave taken exceeding 15 days will be adjusted in the 226-240 days and balance struck at the end of the half year. The closing balance at the end of the half year shall be limited to 240 days.

(i) C.B. on 31-12-96	238
(ii) Advance Credit on 1-1-97 = 15 days (show separately)	238 + 15
(iii) Leave taken from 1-1-97 to 30-6-97	28 days
(iv) C.B. on 30-6-97 (Adjust 15 days and deduct 13 days in 238 days) (238-13)	225
(v) Add : Advance credit on 1-7-97 (Now the O.B. is 225 (i.e) not between 226-240. separately)	240
(vi) Leave taken from 1-7-97 to 31-12-97	10 days
(vii) Balance at the end of 31-12-97 (240-10)	230
(viii) Advance Credit on 1-1-98 (Since the C.B. falls in between 226-240, the credit of 15 days, should be shown separately)	230 + 15
(K) Leave availed of between 1-1-98 to 30-6-98	Nil
M C.B. on 30-6-98 = 230 + 15 = 245	Limit to 240
(XI) Add : Advance credit as on 1-7-98 (Since the O.B. is between 226-240 show the 15 days separately)	240+15

(e) During the half year, if L.L.P. is taken it shall be adjusted in the next half year, for example an employee takes 22 days of L.L.P. in that case, 2 days at the rate of one day for every 10 days shall be reduced in the next half year (Please note that no leave be deducted in the current half year)

(f) If an employee takes U.E.L. etc, after crediting E.L. in advance, whether leave should be reduced from the advance credit already made? No. It is not necessary - Govt. Lr. No. 60665/F.R.-III /95-1 P & A.R. dt. 2-11-90 and Govt. Lr. No. 60094/F.R.- III / 94-14 P & A.R. dt. 21-6-96. (Can you ever analyse why leave is not reduced? It is because, 30 days E.L is credited for a year instead of 33 days leave earned @ 1/11).

(g) In the case of an employee, who is due for retirement in an half year, E.L. will not be credited in advance, in this case, E.L. will be calculated at the rate of 2 1/2 days for every full months of the remaining Service and credited. If he is due for retirement on 31-5-98 he has got five full months. Hence, $2\frac{1}{2} \times 5 = 12\frac{1}{2} =$ rounded to 13 days to be credited in his leave account.

(h) In the case of an employee, 15 days leave have already been credited. He dies on 30-9-98. In this case, is it necessary to reduce the leave already credited? No. It is not necessary. Neither leave be cut for salary recovered for the excess leave availed - Govt. Lr. No. 60094/F.R. HI/9 14 P & A.R. dt. 21-6-96,

(i) While crediting E.L., fraction of a day shall be rounded off to nearest one day - Govt. Lr. No. 60094/F.R.III/94- 14 P & A.R. dt. 21-6-96.

(j) In the case of an employee whose opening balance is Nil, 15 days is credited on the opening of a half year. In this case, he can either avail the entire 15 days or surrender 15 days on the same day itself. (On the 1st January or 1st July Govt Lr. No. 60094/F.R. III/94-14 P & A.R. dt. 21-6-96 and Govt. Lr. No. 60695/F.R. III / 95-1 P & A.R. dt. 2-11-95. (The clarification sought for is unnecessary. He gets leave to his credit on 1st January or 1st July. When credit is there, entitlement to avail of the leave naturally accrues. Then, how the leave applied be rejected on the ground of non availability of leave? These kind of clarification exposes the dwindling standards of the administrative people.

Temporary, Probationers and Basic Servants

(a) Temporary employees, probationers and Basic servants are not eligible for advance credit of E.L. They shall be allowed leave at the rate of 2 1/2 days for every completed two calendar months. They can accumulate leave upto the maximum of 30 days - Govt. Lr. No. 60094/F.R. III/94- 14 P & A.R. dt. 21-6-96

(b) In the case of Basic servants who have completed five years of regular Service(Five years from the date of regularisation) are however eligible for the advance credit of E.L. - Govt. Lr. No. 60665/F.R.III / 95-1 P & A.R. dt. 2-11-95.

(c) If probation is completed in the middle of an half year, in that case, E.L. shall be calculated at the rate of 2 1/2 days for every two completed months of Service upto the month of completion of probation. From the next month E.L. shall be calculated at the rate of 2 1/2 days for each completed calendar month.- Govt. Lr. No. 60094/F.R. III/94-14 P & A.R. dt. 21-6-96.

Table

Categories	Eligibility
* Temporary, Probationer and Basic Servants	Eligible for leave @ 2 1/2 days for every completed two calendar months. (Max. 30 days)
* Basic Servants completed five years	Eligible for advance credit of leave
* Probation if completed in the middle of half year	Leave shall be calculated@ 2 1/2 days for every completed two months upto the month of completion of Probation. From the next month. E.L. shall be calculated @ 2 1/2 days for each completed month.

Maximum Accumulation of EL. at a time

The E.L. can be accumulated upto a maximum as detailed below, The leave accumulation exceeding the limit will lapse.

Period	Maximum Limit
Upta 31-3-55	90 days
From 1-4-55 to 31-3-66	120 days
From 1-4-66 to 31-3-74	180 days and can be availed of 120 days at a time
From 1-4-74	180 days and can be availed of at a time (G.O. Ms. No.444 dt. 30-3-74) Finance dt. 30-3-74.)
From 30-10-87	240 days and can be availed of 180 days at a time (G.O.Ms. No 999, P& A.R. dt. 30-10-87.

4. UN-EARNED LEAVE ON MEDICAL CERTIFICATE

Introduction

This is another kind of leave available to an employee which is ordinarily known as 'Medical Leave'. The eligibility of leave has been given at the end of this book.

Rules

(a) The leave shall be sanctioned in terms of days even through it is applied in weeks or months - G.O. Ms. No. 160 P & A.R. dt 15-2-80.

(b) Un-earned leave on Medical certificate may be allowed irrespective of the nature of disease whether it is fever or Jaundice or body pain - Govt Lr. No. 39906/FR-I/76-10 P.W.D. dt 15-12-76.

(c) The employees intending to go on U.E.L. on M.C. should give an undertaking to the effect that they will refund the leave salary if they do not join duty on the expiry of leave - G.O. Ms. No. 795 Finance dt. 22-7-76.

(d) The above condition is not applicable in the case of an employee who dies during leave or retires while on leave or on Medical invalidation (T.N.L.R. 15A) - G.O. Ms. No. 795 Finance dt. 22-7-76. (In a case which was brought to notice that action was taken to recover leave salary paid to the deceased employee for U.E.L. on M.C. as he did not rejoin duty. After long struggle of persuasion and with great reluctance the authority finally agreed. I do not know how the administration expect a deceased employee resume duty? He did not approached the rule by its spirit but only tried to exercise his authority. This kind of attitude, if continued to be tolerated, it will become a ground for corruption.

(e) The Condition of reasonable prospect of rejoining duty on expiry of leave is not necessary in the case of Tuberculosis, Leprosy and Cancer patients. No leave salary should be recovered from them, even through they do not rejoin duty - G.O. Ms. No. 795. Finance dt. 22-7-76. (In their cases, they need not be expected to die.

Leave Eligibility

(a) The temporary employees are not eligible for this leave. Probationers may be allowed after completing two years of regular Service(T.N.L.R. 15(A) read with T.N.L.R. (23) and Govt. Lr. No. 85891/79-33 P & A.R. dt. 17-7-81.

(b) The admissible leave has been given at the end of this book. The leave is eligible depending on the length of service.

(c) In respect of T.B., Leprosy, Cancer and Hansens disease, the employee may be allowed entire leave without reference to the length of Service G.O. Ms. No. 559 P & A.R. dt. 25-6-83. Employees undergoing treatment for Coronary Surgery, Kidney Transplantation or Retina Transplantation shall also be allowed this leave without reference to his Service- G.O. Ms. No. 595 P & A.R. dt. 3-11-89. Do you understand what does this mean? The eligibility of leave shall be restricted with reference to the length of service. In these cases, irrespective of the length of service, 540 days leave may be given at a time. The only condition is that the Medical Board should recommend the leave.

Medical Certificate - Who has to give?

(a) Medical Certificate and fitness certificate may be given by an Authorised Medical Attendent (A.M.A.) or Registered Medical Practitioner (R.M.P.) - Rule 16. Annexure II to F.R.

(b) Similarly, Certificates may also be issued by Medical Practitioners with H.P.L.M., C.G.I.M. and B.I.M. qualification and who have registered their names with Boards of Integrated Medicines, Madras or Central Board of Indegenious Medicines - G.O. Ms. No, 816 P & A.R, dt 31-7-81.

(c) Assistant Surgeons may also issue Medical certificate for all officers - Govt. Memo. No. 45235/78-9 P & A.R. dt. 21-5-79.

(d) Homeopathy Medical Practitioners employed under Tamil Nadu Government may also issue Medical Certificate for leave - G.O. Ms., No. 2235 Health dt. 10-12-81.

Reference to Medical Board - When necessary?

(a) Employees applying for Medical leave shall be referred to the Medical board under the following circumstances (T.N.L.R. 15A)

(i) When the leave applied exceeds 60 days i.e. Leave applied is 61 days or more.

(ii) When an employee frequently takes leave, in that case, he will be subjected to Medical board.

(iii) When an employee applies for leave after getting transfer orders. (That is after receipt of transfer orders) - Govt. Lr. No. 16213A/ F.R. III /87-10 P & A.R. dt. 26-2-88.

(b) The employee intends to go on Medical Leave should submit application within seven days. For example, if an employee goes on leave from 3-5-98, he should submit application on or before 10-5-98. On receipt of application, where reference is necessary, it should be made within 3 days by treating the current on priority - G.O. Ms. No. 411 P & A.R. dt. 5-4-80.

(c) If the administration failed to refer the individual to the Medical Board, disciplinary action should be taken against the persons' responsible - Govt. Lr. No. 65114/F.R. III 0/82-6 P & A.R. dt. 5-4-83.

(d) Where an employee failed to submit the application within 7 days he will be sanctioned other kinds of leave and not Medical leave - Govt. Lr. No. 1642/78-2/P & A.R. dt. 22-3-78.

(E) Where an employee applied for Medical leave in time but was not referred to Medical Board due to administrative delay, even in this case also, leave other than Medical leave should be sanctioned. If the individual insists on Medical leave. Government orders should be obtained. Govt. Lr. No. 1642/78-2 P & A.R. dt. 22-3-78 and Govt. Lr. No. 5875383 P & A.R. dt. 19-7-95

(f) Where different kinds of leave is availed of in continuation, and total U.E.L. on M.C. exceeds 60 days, it warrants reference to the Medical Board - Govt. Lr. No. 96430/81-2 P & A.R. dt. 8-4-82 and Govt. Lr. No. 48445/ F.R. V/95-1 P & A.R. dt. 19-7-95.

(g) L.L.P. on Medical certificate, should also be referred to the Medical Board, if exceeds 60 days - Govt. Lr. No. 69548/82-1 P & A.R. dt. 13-9-82.

Employees admitted in Private Hospitals - Whether reference to Medical Board is necessary?

(a) In respect of employees undergoing treatment as in-patients in private hospitals, following procedure should be adopted - G.O. Ms. No. 307 P & A.R. dt. 24-3-86 and G.O. Ms. No. 293 P & A.R. dt. 18-5-89.

(i) If the Medical Board is situated within a short distance, the patient should be produced for Medical opinion. Ambulance charges if any paid for this purpose, will be reimbursed.

(ii) If the patient's condition is so serious, then the Medical records shall be produced to the nearest Medical Board for opinion.

Cancer, T.B., Leprosy, Coronary, Kidney or eye patients need not be referred to the Medical Board.

(a) Patients undergoing treatment for T.B., Cancer and Hansen's disease need not be referred to the Medical Board subject to the following conditions - Govt. Memo. No. 195778/76-7 P & A.R. dt. 3-1-78..

(i) In the case of T.B. Patients, Certificate issued by a Specialist working in a T.B. hospital getting Government grant should be produced.

(ii) For Leprosy patients Medical Certificate issued by a Medical Officer working in a hospital getting Government grant should be produced,

(iii) In the case of treatment for cancer and Hansen's disease, certificate issued by a specialist working in the respective Government Hospital should be produced.

(b) Similarly employees undergoing treatment for Coronary surgery and Kidney Transplantation may be allowed M.C. based on the Medical Certificate issued by a doctor attached to a recognised Institution - G . O . M s .
No 532 P & A.R. dt. 10-10-88.

(T.B., Leprosy and Cancer patients are eligible for "Pay Advance" Please refer the chapter "Loans and Advances".

Employee admitted in Government Hospitals - whether referred to the Medical Board?

(a) Employees admitted in Government Hospitals may produce Medical Certificate issued by the Superintendent of the hospital. They need not be referred to the Medical Board - G.O. Ms. No. 727 P & A.R. dt. 12-7-80 and G.O. Ms. No. 293 P & A.R. dt. 18-5-89.

(b) Similarly leave advised in continuation of discharge from Government Hospital need not be referred to the Medical Board provided the certificate is issued by the doctor who treated the employee before discharge - Govt. Lr. No. 12087/82-4 P & A.R. dt. 12-5-82 and G.O. Ms. No. 293 P & A.R. dt. 18-5-89.

LEAVE RECKNOR

Classification of Leave	SUPERIOR SERVICE		BASIC SERVICE					
	Emergency (10)(a) (i) and Probationers	Approval Probationers and 15 Years Completed Basic Service	10 (a) (i) and Probationers	Approved Probationers (Those not completed 15 Years service)				
U.E.L.on.M.C.	* Nil - Ruling (2) TNLR	2-5 Years = 90 days	Temporary : Nil Ruling (2) TNLR 23 Probationer : Ten days for every Completed year	10 days for every completed years of service				
		5-10 Years = 180 days						
		10-15 Years = 270 days						
		15-20 Years = 360 days						
		Above 20 Years = 540 days						
U.E.L.on.P.A.	Nil	Probationer is eligible if completed 2 years of service regular		If the basic servants complete 15 years service from the date of regularisation, they shall be allowed U.E.L. on M.C. as admissible to superior service employee.				
		<table><tr><td>0-2 Years</td><td>Nil</td></tr><tr><td>2-5 Years</td><td>90 days</td></tr><tr><td>5-10 Years</td><td>180 days</td></tr></table>			0-2 Years	Nil	2-5 Years	90 days
0-2 Years	Nil							
2-5 Years	90 days							
5-10 Years	180 days							
U.E.L.on.P.A.	Nil	<table><tr><td>0-10 Years</td><td>90 days</td></tr><tr><td>Above 10 Years</td><td>180 days</td></tr></table>		0-10 Years	90 days	Above 10 Years	180 days	Not eligible. If they complete 15 years from the date of regularisation, they shall be allowed U.E.L. on P.A. admissible to superior service employee.
		0-10 Years	90 days					
Above 10 Years	180 days							

5. UN-EARNED LEAVE ON PRIVATE AFFAIRS

(T.N.L.R. 13 & 14)

(a) Un-Earned leave on private affairs is another concession extended to Government employees. The admissibility of leave has been given at the end to this booklet.

(b) This leave is eligible only for the Approved Probationers. Temporary employees are not eligible for this leave. Basic servants shall be eligible for this leave on completing 15 years of service from the date of regularisation.

(c) The leave, if availed of at a time should not exceed three months. When it is combined with earned leave it should not exceed six months -T.N.L.R. 14.

(d) This leave may be combined with un-earned leave on Medical certificate. This leave may be availed of for any purpose and even for Medical treatment- T.N.L.R. 6.

(e) The leave should be calculated in terms of days even though the application is made in terms of months - G.O. Ms. No. 160 P&A.R. dt 15-2-80.

(f) The U.E.L. on P.A. may be availed of as indicated below

(i) UEL on-P.A : 4-4-98 to 2-7-98 (90 days) but he cannot take 91 days more.

(ii) E.L. for five month plus U.E.L. on P.A. for one month (because both does not exceed six month)

(iii) E.L. 0-2-0 plus U.E.L. on P.A. 0-4-0 cannot be taken because U.E.L. on P.A. at a time, cannot exceed three months.

(iv) E.L. 0-6-0 plus U.E.L. on P.A. 0-1-0 is not possible because both exceeds six months.

(v) U.E.L- on M.C. may be combined with U.E.L. on P.A., without any limit provided the leave is certified by the Medical Officer / Board and leave is available at the credit.

6. SURRENDER LEAVE

G.O. Ms. No. 1089 P & A.R. dt. 1-11-80

Introduction

Surrender Leave is another concession granted to employees permitting them to encash Earned Leave at their credit. This was introduced in G.O. Ms. No. 783 Finance dt. 10-9-68. The rules have undergone various changes from time to time. The Government in their G.O. Ms. No. 1089 P & A.R. dt. 1-11-80 issued consolidated instructions superseding all the previous orders. The rules and regulations are furnished -below.

Rules

(a) The facility is admissible to all employees. In the Case of Temporary and Probationers, they should complete 12 months service.

(b) An employee may surrender leave while on duty; E.L., during U.E.L., on M.C; or E.O.L. with M.C. This facility is not admissible while on suspension; E.O.L. without M.C. and U.E.L. on P.A.

(c) An employee may surrender not exceeding 15 days in a year and not exceeding 30 days once in two years. (G.O. Ms. No. 1089 P & A.R. dt. 1-11-80).

(d) If an employee avails of surrender of 15 days in a year, he can again avail 15 days only after completing 12 months. If he wants to avail 30 days, then, there should be interval of 24 months. Availing 30 days or 15 days is the option of the employee and the administration has nothing to do with it.

- * Availed of 15 days on 15-4-95

- * Eligible for 15 days on 15-4-96

- * if he wants to avail 30 days, he becomes eligible only on 15.4.97.

He can however, surrender 15 days on 15-4-97. The condition to be fulfilled is 12 months gap for 15 days and 24 months gap for 30 days. That is all.

(e) Eventhough the surrender leave application is given in advance, sanction can be accorded only after the due date-Govt. memo. No. 41131/ F.R.II/79-2 dt. 19-9-79.

(f) An employee has forgotten to submit application for the surrender of leave and desire to do so at a later date. In that case, he may submit application provided one month has not lapsed from, the due date for example when the due date is 4-5-98, application shall be submitted upto 03-06-1998.

(g) If an employee surrenders leave while on earned leave, total leave should not exceed 240 days.

(h) This facility is available while on foreign Service also.

(i) in the case of officers for whom Government is the leave sanctioning authority surrender leave may be sanctioned by the Head of the Department G.O. Ms. No. 21 P & A.R. dt. 7-1-82.

Surrender leave to compulsorily retired or dismissed employee on their reinstatement

Some people who are compulsorily retired or removed or dismissed may be reinstated into service based on court judgements. In such cases, they may be allowed surrender leave for the old periods provided the application is made within one month from the date of receipt of orders of reinstatement - Govt. Lr. No. 23186-A/86-9P & A.R. dt. 19-1-87.

Surrender Leave while on Foreign Service (other than State owned undertakings)

If an employee is deputed Foreign Service to the Central Government Undertakings, Universities, Temples, Co-operative Institutions etc, Foreign Employee -shall initially pay the surrender leave salary and reimburse it subsequently.

Is Surrender Leave admissible during suspension?

(a) During suspension, an employee cannot surrender leave. If he is reinstated treating the period of suspension as duty or leave, in that case, he may be permitted to apply for surrender leave for the old periods - Govt. Lr. No. 38745/82-1, P & A.R. dt. 29-5-82 and Govt. Lr. No. 16216/82-1 P & A.R. dt. 18-4-83.

(b) In the above case, leave applications should be given within one month from the date of receipt of orders treating the period as duty or leave - Govt. Lr. ibid. (One month shall be calculated from the date of joining duty because, then only he can know to whom application should be made.

(c) if the suspension period is treated as U.E.L. on P.A. or E.O.L. this concession is not admissible - Govt. Lr. No. 92550/82-3 P & A.R. dt. 18-1-83.

Leave Salary for surrender leave

(a) The leave salary shall be calculated at the rate of 1/30 days -G.O. Ms. No. 1089 P & A.R. dt 1-11-80.

(b) In addition to pay, D.A H.R.A Hill Allowance, and C.C.A., are also admissible - G.O. Ms. No. 200 Finance dt. 1-4-81 and G.O. Ms. No. 43 Finance dt. 28-1-82.

(c) The Surrender leave should be sanctioned within one month and payment made within 15 days - G.O. Ms. No. 687 P & A.R. dt. 16.7.82.

(d) H.R-A. shall also be paid to the employees occupying quarters -G.O Ms. No. 777 Finance dt. 7-9-83.

(e) Employees provided with rent free quarters are not eligible for H.R.A. - Govt. Lr. No. 33853/84-1 Finance dt. 18-8-84.

(f) Medical, Washing and Refreshment Allowances are not admissible along with the surrender leave.

8. Leave Salary

Nature of Leave	Leave Salary admissible
1. Earned Leave	Full pay and allowances - TNLR 28-A
2. UEL on M.C.	Full pay and allowances - TNLR 28-A
3. UEL on P. A.	Half pay with full allowances - TNLR 28-A
4. Surrender Leave	Full pay with allowances
5. Maternity Leave	Full pay with allowances
6. E.O.L. (L.L.P)	Pay and allowances are not allowed.

9. SPECIAL DISABILITY LEAVE

(F.R. 83 and 84)

An officer, permanent or nonpermanent if disabled by injury either natural or accidental while discharging his functions may not continue to perform his official function. Under these conditions, the officer needs leave and the leave so granted for treatment is called "SPECIAL DISABILITY LEAVE". The leave may also be sanctioned even after some time provided that the disability manifests within three months from the date of accident

The above leave should be sanctioned only on the advice of the Medical Board.

Maximum Special Disability Leave allowed to an officer is 24 months. If the disability is reproduced later on, this may again be sanctioned subject to the maximum of 24 months in respect of any one disability. Following hints may be taken note of -

- (1) The duties should be risk prone such as Police Constables etc.,
- (2) The leave shall be allowed to the maximum of 24 months.
- (3) The leave shall again be sanctioned if the disability recurs.
- (4) The Heads of the Departments alone are competent to sanction this leave.

Leave Salary : The leave salary shall be at the rate of full pay for 120 days. Remaining period shall be paid at the rate of half pay and allowances.

[10. STUDY LEAVE]

(F.R. 84 and Rules in Annex, in Appx. II)

(1) This leave shall be granted to officers to study scientific or technical problems or to undergo special courses or instructions either inside or outside India.

(2) This leave shall normally be granted to gazetted officers only.

(3) The officer should have a minimum Service of five years and at the same time should not retire from Service within three years from the date of deputation or training.

(4) This leave may be granted upto 12 months at a time and upto 24 month in all.

(5) During Study Leave, the officer shall be paid half pay and a fixed rate of study allowance for each day.

(6) The period of study allowance paid to the officer should not exceed 24 months.

(7) This leave may be combined with any other leave. But the total of study leave and other leave sanctioned in continuation should not exceed 28 months.

(8) This leave is not debitable against the leave account.

(9) The period of "Study Leave" will count for the purpose of pension, promotion increment etc., but not for the purpose of calculation of E.L.

(10) This Leave should be sanctioned only by the Government and no subordinate officer is empowered to sanction this leave.

(11) During study leave, no other leave shall be sanctioned -G.O. Ms. No, 488, P & A.R. dt. 23-5-83.

The Government have given consolidated instructions regarding study Leave in G.O. Ms. No. 145 P & A.R. dt. 14-3-96.

12. NATURAL ABORTION OR VOLUNTARY ABORTION

(F.R. 101(a) & G.O. Ms. No. 1190 P&A.R. Dated 25-10-1978)

(1) Married women employees may be sanctioned maternity leave in case of miscarrying or abortion or Medical termination of pregnancy irrespective the number of abortion. Sterilisation is also not necessary - G.O. Ms. No. 237 P & A.R.. Dt. 29-6-93.

(2) The period of leave shall he granted for six weeks from the date of abortion or Medical termination of pregnancy.

(3) The condition to sanction this leave is that abortion or Medical termination of pregnancy should have taken place after 12 Weeks but before 20 weeks of pregnancy. The termination of pregnancy should have been performed in Government Hospitals or other Institutions approved under the Medical Termination of Pregnancy Act, 1971 -G.O..Ms. No. 1190, P & A.R., dated 25-10-1978.

(4) The certificate issued by a Registered Medical Practitioner authorised under the Medical Termination of Pregnancy Act may also be accepted for this purpose - G.O. Ms. No. 1684, Health and Family Welfare, dated 21-7-1977.

(5) In respect of Temporary employees, the available E.L. at credit shall first be exhausted and balance be allowed as Maternity Leave.

13. LEAVE FOR ADOPTION

If a woman employee adopts a child, she is eligible for leave as indicated below subject to the following conditions-G.O. Ms. No. 342 Social Welfare dt. 8-12-95 and Govt. Lr. No. 21559/SW-V/96-3 Social Welfare dt. 14-2-97.

(i) The woman employee should not already have two living children.

(ii) The maximum admissible leave is one year and be given without production of Medical certificate. The leave will be as illustrated below.

- * If the age of the adopted child is less than one month, leave upto one year be allowed.
- * If the age of the child is six months or more, leave upto six months be allowed.
- * If the age of the child is nine months or more, leave upto three months be allowed
- * That is, she is eligible for a maximum of one year leave excluding the completed months of the baby.

(iii) She may be given any eligible leave.

(iv) A certificate from the Recognised voluntary Institution that the applicant legally adopted the child should be produced.

(v) Adoption may be made from relatives or outside.

11. MATERNITY LEAVE

(F.R. 10 (a) and Instructions thereunder)

On returning from maternity leave - Whether postings given in the same place?

The women employees, on returning from leave maybe posted to the same place from where they proceeded on leave, if possible - Govt. Lr. No. 22902/93-1, P & A.R., dt. 18-8-93.

Probationer

For probationers, maternity leave may be granted even before completing one year service. But they shall be sanctioned available E.L. at their credit and the balance as maternity leave subject to other condition - governing the leave - F.R. 101 (a) introduced G.O. Ms. No. 138, P & A.R. dated 26-2-1983 and Govt. Lr. No. 44189/82 - I3. P & A.R., dt. 16-2-1983.

Approved Probationer and Permanent

(A) On and from 29-6-93, maternity leave is allowed upto two living children. That is, where a women employee has already having two children alive, maternity leave is not eligible for the third delivery - G.O. Ms. No 237P & A.R. dt. 29-6-93.

(To explain ordinarily, the women employee is eligible for Maternity leave for the first and second living child. Number of deliveries is not the matter but only the number of living children.

(b) This leave is also admissible for delivery of a "still-born" child -Govt. Lr. No. 35660/F.R.III /89-7. dated

(c) Maternity leave is admissible for 90 days and may be taken before or after delivery as advised by the doctor.

(d) In continuaton of maternity leave, other kinds of leave upto one year may be sanctioned on the advise of a doctor - G.O. Ms. No. 237, P & A.R., dt 29-6-93.

(e) If delivery occurs while on leave (other than maternity leave), maternity leave shall commence from the date of delivery - G.O. Ms. No. 138, P&A.R.,dt. 26-2-83.

Temporary Women Employees

(a) Temporary women employees may also be given Maternity Leave after completing one year service.

(B) In their cases, the E.L. available at the credit shall first be given and the balance sanctioned as Maternity leave.

(c) Other conditions are the same as applicable to regular Government Employees - F.R. 101 (a) as introduced in G.O. Ms. No. 138, P & A.R., dated 26-26-02-1983.

2. EMPLOYMENT IN FOREIGN COUNTRIES

(a) An employee may avail of L.L.P. (Leave on loss of pay) upto five years to take up employment abroad subject to the following conditions - G.O. Ms. No. 19& P & A.R. dt. 20-5-91; G.O. Ms. No. 295 P & A.R. dt. 14-9-95 and G.O. Ms No. 173/P&A.R. dt. 28-3-96

- (i) Initial period of E.O.L. will be limited to one year based on the visa and further extension may be given on production of evidence that he continues/continued in the same job or was employed by another genuine employer - G.O. Ms. No. 173 /P & A.R. dt. 28-3-96.
- (ii) The period of E.O.L. will not count for calculation of leave and increment. But, will count for pension, if the individual remits pension contribution as fixed by A.G., with appropriate interest for belated payment, if any -G.O.Ms.No.173 P & A.R. dt. 28-3-96 and Govt. Lr. No. 80253/95-1 P & A.R. dt. 4-1-96.
- (iii) Disciplinary-proceedings, vigilance enquiry and criminal case should not be pending - Govt. Lr. No. 42138/93-2, P & A.R. dt. 5-7-93
- (iv) There should not be any contractual obligation to serve the department till retirement - Govt. Lr. No. 42138/93-2 P & A.R. dt. 5-7-93.

(b) Only Approved Probationers are eligible for this "benefit. Temporary employees are not eligible. Probationers should resign the job - | Govt. Lr. No. 80253/95-1 P & A.R. dt 4-1-96.

(c) Employment may also be arranged through own source - Govt. i Lr. No. 80253/95-1, P & A.R. dt. 4-1-96.

(d) Where employment has been arranged by Tamil Nadu Overseas Manpower Corporation Limited, the Managing Director will address the Head of the Department to issue N.O.C. without delay - Govt. Lr. No. 93945/93-2, P & A.R. dt. 5-7-93.

- (e) There is no need to execute any bond - G.O. Ms. No. 9, P & A.R. dt. 7-1-94.
- (f) No Objection Certificate to get passport will be issued by the Head of Departments except for "A" group employees - G.O. Ms. No. 288 P & A.R. dt. 4-12-97. While applying for passport, the purpose of visit, period of duration and the names of countries to be visited shall be furnished - G.O. Ms. No. 180, P & A.R. dt. 6-7-94.
- (g) The employees belonging to the Scarce Categories are not eligible for employment - G.O. Ms. No. 9, P & A.R. dt. 7-1-94.'

Whether Pending loans should be cleared in lumpsum?

The employees who have drawn long term advances like conveyance, House Building, Marriage, Computer etc, advances should remit the loan amount equal to twelve months in advance. If the leave continues for second year, the next twelve months recoveries should be remitted in advance -Govt. Lr. (Ms).No. 87832A/Sal-I/93-I Finance, dt. 10-2-94. (In respect of short recoveries, the outstanding amount shall be remitted in lumpsum)

INCREMENTS

GOVERNMENT OF TAMIL NADU

Personnel and Administrative Reforms (D.O.I-F.R.I) Department Letter No. 35988/D.O-I-FRI/93-3, Dated 11.1.1994

Sub: Increments - Sanction of increments to the Government Servants appointed under various circumstances -Guidelines - Issued.

1. Temporary Appointments

(i) Fully qualified:

Government Servants appointed under emergency provisions i.e. under 10(a) (i) of the General Rules for the Tamil Nadu State and Subordinate Service Rules, are eligible for increment if they are fully qualified to hold the post. There is no restriction in the case of drawl of annual increment unless otherwise withheld by Government/ Competent authority,

(ii) Unqualified:

The unqualified persons appointed under the above provisions are eligible to draw their substantive pay or minimum of the time scale of pay attached to that post, as per Rule 10(b) of the General Rules. Therefore, they are not eligible to draw increment in the post in which they were appointed. They are eligible to draw increment after one year from the date for which they are fully qualified.

2. Regular Appointment

Probationers are eligible for sanction of increment on normal dates irrespective of declaration of satisfactory completion of probation, subject to the provisions in Rule 28 of the General Rules. In cases" where the probationer has to acquire or pass any prescribed test within the period of probation/extended period of probation, the first increment in case where the probation period is one year and the second increment in cases where the period of probation is two years, shall be sanctioned only after acquiring the qualification or passing the test.

3. Appointments in unclassified posts

Persons appointed in unclassified posts (posts which are not classified under any Special/adhoc - rules) are eligible for three increments only.

4. Temporary promotions

(i) Fully qualified :

A person temporarily promoted under General Rule 39, is eligible to draw his annual increments, if he is fully qualified, even though his Service are not regularised. The sanction is subject to the conditions that the rules do not prescribed any special qualification to be acquired or test to be passed as a condition precedent to the drawl of such increments....

(ii) Unqualified:

The unqualified persons promoted to a post under General Rule 39, are eligible to draw their substantive pay or minimum of the time scale of the pay of the post or officiating pay in that post as per General Rule 39(g). They are not eligible for annual increments in the promotional post. [The G.O. Ms. No. 21 P. & A.R. dt. 23.1.96 has prohibited promotion of un-qualified employees. If it is done, it is waste of Government money - Author]

5. Regulation of increment on promotion to higher post

The increment of a person who has been promoted to the higher post has to be regulated as indicated below.

- (i) Date of promotion:
- (ii) Add one year period with the date of promotion:
- (iii) Advance it to the quarter concerned:
- (iv) Add reversion period or extra-ordinary leave without allowance:
- (v) Arrive actual date of accrual of increment.
- (vi) Next increment on 1st day of the quarter concerned after completion of one year of qualifying Service from the date arrived in the item (v) above.

3. The Heads of Departments may be requested to communicate the above guidelines to the subordinate officers under their control for adoption.

JOINING TIME

(a) According F.R.105, an employee is eligible for joining time on transfer. If the transferred employee joins at the new station without availing of full or part of joining time, the unavailed portion of joining time. (subject to a maximum of 15 days) will be credited to his E.L. account. However, the E.L. at his credit and the unavailed Joining Time so added should not exceed 240 days - G.O. Ms. No. 207 P. & A.R., & 14.8.97.

(b) Saturday and Sunday should not be included in crediting unavailed joining time - G.O. ibid.

Author's view: In respect of temporary employees and probationers the unavailed Joining Time, if credited to the E.L. account, total leave should not exceed 30 days.

(c) The transferred employee should apply for crediting the Joining Time within six months from the date of his transfer - G.O, ibid.

(d) An employee is transferred to foreign service. He is relieved. But he did not take Joining Time. In that case, Unavailed Joining Time be credited to his E.L. account irrespective of the fact who bears the liability. Crediting in the account may be done by the authority who maintains the leave account - Govt, Lr. No. 100270/F.R.III/88-18, dt. 26.10.90.

Calculation of Joining Time

The officer on transfer, shall be given six days for preparation which is called Preparation Time - (Instruction (2) under F.R.106)

In addition, he shall be given journey time to reach the new station by a reasonable conveyance. The officer should travel by rail or by bus or by any other conveyance which will be normally used by the Public. In order to calculate the days for travel, following guide lines are given in F.R. 106 (Rule ibid).

(i)	By Rail	400 km.	Per day and one more day for part thereof
(ii)	By Ocean Steamer	320 km.	do
(iii)	By River Steamer	130 km.	do
(iv)	By Motor Vehicle or horse drawn vehicle	130 km.	do
(v)	By any other Conveyance	25 km	do
(vi)	By Air	Actual time consumed for the Air journey	

[Travel by Ocean or river steamer are not in practice now. The rules were framed when the British ruled us and when the Madras state was called Presidency comprising Andra Pradesh; Karnataka; Kerala at the a time where travel by steamer, bullock, elephant, walk etc., were unavoidable. Now, roads have been laid and conveyance ply throughout the length and breath of the state. The rule makers should examine these aspects and remove these outdated and unworthy rules from the F.R- II will help to reduce confusions because the rules are not always handled by people - Author]

Holidays, Saturdays and Sundays?

(a) Holidays, Saturdays and Sundays will not be allowed to enjoy. They will be treated as Joining time - G.O- Ms. No. 207 P.&A.R., dt. 14.8.97

GOVERNMENT OF TAMIL NADU
ABSTRACT

Tamil Nadu Medical Service - Senior most Assistant Surgeons in
the Blocks designated as Block Medical Officer - orders - issued

HEALTH & FAMILY WELFARE DEPARTMENT

G.O.D. No. 69

Dated 17-2-1993

Thiruvalluvar Andu, 2024 Angirasa Masi - 6.

Read :

Tamil Nadu Assistant Surgeons Association representation
dated 7-10-92.

Order :

The Tamil Nadu Assistant Surgeon's Association has represented that the senior most Assistant Surgeon working in the blocks may be designated as Block Medical Officer in order to monitoring and co-ordinating the Health Service Schemes in the block.

2. The Government have carefully considered the request of the association and direct that the senior most Assistant Surgeon working in each of the Block Medical Officer in order to monitoring and co-ordinating Health Service Schemes in the block without any extra expenditure to Government.

3. The Joint Director of Public Health and Preventive Medicine (Primary Health Centres) is requested to designate the senior most Assistant Surgeons as Block Medical Officer immediately.

(By Order of th Governor)

GOVERNMENT OF TAMIL NADU HEALTH INDIAN MEDICINE AND
HOMOEOPATHY AND FAMILY WELFARE

LETTER NO. 17569/90-4 Health DATED 23.8.1990.

From

Tmt. Yasmin Ahmed, I.A.S.,
Secretary to Government

To

The Director of Medical Services, Madras . 6.

Madam,

Sub : Tamil Nadu Medical Service- Tamil Nadu Assistant Surgeons
association - One day Weekly off for 6 working day- Instructions
issued.

Ref : From the Tamil Nadu Assistant Surgeon Association
representation dated 14-2-1990.

I am directed to state that the Medical Officers working in the
Government Medical Institution shall be given one day weekly off for 6 Working
days even if they themselves of casual leave in the middle of the week. The
above instruction may be adhered to in future.

ABSTRACT

Primary Health Centers - 24 Hours Primary Health Center - continuance of 24 Hours Services in 250 Primary Health centers with staff Nurse Medical officers to be on call duty - Order issued.

HEALTH AND FAMILY WELFARE DEPARTMENT

G.O. No : 269

Dated : 1-8-2000

Read :

1. G.O.D No. 745 Health, dated 27.6.96
2. G.O.Ms. No. 400 Health, dated 28.8.96
3. G.O.Ms. No. 504 Health, dated 13-10-97

Read also :

4. from the Director of Public Health and Preventive Medicine Lr. No. 89379/PHC.IV/2000 A1, Dated 7.6. 2000

Order :

With the view to providing better Health Service deliveries to the Rural Public round the clock, the Government introduced the concept of 24 hours Primary Health Centers in two pluses in 250 Block level Primary Health Centre on evolution of the performance of the system, it is considered desirable that during the third shift staff, nurses be posted instead of Medical officers and Medical Officers may be on call duty only to attend emergency and needy cases. The Tamil Nadu Government Doctors Association have also expressed in favor of such an arrangement.

2. Accordingly the Government issue the following orders

- (i) All the 250 Block level Primary Health Centres shall continue to function as 24 hours Primary Health Centre for purposes of Health care delivery system.
- (ii) During the third shift one staff nurse and auxiliary nursing midwives should be available for rendering assistance.
- (iii) Medical officers will be on call duty during the third shift and shall conduct deliveries if required during the third shift.

3. The Director of Public Health and Preventive Medicine is requested to make suitable arrangements for giving effect to this arrangement immediately.

(BY ORDER OF THE GOVERNOR)

RURAL ALLOWANCE

GOVERNMENT OF TAMIL NADU

Health & Family Welfare (B2) Department,
Secretariat, Chennai - 9

letter No. I7958/B2/2000-5

Dated : 24- 7- 2000

From :

Thiru L.K. Tripathy, I.A.S.,
Secretary to Government

To

The Principal Accountant General (A&E)
261 AnnaSalai,
Chennai - 600 018 (we)
Tamil Nadu,

Sir,

Sub: Tamil Nadu Medical Service - Admissibility of Rural
allowance to Civil Surgeons and Senior Civil Surgeons
Clarifications - Reg.,

Ref: 1) Your Lr.Nn.GAO II/II/770 dt. 31.1 .96.
2) Your Lr.No.GAD 11/11/87 dt.5.6.97.
3) Your Lr.No.GAD/II/244. dt.18.9.97.
4) From the DM&RHS Lr.No 31320/E7/3/2000
dt.6.4.2000.
5) From the DM&RHS Lrv No.31320/E7/3/2000
dt. 23. 5. 2000

I am directed to refer to your letters first to third cited and the state that a Medical Officer posted to Primary Health Centres is entitled to draw Rural Allowance irrespective of the category to which he belongs viz., -Civil Surgeon/Senior Civil Surgeon. I am, therefore, to request be, permitted to draw the Rural Allowance at the rates admissible.

2. In-this context, I am directed to enclose a copy of G.O.(MS) No.499, Finance(All) dt.15.9.98, according to which Medical Officers working in Primary Health Centres, shall be allowed the Special pay of Rs. 300/- Per Month attached to the post besides Rural Allowance at the revised rates ordered; therein.

3. This letter issues with the concurrence of the Finance Department vide its U.O.No.54527/All/2000 dated 18.7.2000

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service Enhancement of Rural Allowance sanctioned to the Medical Officers working in Primary Health Centres where Government Quarters are not provided - Orders - Issued.

HEALTH INDIAN MEDICINE AND HOMOEOPATHY AND FAMILY WELFARE DEPARTMENT

G.O.MS-NO, 484

Dated 2nd April 1991

19th Panguni, Pramodhutha

Thiruvalluvar Aandu 2022

READ: G. O. Ms. No. 1144 / Health, dated 25-6-1990.

ORDER:

In G.O. Ms. 1144, Health, dated 25-6-90 sanction was accorded for the payment of Rs. 400/- p.m. as Rural allowance to the Medical Officers working in Primary Health Centres in lieu of Special pay of R. 150/- being paid to them subject to the condition that the Medical officers should reside in the place where the Primary Health Centre is situated.

2. In order to provide timely medical facilities, it is necessary for the Medical Officer to stay at the places where the Primary Health Centres, are situated. But in several places no quarters are available for the Primary Health Centres. The Government have therefore decided that such of those Assistant Surgeons who are working in Primary Health Centres where no quarters are available be paid Rural Allowance of Rs. 500/- p.m.

3. The Government accordingly enhance the payment of Rural allowance of Rs. 400/- p.m. to Rs. 500/- p.m. to the Medical Officers working in the Primary Health Centres where Government quarters are not provided for them subject to condition that the Medical Officer should reside in the place where the Primary Health Centre is situated.

4. The Medical Officers who are working in Primary Health Centres where quarters are available, will continue to draw a sum of Rs. 400/- p.m. as Rural allowance subject to the condition that the Medical Officer should reside in the place where the Primary Health Centre is situated.

5. This order takes effect from the date of this order,

6. This order issues with the concurrence of Finance Department vide its G.O. No.1445/FS/P/91 date 25-3-1991.

(ORDER OF THE GOVERNMENT)

JAG MOHAN SINGH KANG
Secretary to Government

ABSTRACT

Tamil Nadu Medical Service- Rural Allowance sanctioned to Medical Officers, working in Primary Health Centres / Additional Primary Health Centres Change of name as Primary Health Centre Allowance" - Orders -Issued.

Health AND FAMILY Welfare (B2) DEPARTMENT

Ms.No.103

Dated 12. 6 .2002

Read :

1. From the Director of Family Welfare Letter R.No.1761 1/FW/Aud/F4/94 Dated 6.12.2000.
2. From the Director of Public Health and Preventive Medicine Letter No.237S9/PHCs2/9Q/E1/ dated 4.S.2Q01 and 7. 11.2001
3. From the Director of Public Health and Preventive Medicine Letter No.6S5S3/PHCs2/S 1/2002 dated 21.5.2002.

ORDER.

The Director of Public Health and Preventive Medicine has reported that the Medical Officers working in Primary Health Centres are sanctioned Rs.400/- per month as Rural Allowance in lieu of Rs.150/- per month as Special Pay in G.O.Ms.No.1144, Health, Dated 25.6.80. In G.O.Ms.No. 454, Health and Family Welfare Department dated 2.4.91, the Government have enhanced the Rural Allowance Rs.400/- to Rs.500/-per month to the Medical Officers In Primary Health Centres where Government Quarters are not provided subject to the condition that Medical Officers should reside in the place where the Primary Health Centres are situated. He has also stated that in G.O.Ms.No. 495, Finance(PC) Department, dated 15.9.98, Government have enhanced the Rural Allowance from Rs.500/- per month to Rs.525/- per month where Government quarters are not available in Primary Health Centres and the Rural Allowance has been declined from Rs.400/- to Rs.375/- per month where Government quarters are provided to Medical Officers working in Primary Health Centres with effect from 1.9.93 and reported that as per the above Government Order the Medical Officers working in Primary Health Centres situated in Rural areas may be allowed to claim Rural Allowance and House Rent Allowance in addition to Special Pay as sanctioned by the Government.

2. The Director of Public Health and Preventive Medicine has further reported that the Medical Officers are not interested to work in rural areas and in villages. He has also reported that objection is raised on the basis of nomenclature only for the Medical Officer working in urban areas and belt areas in and around the city. He has recommended that in order to encourage the Medical Officers to work in Rural and in villages he has requested early orders of the Government to change the "Rural Allowance" as "Primary Health Centre Allowance".

3. The Government have examined the proposal and decided to change the nomenclature of "Rural Allowance" drawn by the Medical Officers in the Primary Health Centre as "Primary Health Centre Allowance".

4. Accordingly the Government direct that the nomenclature of the "Rural Allowance" drawn by the Medical Officers in the Primary Health Centres be changed as "Primary Health Centre Allowance".

5. This order issues with the concurrence of the Finance Department vide its U. No. 1831/Fs/P/2002 Dated 28.5.2002

(BY ORDER OF THE GOVERNOR)

SYED MUNIR HODA

SECRETARY TO GOVERNMENT

T.A. FOR VARUMUN KAPPOM THITTAM

Most urgent / Personal Attention

REF.NO. 90895/BUD/1/20QO Office of the Director of Medical and
Rural Health Services, Chennai-600006

Dated: 11.9.2000

SUB: Budget - sanction of additional funds under T.A and D.A. for
the Medical and Para Medical Staff attending, the camps under
'Varumun Kappom Thittam' - Requested.

REF: Govt. Letter No, 40908/ZI/2 000-2 Health dated 8.9.2000.

Copy -communicated for information and necessary action.

The Joint Directors of Health Services are informed that it has been proposed to hold 3000 more Health Care Camps under Varumun Kappom Thittam from 1st September 2000 till the end of this year. Therefore it is requested to furnish the detailed anticipated expenditure in detail to be incurred/under the following head of account for attending the camps under Varumun Kappom Thittam, so that additional funds can be sought for under R.E. proposals for the year 2000-2001. Pending receipt of this proposals a consolidated report is being submitted to the Government for obtaining additional funds in R.E. 2000-2001 under the following heads of account:

1. 2210-01-110 AA District H Hospitals,
2. " " AB Taluk Hd. qer. Hospitals.
3. " " AC Non-Taluk Hospitals.
4. 2210-01-001 AB D.M.Os,

These proposals should be sent as in continuation of the R.E. proposals for 2000-2001 already sent to this Directorate within & week's time by Courier Service. Further, they are also requested to advise sanction the Tour T.A. bills submitted by the personnel deputed for the Camp, under 'Varumun Kappom Thittam' from September 2000 onwards under the respective Tour T.A sub-heads relating to their salary heads of expenditure, with reference to the instructions contained in the Government letter cited.

This should be treated as most urgent.

N. RAMASUBBU
Director of Medical and Rural
Health Services

ABSTRACT.

Tamil Nadu Medical Service- Sanction of Rural Allowance and extension of Service beyond date of retirement for Medical Officers working in Primary Health Centers - Orders issued

HEALTH MEDICINE HOMEOPATHY & FAMILY WELFARE DEPARTMENT

G.O. Ms.No,1144

Dated 25th June 1990

11 th Aani, Pramodhootha

Thiruvalluvar Aandu 2021

Order

The Government accord sanction on for the payment Rs. 400/- per month (Rupees Four hundred only) Rural allowance to the Medical Officers Working in Primary Health Centre in Lieu of Special pay of Rs. 150/- being paid to them subject to the conditions that the Medical Officers should reside the place where the Primary Health Centre is situated.

2. The Government also direct that if a Medical Officer in the- Tamil Nadu Medical Service on the verge of retirement, is willing to stay and Service in Rural areas i.e. in Primary Health Centre) his /her Services shall be utilized far two more years till attending the age of 60, by way of re - employment and posted to the Primary Health Centre.

3, This order issues with the concurrence of finance Department vide its U.O.No. 3446/F.S./P/90 dt. 20. 6.90.

(BY ORDER OF THE GOVERNOR)

Sub : Varunmn Kappom Thittam - Health Camps - Travelling Allowance for Medical Officers and Other staff attending Health Camps (Varumun Kappom Thittam)-Orders - Issued.

Ref : From the Director & special-officer, Varumun Kappom Thittam, Chennai-6, letter No. : 625/VKT/20QO dated 26.7.2000 addressed to the Secretary to Government, Health and Family Welfare Department chennai - 9.

.....

In the circumstances reported by the Director and special Officer, Varumun Kappom Thittam in the reference cited, the Government accept his request and order that, the Medical Officers and other staff, who are attending Health camps of 'Varumun Kappom Thittam' are eligible for Travelling Allowance, subject to the norms prescribed under M.T.A. rules. The Director of Medical Education, Director of Medical and Rural Health Services, Director of Public Health and Preventive Medicine, Director of Family Welfare and Director of Indian Medicine & Homoeopathy are therefore instructed to draw and disburse the eligible Travelling Allowance to the Medical Officers and other staff who attend the Health camps • and the expenditure shall be debited under the respective salary of accounts.

2. The Director of Medical Education, Director of Medical & Rural Health Services, Director of Public Health & Preventive Medicine, Director of Family Welfare and Director of Indian Medicine & Homoeopathy are also requested to make necessary provision in the Revised Estimate 2000 - 2001 towards the above item of expenditure.

OCA

Sub:Tamil Nadu Medical Services - OCA to Asst Surgeons attached to
Primary Health Centers - reg.

Ref : 1. This Office Memo 62/91 E1 dt: 10 - 1-91.

2. G.O. Ms. No. 1849 / Health dt: 7-8-1972.

The attention to the Asst. Treasury Officer, Namakkal and Salem and all other Sub Treasury Officers in this district is drawn to the reference first cited, where in they are directed to state and what authority they are admitting the claims of Rs. 125/- p.m. to the Asst. Surgeons working in the Primary Health centres. but no reply has been received from them.

Any how the other conveyance advance has been raised from Rs. 100/- to Rs. 125/- to the Assistant Surgeons working in Primary Health Centre for restricted private practice as per the G.O. Second Cited.

Therefore the Sub Treasury Officers are instructed to admit the claims of other Conveyance Advance at Rs. 125/- P.M. to the Assistant Surgeons working in the Primary Health Centres quoting the above G.O. as authority.

GOVERNMENT OF TAMIL NADU

Abstract

Pay - Special Pay - Special Pay of Rs.150/- p.m. for Assistant Professors in the Medical Department - Sanctioned.

FINANCE (PAY CELL) DEPARTMENT

G.O.Ms.No.97

Dated 24th February, 1968.

Prabhava, Masi 12,

Thiruvalluvar Aandu, 2019

Read:-

- i. G.O.Ms.No.244, Finance(PC) Department, dated 20.3.87.
 - ii. Govt. Lr.No.61896/PC-I/87-1, Finance, dated 29.5.87.
-

ORDER :-

In the G.O. read above orders were issued sanctioning special pay of Rs.150/- p.m. to the Assistant Surgeons in all branches of the Medical Department. This special pay has also been extended to Assistant Dental Surgeons in the Medical Education and Medical Services and Family Welfare Department.

2. Representations have been made for grant of similar special pay to the Assistant Professors in the Medical Department for the reason that the posts of Assistant Surgeons, Tutor and Assistant Professor are interchangeable and that there is no fixation benefit when an Assistant Surgeon is appointed as Assistant Professor.

3. The Government have carefully examined the representation and direct that special pay of Rs. 150/- p.m. (Rupees one hundred and fifty only) be paid to the Medical Officers holding the posts of Assistant Professors / Lecturer / Assistant Professor in Dental Surgery on the scale of pay of 1575—2685

4. These orders shall take effect from the 20th March, 1987.

(By order of the Governor)

A.M.SWAMINATHAN,

Commissioner & Secretary to Government

To,

The Commissioner and Secretary to Government,
Health and Family Welfare Department, Madras-9. The Director of Medical
Education, Madras-5. The Director of Medical Services and Family Welfare,
Madras-6, The Director of Public Health and Preventive Medicine,
Madras-6. The Director of Primary Health Centres, Madras-6,
The Accountant General-I, Madras-18.
The Accountant General-II, Madras-18.
The Accountant General (Audit), Madras-18.
The Accountant General (CAB), Madras-9.
The Pay and Accounts Officer (North), Madras-79.
The Pay and Accounts Officer (South), Madras-35.
The Pay and Accounts Officer (East), Madras-5.
The Pay and Accounts Officer, Madras-9.
All Treasury Officers/The Director of Family Welfare, Madras-8.

GOVERNMENT OF TAMIL NADU

ABSTRACT

Medical Service- Measures to improve Health Care Services in Tamil Nadu - Strengthening of Health administration and extension of specialist care at various levels- Orders issued.

HEALTH AND FAMILY WELFARE DEPARTMENT

(Ms) No.736 Dated the 16th May 1991.

ORDER:

With a view to streamlining Health administration, various Directorates in the Department of Health, Indian Medicine and Homoeopathy and Family Welfare Department, have recently been reorganised as per G.O.Ms, No. 25, Health, Indian Medicine & Homoeopathy and Family Welfare Department, dt 7.1.91. Some re-organisation has also been attempted at the District level. This is the first of a series of measures taken to improve delivery of Health Care Services in the State. While expenditure on hospitals and related facilities has progressively increased during the recent years, areas such as improvement of Health administration, extension of specialist care to Rural areas and strengthening of referral system has not received the full attention required to extend quality services to the people. Accordingly, Government have decided to implement a four year plan to strengthen the Health care and administration at various levels, extend specialist care at District level and below and improve the referral system from Community Health Centre, Taluk level, District level to Medical College Hospitals and attached Specialist Institutes.

As part of this plan, during the year 1991-92, the Government sanction the following programme:-

(1) HEALTH ADMINISTRATION :

(i) 55 Taluk and Non -Taluk hospitals with 30 beds or more will be headed by the Civil Surgeons,

(ii) Resident Medical Officers an important functionary in the officers of a hospital. Senior Officers of the Civil Surgeons rank will be posted in the 14 District Head quarters Hospital with 300 beds or more.

ii) 14 District headquarters hospitals with 300 beds or more will be headed by Senior Civil Surgeons in the pay scale of Rs. 3700-5200. Similarly, the 5 District Headquarters Hospitals with less the 300 beds will be headed by Civil Surgeons

iv) The 3 Superintendents of E.S.I. Hospitals (Ayyanavaram and Coimbatore) and the T.B. Hospital, Nagercoil and 4 Regional Administrative Medical Officers in the E.S.I. Scheme will also be Senior Civil Surgeons.

v) Supervision of Medical Institutions in the districts needs to be considerably improved. The officer responsible for this in all 20 Districts will be designated as District Hospitals Services Officer and will be in the Senior Civil Surgeons grade in the merging of Directorate of Family Welfare and Directorate of Primary Health Centres.

vi) Centre with the Directorate of Medical Services, the resultant Directorate of Medical and Rural Health needs to be suitably strengthened and The functions are being looked after by Deputy Directors will be headed by senior administrative officers of the Senior Civil Surgeons rank.

(2) EXTENSION OF SPECIALIST CARE TO RURAL AREAS :

(i) One hundred Community Health Centres will be established during the year by upgrading the existing Primary Health Centres on the Government of India pattern of One upgraded Primary Health Centre for every three Primary Health Centres. As per the Government of India pattern, Community Health Centres will be headed by the Civil Surgeons. Each Community Health Centre will be responsible for total Health care Services in its entire jurisdiction of 4 Primary Health Centres (including Community Health Centre) "with proper referral pagesran the Sub-centre to the Community Health Centres.

ii) Specialist Services at the taluk level will be upgraded in the Speciality of Surgery in 50 taluk and non-taluk hospitals with 48 beds and above the surgery unit being headed by a Civil Surgeon Specialist.

iii) Similarly at the District level, one unit each in Surgery and Medicine will be upgraded and headed by Senior Civil Surgeon Specialists in the 19 District Headquarters Hospitals.

(iv). Accident and Emergency Services have assumed critical importance with the increase in traffic and industrial accidents. Thirty seven existing units in the State at District / taluk hospitals should each have atleast one Civil Surgeon.

(v) To ensure quality support to Blood Banks and Post Partum Services in the District Headquarters Hospitals, Senior Pathologist or Civil Surgeon should be provided in each District Headquarters Hospital.

(3) Strengthening Referral System From Taluk Level to Medical College Hospital:

(i) Taluk and district level hospitals should function as effective referral centres for serious cases being referred from the Primary Health Centres. To strengthen their capability in this regard, experienced Senior Assistant Surgeons will be posted even in the supporting roles. During 1990-91, five such senior Assistant Surgeons will be provided in the scale of pay of Rs. 2500 - 4200 to each of the 19 District Headquarters Hospitals, E.S.I. Hospitals at Ayanavaram and Coimbatore and T.B.Hospital, Nagercoil and, one each to the 194 Taluk and Non-Taluk Headquarters Hospitals.

(ii) From the Taluk and District levels, a large number of serious cases are referred to the Medical Colleges. There is a need to strengthen both the quality of Medical Education and improve efficiency of provision of Services at the Medical College level as those form the backbone of specialised care Services as also train doctors for Services at the district level below towards this end

(a) All units will be headed by Senior Clinical Professors in the pay scale of RS. 3700 - 5200, distributed over the 9 Medical Colleges and 16 attached speciality Institutes as per requirement.

(b) Two Readers in each specialities will be provided in the 9 Medical Colleges to strengthen the specialities of Medicine, Surgery, Obstetrics and Gynaecology, Paediatrics, Orthopaedics, Ophthalmology and, E.N.T. Similarly, one Reader each will be provided in the specialities of Radiology, Physciatry, Dermatology, Anatomy, Bio-Chemistry, Venereology, Anaesthesia Physiology, Pharmacology, Pathology, Microbiology and Forensic Medicine in the four out of nine Medical Colleges.

(C) 100 Assistant Professors/Senior Assistant Surgeons will be provided to the 9 Medical Colleges and 16 attached Speciality Institutes as per requirements by converting posts of tutors will be ensured that no tutor, other than those with higher speciality qualifications, who has not gone through Primary Health Centre Services or completed atleast 6 years of service becomes an Assistant Professor.

With such simultaneous -strengthening of specialities/ facilities in the Medical Colleges, Speciality Institutes, District and Taluk level hospitals and Community Health Centres, the Referral System is expected to receive the much needed boost to enable it provide quality Services to the needy.

3. The above strengthening/streamlining will be subject to the following:-

(i) No net additional posts will be created, strengthening will done through adjustment in feeder categories.

(ii) No new units will be created or additional supporting staff provided.

(iii) Wherever upgradations are involved, movement will be in the basis of Civil Medical List for all categories except movement into the category of Readers which will be subject.

3. This order issues with the concurrence of the Finance Department U.O.No. 2128A/FS/P/91 dated 22.4.91.

(BY ORDER OF THE GOVERNOR)

Abstract

Tamil Nadu Medical Service- Recruitment of Assistant Surgeons
(Direct) on Zonal basis -Withdrawn - Orders Issued.

HEALTH AND FAMILY WELFARE DEPARTMENT

G.O. (Ms) 348

Dated: 9-10-2000

Read:

1. G.O. (Ms) No. 29, Health and Family Welfare, dated 11.1.1996.
2. G.O.Ms.No.558 Health and Family Welfare, dated 14-10-1998
3. From the Director of Public Health and Preventive Medicine
Letter No. 52814/E5/ 2000/ AI, dated 8.6.2000.

ORDER

The Government introduced Zonal System in the Government Order first read above to fulfil the allowed objective of the Government to provide adequate to the ailing Public in remote areas and also to streamline the procedure for selection and appointment of Assistant Surgeons in a more rationale manner by the Director of Public Health and Preventive Medicine.

2. The Government have also Public stipulated in the Government Order first read above, the Assistant Surgeons selected and appointed on zonal have should serve for a minimum period of 10 years in the respective zones opted by them.

3. Subsequently in the Government Order, second read above, the Government issued orders that the appointment to the post of Assistant Surgeon be made by the Director of Public Health and Preventive Medicine through Counselling.

4. The Director of Public Health and Preventive Medicine Im reported that in view of the rule position to serve in a particular zone for not less than 10 years, of which rural Service should not be less than 5 years the doctors are reluctant to work in zones which are not of their choice and continue to avoid postings in these zones by responding to various means despite orders of postings to deficient districts. This has resulted in the anamoly of doctors awaiting postings on one hand and shortage of doctors on the other hand, thus defeating main objective of the Zonal system The Director of Public Health and Preventive Medicine has held the view that in the absence of Zonal System.

The Department would be better placed to insist the doctors to work at least for shorter period in deficient district to take over the crisis, In view of the practical difficulties in implementing the appointment of Assistant Surgeons in General line, on zonal basis the Director of Public Health and Preventive Medical has suggested to the Government to consider the withdrawal of the Zonal system of posting the Assistant Surgeons in Primary Health.

5. The Government have examined the suggestion of the Director of Public Health and Preventive Medicine in detail and have decided that the zonal system may be dispensed with prospectively, subject to the condition that Assistant Surgeons posted in Primary Health Centres should necessarily serve in the particular Primary Health Centre, continuously for not less than five years.

6. The Government accordingly issue the following orders :

(i) the Zonal System introduced in the Government Order first read above be withdrawn and the existing system of appointing Assistant Surgeons selected by the Tamil Nadu Public Service Commission, through counselling by the Director of Public Health and Preventive Medical be continued and

(ii) 5 years of continuous Service in a Primary Health centre be compulsory at the time of first appointment of Assistant Surgeons in the Tamil Nadu Medical Service.

7. The Director of Public Health Preventive Medicine is directed to send suitable draft amendments of the existing special rules for Tamil Nadu Medical service.

(BY ORDER OF THE GOVERNMENT)

L.K. TRIPATHY
SECRETARY TO Government

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service- Medical officers - Personal pay - Enhancement of orders Issued.

HEALTH AND WELFARE (B2) DEPARTMENT

G.O. (D) No. 235.

Dated : 13.7.2000.

Read : -

1. G.O.(D).NO.1S2 Health dated 12.2.99
2. From the Director of- Medical and Rural Health Services letter NO.19984/E7/3/99 dated 27.2.99.
3. Representation from the Government Doctors Association.

.....

ORDER :

In the Government order first read above, Government have sanctioned personal pay of Rs.200/- per month to all doctors under the administrative control of the Directorate of Medical and Rural Health Services including ESI, Public Health & Preventive Medicine, Medical Education and Family Welfare irrespective of the posts they are holding.

2. The Tamil Nadu Government Doctors Association have represented to sanction additional personal pay of Rs.100/- per month besides Rs.200/- per month already sanctioned in the Government order first read above.

3. The Government have examined the request of the Association carefully and have decided to allow an additional personal pay of Rs.100/- per month. The Government therefore accord sanction for the grant of additional personal pay of Rs.100/- per month (Rupees one hundred only) besides Rs.200/- personal pay already sanctioned to various categories of doctors mentioned in para 1 above.

4. The grant of personal pay shall take effect from the date of issue of this orders.

5. This order issued with the concurrence of the Finance Department vide its U.O.No. 443/SS (GV) / 2000 dated 13-7-2000.

Minutes of the Meeting held in the presence of Secretary, Health and Family Welfare Department on 10.4.99 with representatives of Tamil Nadu Government Doctors Association (T.N.G.D.A.) In the presence of Members of Indian Medical Association and Federation of Medical and Dental Associations of Tamil Nadu (FEMDAT).

During the discussion of the Office bearers of Tamil Nadu Government Doctors' Association (T.N.G.D.A.) with the Health Secretary in the presence of Director of Medical Education, Director of Medical Services and the office bearers of The Federation of Medical and Dental Associations of Tamil Nadu (FEMDAT) on 10.4.99, the Secretary brought to the attention of the doctors about the efforts of Tamil Nadu Government to protect the interests of doctors by linking the matter to Government of India by Honourable Minister for Health Thiru Arcot N. Veeramaswami through the National Conference of Health Ministers held in New Delhi recently and he reiterated the commitment of the Government to protect the legitimate interest of the Medical Fraternity. The Government also will consider the request for the formation of the expert committee and issue necessary orders as early as possible.

As per the assurance given by the Government of Tamil Nadu through press release, in future no Criminal action will be taken against any doctor for any untoward incident happening while discharging his professional duties.

Having been satisfied with the assurance all keeping the Public inconvenience in mind the Government doctors have decided to resume elective and Family planning operations.

Dr. M. Kamatchi
Director of Medical and
Rural Health Services.

Dr. C.M.K. Reddy
President,
FEMDAT.

Dr. K. Prakasam,
State President,
TNGDA.

ABSTRACT

Tamil Nadu Medical Service- Training to be undergone by the Assistant Surgeon
the period of probation - Exemption - Orders - Issued.

HEALTH AND FAMILY WELFARE (B2) DEPARTMENT

G.O.(2D) No.2

Dated: 3. 1.2003

Read.

1. From the Director of Public Health and Preventive Medicine, letter
NO.37847/E5/A2/2001 dated 1.2.2004.
2. From the Director of Public Health and Preventive Medicine, letter
No:37847/E5/A2/2001 dated 27-5-2004
3. From the Director of Public Health and Preventive Medicine, letter
No:37847/E5/A2/2001 dated 9-8-2005

ORDER:

As per Special Rule 21(b) of Tamil Nadu Medical Service every Assistant Surgeon appointed under this rule shall within the period of probation undergo a course of training in administration, which shall be for a period of not less than three, months prescribed by Government failing which he shall be discharged from service.

2. Subsequently, based on the discussion of the then Director of Public Health and Preventive Medicine with the then Secretary to Government on 3.1. 1996 and 29.1.1996 it was decided to restrict the training period to two months uncrate was months and accordingly it was proposed to impart training for a period of two months as follows:-

- (a) Induction training for one month
- (b) Management training for one week.
- (c) Foundation 'B' training for three weeks.

3. The Assistant Surgeons selected since 1995 even after completion of ten years of Service have not been declared to have satisfactorily completed their period of probation for the only reason that they have not been imparted the required training in administration for two months

since Anna Institute of Management is not able to provide training to all the Assistant Surgeons within their period of probation.

4. In this connection, the Director of Public Health and Preventive Medicine has stated that from the year 1995, the following number of Assistant Surgeons have been appointed through Tamil Nadu Public Service Commission

<u>Sl.No.</u>	<u>Year</u>	<u>No. of persons selected</u>
1.	1995	561
2.	1996	300
3.	1997	757
4.	1998	250
5.	1999	778
6.	2000-2001	350
7.	2002	555
8.	2003	504
	Total	4055

5. As on date almost all the Assistant Surgeons selected through Tamil Nadu Public Service Commission have already completed two years of service. Further Anna Institute of Management which is imparting training in Foundational Course not able to give training to the large number of Assistant Surgeons within a short span, since there are only about 10-15 seats for a batch and the number of batches are very less in a year. Imparting training to more than 4000 Assistant Surgeons would work out to nearly 250 batches, which would take about 30 years for providing training to the present incumbents. With the imminent recruitment of about 1800 Assistant Surgeons already notified by the Tamil Nadu Public Service Commission it will be increasingly difficult in the coming years to train Assistant Surgeons. Hence it is virtually impossible to impart training to all the Assistant Surgeons within the period of probation. With the result for no fault in the Assistant Surgeons are deprived of their second and subsequent increments due to non-declaration of completion of their probation.

6. Further it is also felt that the requirement to pass the Account Test for Executive Officers and Medical Code by the Assistant Surgeons during their probation period which relates to administration itself would take care of acquisition of administrative skills as it is considered that the training in administration envisaged in the Special Rules would only be superfluous and redundant in as much as all the Assistant Surgeons recruited since 1995 to till date have already served for about ten years they would have already acquired necessary experience in administrative skills. Hence it is felt that the training may be scrapped which would also avoid unnecessary expenditure to the Government.

7. The Government have examined the issue in detail and decided to exempt the Assistant Surgeons appointed from the year 1995 - 2005 (totally 4055) to undergo the training with the period of probation as prescribed in rule 21 (b) of the special rules for Tamil Nadu Medical service.

8. Accordingly the Government direct the Assistant Surgeons both general and speciality appointed from the year 1996-2005 (totally 405) be exempted from undergoing the training within the period of probation as prescribed in rule 21 (b) of the special rules for Tamil Nadu Medical Service.

9. The Director of Public Health and Preventive Medicine / Director of Medical and Rural Health Services/ Director of Medical education is directed to take necessary action to declare the period of probation of the Assistant Surgeons if they are otherwise eligible for declaration of probation.

(BY ORDER OF THE GOVERNOR)

SHEELA RANI CHUNKATH
SECRETARY TO Government

ABSTRACT

Contract Medical Officers and Contract Medical Consultants working in the Government Medical Institutions - Bringing into regular time scale of pay - Order-issued

Health AND FAMILY Welfare (B2) DEPARTMENT

G.O. (Ms) No. 302

Dated : 20-11-2006

Read :

1. G.O. (Ms) No. 197 Heath dated 7-6-2004
2. G.O. (Ms) No. 31 Heath dated 3-3-2005
3. From the Director of Public Health and Preventive Medicine, Letter No. 47018/E5 A3/ 2006 dated 24-5-2006
4. From the Director of Public Health and Preventive Medicine, Letter No. 47018/E5 A3/ 2006 dated 27-5-2006
5. From the Director of Public Health and Preventive Medicine, Letter No. 47018/E5 A3/ 2006 dated 7-7-2006

Order :

In the Government Order first read above order were issued for the creation of 186 posts Medical Officers in the 93 upgrade Primary Health centres on Contract basis on a consolidated pay of Rs. 8,000/- at the rate of 2 posts for each upgraded Primary Health centre.

2. in the Government order second read above orders were issued, orders were issued pending selection of candidates by the Tamil Nadu Public Service Commissions to recruit 2322 Assistant Surgeons in the Tamil Nadu Medical Service to be filled up on Contract basis by calling for candidates from employment exchange for a period of 6 months or till the candidates selected by the Tamil Nadu Public Service Commission join duty on a consolidated pay as indicated below :

- | | | |
|--|---|------------------|
| 1. Doctors with MBBS qualification | - | Rs. 8000/- p.m. |
| 2. Doctors with MBBS and post graduate diploma qualification | - | Rs. 9000/- p.m. |
| 3. Doctors with MBBS and post graduate diploma qualification | - | Rs. 10000/- p.m. |

3. The Director of Public Health and Preventive Medicine has stated that as on date against 186 posts of Contract Medical Officers sanctioned to the 93 upgraded Primary Health centres 153 Contract Medical officers are in position and the remaining 33 posts are vacant. The Director of Public Health and preventive Medical has, therefore stated that the 186 posts of Contract Medical officers to the 93 upgraded Primary Health centres. Sanctioned on a consolidated pay of Rs. 8,000/- p.m. may be brought into time scale of pay of Rs. 8000 - 275 - 13500.

4. The Director of Public Health and Preventive Medicine has also stated that as against the permission accorded for 2322 Contract Medical consultations in the vacancies available only 1575 Contract Medical consultants were in position as on may 2003 Even among these Contract Medical Consultants, some of them have been selected by Tamil Nadu Public Service Commission and they were given necessary Appointment as Assistant Surgeon in the time scale of pay The remaining 1352 doctors who are working as Contract Medical consultant have to be absorbed in the time scale of pay . The Director of Public Health and prevention Medicine has therefore requested the Government to consider the need for bringing the Contract Medical officers / Contract Medical consultant in to time scale of pay Rs. 8000 - 275 - 13500 in order to make them to discharge their duties with more dedication and commitment in serving the vulnerable rural sections of the society.

5. Apart from the Contract Medical Consultants there are about 30 Medical officers who are working in Tamil Nadu Public Service Commission for regular appointment in the special qualifying examination held earlier.

6. The Government have examined the above proposals and direct that the 153 Contract Medical officers and 1352 Contract Medical Consultants who were appointment on consolidated pay of Rs. 8000/- p.m. be appointed temporarily as Assistant Surgeons in the Tamil Nadu Medical Service in the time scale of pay of Rs. 8000-275-13500 with other allowance admissible to the post as per the general rules and order in force with effect from 1.11.2006 in relaxation of rule 10 (a) (i) of the general rules for the Tamil Nadu state and subordinate Service and they will be allowed to continue in Service pending passing of special qualification examination to be conducted by the Tamil Nadu Public Service Commission.

The Government also direct that about 30 temporary Assistant Surgeons who are working in the Tamil Nadu Medical Service on time scale of pay with out being selected by the Tamil Nadu Public Service Commission for regular appointment in the special qualifying examination conducted earlier are instructed to appear for the special qualification examination to be conducted the Tamil Nadu Public Service Commission.

7. The Government also Direct that their seniority shall be fixed by the merit list drawn by the Tamil Nadu Public Service Commission in the special qualifying examination to be conducted by the Tamil Nadu Public Service Commission under rule 35 (a) of the general rules for the Tamil Nadu state and subordinate Services.

8. The Government also direct that the 186 posts of Contract Medical officer created on the Government order first read above, be brought in to time scale of pay of Rs. 8000 / 275 - 13500 with effect from 1.11.2006 with other allowances admissible to the post as per the rules and order in force however only 153 persons are working in the above sanctioned posts.

9. In exercise of the powers conferred under rule 48 of the general rules contained in part - ii Tamil Nadu state and subordinate Service so as to enable the Tamil Nadu Services manual 1987 the governor of Tamil Nadu here by relaxes the rule 10 (a) (i) of the general rules for Tamil Nadu state and subordinate Services so as to enable the Government to appoint 153 Contract Medical officers and 1352 Consultants temporarily as Assistant Surgeons on the Tamil Nadu Medical Service pending passing of the special qualification examination proposed to be conducted by the Tamil Nadu Public Service Commission.

10. The Director of Public Health and Preventive Medicine is directed to instruct all the consent Medical officers and Contract Medical consultant who are brought into time scale of pay to appear for the special qualifying examination proposed to be conducted by the Tamil Nadu Public Service Commission in the special qualifying examination conducted earlier if shall also be instructed to appear for the special qualifications examination to be conducted by the Tamil Nadu Public Service Commission for regularization of their Services.

11. The individuals mentioned above who have not passed in the special qualifying examination proposed to be held shall be ousted from Service without assigning any reason therefore.

12. This order issues with the concurrence of the Finance department vide its U.O.No. 350/Ds (PU) 2006 - 1 dated 20-11-2006.

(by order of the governor)

V.K. Suburaj
(Secretary to Government)

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service - Taken over of 84 Panchayat Union Dispensaries and upgradation as Primary Health Centres -Absorption of Medical Officers into Tamil Nadu Medical Services -Regular appointment in Government Service relaxation of age rule in respect of 4 persons - Orders - issued.

- - - - -

Health AND FAMILY Welfare DEPARTMENT

G.O.(Ms) No. 464 Dated : 29-10-99

Read : -

1. G.O. Ms.No.572, Health, dated 29-3-90.
 2. G.O.Ms.No.435, Health, dated 21-3-91.
 3. From the DM&RHS. Lr.No.58907/PHCs.V/91/A2, dated 25-12-95
 4. From the Secretary, TNPSC Lr.No.5554/CD B2/96 dated 9-4-99
- *****

Order:

In the Government Order first read above, the Government issued orders for the take over of 41 Panchayat Union Dispensaries from the administrative control of the CRD (Commissioner of Rural Development) to the erstwhile Director of Primary Health Centres on "as is where, is basis" for conversion into Primary Health Centres, subject to the condition that the staff of incharge union Dispensaries would be brought into State Service in consultation with the Tamil Nadu Public Service Commission, in G.O Ms. No.435, Health dated 21-3-91 the Government ordered for the take-over of another 43 Panchayat Union Dispensaries on as is where is basis" for conversion into Primary Health Centres subject to the same conditions already stipulated. The Government also, directed that the staff would be paid pay last drawn by them Panchayat Union Service, till they are absorbed into Government Service.

2. As ordered by the Government all the 84 Panchayat Union Dispensaries were taken over from the control of the Commissioner of Rural Development on "as is where is basis". These panchayat union Dispensaries were converted as Primary Health Centres and the staff who had worked in these dispensaries are being paid the pay last drawn by them in the Panchayat Union Dispensaries from the State funds.

3. subsequently, the Director of Medical and Rural Health Services have requested the Government to absorb 80 Medical Officers worked in the above, 1 Panchayat Union Dispensaries listed in the annexure to the Government Order into Government service. The Director of Medical and Rural Health Services has also requested to relax the age rule in respect of the following. Medical Officers:-

- (i) Dr. K.M.Chandrasekaran, Medical Officer Vempakkam, Kallakutichi.
- (ii) Dr.K.Durairaj, Manularpet.
- (iii) Dr. A. Perumal Kariyamiangalam.
- (iv) Dr. D. Sethupathy, Karuvepalaikurichi.

The Tamil Nadu Service Commission has also given concurrence under latter part of Regulation 16(b) of, Tamil Nadu Public Service Commission Regulation, 1954 to absorb 80 Medical Officers listed in the annexure to this Government Order who worked under Panchayat Union Service into Government Service with effect from the actual date of take over of panchayat Union Dispensaries as Primary Health Centres.

4. The Government examined the issue in detail and accept the recommendation of the Director of Medical and Rural Services and direct that the 80 Medical Officers as detailed in the Annexure to this order, be regularly appointed as Assistant Surgeons in Tamil Nadu Medical Service with effect from the date of actual date of upgradation of Panchayat Union Dispensaries as Primary Health Centres as mentioned in column against each in the Annexure to this order.

5. The Government also direct that, the age Rule 7(a) of special Rules for Tamil Nadu Medical Service be relaxed in, favor of the 4 Medical Officers mentioned in Para 3 above so 'as to include their names in the absorption into Government service.

6. In exercise of the powers conferred under rule 48 of the General Rule contained in Part II of the Tamil Nadu State and Subordinate Service Rules, in Volume - I of Tamil Nadu Service Manual 1987, the Governor of Tamil Nadu hereby relaxes the provision of rule 7(a) relating to age of Special Rules for Tamil Nadu Medical Service in favor of the 4 Medical Officers mentioned in Para 3 above so as to regularize their Services in the Tamil Nadu Medical Services.

7. This order issues with the concurrence of Finance Department vide its U.O. Nos. 65308/Health-I/ 99 dated 31-8-99 and Personnel and Administrative Reforms Department Vide its U.O. No. 54838 C/99-1, dated 25-10-99,

(BY ORDER OF THE GOVERNOR)

Abstract

Medical education - P.G. Degree / diploma courses for 2000 - 2003 session - filling up of vacant seats in certain clinical, non - clinical courses - relaxation of marks - order issued.

Health and family Welfare Department

G.O. (Rt) No. 1555

dated : 5-7-2002

From the Secretary, Selection Committee, Lr. No.

1626/SC.S II/1/PG/2001 dated 17-4-2002, 16-5-2002, 18-6-2002. and 24-6-2002.

Order

The Additional Director of Medical Education / Secretary, Selection Committee has stated that there are certain vacancies in Degree / Diploma / MDS / Higher Speciality Courses under Service quota as they have not obtained the minimum marks i.e., 40 % in the entrance examination and requested the Government to issue necessary directions in this regard the Additional Advocate General, High Court, Chennai has opined as follows :

i) As Service candidates form a separate class, different minimum marks can be prescribed under Service quota.

ii) if sufficient Service candidates are not available to fill the Service quota then this can be filled by non - Service Candidates.

2. The Government after careful examination, issue the following orders :-

i) For non Clinical P.G. degree / Diploma courses marks criteria be relaxed fully in favour of Service candidates to fill up the seats. If still no takers for these courses, then, these vacant seats may be filled up by private candidates.

ii) For Clinical P.G. Degree / Diploma Courses, the minimum eligibility marks for Service candidates be fixed at 35 % If there are still vacancies, then the vacant seats than 40 % more of marks as per merit list.

iii) For Higher / Super Speciality Courses, the minimum marks be fixed at 35 % for all categories except much (Cardio Thoracic) category. for much (Cardio Thoracic) course, the qualifying marks be fixed at 30 % as there shortage of Specialities in Government Medical College Hospitals to carry out surgeries.

HEALTH & FAMILY WELFARE DEPARTMENT

From :

Susan MATHEW I.A.S.,
Special Secretary to Government.

To

The Director of Medical Education, Madras - 5.
The Director of Medical & Rural Health Service i/c.,

Madam,

Sub : Association - Tamil Nadu Assistant Surgeon's Association
- State Conference to be held on 27-9-92 - one day Special
Casual Leave to the delegates attending the Conference
- Granted -Instructions - Issued.

Ref : From the President, Tamil Nadu Assistant Surgeons
Association, Coimbatore. Lr. dated. 20-9-92.

In his letter cited the President Tamil Nadu Assistant Surgeon's Association, has stated that the state conference of the association will be held on 27-9-92 at Madras and has requested that one day special casual leave may be granted to the delegates attending the Conference on 27.9.92.

2. the Government have decided to accept the request of the Association and to inform that the Assistant Surgeons who are attending the State Conference to be held at Madras on 27.9.92 may be granted special Casual leave on that day.

HEALTH AND FAMILY WELFARE DEPARTMENT

Letter No. 26324/E1/86-7, dated 30.1.1987

From

Thiru T.G.Md. Hussain, B.Sc.,
Joint Secretary to Government.

To

President,
Tamil Nadu Assistant Surgeons' Association,
Government Hospital,
Rasipuram-637408, Salem District.

Sir,

Sub :- Establishment - Strict implementation of the G.O.Ms.No. 364
Health, dated 23.2.82 regarding creation of Readers posts on
ad hoc basis—Regarding,

Ref :- Your representation dated, 15-4-86 and 13.5.1986.

I am directed to invite attention to your representation cited and to state that the Director of Medical Education has been requested to follow the instructions issued in G.O.Ms.No. 364 Health, dated 23.2.82 strictly where ever a post of Reader is created or filled up and also requested to look into your representation.

GOVERNMENT OF TAMIL NADU

abstract

Medical Education - Service P.G. Students - Completion of P.G. Course relief after clinical Examination - Orders - issued.

HEALTH & FAMILY WELFARE DEPARTMENT

G.O. Ms. No. 67

Dated : 27-2-2001

From the Director of Medical Education Letter No. 8371/ MEET (3) 2001 dated 9.2.2001.

Order :

The Director of Medical Education on his letter first read above has stated that as per the present procedure, the Post graduates are being relieved by the Deans of the Medical Colleges that on the date of relief they are being provided with postings and that they avail leave to which they are eligible to appear for the examination. As per the Medical education regulation 2000, issued by the Medical council of India, new Delhi the period of training for the post graduate degree courses shall be three completed years including the period of practical examination. the Director of Medical education has there fore , requested the Government to issue necessary orders in this regard to allow the Service P.G. students to continue the course till the examinations are over and to relieve to join the places posted after the P.G. Examination.

2. The Government have examined the proposal of the Director of Medical education and decided to accept it . that accordingly permit the Deans of the Medical colleges to allow the Service post graduate students to continue the course till the examinations are over and to relieve them to join at the places posted after the post graduate examination (clinical examination)

(By order of the Governor)

L.K. Thiripathy

Secretary to Government

Letter No. 31013/A1/05-2,
Health and family Welfare
department, secretariat,
chennai - 600 009.
Dated : 9-1-2006

From

Tmt. Sheela Rani Chunkath, I.A.S.,
Secretary to Government.

To

All Heads of Department under the control of Health and Family
Welfare Department.

All Officers in Health and Family Welfare Department, Chennai-9.

All Sections in Health and Family Welfare Department, Chennai-9.

Sir,

Sub : Tamil Nadu Medical Service- Health and Family Welfare -
Improving the performance of the Department - Guidelines
modifications of - instructions issued.

Ref: 1. G.(D) No. 1232, Health, dated 29.09.2003.

2. From the Director of Medical Education Letter
No.80466/E3/2/2003, dated 10.03.2005.

3. From the Director of Medical and Rural Health Services
Letter NO.43443/E4/3/2005, dated 08.09.2005.

In the Government Order first cited, instructions have been issued with a view to Improved performance of Health and Family Welfare Department regarding eligibility and sanction of leave. The Director of Medical Education has now requested some modifications in respect of the Instructions for sanction of leave to as to avoid delay in Claiming of leave salary to the Medical Officers. The request of Director of Medical Education has been examined accordingly the following Instructions is issued in supersession of instructions issued in Para I C of the Government order cited regarding the eligibility of leave.

The leave rules applicable to other Government Employees will be applicable to the Government Doctors also.

Yours faithfully,
for Secretary to Government.

GOVERNMENT OF TAMIL NADU

ABSTRACT

Hospitals teaching Hospitals - Uniformity in working hours Maintenance of discipline - suggestion of Director of Medical Education - Orders issued.

Health AND FAMILY Welfare DEPARTMENT

G.O. Ms. No.33

Dated : 20th January 1995

1. Secretary, Health & Family Welfare department D.O. Lr. No. 61/ secretary / 94 dL 7-11-94.
2. From the Director of Medical Education D.O.Lr.-N.o. 106768/G1 dated 2.1.94.

Order :-

The Government have been considering the need for furnishing working hours uniformly for all the Hospital attached to Medical Colleges in this State so as to serve the Public better. The Director of Medical Education has sent his recommendation in the letter second read, after consulting all the Deans, select Professors and others, after careful consideration the Government accept the proposal of the Director of Medical Education in his letter read above and direct as follows :-

1. Out Patient Department :

1. The General Out Patient Departments will start functioning from 7.00 a.m. which includes Medical, surgical, obstetrics and gynecology, pediatrics, Orthopaedics, ENT, Ophthalmology Dermatology, Venerology and Dental.

2) The Extension Out Patient Department will functioning from 9.00 A.M. in the Casualty or at a suitable place in the Out Patient Department as prescribed in G.O.Ms.No. 883, Health, dated 16.4.74. The extension Out Patient Medical officers will attend the extension Out Patient dept.

3) evening Out Patient dept, will function from 3.00 P.m, to 5.00 P.M. with duty casualty Medical officer Duty Assistant physician on duty.

4) other patients who come to the out patient departments as emergencies shall be examined by the duty casualty Medical officer and duty CRR.

5) Review Out Patient department to be suitably arranged by the Deans or head of Institutions.

6) The Out Patient department of other specialities and higher specialities will start functioning from 8.00 A.M. The Speciality departments functioning with single Unit shall conduct Out Patient at 8.00 A.M. daily. (The Out Patient departments of higher Specialities may be conducted in the O.P. Block or in the respective departments if no space is available in the O.P. Block)

CASUALTY DEPARTMENTS:

This Casualty will function with 3 shifts with casualty Medical Officer and duty CRRI.

Working hours : 7.00 A.M. to 1.00 P.M.

1.00 P.M. to 7.00 P.M.

7.00 P.M. to 7.00 A.M.

Medical Legal cases and non-Medico legal cases department will be dealt separately. when there are separate sanctioned posts available in the respective category. Otherwise the Casualty Medical Officer will look after the Medico - Legal and Non-Medico Legal cases.

On non-admission days the Medical Officers will report for duty at 9.00 a.m.

Operation Theatres will start functioning from 9.00 a.m.

DURATION OF HOSPITAL WORKING HOURS :

1. Admitting units (who report for out patient Duty) : 7 AM to 1 PM

2. Non admission Units (who have no out Patient Duty) 9 AM to 3 PM

working hours of Medical Officer will be for 6 hours both on admission and non- admission days.

3. Speciality and higher Speciality and Single Unit Department : 8 pm to 2 PM

The duty Assistant Surgeon, Duty Assistant Physician and any other duty Medical officer (Orthopaedics, Obstetrics and Gynaecology, Paediatrics etc.,) in any Department will be on duty in the Hospital for 24 hours from 7 AM to 7 AM the next day with provision to avail post duty off on the following day. One Assistant Surgeon will be on duty in all other Specialities as decided by the Head of the Institutions to attend emergencies as and when called by the duty Medical Officers. The above Hospital working hours will be for both Civil Surgeons and Assistant Surgeons.

4. The following department shall work for 24 hours with one Technician, One radiographer and Pharmacist on duty after duty hours:

- a) 24 hours Laboratory including Clinical Pathology, Microbiology and bio-Chemistry.
- b) X-ray Department
- c) E.C.G. Laboratory
- d) Pharmacy
- e) Emergency theatre
- f) blood Bank

and any other department as decided by Head of Institution.

Every ward in the departments where teaching programme is carried out should have a Laboratory annexed to it and function as per the Medical Council of India regulations. The above schedule is besides the teaching programme as mentioned in the ref. No. 7344C/ME 11/1/76, dt 29.10.76. All Investigation facilities x - ray ECG etc. should be made available in the Out Patient Department.

The rotation of post-graduates should be as follows:-

1) First 6 months to work in the Unit in the 'respective speciality to which the candidate is first' allotted during which period the details of topic of Dissertation case histories shall be decided by the Unit Chief to each candidate.

2) Next one year to work in all the allied specialities to be decided by the Head of the Department according to the regulations of Tamil Nadu Dr. MGR Medical university.

3) To work for 6 months in other Units of the specialities other than one to which the candidate originally allotted by rotation uniformly dividing the period among the number of units available.

4) Last one year to work in the Unit to which the candidate originally allotted for completion and submission of dissertation of case histories.

Higher Specialities (2 years course) :

1) First 6 months to work in the Unit to which the post -graduate is allotted.

2) Next 6 months to work in the other units of the speciality other than to which the candidate is originally allotted, by rotation uniformly dividing one period among the number of units available.

4. The Medical Officers who are working in Primary Health Centres where quarters are available, will continue to draw a sum of Rs. 400/- p.m. as Rural allowance subject to the condition that the Medical Officer should reside in the place where the Primary Health Centre is situated.

5. This order takes effect from the date of this order.

6. This order issues with the concurrence of Finance Department vide its G.O. No.1445/FS/P/91 date 25-3-1991.

(ORDER OF THE GOVERNMENT)

JAG MOHAN SINGH KANG

Secretary to Government

GOVERNMENT OF TAMIL NADU

Sir,

sub: Hospital - Teaching Hospitals - uniformity in working hours and maintenance of discipline - suggestion of the Director of Medical Education - ordered - further amendments issued.

Ref: 1. G.O. Ms. No. 33, Health dated 20-1-95
2. Govt. letter No. 9982/E1/95-1 dt 9-2-95.
3. from the Director of Medical education letter
No. 105633/61/94. 14-2-95.

The conation of the Government letter second cited, the is issued to
G.O. (ms) No. 33, Health dated 20-1-95

The hours noted as 9.00 a.m. to 3.00 p.m. against item admission units (who have no out - patient duty) under the duration of Hospital working hours " shall be corrected as 9.00 a.m. to 2.00 p.m. besides teaching duty in colleges and hospital

yours faithfully

(For Secretary to Government)

ABSTRACT

Medical Education - Starting of Diplome in National Board Courses in Government Medical Colleges and Hospitals under the control of Director of Medical Education and Director of Medical and Rural Health Services - Orders Issued.

HEALTH AND FAMILY WELFARE (MCA1) DEPARTMENT

GO (D) No: 660

Dated:-19.7.2006.

Read:

- (i) From the Director, Government of India, Ministry of Health and Family Welfare, Department of Health, Letter No. V. 11025 / 12 / 2004 - ME (P.I), dated, 17.8.2004, 19.9.2005.
- (ii) From the Director of Medical Education, Letter, No. 101552 / MEI / 1 / 2002, dated, 22.12.2004 and 24.11.2005.
- (iii) From Government of India, Ministry of Health and Family Welfare, Department of Health, Letter No. V. 11025 / 12 / 2004 - MEE (P.I) (PI), dated, 4.1.2006.
- (iv) From the Executive Director, National Board of Examination / DNB / MC / 2006, dated, 16.1.2006.

ORDER :

The Director, Government of India, Ministry of Health and Family Welfare, Department of Health has informed that it has been decided that Medical Institutions in the Country running Post Graduate / Super Speciality Courses recognized by the Medical Council of India may be permitted to run Diplome in National Board Programmes, provided they have additional faculty to train Diplome.in. National Board Candidates in various Post Graduate/Super Speciality Courses.

2. The norms of the above training is 1 : 1 ratio of students and faculty. The other infra structural facilities including Bed Strength, Para Medical Staff, in-patient and out-patient as prescribed are to be fulfilled and that the Diplome in National Board jpourses can be 'conducted in all the clinical and non-clinical Specialities, where no Post Graduate Courses are available:

3. Accordingly, the Director of Medical Education has sent proposals to start 151 Courses in District Headquarters Hospital under the control-of Director of Medical and Rural Health Services and 208 Courses in Teaching Institutions under the control of Director of Medical Education where additional infrastructure facilities, are available .She has requested to sanction a sum of Rs. 1,43,60,000/- (Rupees one crore forty three Lakhs and sixty thousand only) towards Affiliation and Inspection Fee of Rs. 40,000/- (Rupees forty thousand only) per Course per College payable to National Board of Examinations, New Delhi.

4. The Government after careful examination have decided to accept the proposal of the Director of Medical Education in para 3 above. Accordingly, the Government direct that;

(i) DNB Courses be started in 14 Government Medical Colleges as indicated below

	Number of Courses	Number of Seats
Non-Clinical Specialities	64	128
Clinical Specialities	103	202
Super-specialities (Medicine and Surgical)	41	81
	208	411

(ii) DNB Courses totaling 151 seats be started,in 29 District Headquarters Hospitals under the control of Director of Medical and Rural Health Services.

5. Orders for sanction of expenditure for starting the above Courses from the Personal Deposit Account of the Director of Medical Education will be issued separately,

6. Detailed guidelines for admission of candidates to.Diplomate in National Board Courses will be issued separately.

7. This order issues with the concurrence of Finance Department vide its U.O. No.4447FS(P)/HH/06, dated, 6.2.2006.

(BY ORDER OF THE GOVERNOR)

K.SUBBURAJ
SECRETARY TO GOVERNMENT

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service Government Medical Colleges -Conversion of Honorary posts into paid posts - Orders-issued.

HEALTH AND FAMILY WELFARE (A1) DEPARTMENT

G.O.(D) Ho.379

Dated : 16-3-2001

Read:

1. G.O.(Ms) No. 1389 Health, dated 29-12-92,
2. G.O.(Ms) No. 1150 Health, dated 23-8-95.
3. G.O.(D)- No,255, Health, dated 12-3-98,
4. From the Director of Medical Education letter NO.123122/H&DI/96, dated 6-9-2000.

ORDER :

In the Government Order first read above, the Government have issued order amongst others to progressively replace the positions held by the Honorary Professors and Readers into paid post.

2. The Director of Medical Education has sent proposals accordingly for conversion of Honorary posts into paid posts.

3. The Government have examined the proposal of the Director of Medical Education and direct that 11 (eleven) Honorary posts as indicated in the annexure to this Government Order be converted into paid posts in the respective Institutions only, subject to the following conditions.

- (i) No new posts will be sanctioned in lieu of the vacant posts and the posts will be managed within the already sanctioned strength, of Senior Civil Surgeons;
 - (ii) that the teaching / clinical work in the hospitals / Medical Colleges should not be affected by this conversion,
4. This order issues with the concurrence of Finance Department vide its U. O. No. 427/FS/P/2001 dated 6-2-2001.

(BY ORDER OF THE GOVERNOR)

L.K.TRIPATHY

SECRETARY TO Government

ANNEXURE

I. Madras Medical College and Research Institute and Government General Hospital, Chennai.		No. of post	G.O. in which the post sanctioned
1) Institute of Internal Medicine	Honorary Clinical	1	G.O.Ms. No. 167, Health, Dated 22-1-77.
2) Institute of O.R.L.	Honorary Clinical	1	G.O.Ms. 661 Health, Dated 12-3-71.
3) Institute of Neurology	Reader in Neurology	1	G.O.Ms.No. 2341, Health, Dated 25-9-75.
4) Institute of Mental Health	Honorary Psychiatrists/1 Additional professor of psychiatric.		G.O.Ms.No. 2447, Health, Dated 29-7-59.
5) Institute of Child Health	Honorary Phychiatrist		G.O.Ms.No. 67, Health, Dated 9-1-75.
II. Kilpauk Medical College, Chennai			
1) Honorary Professor of Meidcine	-	1	G.O.Ms.No. 19, Health, Dated 4-1-71
2) Honorary Professor of Surgery	-	1	G.O.Ms.No. 157, Health, Dated 22-1-76
III Thanjavur Medical College, Thanjavur			
Readerin Surgery	Honorary Reader in Clinical Surgery & Honorary Surgeon	2	G.O.Ms.No. 1374, Health, Dated 15-6-62 & G.O.Ms.No. 477, Health, Dated 9-2-50
IV) Stanley Medical College, Chennai			
1) Department of Medicine	Honoraty professor of Clinical Medicines Honorary Physician	1	G.O.Ms.No. 699, Health, Dated 17-3-71
2) Vascular Surgery	Honoraty professor of Vascular Surgery	1	G.O.Ms.No. 699, Health, Dated 10-7-91.

ABSTRACT

GOVERNMENT HOSPITALS - Increasing of working hours of O.P. in Government Teaching Hospitals and non-teaching Hospitals in District, Taluk and non-Taluk Hospitals including Government Dispensaries - Orders - Issued.

HEALTH AND FAMILY WELFARE DEPARTMENT

G.O. Ms. No.463.

Dated 12th September, 1996

ORDER :

The State Government are very keen on improving the Health care of the people coming to the Government hospitals and dispensaries. The Government have already taken a number of measures to ensure better Health care facilities in the State. One of the major problems in the General Out patient (O.P.) departments in the hospitals is over crowding leading to inadequate attention to patients.

2. The present O.P. hours are for a short duration only. The limited number of hours for outpatients results in over crowding in the hospitals. Consequently, the patients visiting the Hospitals for Health care as well as the Medical Officers engaged in attending to out patients find it extremely difficult to carry out detailed diagnosis on patients. The Government have also been receiving complaints from the Public about over crowding in O.P. departments in all hospitals. The Government have been considering the possibility of increasing the O.P. hours in hospitals to reduce the over crowding and to improve patient care in hospitals in consultation with Director of Medical Education and Director of Medical and Rural Health Services.

3. The Government, after due consultation with the Director of Medical Education and Director of Medical and Rural Health Services have decided to increase the morning O.P hours upto 12.00 Noon in the teaching hospitals and other district, taluk and non-taluk hospitals including Government Dispensaries.

The Government hope that the increase in morning O.P. hours will achieve the twin-objectives viz. (i) to enable the people of all walks of life to avail the Medical facilities according to their convenience within the increased O.P. hours, avoiding the rush in the hospitals; and (ii) to allow the Medical Officers engaged in O.P. hours to devote more time on patient examination and diagnosis.

4. The Government, accordingly, direct that the morning O.P. hours in all teaching hospitals be from 7.00 A.M. to 12.00 noon and in all other district, taluk and non-taluk hospitals and Government Dispensaries be from 7.30 A.M. to 12.00 noon. The Government further direct that so far as Primary Health Centres are concerned, there is no change in the timing of the existing O.P. hours- There will be no change in Speciality O.P. hours and evening O.P. hours.

5. The change in O.P. timing hours will come into force with immediate effect. The Director of Medical and Rural Health Services and the Director of Medical Education are requested to issue suitable instructions to all concerned for strict compliance of the orders of the Government in Para 4 above.

(By Order of the Governor)

R. POORNALINGAM,

Secretary to Government.

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service- grant of stipend equivalent to half pay plus Dearness Allowance to Service post Graduates. - Orders issued.

HEALTH INDIAN MEDICINE AND HOMOEOPATHY AND FAMILY WELFARE DEPARTMENT

G.O. Ms. No. 485

Dated 2nd April 1991

19 th Panguni Pramodhutha

Thiruvalluvar Aandu 2022

Read Again :

G.O. Ms. No. 774, Health dated 25-4-1990

Read also :

From the Director of Medical Education Roc No. 40761 / E3/1/89
dated 12-3-1990.

Order :

In G.O.Ms. No. 774 Health, dated 25-4-1990 the Government ordered that the stipend paid to the following categories Hospitals be enhanced as under :-

- (i) The stipend for the CRRIS in Government Hospital in this state be enhanced from Rs. 750/- p.m. to Rs. 1000/- p.m. inclusive of the mess compensatory allowance
- (ii) The Stipend for non - Service candidates undergoing post graduate Degree and Diploma courses in this state be enhanced from Rs. 800/- P.m. to Rs. 1050/- p.m.
- (iii) The stipend for Service candidates undergoing postgraduate degree and diploma courses in the Government Medical College in this state, who have not completed 5 year of Service and whose Services are yet to be regularised be enhanced from Rs. 800/- to Rs. 1050/- p.m.
- (iv) The Stipend of regular Service candidates who have not completed 5 years of Service be enhanced from Rs. 950/- p.m. to Rs. 1200/- p.m.
- (V) The stipend of regular Service candidates who have completed 5 years of Service be enhanced from Rs. 1050/- to Rs. 1300/- p.m.

2. The Director of Medical Education has how recommended to the Government that all Service post Graduates be sanctioned half pay + Dearness Allowances in lieu of stipend. The Government after careful examination accept the recommendation of the Director of Medical Education.

3. The Government direct that all Service post graduates shall be paid stipend equivalent to half pay + dearness allowance with effect from the date of this order.

4. This order issues with the concurrence of the Finance Department vide its U.O.No. 1445 / Fs (P)91 dated 25-3-1991.

(By Order of the Governor)

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service-Granting of Post Duty Off to Medical Officers in Teaching and Non-Teaching Hospitals under the control of Director of Medical Education and Director of Medical Services and Family Welfare- Creation of additional posts of Assistant Surgeons for attending increased work- Sanctioned,

HEALTH AND FAMILY WELFARE DEPARTMENT

G.O.MS.No: 843

Dated the 19th may, 1980

Read:-

1. From the Director of Medical Education letter Ho. GG296/&3/3/78, dated 31-8-78 and 10-3-78.
2. From the Director of Medical Services and Family Welfare D.O.Ref. No. 7298/E4/1/79, dt. 12.3.80.

ORDER :

The question of giving post duty off to the Assistant Surgeons after 24 hours of duty in the Teaching and Non-Teaching Hospitals has been engaging the attention of the Government for some time past. The Government have examined the question in consultation with the Director of Medical Service and Family Welfare. The Director of Medical Education has stated that a large number of Assistant Surgeons do 24 hours duty in Teaching Hospitals once in a week but continue their duty the following day with a break of two hours (i.e.) they are continuously on duty for 36 hours) and it is not compensated either by a day off or by additional remuneration. The Director of Medical Services and Family Welfare has stated that Assistant Surgeons working in Non-Teaching Government hospitals who do continuous duty from 7-30 A.M. of a day to 7-30 A.M. on next day avail only 2 hours off in the afternoon on the next day. The Director of Medical Services and Family Welfare and the Director of Medical Education had request sanction of certain number of additional posts (Reserve Duty Doctors) to provide them Post Duty off and to ensure better treatment of the patients.

2. Taking into consideration the continuous duty performed by the Medical officers and also the financial Commitments involved in these proposals the Government have decided to sanction additional posts of Reserve Duty Doctors for Teaching and Non-Teaching Hospitals to provide Post Duty Off to all Medical Officers who do more than 24 hours of duty.

3. Sanction is accorded for the creation of 66 (sixty Six) posts of Reserve Duty Doctors (Civil Assistant Surgeons) designated as Reserve Tutors in the teaching Medical hospitals under the control of Director of Medical Education and 95 (ninety five) additional posts of Reserve Duty Doctors (Civil Assistant Surgeons) in the scale of pay of RS. 750-50-1350/ In the non-teaching Medical Hospitals in the District Headquarters Hospital, E.S.I. Hospitals Taluk and non-Taluk Hospitals with four and more Medical Officers under the control of Director of Medical Service and Family Welfare from the date employment till 28-2-81. The Director of Medical Education and the Director of Medical Services and Family Welfare are requested to allot the posts of Reserve Duty Doctors to the hospitals under their control and send reports to Government indicating the institutions to which they have been allotted.

4. The holders of the post are eligible to draw in addition to their pay. House Rent Allowance, and City Compensatory Allowance and other allowances at the rates admissible from time to time under the rules and orders in force.

The expenditure should be debited to the relevant sub head of account under 280 Medical etc.

6. The expenditure is on a New Service and the approval of the Legislature will be obtained in due course, pending approval by the Legislature, the expenditure will be initially met by an advance from the contingency fund orders regarding which will be issued by Finance(B.G, Department, The Director of Medical Education/The Director of Medical Services and Family Welfare is requested to make an application in time in the prescribed form to the Government in the Finance(B.G) Department along with a copy of this order for sanctioning an advance from the contingency Fund.

7. This order issued with the concurrence of the Finance Department vide its U.O. 123 D.s. (Bi/80, dated 19.5.80).

(BY ORDER OF THE GOVERNOR)

C.E.P.PRABHAKAR,
Commissioner & Secretary to Government (In charge).

ABSTRACT

Committee-Justice M.Marutamuthu Committee - Recommendations of committee - Acceptance of certain findings - order - issued

- Read 1. G.O (2D) No.23, Health dt. 21.4.1999.
2. G.O.Ms.No. 407, Health dt 19.12.2000.
3. Report of justice Thiru M. Maruthamuthu, dt. 31.1.2002.

Order:

In the Government order first read above, a committee was constituted to look into mishaps occurring during Professional duties of Doctors working in Government and Private Hospitals and to submit a report suggesting the guidelines and measures to be adopted by Government in respect of litigation in Court arising out of the mishaps. In the Government order second read above Thiru, Justice M. Maruthamuthu, retired high court judge, was appointed as Chairman of the Committee.

2. The Committee which looked into the above issues in detail submitted its report to the Government on 31.1.2002. The Government has examined the recommendations of the Committee and pass the following orders to adopt the procedure whenever litigations arise due to the mishaps that occurring in the Medical / Surgical treatment given by Doctors in Government-Hospitals/Private Nursing Homes / Hospitals.

I. To follow the existing procedure of allowing the Police registering the complain under section 304 (a) I.P.C., and investigate;

II. To permit an Officer of the rank of Deputy Superintendent of Police or Asst. Commissioner of Police to do investigation

III. To issue Departmental instructions for not to arrest Doctors, as a matter of routine and to effect arrest only when it is legally justified and with the consultation of Senior Police Officers.

IV. To create a corpus fund from the contribution of Rs. 10/- P.M. from every Doctor.

V. To make the Government Doctors, to pay compensation awarded by court in the court first and then to apply for the refund of amount paid in the court by doctors from the corpus fund created.

VII. To consider the creation of Corpus Fund as a trial measure only and to revise the subscription of Corpus Fund depending upon the functioning of this scheme after one year.

3. The Director-General of Police is requested to follow the procedures mentioned in the items, (I); (ii); and (III) in paragraph 2 above, whenever occurrence of such cases take place in the Government Medical Institutions Private Nursing-Homes / Hospitals.

4. The Director of Medical & Rural Health Services is requested to take necessary action on the items mentioned in paragraph 2 (iv) (v) (vi) and (vii) above in the Government Medical Institutions.

HEALTH AND FAMILY WELFARE DEPARTMENT

Government letter No.27040/F1/9941 dt. 9. 6.1999.

From

Thiru V.Viswanathan, I.A.S.,

Secretary to Government

To

The Director of Medical Education, Chennai - 5.

The Director of Medical and Rural Health Services, Chennai - 6

The Director of Public Health and Preventive Medicine,

Chennai - 6.

All Deans of Government Medical Colleges,

All Directors of Health Services.

Sir,

Sub: Government Hospital - Changing of timings in Government teaching Medical Institutions orders issued Amendment issued.

Ref: 1. G.O. Ms. No.463 Health dated 12.9.69.

2. Government letter Mo.62210/F1/96-I dt 1.10.96

3. From the State President Tamil Nadu Doctors Association letter dated.

4. From the Director Medical Education letter No.244993AEH/I/99 dated 21.5.99.

5. From the Director of Medical and Rural Health Services letter ref No.16773/E7/3/99 dated 31.3.99

In-Partial Modification of the orders issued in para 4 of the Government Orders first cited as subsequently amended in Government letter second cited, I am directed to issue the following amendment.

AMENDMENT

For the existing paragraph 4 of the said Government order read with Government letter second cited, the following paragraphs shall be substituted :

The Government accordingly direct that the morning OP Hours in all teaching hospitals and in all other District, Taluk and Non Taluk hospitals and in and Government Dispensaries be from 7.30 am to 12.00 noon. The Government further direct that so far as Primary Health centres are concerned there is no change in the timing of the exiting of hours. There will be no change in the super / higher speciality oP hours and evening OP hours.

yours faithfully,

For secretary to Government

— oOo —

Sub : Grant of Weekly off to Assistant Surgeons Instructions issued.

Ref : This office - circular memo. No. 69112/E4/1/80 dated 11.8.80.

In para 2 of this office circular Sited it is informed to District Medical Officers and others that the Weekly off accumulated and that weekly off can be granted only after day an Assistant Surgeon has attended work for 6 days off on the Seventh day and he will miss it if he could not avail it on the seventh day.

It is represented that in certain occasions Assistant Surgeon are deputed to other Medical Institutions where their Services are needed. Some of them are deputed for Laproscopic camp etc, and are to these reason they could not avail the weekly off due to them on the seventh day itself.

Hence the District Medical Officers and others are informed that Assistant Surgeon may be permitted to accumulate weekly off upto 2 day at a time with following conditions.

- 1) The Assistant Surgeons may be allowed to avail weekly off at the discretion of District Medical Officer or Medical Officer incharge without detrimental to the working of the Institutions.
- 2) They cannot claim for accumulation of weekly off for 2 days at a time as a matter of right.
- 3) Accumulation of weekly off upto 2 days has to be permitted when the Assistant Surgeon could not avail it due to administrative reasons.
- 4) Weekly off cannot be combined with post duty off.
- 5) Weekly off cannot be combined with Casual leave or any other kinds of leave.
- 6) weekly off has to be availed by Assistant Surgeons without affecting normal functioning of the Medical Institutions and before availing weekly off the specific permission of the head of the Medical Institutions has to be obtained.
- 7) The Officer in charge of the Medical Institutions concerned should see that the normal work of the institution is not affected by allowing an Assistant Surgeon to avail the weekly off for more than a day at a time.

T.B.Venugopal,
Director of Medical Services and Family Welfare.

**HEALTH, INDIAN MEDICINE, HOMEOPATHY AND FAMILY
WELFARE DEPARTMENT.**

LETTER No. 41407/B2/88-4 Health Dated 22.11.1988.

From

Thiru N. Narayanan, IAS.,

Commissioner and Secretary to Government.

To

The President,

Tamil Nadu Assistant Surgeon's Association,

Government Rajaji Hospital,

Madurai.

Sir,

Sub : Tamil Nadu Medical Service- Tamil Nadu Assistant Surgeon's Association -- Provision of Vehicles to Assistant Surgeon to attend call duty - Regarding.

Ref: Your letter No. 24/88 dated 6.5.88.

I am directed to state that as per the rule contained in the Tamil Nadu Financial Code, ie, Schedule I, Rule 7(b) of appendix 27 the Assistant Surgeons are permitted to use the Ambulance vans for Call duty purposes for performing emergency duty and operations.

Yours faithfully,

For Commissioner and Secretary to Government,

GOVERNMENT OF TAMIL NADU

Sub : Service Associations - Tamil Nadu Last Grade Government
Servants Association - special Casual leave Sanctioned to the normal - fixed
- Orders passed.

Ref: 1. G.O.Ms. No. 1649. Public (Ser-I) Dt. 30.5.72

2. G.O.Ms. o. 1294 P&A.R. (Per-K) Dt. 27-10-77

3. Govt Lr. No. 20431 /B/76 P&A.R.per-K-) Dt. 27-10-77

4. From the President, T.N.L.G.G.S. Association Lr. Dt. 13.2.79.

Order:

The seven days of special casual leave already sanctioned in the G.O. First read above to the five office bearer the Tamil Nadu Last Grade Government Servants Association to attend the organizational affairs of the laid down in the G.O. second read above and the five of its office - Bearers are there fore eligible for fifteen days of special casual leave in a calender year as per norms prescribed in the G.O. Second read above.

2. In supersession of the orders first read above, Government direct that fifteen days of special casual Leave, in a calendar year be sanctioned to the following five office - bearers of the Tamil Nadu Last Grade Government Servant's Association to attend to the organizational affairs of the Association . they also direct that prior sanction by the competent authority will be necessary before the special casual leave is availed of

- | | |
|----------------------|-------|
| 1. President | : One |
| 2. Vice - President | : One |
| 3. General Secretary | : One |
| 4. Deputy Secretary | : One |
| 5. Treasurer | : One |

(By Order of the Government)

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service- Delegation of Administrative powers to Joint Directors - Orders Issued.

HEALTH AND FAMILY WELFARE DEPARTMENT

G.O. Ms. No.452

dated 4-7-95

Read :

G.O. M.s.No .327, Health, dated 22-5-95.

ORDER

In the Government order read above, Joint Directors, Deans and Heads of Medical Institutions have been delegated with powers to sanction special grade/selection grade to Assistant Surgeons, including Assistant Surgeon (Dental).

2) The Government have examined the desirability of extending similar powers to the Joint Directors in respect of other staff working under their control. They consider that such delegation of powers to district level Officers would improve the administrative efficiency.

3) The Government accordingly direct that Joint Director of Health Services in the Districts be delegated with the following powers, in respect of staff working under their control.

- (i) sanction of increments, Selection grade and Special grade to all the staff working in the districts.
- (ii) Transfer of staff such as pharmacists, ministerial staff upto the office superintendents including hospital workers and nurses within the districts.

4) However transfers of staff outside the district would continue to be exercised by the Director of Medical and Rural Health Services.

(BY ORDER OF THE GOVERNOR)

PROCEEDING OF THE DISTRICT MEDICAL OFFICER : SALEM

PRESENT : DR.H.M. IQBAL AHAMED. MBBS.,

D.Dis.No.13140 / EA1 / 90

Dated : 3 - 5 -90.

Sub : Tamil Nadu Medical Service- Tamil Nadu Assistant Surgeon's Association - One day strike on 23-2-87 one day strike treated as earned leave- orders issued.

Ref : 1) Government letter NO.12627/B2/87-3 dt 10-9-87.

2) Government letter No.1172/Health and Family Welfare dated 5-7-89,

In the Government letter first cited, the Government have, directed that the one day strike observed on 23-2-87 by the Assistant Surgeons in the Tamil Nadu Medical Service shall be treated as, on-duty. In the reference second cited, the Government in supervision of the orders issued in the Government letter first cited, have directed that the one day strike observed on 23-2-87 by the Assistant Surgeons shall be treated as leave to which they are eligible.

Hence, the Assistant Surgeons who have taken part in the token strike on 23-2-87 are sanctioned Earned Leave for one day on 23-2-87 as shown in the annexure.

Encl: One

District Medical Officer,

Salem -3.

To

The Individuals concerned.

Copy to all the Medical Officers.

Note: The Medical Officers noted in the address entry are requested to verify the Service Book of the respective Assistant Surgeons and inform if no Earned Leave is in the credit of the Assistant Surgeon's concerned to issue modified leave order.

Letter No. 21561A/B2/ 99-2.
Health and Family Welfare
Department,
Secretariat,
Chennai - 600 009.
dated 28 - 9 - 1999

From
Tmt K. Arumugathai, B.Sc.,
Deputy Secretary to Government.

To

The Director of Medical Education, Chennai - 10.
The Director of Medical and Rural Health Services, Chennai - 10.
The Director of Public Health and Preventive Medicine, Chennai - 10.

Sir,

sub : Meeting - Tamil Nadu Government Doctors Association - Special
Casual Leave to Officer bearers of the Tamil Nadu Government doctors
association - regarding.

Ref : (i) G.O. Ms. 685. Personnel and Administration reforms (Perk)
department dated 15-7-92.

(ii) from the state secretary, Tamil Nadu Government Doctors
Association, letter dated 9-4-99 and 8-8-99.

I am directed to state that the office bearers of the Tamil Nadu
Government Doctors association mentioned in the reference second matters
relation to demand of time bound promotion with Hon'ble Minister (Health and
electricity) on 02.01.99, 10.01.99, 19.01.99, 20.01.99, 21.01.99, & 01.02.99
The state secretary has requested the Government to sanction them special
casual leave on the above days.

2. in this connection, I am to invite your attention to the instructions
issued on G.O. Ms. No. 685, Personnel and administrative reforms (perk) dated
15-7-92. wherein powers have already been delegated to the head of
Department to sanction special casual leave to the office bearers of the
recognized Service Associations. as the Tamil Nadu Government doctors
association is a recognized association I am to request you to take action at
your level to sanction special casual leave to the office bearers of the Tamil Nadu
Government Doctors Association who have attended the meeting with the
Hon'ble Minister (Health and Electricity) on the days specified in Para 1 above
after following the guidelines prescribed in G.O. Ms. No. 1294. Personal and
Administrative Reforms (per.K) dated 27-10-97.

(Copy enclosed).

In The High Court of Judicature at Madras.

(Special Original)

Advance Increments for P.G.

Date : 18-12-1987

Coram :
The Honore able Mr. Justice Nainar Sundram.

W.M.P. No. 18926 of 1987

W.M.No. 12866 in of 1987

The State of Tamil Nadu Assistant Surgeon's Association, rep. by its secretary, Government Rajaji Hospital, Madurai - 2.

vs.

Petitioners.

- &
1. The State of Tamil Nadu rep. by Commissioner & Secretary, Health Family Welfare Department, Fort St. George, Madras - 9.
 2. The Director of Medical Services & Family Welfare, D.M.S. Compound, Madras - 6.

Respondents.
and others.

For Petitioners : Mr. A.L. Somayaji

Petition praying that the High Court will be pleased to

Stay the operation of the impugned G.O. Ms. No. 2240, Health dated 25-11-1986 passed by the first respondent, pending disposal of the writ petition.

Petition on being called today and upon hearing counsel, the court has ordered as follows:

* There will be an order of intern stay, reserving liberty for the respondents to most for vacating the same, of they so choose. Otherwise, post this petition along with the main writ edition. Notice."

And this court doth further order that this order, on being produced, be punctually observed and carried in to execution by all concerned. Issued under my hand and the seal of this court on 18-12-1987.

DEPARTMENT OF FAMILY WELFARE

FROM

Dr. R. ANGAMUTHU, M.S., (Ortho),

Director of Family Welfare,

DMS COMPLEX, Chennai - 600 006.

State President,

Dr. K. Parakasam

State President

T.N. Doctor's Association

SALEM. 30

Ref.No. 17762 / H3 2000, Dated 2-8-2000

Sir,

Sub : Family Welfare Programme - Sterilisation MTP and
Laparoasopy Surgeries Failure & death etc.

Ref : Your Lr.No. Nil 2.8.2000.

With reference to the representations received from TamilNadu Government Doctors Association regarding various legal issues related to the Family Planning surgeries like failures, death etc. while accepting the sentiments of the Association to assure that the interest of the doctors will be totally protected and the Government will also defend all the cases including legal implications.

Yours faithfully.

DIRECTOR OF FAMILY WELFARE

GOVERNMENT OF TAMIL NADU

Letter (Ms) No. 106
Personnel & Administrative
Reforms (Per. K) Departments,
Secretariat, Madras - 9.

From,

Thiru. M. Ahmed, IAS.,
Secretary to Government.

To

The State Secretary,
Tamil Nadu Assistant Surgeon's Association,
Government Head Quarters Hospital,
Vellore,
N.A. District.

Sir,

Sub: Service Associations - Tamil Nadu Assistant Surgeons
Association- Request for change of nomenclature as
"Tamil Nadu Government Doctors, Association" - accepted.

Ref: 1. from the president, Tamil Nadu Assistant Surgeons
Association latter dated 30-9-91
2. from the Director of Medical and Rural Health Services,
Madras-6 letter No. 94054/E7/3/91, dated 5-3-92.
3. from the Director of Medical education, madras-6, letter no
25973/E1/3/91. dated 6-1-92.

I am directed to inform that the Government after careful consideration have decided to accept the request of the Tamil Nadu Assistant Surgeons Association to change its nomenclature as Tamil Nadu Government Doctors Association". I am to add that the amendments to bye - laws 11 and 12 of the above association submitted with the references 1st and 3rd cited have been approved by Government. I am to request that two copies of the bye - laws of the association embodying the above amendments may be furnished to Government at an early date.

yours faithfully,

Section Officer.
for Secretary to the Government.

CIRCULAR

Sub : Family Welfare Program - Sterilisation, M.T.P. laparoscopy
Surgery-Failure / death etc., Meg.

The Tamil Nadu Government Doctors Association has brought to the notice of this office that the joint Director of Health Services and Deputy Director of Medical and Rural Health Service & family Welfare, District Family Welfare bureaux and other Heads of Institutions are not taking active interest to defend the cases filed in various courts / legal forms in respect of failure / death after family planning surgeries. In this regard, the association has been given assurance that the interest of the Doctors will be totally protected and that the Government will defend all the cases on legal implications.

Therefore, Joint Director of Health Services / Deputy Director of Rural Health Service and Family Welfare and other heads of institutions are requested to be vigilant and take active steps to protect the Doctors / other personals whenever cases of failure / death are challenged in various legal form and ensure that the doctors / other personal are not personally made to defend the cases except to the extent where it is necessary to give evidence etc.,

If any case of negligence in properly defending the cases by the Joint Director of Health Services / Deputy Directors to Medical and Rural Health Service and family Welfare and other heads of Institutions are brought to notice, it will be viewed seriously.

Sd/xxxxxxxxxxxxxxxxxxxx

(R.ANGAMUTHU)

DIRECTOR OF FAMILY WELFARE

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service- measures to improve Health care Service in Tamil Nadu strengthening of Health Administration at various levels - orders issued - delegations of powers to Director of Medical and Rural Health Services - modification - orders - issued.

HEALTH AND FAMILY WELFARE (E) DEPARTMENT

GO (Ms) No. 308.

dated : 24.06. 1999

Read :

1. GO. MS. No. 684, Health dt 18-12-98
 2. GO. MS. No. 67, Health dt 12-02-99
 3. From the Director of Medical and Rural Health Service Lr. No. 1791/E3/1/99 dt. 22-03-99. and 19-04-99
-

Order :

In The circumstances reported by the Director of Medical and Rural Health Service in the reference 3rd read above, the Government, in partial modification of the powers delegated to the Director of Medical and Rural Health service in Para 4 of the Government order first read above, direct that the Director of Medical and Rural Health Service be delegated with powers to prepare panel, to approve the panel and to accept relinquishments, as and when necessary and to issue appointment orders for the posts carrying the time scale of pay of Rs. 12,000/- and below.

2. The Director of Medical and Rural Health Service is directed to send suitable draft amendment proposals to the special rules for Tamil Nadu Medical Service in consultation with the Director of Medical Education / Director of Public Health and Preventive Medicine.

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service -Counselling for transfer - Detailed Guidelines issued.

HEALTH AND FAMILY WELFARE (A1) DEPARTMENT

G.O. (D) No.508 .

Dated: 10-4-2002

Read : -

G.O. letter (Ms) No.225/CI/2001, Health, dated 23-8-2001.

ORDER:-

In the Government Order read above, guidelines were issued for effecting transfer of personnel in all the posts in the Health and Family Welfare Department for which one unit system is in vogue.

2. It is now considered necessary to issue clarification so as to ensure successful implementation of the Counselling System in this Department. The Government accordingly direct that the procedure laid down in the Annexure to this order be followed strictly while effecting general transfer of all Medical Personnel / Para Medical Personnel other than Ministerial staff working in Health and Family Welfare Department under the newly introduced Counselling system. Any violation of the guidelines will be viewed seriously and disciplinary action will be initiated against the persons, responsible for the lapses. The Government further direct that any Government servant adopting unfair means for transfer will be liable for punitive action.

(BY ORDER OF THE GOVERNOR)

SYED MUNIR HODA

SECRETARY TO GOVERNMENT

GUIDLINES FOR 17 'B'

Copy of Govt. D.O. Letter :-

Ref :- Vigilance Commissioner and Commissioner for administrative Reforms D.O. Letter No. 5189/- VC. III/2000- 10 dated 5-10-2000.

After reviewing the final order issued by various departments during the financial year 1999 - 2000, the vigilance Commissioner and Commissioner for administrative reforms has highlighted the need to ensure proper application of mind as to whether the charges may be framed under rule 17 (a) or 17 (b) since 50 % of the cases ended up in dropping of charges. The Vigilance Commissioner has also pointed out that instead of adopting 17 (b) procedure and on the end dropping the charges and if only 17 (A) procedure had been adopted it would have simplified the matter immensely. In that case only a simple explanation could have been called for and the case could have been decided by disciplinary authority with available evidence. The Vigilance Commissioner has further pointed out that even under rule 17(a) the disciplinary authority can award the punishment of stoppage of increment to persons concerned would have been dropped from being considered for inclusion in the panel for promotion during the currency of punishment.

2. I am, therefore, to request you to consider each and every case well before framing charges under rule 17 (b) based on the following guidelines. If there is prime facie sufficient evidence which is likely to prove the Officer guilty of grave charges as are likely to end in any one of the following punishments :

1. Reduction in rank.
2. Compulsory retirement
3. Removal from service.
4. Dismissal from service.

Only if answers to the questions are in the affirmative, Charges may be framed under rule 17 (b). In all other cases, it seems fair and proper that the charges may be framed under rule 17 (a) only.

3. I am to request you to acknowledge the receipt of this D.O. Letter.

With best wishes.

GOVERNMENT OF TAMIL NADU

Secretariat,
Chennai-600009.

HEALTH & FAMILY WELFARE DEPARTMENT

Letter No. 35497/A1/2002-1 dated 18-10-2002

From

Tmt. Girija Vaidyanathan. IAS,
Secretary to Government.

To

All Heads of Departments.

Sir,

Sub: Establishment - Health and Family Welfare Department -
Counselling for transfer and promotion - Guidelines - Further instructions
issued.

Ref: - G.O. (Rs) No.2143, Health, dated 8-10-2002.

I am directed to issue the following further instructions in continuation to
the Guidelines issued in the Government order cited :-

(i) Medical Officers and Para Medical staff who are newly recruited as
well as the Medical Officers who report for duty on completion of the Post
Graduate Degree Course should be posted only in the Districts which comes
under category 4(iii) in the case of Directorate of Medical and Rural Medical
staff Health Services and category 4(v) in the case of Primary Health Centres
mentioned in the Government Order cited.

(ii) During Counselling for transfer of Medical / Para Medical staff within
the Directorate, Station seniority will be the criteria meant for priority whereas in
the case of inter Directorate transfers, CML, seniority will be the criteria for
priority for counselling.

(iii) Whenever situation arises for filling up of vacant post due to
retirement or otherwise in the Ministerial Service under the control of Health and
Family Welfare Department by promotion, Counseling should be conducted for
placement on promotion.

Yours faithfully,
for Secretary to Government

HEALTH AND FAMILY WELFARE DEPARTMENT,
Secretariat, Chennai - 600 009.

Dated: 8-7-99

From

Thiru. M.G. Joseph Raj, M.Sc.,
Additional Secretary to Government

To.

The Accountant General (A&E)
Tamil Nadu, Chennai-600 018.

Sir,

Sub: Grant of personal Pay to Doctors - clarifications
Regrading.

Ref: (i) G.O. (D) No. 152, Health and Family Welfare
Department, dated 12-2-99.

(ii) your letter No.GAD/II/II/313, dated 11-4-99.

I am directed to invite your attention to the cited and to state that as per rule 28 of Tamil Nadu Leave Rules, leave salary of Government servants is calculated with reference to his pay as per definition under fundamental rule 9(21)(a)(ii) pay includes, special pay and personal pay.

Yours faithfully

for Addl. secretary to Government

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service- Medical Officers working under Leprosy Programme - Permission to do consulting practice - Orders Issued.

HEALTH & FAMILY WELFARE DEPARTMENT

G.O.(Ms).No.1693

Dated 1st September 1987

16 Avani Prabava

2016-Thiruvalluvarandu.

Read again:-

G.O.(Ms)No.277 H & P W dt. 2.2.1977

Read also :

From the Director of Medical Service & Family Welfare letter No.53727/L7/80 dt.24.4.30, 13.12.83 and 29.12.84.

ORDER:

In his letters read above, the Director of Medical Services & Family Welfare has stated that the Medical Officers are generally reluctant to work under the Leprosy Programme due to their being not allowed to do private practice. He has recommended that the Medical Officers in the Leprosy Control Programme may be allowed to do private practice.

2) The Government have carefully, considered the matter. In certain other States, Medical Officers working under the Leprosy Programme have been allowed to do private practice. The Government therefore consider that the Medical Officers who are working under the Leprosy Programme may be allowed to do consulting Practice. Accordingly in supersession of the orders issued in the G.O, read above they direct that the Medical Officers in the grade of Civil Surgeons and Assistant Surgeons who are working under the Leprosy Programme be allowed to do consulting practice, subject to the condition that the present Non-practising allowance allowed to the Medical Officers in the Leprosy wing be totally withdrawn. In this respect they will be treated on par with the Medical Officers in the general line, including in the matter of drawal of restricted Non-practising allowance, wherever admissible.

3) This order issues with the concurrence of the finance Department vide its U.O.NO.382/FS/F/87 dated 22.7.1967.

(by order of the Governor)

R. SHANMUGAM

Commissioner & Secretary to Government

**CHANGE OF DESIGNATION OF THE POST OF ASSISTANT
SURGEON
ORDERS ISSUED.**

Order

The One Man Commission, which was constituted to look into the anomalies arise on the orders issued on the recommendations of the IV th Pay Commission has recommended that the designation of Assistant Surgeon may be redesignated as 'Assistant Medical Officers' on entry Deputy Medical Officer' on attaining Selection Grade after 10 years of service, 'Additional Medical Officer' on completing 20 years of total Service and Medical Officer when they get promoted as Civil Surgeon. Subsequently the Tamil Nadu Assistant Surgeon Association has represented that the designation of Selection Grade Assistant Surgeon and the Special grade Assistant Surgeon may be redesignated as 'Senior Medical Officer' and 'Deputy Civil Surgeon' respectively. The Government after careful consideration have decided to redesignate the Selection Grade Assistant Surgeon and Special Grade Assistant Surgeon as 'Senior Assistant - Surgeons and- Deputy Civil Surgeon respectively

2. The Government accordingly direct that the designation of Selection Grade Assistant Surgeon in the TamilNadu Medical Service be redesignated as "Senior Assistant Surgeon" and the Special Grade Assistant Surgeon as Deputy Civil Surgeon".

3. The Director of Medical Services and Family Welfare is requested of send necessary draft amendment to Special rules.

HEALTH AND FAMILY WELFARE DEPARTMENT

Letter No. 54593 /B1 /84-2 dated 30.8.1985

From

Thiru J. Samuel Amirtharaj, B.A.B.L.,
Joint Secretary to Government.

To

The President,
Tamil Nadu Assistant Surgeons Association,
Government General Hospital,
Salem.

Sir,

Sub:- Tamil Nadu Medical Service - Deputation of Doctors to
Overseas Manpower Corporation - Issue of No Objection
Certificate to obtain passport.

Ref:- Your representation dated 25-7-1984.

With reference to your letter cited, I am directed to state that under Rule 22 of Tamil Nadu Government Servants Conduct Rules, the Government alone is the competent authority to issue "No objection Certificate" to Government Servants applying for passport to go abroad. I am therefore, to inform that Medical Officers who intend to register their names with Overseas Manpower Corporation for taking up appointment in Overseas Countries may apply to Government for No Objection Certificate through proper channel.

yours faithfully,

for Joint Secretary to Government.

HEALTH & FAMILY WELFARE DEPARTMENT

Letter No. 15570/B2/87-2 dt. 29.6.1987,

...

From

R. Shanmugam, I.A.S.,
Commissioner & Secretary to Govt.

To

The Director of Medical Services & Family,
Madras - 600 006.

Madam,

Sub: Tamil Nadu Medical Service- Assistant Surgeons -
Break in Service of certain Assistant Surgeons -
Regularisation - Regarding.

Ref: i) From the Tamil Nadu Assistant Surgeons Association
letter No. 4/87 dt.

ii) Your letter No. 97503/36/2/84 dt. 25.2.1987.

iii) Your letter No. 21616/B6/2/87 dt. 3.3.1987.

I am directed to invite attention to your letter cited and to request you to take action with reference to the orders in G.O. (MS) No. 400, P&AR dt. 7.4.86 for regulating the breaks occurred in the officiating services of the Assistant Surgeons prior to 7.4.86 also though the Break in Service occurred even prior to 7.4.86 vide Govt. letter HO, 44316/86-4/FSY H/dt. 29.8.86 (copy enclosed) I am also to state that the actual period of break in Service should not be taken into account for calculating the probation period and that actual duty period alone should be counted for probation.

2. I am also to state that it does not matter how the breaks occurred. In cases where break occurs in officiating service due to ousting for want of vacancy, action can be taken with reference to the orders issued in G.O.Ms, No. 400 P & LR dt. 7.4.86 and based on these orders Note 1 and 1A under Fa. 26 (a) has been amended in G.O.MS.NO. 1072, P&AR dt. 31.10.86. As per the revised note 1 under PR 26 (a) the conditions indicated in the erstwhile PR 26 (a) are not in existence now.

Yours faithfully,

For Commissioner & Secretary

DIRECTORATE OF MEDICAL EDUCATION,

**Sub : Tamil Nadu Medical Service- Post of Senior
Civil Surgeon Sanctioned - Duties and
responsibilities - Instructions - Issued**

**Ref : 1. DM & RHS Circular No. 15217/IC(I)/99 dated : 15/2/98
2. This office memo Ref. 65153/E1/2/2001 dated 23/3/2001**

In view of the instructions already issued in Director of Medical and Rural Health Services Circulars first cited, the following modifications are issued to the instructions issued in this office Circular No. 65163/E1/2/2001, dated 23/8/2001.

- (i) The -Senior Civil Surgeon -Postings is promotional post and hence the contention that "it is like awarding Selection Grade / Special" is deleted.
- (ii) The duties of a Senior Civil Surgeons is the same as that of the post held by them previously except that they will not perform 24 hours stay in turn duty.

The contents of all other instructions in the circular are same. The heads of Medical Institutions are requested to bring the contents of this circular to the notice of all Medical officers concerned.

**P.RAJA SAMBANDAM
DIRECTOR OF MEDICAL EDUCATION**

GOVERNMENT OF TAMIL NADU

ABSTRACT

TAMIL NADU MEDICAL SERVICE ASSISTANT SURGEONS Request for the weekly off - Orders Issued.

HEALTH & FAMILY WELFARE DEPARTMENT

G.O.Ms.No. 710

Dated: 21st April 1980

Read :

From the Tamil Nadu Asst. Surgeons' Association letter dated Nil.

ORDER :

The Tamil Nadu Assistant Surgeons' Association has been repeatedly representing to the Government that the Assistant Surgeons are experiencing great hardship in attending to their duties continuously all the days of the week without any weekly off. They have therefore requested the Government to grant one day off in a week for Medical Officers. The Government accept the request of the Association and direct that one day off in a week be given to all the Medical Officers in all Medical Institutions. In case of Medical Institutions where there is only one Medical Officer, the grant weekly off is subject to the condition that the Medical Officer should stay on in the Institution to attend to emergencies and when the Medical Officer has to leave the station, he has to make such arrangements as when he goes out for casual leave.

2. The Government also direct that the Director of Medical Services and Family Welfare to send proposals in consultation with the other Heads of Departments under the control of this Department for posting additional Medical Officers to such Institutions where there is at present only one Medical Officer and where the work load warrants the posting of additional Medical Officer with full particulars regarding the number of such Institutions total posts required and the financial implications etc.,

(BY ORDER OF THE GOVERNOR)

P. MURARI,

Commissioner & Secretary to Government.

To

The Director of Medical Services and Family Welfare, Madras-600 006. The Director of Medical Education, Madras - 600 005.

The Director of Public Health and Preventive Medicine, Madras - 600 006. The Director of Primary Health Centres, Madras - 600 006.

GOVERNMENT OF TAMIL NADU.

ABSTRACT

Personnal - Officiating Government Servant reappointed after discharge from Service- past Service counted for the purpose of increment - Orders - Issued.

PERSONNEL AND ADMINISTRATIVE REFORMS (PR.3) DEPARTMENT.

G.O.MS.NO. 400

Dated: 7-4-86.

(Panguni 24, Krothana, Thiruvalluvar Aandu

2017)

ORDER

As per Note 1 under Fundamental Rule 26(a) and officiating Government servant who has no substantive appointment cannot count non-continuous officiating Service for increments in a time scale.

2) The Government, on re-examination, direct that if an officiating Government servant is discharged from Service for want of vacancy in a post, he shall, on re-appointment to the same post, draw the pay last drawn prior to his discharge from Service and that the periods during which such pay was last drawn, count for purpose of future increment in the time scale of pay of that post.

- 3) Amendments to Fundamental Rules-will be issued separately.
- 4) This order shall take effect from the date of issue of order.

(By order of the Governor)

Special Commissioner and Secretary to Government.

S.NO.119825/I & O/CON.97.

Office of the Director -
General of Police,
Admiralty House, Govt. Estate,
Anna Salai, Chennai - 600 002.
Dated : 27.05.97

MEMORANDUM

Instructions were issued in Chief office Memo vide (C.N.) 8523/I & O Confd 1/91) dated 6.4.91 that when complaints of cognizable offences are received against Medical Practitioners relating to criminal negligence in the course of Medical treatment arrests need not be resorted to as a matter of course. It was also emphasized in the memo that when the Medical practitioner is involved in such police complaint the fact should be brought to the notice of higher supervisory Officers who will keep a close watch on the progress of the case to ensure that there is no vindictive or vexations action.

2. In spite of these specific instructions an instance has come to notice where in a similar complaints of negligence on the part of a Medical Practitioners arrests have been made resulting in avoidable criticism against the Police. It is once again reiterated that in such cases arrests should not be resorted to as a matter of course. The cases will be duly investigated and any action should be fully supported by a documentary evidence, supervisory approval strengthened with the opinion of the Law office.

3. These instructions will be followed in future.

4. Please acknowledge the receipt.

HEALTH AND FAMILY WELFARE DEPARTMENT

Letter No. 61365/B2 91-3. Health dated 29.8.1991

From :

Thiru. Jag Mohan Singh Kang
Special Secretary to Government.

To

The Director of Medical Education, Madras - 5.
The Director of Medical & Rural Health Service i/c.,

Sir,

Sub : Tamil Nadu Medical Service- Assistant Surgeon
Tamil Nadu Assistant Surgeon's Association 6th
State Conference at Thirunelveli Special casual
Leave to attend -Granted.

Ref : (i) From the president, Tamil Nadu Assistant surgeons
Association, Latter No. 31/91 dated. -7-9.

(ii) Government Ir. No. 61365 /b2 /91-2 dated 16-8-1991.

In modification of the instruction issued in Government letter second cited, I am directed to state that the Government after reconsideration accept the request of the Tamil Nadu Assistant Surgeon's Association for grant of one day special casual leave for those who are attending the Tamil Nadu Assistant Surgeons Association's 6th State Conference to be held at Tirunelveli on 31-8-1991. I am to request you to grant one day special casual an 31-8-91 (saturday) which is not a holiday for Doctors.

GOVERNMENT OF TAMIL NADU

ABSTRACT

Tamil Nadu Medical Service-Civil Surgeons in General line- Temporarily appointment Joint Director of Health Services-Fixation of pay under Fundamental Rule 22(13) -Request-Orders-Issued.

HEALTH AND FAMILY WELFARE DEPARTMENT.

G.O.Ms .No. 699

Dated the 30th June, 1992,
Thiruvalluvar Aandu, 2023,
Angirasa, Aani, 16.

Read:-

1. G.O Ms. No. 1760 Health, dated 11.10.90.
2. G.O.Ms No. 710, Health, dated 13.5.91.
3. G.O.. Ms .No. 703, Health, dated 27.5.91.
4. G.O.Ms .No.877 Health, dated 12.3.91.
5. G. O . Ms ,No. 1009, Health, dated 5.7.1991.
6. G.O.Ms. No. 1433, Health, dated 11.11.1991
7. G.O. Ms .No. 25, Health dated 6-1-1992.
8. G.O. Ms .No. 200, Health, dated 24.2.1992.

Order :

Consequent on the re-organisation of the administrative set up of Medical, Public Health and Family Welfare Departments at District level, the posts of District Medical Officers in the Districts were upgraded as Joint Director of Medical Services. The nomenclature of the post was later changed as Joint Director of Health Services. Though the post of Joint Director of Medical Services (Medical ESI and P.D) in the Office of the Director of Medical and Rural Health Services are manualised the post of Joint Directors in Districts are unclassified. Action is being taken separately to amend the Social Rules as they had been upgraded on a permanent basis pending amendment to avoid hardship to the incumbent of the posts the Government direct under Ruling (i) under fundamental Rule 22-B that the pay of Officers temporarily appointed as Joint Directors of Medical Services / Health Services in the Government orders read above, be fixed under Fundamental rule 23(D) in the scale of Rs.4100- 5300-with effect from the date of taking charge.

This order issues with the concurrence of Persaonnal and Administrative Reforms (F.R.I) Department vide No. 46616/92-1 dt. 25-6-1992.

Office of the Chief Judi. Magistrate'

Salem. Date 13-8-85

CIRCULAR

**SUB : Criminal Cases - Summoning of Medical witnesses
recording of their evidence - Instructions - Issued.**

**Ref : Letter Ref - No 25 /85 dt. 12-8-85 from the Secretary
Tamil Nadu Asst Surgeons Association. At Salem.**

It is reported that in certain Criminal courts, the Doctors who have been summoned to give evidence in criminal cases were detained for a long time.

Doctors may be examined as early as possible so as to enable the them to attend duties after giving evidence.

Receipt of the circular is to be acknowledged.

Sd/- N. Ramadoss

Chief Judicial Manastrate Salem.

ABSTRACT

Compensation - Recommendation of the Maruthamuthu Committee for creation of Corpus Fund to make payment of compensation awarded by courts- Accepted Creation Corpus. Fund-Orders Issued.

HEALTH AND FAMILY WELFARE (E1) DEPARTMENT

G.O.(Ms)No. 81

Dated; 25.4.2003

Read Again:

1. G.O.Ms.No.133, Health and Family Welfare Department dated 9.7.2002.

Read also:

2. From the Director of Medial and Rural Health Services Letter No.40985/e7/2/99 dt 6.8.2002
3. From the Director of Medial and Rural Health Services. L.R. No.40985/E7/2/99 dt:17.2.2003&24.3.03

Order:

in the G.O.first read above orders were issued on the recommendations of Justice Maruthamuthu Committee constituted to give its report suggesting guidelines and measures to be adopted in respect of litigations in court arising out of the mishaps . In the said G.O., orders were issued inter alia for the creation of Corpus Fund from the contribution of Rs. 10/- (Rupees ten only) per month from every doctor.

2. The Director of Medial and Rural Health Services, in his tetter third read above has sent proposals for the creation of a Corpus Fund.

3. The Government accordingly constitute a Corpus Fund to provide compensation awarded by the courts on the cases filed against Government Doctors for occurrence of Medical mishaps Each Government Doctor ^will contribute a sum of Rs. 10/- (Rupees ten only) per month to build up the above fund.

4. The monthly subcription of Rs. 10/- from each Government Doctor shall be recovered from the salary from the month of April 2003,

5. The Commissioner of Treasuries and Accounts shall administer the Fund. This will be subjected to Audit by the internal Auditor and Chief Auditor of State leave Board.

6. The monthly subscription of Rs.10/- recovered from the said doctors shall be credited to the following new head of account.

K. Deposits and-Advances- Deposits not bearing interest - 8443-00 Civil Deposits -800. Other Deposits- AU. Corpus Fund for payment of Compensation awarded by courts on the cases filed against Government Doctors". (DPC.8443 00 800 AU 0004) (Receipts)

7. Sanction of compensation awarded by the court shall be debited under the following new head of account.

" K.Deposits and Advanced Deposits not bearing interest - 8443-00 Civil Deposits - 800 Other deposits AU. Corpus Fund for payment of Compensation awarded by courts on the cases filed against Government Doctors".

(DPC.844300 800 AU 0003) (outgo)

8. The Director of Medical Education / The Director of Medical and Rural Health Services/Director of Public Health and Preventive Medicine/Director of Family Welfare shall process the sanction of compensation awarded by the court in respect of the said doctors under their control taking into account of the recommendation of the High Level Committee constituted under the Tamil Nadu Government Doctors Corpus Fund as in the Annexure to this order and accord sanction for the amount of compensation payable from the Corpus fund and toward the same to the Commissioner of treasuries and Accounts.

9. The Commissioner of Treasuries and Accounts shall issue Cheques Demand drafts as the case may be based on the sanction accorded by The Director of Medical Education /The Director of Medical and Rural Health Services/Director of Public Health and Preventive Medicine/Director of Family Welfare and intimate them,

10.The Commissioner of Treasuries and Accounts be the Estimating, Reconciling and Controlling Authority for the above head of Account.

11. No schedules need to be attached to pay bills for the deduction made on separate accounts maintained therefor

12. Pay drawing officers will be responsible for the prompt recovery subscription.

13. The rules framed for administrating this scheme are appended to this order.

14. The operation of the Corpus Fund will be reviewed after one year depending upon the functioning of the scheme.

15. This order issues with the concurrence of Finance Department vide its U.O. No. 29/JS(Per)/2003 dated 22.4.2003.

(By Order of the Governor)

Girja Vaidyanathan
Secretary to Government

The Director of Medical and Rural Health Services ,Chennai-6

The Director of Medical Education ,Chennai-10

The Director of Public Health and Preventive Medicine,Chennai-6

The Director of Family Welfare ,Chennai-6

The Accountant General., Chennai-1 8/35

The Accountant Generally home. Chennai-18

The Commissioner of Treasuries and Accounts .Chennai

The Pay and Accounts Officer, (South)Chennai-35

The Pay and Accounts Officer ,(North)Chennai-1

The Pay and Accounts Officer, (East) Chennai-5

The Pay and Accounts Officer , Madurai

All the District Treasuries Officers.

The General Secretary, Government Doctors Association.

Copy to:

The Finance Department, Chennai-9

The Finance Education Department, Chennai-9

/ Forwarded by Order/

(G.Thangamani)
Secretary to Government

GOVERNMENT OF TAMIL NADU

ABSTRACT

The Medical Service- Measures to improve Health Care Services in Tamil Nadu
Strengthening of Health Administration at various levels - Orders - Issued.

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HEALTH AND FAMILY WELFARE DEPARTMENT

G.O.Ms.No.684

Dated: 18/12/98.

Read :

1. G.O.Ms. No.736, Health dated 16/05/1991..
2. G.O.Ms.No.57, Health dated 14/01/1992.
3. G.O.Ms.No.58, Health dated 14/01/1992.
4. G.O.Ms.No.285, Health dated 04/05/1995.
5. G.O.Rt.No.279, Health dated 03/03/1997.

Read also:

From the Director of Medical and Rural Health Services,,

Lr.No. 17432/E3/1/97 dated 12/11/1998. ,

ORDER :

The Government have been taking various measures to strengthen the Health Care System and administration at various levels in the past 3 decades to improve the Health Delivery for the Public. With a view to strengthen the Health Administration and Health Care Delivery Schemes in the Urban areas and in Rural areas, the Government introduced four year plan in the Government Order first read above. The Scheme was ordered with view to strengthen the Health Care and Administration at various levels, extend specialist care at District level and below and to improve referral system from Community Health Centre, Taluk level, District level to Medical College Hospitals and attached specialist Institutions, with such simultaneous strengthening of specialities and facilities -to provide quality Services to the needy population.

2. The Government keeping in view the objectives of strengthening the Health Care delivery systems as also the broad guidelines evolved therefor, in the Government Order first read above, created the categories of posts viz., Senior Civil Surgeon, Civil Surgeon(T) and Senior Assistant Surgeon during 1991 in the Government Order 3rd read above.

3. The pattern of staff sanctioned during 1991-92 was attempted to be implemented over a period of 4 years. But, the 4 year plan could not be implemented effectively due to non-identification of posts and other administrative problems viz., delay in preparation and approval of panels etc. Hence the Government could not continue the 4 year plan after June 1996. The Government however have felt the need to strengthen the Health Administration effectively and extend specialist care to reach Rural population, in the present context of development of Medical Education by means of starting new Government Medical Colleges, up gradation of Primary Health Centres into Government Hospitals and formation of District Headquarters Hospitals as soon as New Districts are formed. The Government have also kept in view the possibility of utilizing the potential of the available staff effectively. In order to achieve the allowed objectives of the Government as originally envisaged under the 4 year-plan, with the concerted efforts, co-ordination and co-operation among the staff at various levels in the various Director of the Health Department, the Government have decided to implement the staffing pattern sanctioned in the references cited as applicable to the present number of districts and hospitals as indicated in the annexure to this Government Order, subject to the conditions stipulated hereunder:

- i) No new additional posts will be created; strengthening will be done through upgradation of post in the feeder category of Assistant Surgeon,
- ii) No new units will be created or additional supporting staff provided.
- iii) The Doctors who were exempted from 24 hours duty before the introduction of the four year plan would alone be eligible for exemption from duty.
- iv) Wherever the up gradation are involved movement will be on the basis of Civil Medical List for all categories except movement into the category of Readers which will be subject to adhoc rules,
- v). The existing doctors in the grade of Civil Surgeon (T) shall be designated as Additional Civil Surgeon without change of any duties and the scale of pay.
- vi) The distribution of staff shall be as identified in Annexure-I, Annexure -II and Annexure -III respectively

- vii) The staff so identified shall not exceed the sanctioned strength under each category at any point of time. The identified posts under each category shall be filled-up in accordance with the CML List as also special rules/adhoc rules governing the posts in Tamil Nadu Medical Service.
- viii) All attempts will be made to implement the distribution of posts as identified in the Annexures. However, if there are operational problems in moving the persons to the identified posts, the posts of Assistant Surgeons, Senior Assistant Surgeons and Additional Civil Surgeons can be interchanged without affecting the functional efficiency of the Institution/department concerned.
- ix) Similarly the posts of Civil Surgeons and Senior Civil Surgeons shall also be interchangeable, based on the need, subject to the Special Rules/Adhoc Rules governing the posts.

4. The Government have also taken into consideration the-administrative delays caused on account of preparation of panels for the posts of Civil Surgeons and various specialities. in order to avoid the problems inhibiting the Health Care Delivery System, and ensure uninterrupted Health Administration and Health Delivery at various levels, the Government delegate powers to the Director of Medical and Rural Health Services for preparation of panels for the purposes of issue of posting orders by the Directorates concerned for the various categories of posts carrying the time scale of Rs. 12000/- and below.

5. The Government also direct that the pattern of staff sanctioned in para 3 above and the powers delegated to the Director of Medical and Rural Health Services in para above shall come into force with immediate effect.

6. This order issues with the concurrence of Finance Department vide its U.O.No 5159/FS/P/98,dated 17/12/98.

(By order of the Governor)

V.VISWANATHAN,

SECRETARY TO Government.

To

The Director of Medical and Rural Health Services, Chennai 6.

The Director of Medical Education, Chennai 5.

The Director of Public Health and Preventive Medicine, Chennai 6.

The Accountant General, Chennai 18.

The Accountant General, Chennai 35.

•The Accountant General (Audit), Chennai 9.

The Pay and Accounts Officer, Chennai 35.

The Pay and Accounts Officer, Chennai 5.

DEPUTY DIRECTOR OF MEDICAL AND
RURAL HEALTH SERVICES (ADMN.)

ANNEXURE - I

Distribution for the posts of Senior Civil Surgeons and Civil Surgeons

DENTIFICATION OF POSTS	NUMBERS
Readers, Senior Readers, Professors, Addl. Professor including Deputy Directors Etc., under the control of the DME	742
Deputy Director of Medical and Rural Health Services	32
Deputy Director of Medical and Rural Health Services (TB)	28
Deputy Director of Medical and Rural Health Service of Leprosy;	24
Deputy Director of Medical and Rural Health Services (Directorate)	2
Hospital Superintendents of District Head Quarters Hospitals	26
Hospital Superintendents of ESI Hospitals	7
Resident Medical Officers of College Hospitals	11
Resident Medical Officers of Speciality Hospitals under DME	16
Resident Medical Officers of District Headquarters Hospitals	26
Regional Administrative Medical Officers of ESI Scheme	4
Medical Officers of Taluk Hospitals	157
Medical Officer of Non Taluk Hospitals having more than 50 beds	8
Superintendents of TB Hospitals	5
Chief Medical Officers of Police Hospital	7
Dental Surgeons in District Head Quarters Hospitals	26
Dental Surgeons in ESI Hospitals	7
Resident Medical Officers in ESI Hospitals, Ayanavaram, Coimbatore & Madurai.	3
Civil Surgeon Specialities in District Head Quarters Hospital, ESI Hospitals	207
Medical Officers of ICDS	40
Medical Officer of School Medical Inspection	40
Chief Medical Officers ESI Dispensaries	158
Medical Officer of Block Primary Health Centres and Community Health Centres.	424
	2000

ANNEXURE-II

Distribution for the post of addl. Civil Surgeons

IDENTIFICATION OF POSTS	NUMBERS
5 in each of the District Headquarters Hospitals .5x26	130
Medical Officers of Non-Taluk Hospitals having less than 50 beds.	61
Second Medical Officers of the ESI Dispensaries	158
Medical Officers of District Ophthalmic Units	26
Medical Officers of Blood Banks	90
Medical Officer of Mental Health Programme	1
Medical Officers of Mobile Medical Units	11
Special Departments in District Head Quarters Hospitals	240
Special Departments in Taluk & Non-Taluk Hospitals	222
Second Medical Officers of Taluk Hospitals	157
3 in each 7 ESI Hospitals	21
Second Medical Officers in Community Health Centre & Upgrade Health Services.	91
Factory Medical Officers	7
Medical Officers of Peripheral Hospitals including NGGOs Dispensaries under the control of the DME	20
2 Additional Readers in each of 7 specialities in Medical Colls	154
1 Reader in each of 12 Specialities in 11 Medical Colleges	132
5 in each speciality Hospitals 5x16	80
20 in each Medical College Hospitals 20x 1 1	220
Medical Officer of Accident & Emergency Units	63
	1884

ANNEXURE-iii

Distribution for the posts of Senior Asst.Surgeons/Asst.
Professors.

IDENTIFICATION OF POSTS	NUMBERS
5 per 26 District Head quarters Hospitals	130
5 per ESI Hospital at Ayanavaram, Coimbatore & Madurai.	15
5 Per TB Hospital Nagercoil	5
1 each for Taluk & Non Taluk Hospitals having 2 or more Doctors	208
Medical Officer in charge of Primary Health Centre than Block Primary Health centre	990
20 for each Medical College Hospitals 20x11	220
3 for each speciality Hospitals 3x16	48
	1616

GOVERNMENT OF TAMIL NADU

ABSTRACT

Establishment, Health and Family Welfare Department - Counselling for transfer and promotion - Guidelines - Certain modifications - issued.

HEALTH AND FAMILY WELFARE (A1) DEPARTMENT

G.O. (Rt.) No.2143

Dated: 8-10-2002

Read:-

- (1) G.O.(D) No.508, Health, dated 10-4-2002.
- (2) From the Director of Medical and Rural Health Services letter No.57622/E1/1/2002, dated 01.07.2002.
- (3) From the Director of Medical and Rural Health Services letter No.55015/E3/1/2002, dated 04.07.2002.
- (4) From the Director of- Public Health and Preventive Medicine letter No.96973/E5/A4/2002, dated 02.07.2002.

ORDER:-,

In the Government order first read above, the Government have issued guidelines for conducting counselling for transfer and promotion to the personnel working in the Health Departments. The Heads of Departments have reported that they are facing certain practical difficulties while conducting counseling and suggested certain modifications to the guidelines for effective and fair administration.

2. The Government have examined the suggestions of the Heads of Departments in detail and decided to issue certain modifications to the guidelines issued in the Government Order first read above.

4. In partial modifications of the orders issued in the said Government Order first read above, the Government issue the following guidelines :

- i) Counselling for transfer within the Directorate be held once in 3 months, During January, April, July and October.
- ii) Counselling for transfer inter Directorate be held once in a Year during march.

- iii) In a District where there is 15 % and above of the total sanctioned strength of Medical Officer/Para Medical staff in the Medical Institutions under the control of Director of Medical and Rural Health Service, are vacant the Medical Officers /para Medical staff from that district are not eligible to take part in counselling till the vacancy position in that district improves.
- iv) 75% of the total sanctioned post in a particular Medical Institution under the control of DME /DMS should not be kept vacant.
- v) In the case of Primary Health Centre in a District where there is 10% and above of the total post of Medical Officers / Para Medical staff are vacant, the Medical Officers / Para Medical staff from that district are not eligible to take part in counselling.
- vi) Further, in the case of PHC, where there are only 2 sanctioned posts of Medical Officers, at least one Medical Officer should be available and in the case of PHCs where there are 3 sanctioned posts of Medical Officers, minimum 2 Medical Officers should be available. Wherever there are no lady doctors available in a Primary Health Centre, vacancies in such Primary Health Centre shall be reserved for Women,
- vii) Medical Officers/Staff who were transferred and not joined but went on long leave should not be entertained for counselling.
- viii) Medical Officers/other Para Medical staff who have been transferred on disciplinary grounds be declared not eligible for counselling till the disciplinary case is over.
- ix) Lady Medical Officers recently appointed through Tamil Nadu Public Service Commission and the Medical Officers appointed in PHC through Employment Exchange recently should not be considered for counselling till they have completed one year or till April 2003 whichever is later.
- x) No transfer should be effected In-between the counselling periods, other than those required on administrative grounds based on allegations and charges, which should be recorded in writing.

- xi) Director of Public Health and Preventive Medicine and Director of Medical and Rural Health Services should first identify the overall vacancies in the Medical Institutions under their control. Based on the current level of vacancies, the vacancies available in Medical Institution nearby City or Urban area where other Medical facilities are easily available be identified and such vacancies need not be notified at present for filling up during counseling, and the posts be kept vacant till the overall vacancy position Improves after fresh recruitment of Medical Officers/ Para Medical staff
- xii) Station seniority in the present posting alone will be the criteria for determining the priority for transfer counselling.
- x/ii) All criteria meant V priority in counseling as issued in Para 3 of the annexur1 to the GO. (D) No - 508 Health, 10-4-2002 discontinued.
- xiv) Existing as well as resultant vacancies for counselling / date of counselling shall be made available on the web-site and also in the Notice boards of the Medical Institutions.
- xv) Vacancies of the posts wherein the incumbent; is on leave for more than 2 months and as well as vacancies that will be filled by promotion during the next quarter will also be notified for counselling.
- xvi) Outcome of the counselling shall be determined and exhibited (except the cases where the Government is the- transferring authority) on the same day itself.
- xvii) Medical Officers with Post Graduate/ diploma qualification / super specialities shall not be considered for posting in ESI Dispensaries. Those already working in such dispensaries- shall be moved to Government Hospitals where there Services are required in a phased manner.

(BY ORDER OF THE GOVERNOR)

GIRIJAVIDYANATHAN
SECRETARY TO Government

GOVERNMENT OF TAMIL NADU

ABSTRACT

Medical Attendance - Issue of certificates - Fees to Assistant Surgeons and Civil Surgeons - Rates - Enhanced - orders issued.

HEALTH & FAMILY WELFARE DEPARTMENT

G.O. (2D) No. 10

Dated : 1-2-1993

Read again :

1. G.O. Ms. No. 1410 H & FW, dated 20-3-1984

Read also

- 2) Govt. Ir. No. 87327 /32/92, H&FW dt. 24-12-1992.

Order :

In the G.O. First read above, orders were issued amount other enhancing the fees for Medical examination and issue of physical fitness certificated payable to the Assistant Surgeons and Civil Surgeons or indicated below :

Nature of certificate	Existing Rate	Revised Rate
1	2	3
	Rs.	Rs.
(i) Medical Examination and issue of physical fitness certificate		
Assistant Surgeon	5	10
Civil Surgeon	15	20

2. The Tamil Nadu Assistant Surgeons association has requested for revision of fee as indicated below :-

Postmortem certificate	:	Rs. 150/-
Fitness certificate	:	Rs. 50/-
Wound certificate	:	Rs. 50/-

After careful examination, Government have decided to enhance the existing rate of fees.

3. Accordingly the Government direct that the fees for Medical examination and issue of physical fitness certificate etc., payable to the Assistant Surgeons and Civil Surgeons be enhanced as indicated in column 3 below :

Nature of certificate (1)	Existing rate (2)	Revised rate (3)
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i) Medical Examination
and issue of physical
fitness certificates

Assistant Surgeon	10/-	30/-
Civil Surgeon	25/-	50/-

ii) Wound Certificate :

Assistant Surgeon	—	50/-
Civil Surgeon	—	50/-

The Government also direct that the question of the fee payable for the postmortem certificate will be considered later.

4. The Director of Medical & Rural Health Services is requested to send proposals to Government for amending the appropriate paragraphs in the Tamil Nadu Medical code Volume I

(By Order of the Government)

GOVERNMENT OF TAMIL NADU

ABSTRACT

Health- Tamil Nadu Medical Service Public Health and Preventive -
Medicine Medical Services - Medical Education - Formation of three
Directorates - Decision - Order - issued .

HEALTH AND FAMILY WELFARE DEPARTMENT

G.O. Ms. No. 110.

Dated 20 th February. 1995

Order

The Government have been actively considering various measures to improve the quality of Medical Education and the quality of Primary Health Care in Rural areas. One of the major impediments in these areas is the existence of an unified cadre for Medical Officers. Medical Officers are recruited and posted to the Primary Health Centres initially. Such Officers invariably look for postings at the district hospitals or teaching Institutions and do not stay on in the Primary Health Centres for period. As a result the quality of Primary Health Care has adversely been affected. Since there are transfers from teaching Institutions to non-teaching Institutions, continuity in the teaching profession is not maintained. While teacher ability and competence are sent to non-teaching posts, instances of Medical Officers having no aptitude for teaching coming to the teaching hospitals are not uncommon. The management of the cadre is also difficult with diffused responsibilities among the of Heads of Department

2. The matter was discussed at length in consultation with the Heads of Departments. On the basis, of these discussions, the Government have come to the conclusion that it would be necessary in the Public interest to create the following Medical Services.

- (i) Tamil Nadu Public Health and Preventive Medicine service,
- (ii) Tamil Nadu Medical Service and
- (iii) Tamil Nadu Medical Education Service

Fresh Recruitment will be done by the Tamil Nadu Public Service Commission directly to above Services. The Government are of the opinion that such a division of Services would give the option to new recruits to choose the Service their depending on their aptitude and interest. Those who are keen on serving Rural area would join the Primary Health and preventive Medicine Service and those who are interest in teaching can have the option to go to the Medical Education Service. Since, persons are selected on the basis of their aptitude and interest it is expected that they would take interest in their respective Service thereby improving the quality of Health delivery and the quality of teaching. The management of the cadre would also be easier with each head of the departments having total responsibility over the staff under him. The present situation of diffused responsibilities would vanish. The Government also decide that there would be an administrative cadre in each Service to man the administrative posts with a view to improve the administration in the Medical Department.

3. The Government consider this as a landmark decision in improving the Health care of the people of Tamil Nadu and they are of the view that the above decision in principle should be followed up immediately. The Government therefore constitute a committee under the chairmanship of Secretary to Government, Health and Family Welfare Department with Director of Medical education, Director of Medical and Rural Health Service and Director of Public Health and Preventive Medicine as Members to work out the various details and frame rules for implementing the above decision of the Government. The Committee is empowered to co-opt any official required for this work. The Committee is directed to finalize its recommendations at the earliest.

4. The above decision of the Government would not be applicable to the present incumbents in the Tamil Nadu Medical Service, who will be governed by the present service conditions-

(BY ORDER OF THE GOVERNOR)

Sub : Tamil Nadu Medical Service- Assistant Surgeons - Break in
Service of certain Asst. Surgeons - regularization - reg.

Ref : 1. From - the Tamil Nadu Asst .Surgeons Association
letter No.4/87 dt. Nil

2. Your letter No. 97503/E6/2/84 dt. 25.2.87

3. Your letter No .21616/E6/2/87 dt .3.3.87

I am directed to invite attention to your letters cited and to request you to take action with reference to the orders in G.O.Ms.No.400, P&AR dt 7.4.86 for regulating the breaks occurred in the officiating Services of the Asst. Surgeons prior to 7.4.86 also though the break in Service occurred even period to, 7.4.86 vide Govt letter No.44316 / 86-4 / FR. III / dt. 29.8.86 (copy enclosed) I am also to state that the actual period of break in Service should not be taken into account for calculating the probation period and that actual duty period alone should be counted for probation.

2. I am also to state that it does not matter how the breaks occurred. In cases where break occurs in officiating Service due to ousting for want of vacancy, action can be taken with reference to the orders issued in G.O.Ms.No.400 P&AR. dt. 7-4.86 and based on these orders Note 1 and 1A under FR.26 (a) has been amended in G.O.Ms . No .1072, P&AR dt .31. 10. 1986. As Per the revised note 1 under FR.20(a) the conditions indicated in the erstwhile FR-26(a) are not in existence now.

/ true copy /

Copy of Govt. Letter No. 44316/86 - 4 Personnel and Administrative Reforms (FR.3 Department, Madras, dt. 29.3.1986.

Sub: Personal - Officiating Government Servant re-appointed after discharge from Service past Service counted for increment - clarification issued.

Ref : G.O. Ms. No. 400, Personnel and Administrative Reforms (FR.3) Dept, dt. 7.4.1986

In the G. O. cited orders were issued directing that if an officiating Government Servant is discharged from Service for want of vacancy in a post, he shall, on re-appointment to the same post, draw the pay last drawn prior to his discharge from Service and that the periods during which such pay was last drawn, count for purpose of future increment in the time scale of pay of that post. The above order takes effect from 7-4-1986.

2. Prior to the issue of the G. O. cited, orders were issued by the Govt. or Heads of department concerned condoning the break in the Service of officiating Government Servants so as to enable them to count their past Service period to the break for the purpose of increment.

3. A point has been raised whether orders need be issued condoning the breaks which have occurred prior to the issued of the G.O. cited since the above order takes effect from 7.4.1986.

4. The Government hereby direct that although G.O.Ms. No. 400 Personnel and Administrative Reforms (FR.3) Department dt. 7-4-86 takes effect from 7-4-1986, it is not necessary to condone specifically intention underlying the said G.O. is that instead of condoning the break, the appropriate authority shall take action to count the past Service rendered by the Government servant prior to the break and fix subsequent increments.

/ True copy /

ABSTRACT

Planning and Development - Reorganization of Department of Medical and Rural Health Services at District Level and redistribution of work between Joint Director of Health Services and Deputy Director of Medical and Rural Health Services and Family Welfare - certain difficulties in the implementation - Restoration of original setup - Orders - Issued.

HEALTH AND FAMILY WELFARE (Fi) DEPARTMENT

G.O. (Ms) No. 14

Dated: 10.1.2007

Read:

1. G.O. (Ms). No. 151, Health and Family Welfare, dated 5.3.2004.
2. From the Director of Medical and Rural Health Services, letter No. 8722 / P&D II / 3/ 2004, dated 31.7.2006.

ORDER :

In the Government order first read above, orders were issued for reorganizing the administrative set up of the Department of Medical and Rural Health Services at District level and redistributing the work between Joint Director of Health Services and Deputy Director of Health Services and Family Welfare and 42 Health Unit Districts (HUD) were formed.

2. In his letter second read above, the Director of Medical and Rural Health Services has stated that with regard to shifting the office of the Deputy Director (Medical at Health Unit Districts), Building, Separate funds allotment and presenting the bills in the Treasury office, fuel, Delegation of powers, Delegation of appointing / Disciplinary powers, Budget provision. Family Welfare Programme, etc. certain difficulties are being experienced in implementing the reorganisation between the Joint Director of Health services and Deputy Director of Medical and Rural Health Services and Family Welfare at district level. The Director of Medical and Rural Health Services has also stated that it is impracticable to implement the orders issued in G.O. (Ms) No. 151, Health and Family Welfare Department, dated 5.3.2004 in letter and spirit. He has therefore requested the Government to cancel the orders issued in G.O. (Ms) No.151, Health and Family Welfare Department, dated 5.3.2004 in order to restore the 'status quo' in the Department of Medical and Rural Health services before the issue of G.O. (Ms) No. 151, Health dated 5.3.2004 for better hospital administration in

providing quality health care to poor people and also for better administration of Family Welfare programme.

3. The Government have examined the proposal of the Director of Medical and Rural Health Services carefully and decided to accept it, The Government direct that the orders issued in the Government Order first read above be cancelled. The Government also direct that the Status quo in the Department of Medical and Rural Health Services prior to the issue of G.O. (Ms) No. 151, Health and Family Welfare Department, dated 5.3.2004 be maintained for better hospital administration in providing quality health care to poor people and also for better administration of Family Welfare Programme.

(BY ORDER OF THE GOVERNOR)

V.K. SUBBURAJ,

SECRETARY TO GOVERNMENT

To

The Director of Medical and Rural Health Services, Chennai -6.

The Director of Medical Education, Chennai -10.

The Director of Public Health and Preventive Medicine, Chennai -6.

The Accountant General -1 (A&E), Chennai -18.

The Pay and Accounts Officer, (East / North/ South), Chennai 5/1/35.

The Pay and Accounts Officer, Madurai.

All Districts Treasury Officers, through Directorate of Medical and Rural Health Services.

The Joint Director of Health Services of all District through Directorate of Medical and Rural Health Services.

All Deputy Directors of Health Services through Directorate of Medical and Rural Health Services.

All Deputy Directors of Health Services, (Medical) through Directorate of Medical and Rural Health Services

Copy to:

The Senior Personal Assistant to Minister for Health, Chennai -9.

All Sections in the Health and Family Welfare Department, Chennai -9.

SF/SC

//Forwarded / By Order//

SECTION OFFICER.

ABSTRACT

Tamil Nadu Medical Service - Redesignation of the posts of Lecturer / Registrar as Reader in Teaching Medical Institutions - Orders - Issued.

HEALTH AND FAMILY WELFARE (A1) DEPARTMENT

G.O.(D) No. 138

Dated : 29-1-2007

Viya Thai - 15

Thiruvalluvar Andu 2037

Read :-

1. G.O. (D) No. 322, Health and Family Welfare Department, dated : 6.3.2003
2. From the Director of Medical, Education, Letter No. 7353/ E1 (1)/05, dated, 3.3.2006, 13.4.2006, 25.4.2006 and 18.12.2006.

ORDER:

In G.O (Ms) No.67, Health dated 12.02.98, orders were issued for Upgradation of Civil Surgeon as Senior Civil Surgeon, subject to the condition that the upgradation of the post shall not exceed the sanctioned strength of 2000 posts, Out of 2000 posts 134 posts of Registrars, Lecturers, Residential Medical Officers and Medical Officers of Modern Medicine Dispensaries were allotted to the Directorate of Medical Education. In the G.O. (D) NO. 591, Health, dated 19.06.2000 the Government had earmarked 112 posts, among 134 posts as Lecturer / Registrar in the teaching side.

2. In the Government Order first read above, 33 vacant posts of Lecturer / Registrar were re-designated as Reader so as to meet the Medical Council of India requirements in the Medical Colleges, as the posts are having the identical scale of pay.

3. The Director of Medical Education has reported among others, that if the Medical Officers relinquish their rights for promotion as Reader and continue to occupy their Lecturer / Registrar posts, those posts cannot be converted as Reader posts. This means that number of Reader posts to be created to fulfill Medical Council of India norms will increase and there will be substantial financial commitment to Government. Therefore, she has suggested that All the Medical Officers in the cadre of Lecturer / Registrars who have completed teaching experience and are eligible for promotion is instructed to attend the next promotion counseling and to take up the Reader posts it, implies that they are not interested in teaching.

They need not be permitted to offer relinquishment. Such, Lecturer / Registrars may be transferred to the Directorate of Medical and Rural Health Services side as Civil Surgeon specialists and requested to convert the existing 65 posts of Lecturer / Registrar as Reader with out any extra expenditure to the Government.

4. The Government after careful examination pass the following orders :-

(i) The remaining 65 posts of Lecturer / Registrar be converted as Reader in the same scale of pay of Rs. 12000-16500, with out any extra expenditure to the Government.

(ii) The Converted posts of Reader be utilised for filling up of the vacancy in the speciality concerned in the needy Medical Colleges as per Medical Council of India norms.

(iii) All the Medical Officers who hold the post of Lecturers / Registrars and Completed teaching experience in the Speciality are instructed to attend the next promotion counselling and to take up Reader posts in the available vacancies. Incase, they are not willing to take up Reader posts, it implies that they are not interested in in teaching side. They need not be permitted to offer relinquishment. Such Lecturer / Registrar will be transferred to the Directorate of Medical and Rural Health Service side as Civil Surgeon Specialists with out accepting their relinquishment .

(iv) The Director of Medical Education is requested to fill up the above 65 posts of Reader, after obtaining orders from the Government for re-distributions of posts as per Medical Council of India norms to the various Specialities in the Medical Colleges.

(BY ORDER OF THE GOVERNOR)

V.K. SUBBURAJ

SECRETARY TO GOVERNMENT

To

The Director of Medical Education, Chennai - 600 010,

The Director of Medical and Rural Health Services, Chennai - 600 006,

The Accountant General, Chennai - 600 018.

Copy to

The Special Personal Assistant to Hon'ble Minister (Health), Chennai - 9.

/ Forwarded by Order/

ABSTRACT

Tamil Nadu Medical Service - Post of Civil Surgeons - Re-designation of the posts in the cadre of Civil Surgeons with 5 years teaching experience - after Post Graduate Degree as Reader and the existing Readers as Associate professors - Orders Issued.

HEALTH AND FAMILY WELFARE (A1) DEPARTMENT

G.O. No. 138

Dated : 2-2-2007

Viya Thai - 19

Thiruvalluvar Andu 2038

Read :-

1. G.O. (Ms) 736, Health and Family Welfare Department, dated : 16.05.91
2. From the President Tamil Nadu Government Doctors Association representation dated : 16.11.06.

ORDER:

In the representation second read above the President of Tamil Nadu Government Doctors Association has requested the Government to re-designate all the civil surgeons with 5 years of teaching experience after Post Graduate Degree as 'Reader' with effect from 16.5.91, the date on which the post of Civil Surgeon (Temporary) was created by the Government in the Government Order first read above and also to re-designated Readers / Associate Professors will continue to discharge the duties assigned to Civil Surgeons / Reader respectively and in the same scale of pay.

2. The Government after careful examination have decided to accept the said request of the Tamil Nadu Government Doctor's Association. They accordingly direct that all the Medical Officers in the cadre of civil surgeons with 5 years of teaching experience after Post Graduate Degree in the respective Speciality shall be re-designated as 'Reader' with effect from 16.5.91 with out change of duties and responsibilities and in the same pay scale as applicable to Civil Surgeons. They also direct that the existing Medical Officers in the cadre of Readers shall be re- designated as direct that the existing Medical Officers in the cadre of Readers shall be - re-designated as Associate Professors in the same scale of pay..

(a) The re-designation ordered in para 1 above shall be subject to the following conditions :-

(i) Those medical officers who have already been promoted as Readers / Associate Professors under the existing rule shall not be affected by this order.

(ii) The Service rights acquired under the existing service rules by the Medical Officers already promoted as Readers / Associate Professors shall not be taken away by this order.

(iii) The rights on the re-designated Readers / Associate Professor as per this order for consideration for further promotion is subject to their regular promotion as per the rules in force from time to time.

(iv) The re-designated Reader/ Associate Professor are not eligible for any pay revision based on this re-designation in the ensuing Pay Commission.

(B) The Director of Medical Education is requested to send suitable proposal to amend the special rule for Tamil Nadu Medical Service in this regard in conformity with Medical Council of India norms and with prospective effect immediately.

(BY ORDER OF THE GOVERNOR)

V.K. SUBBURAJ

SECRETARY TO GOVERNMENT

To

The Director of Medical Education, Chennai - 600 010,

The Director of Medical and Rural Health Services, Chennai - 600 006.

The Director of Public Health and Family Welfare, Chennai - 600 006.

All other Head of Departments under the Health and Family Welfare Dept.

The Secretary, Tamil Nadu Public Service Commission, Chennai - 2.

Copy to

The Law department, Chennai - 600 009.

The personnel and Administrative Reforms Department, Chennai - 600 009.

The Finance Department, Chennai - 600 009.

/ Forwarded by Order/

XIV. GRATUITY

(Pension Rule 45, 46, 47, 48)

Introduction

Gratuity is a lumpsum payment sanctioned to retired employees or to the family of employees who die while in service.

The rules say that the retired employee should be paid Gratuity on the next day of retirement. But invariably, in too many cases it does not happen, unless a miracle takes place. In a number of cases brought to notice, there had been abnormal delay in releasing gratuity due to the irresponsible attitude on the part of administrators. This attitude should be put down, not by issuing more and more circulars stressing to follow instructions scrupulously but by prescribing a definite punishment on the inhuman persons responsible for such delays.

Rate of Gratuity

Rate of gratuity and methods of calculations have been furnished at the end of this book-Author

Nomination

The employee should execute a nomination to receive the amount in the event of his death. The intention of the nomination is that the money due should be paid to the family member in the event of death of the employee. Pension Rule 45 has prescribed the persons who could be nominated.

To ensure correct filing of nomination and proper maintenance of the Government through their agencies, undertake annual inspection etc. It has also made the Head of office responsible to review the nomination once in five years and obtain revised nomination whenever necessary, so that there cannot be a case where an employee is left without nomination or filed defective nomination. If any such thing happens means, it shows the lapse of the administration which had not acted as per rules.

The employee should nominate only the family members as per provision under pension Rule 48.

Then next question comes to the average and confused administration, as to who should be nominated among the family members. Whether the employee can have choice in the filing of nomination? No. There is no choice. Proviso under pension Rule 48 categorically says nomination should be in the following order only. That is, where wife is alive, the employee cannot nominate even his child. When that is the case, how he can have liberty to nominate his concubine or Lord Venkateswara. From the order of preference given it is evident that the money should go only to the wife when she is alive, because she alone be the care taker of the children on the death of the bread-winner. The following is the order of persons from whom, an employee can nominate - Pension Rule 45, 46 and 48.

(i) wife or wives, including Judicially separated wife or wives in the case of male employee

(ii) Husband, including judicially separated husband in the case of female employee: (Divorce by custom is also recognised under law. But it is essential to prove that such custom prevailed in that particular case - Govt. Lr. No. 80118/Pen/89-5 Finance, dt. 17-1-90.

(iii) Sons, including step sons and adopted sons.

(iv) Unmarried daughters, including step daughters and adopted daughters.

(v) Widowed daughters, including step daughters and adopted daughters.

(vi) Father including adopted father in the case of individuals whose personal law permits such adoption.

(vii) Mother including adopted mother in the case of individuals whose personal law permit adoption;

(viii) Brothers below the age of 18 years including step brothers;

(ix) Unmarried sisters and widowed sisters, including step sisters.

(x) Married daughters

(xi) Children of pre-deceased son

(xii) Step mother (G.O. Ms. No. 1055, Finance, dt. 28.12.83) and

(xiii) Only family members should be nominated - Govt. Lr. No. 138030/Pension 86-2 Finance, dt. 17.11.87. That is family members should be nominated in the order of preference. If family members do not survive then the gratuity will lapse.

(b) While executing nomination, the employee should also say the circumstances under which nomination will become invalid. For example, an unmarried employee should have chosen his mother as nominee. At that time of executing the nomination, it may be in order, because he does not have wife or children. In that case, he should indicate that the nomination will become invalid in the event of his getting married. Even if he failed to change his nomination on getting married, the amount should go only to the wife because the statutory rule declare two things very clearly (i.e.)

- (i) The nomination should be in the order or preference (Rule 46).
- (ii) The employee should say the circumstance under which the nomination will become invalid (Rule. 45)

So, nomination should be filed in accordance with the preference given in pension Rule 45 and 48 and nothing else.

No officer can act adamantly in defiance to rules when valid nomination is available. Even when the individual filing nomination arbitrarily, it is the onerous responsibility of the officer to check the validity of the nomination, attest it and paste it in the Service Book as per Govt. Lr. No. 138597/Pension/85-1 Finance, dt. 23.6.86.

(c) If more than one person is nominated, the share should be indicated (Pension Rule 48). [In this case also, the sharing members should be within the family only]

(d) When the individual dies without filing any nomination, the amount shall be paid the equal shares (i) wife/husband (ii) sons including step son and adopted son, (iii) Unmarried daughter including step daughter and adopted daughter (Pension Rule 46). If there are no such members, then the amount shall be paid in equal shares to item (5) to (12) indicated in (a) above-Pension Rule 46 (When the statutory rules prescribe fool proof methods for the filing and maintenance of nominations, it is not known how the contingency of "not executing the nomination" arises? -)

(c) If the employee dies while in Service or after retirement but before receiving the D.C.R.G., the share due to such member shall be disbursed to the family in the same manner as indicated in sub-Rule (1) and (3) of Pension Rule 48. In case, if he leaves no family or not filed any nomination, in that case, the amount shall be paid to the person nominated by the Court in the succession certificate issued for the purpose - G.O. Ms. No. 147, Finance, dt. 12.2.90 (This applies when no family member is alive). (g) When a nomination is filed, payment shall be made to the nominee only if the nomination is otherwise in order. It should not be paid to other persons because they produce a succession certificate, etc. - Govt. Lr. No. 135030/Pension/86-2 Finance, dt. 17.11.87.

Minimum and Maximum Service required

(a) An employee should have minimum service of five years to earn gratuity.

(b) In the case of death, the family will get double the rate of gratuity irrespective of minimum service.

(c) If the employee resigns his job, he is not eligible for gratuity unless the resignation is made to take up appointment in another Government department. In that case, he shall be allowed gratuity counting his past Service also - Pension Rule 23.

(d) Maximum gratuity is allowed upto 33 years of qualifying service. If a retiring employee has got less than 33 years, he will get proportionate gratuity. (30 years Service is enough for pension)

Payment of Gratuity - who will arrange payment?

(a) The Accountant General will authorise gratuity for payment to the drawing officer. If not, the authorisation will be sent to the officer who forwards the pension proposal. He will transmit the same to the Pay Drawing Officer - Govt. Lr. No. 131304-A/Pension/91-1, Finance, dt. 16.12.91 and Govt. Lr. No. 117009/Pension/91-1, Finance, dt. 13.11.91.

(b) In the case of self drawing officer, the authorisation will be sent to the head of office where the self drawing officer was., working at the time of retirement - Govt Lr. No. 117009/Pension/91-1, Finance, dt. 13.11.91.

(c) While sending the proposal for gratuity, the name of the drawing officer, name of the Treasury, etc. should be indicated - Govt. Lr. No. 101886-A/Pension/91-1, Finance dt. 4.10.91.

(d) Payment of gratuity shall be made after obtaining an undertaking from the individual to the effect that he will make good the short recovery, if any, noticed at a later date - G.O. Ms. No. 1234, Finance, dt. 22.11.90.

(e) The gratuity may be released without insisting on the "No due certificate" - G.O. Ms. No. 741, Finance, dt. 9.7.90 and G.O. Ms. No. 1234, Finance, dt. 22.11.90.

(f) Where an employee against whom D.P. is pending, but retired from service without prejudice to pending D.P., in that case, gratuity may be paid in full, provided that the Government have not incurred any loss - Govt. Lr. No. 119107/Pension/88-4, dt. 22.3.84; G.O. Ms. No. 467, Finance, dt. 4.7.88; read with Govt. Lr. No. 93903/Pension/88-1, Finance dt. 12.9.88 and G.O. Ms. No. 784, Finance, dt. 16.10.91.

XII. PENSION

This chapter contains the following topics

- (1) Pension
- (2) What are the admissible pensionary benefits?
- (3) Documents to be attached with pension proposals.
- (4) Pending audit D.P., objections etc., - whether pension be stopped?
- (5) Immediate settlement of Retirement Benefits.
- (6) How to calculate pension and gratuity?

Whether administrative sanction is necessary?

(a) The system of administrative sanction is dispensed with. That is Head of office may forward pension proposals to the A.G. directly. Sanction from any authority is not necessary. Some people unnecessarily forward the proposals to higher officials and delay the payment of pension. It is not good.

Different kinds of pension

Pension are of different kinds. The benefits vary depending on the pension. They are:

- (1) Compensation Pension (Rule 38)
- (2) Invalid Pension (Rule 36) (given separately)
- (3) Superannuation Pension (Rule 32)
- (4) Retiring Pension (Rule 33)
- (5) Family Pension (Rule 49)

Compensation Pension: If an officer is discharged from Service due to the abolition of a permanent post, he may either opt to retire accepting pension or gratuity to which he may be eligible for the Service rendered or may accept different appointment on transfer to another establishment even on a lower pay. The pension so sanctioned, if he accepts the former, is called Compensation Pension.

Superannuation Pension: This is pension granted to an officer who is compelled to retire from Service on attaining a particular age. With effect from 1.4.1979, the age of retirement is 58 years for superior Service and for basic service, the age of retirement is 60 years.

Superannuation Pension will be allowed for a minimum Service of ten years of qualifying service. If the employee, on his retirement does not complete ten years of qualifying Service, he shall not be eligible for pension. Instead, he will be paid Service Gratuity in lieu of pension calculated at uniform rate of half months emoluments for every completed six monthly period of Service- Rule 32 and 43 and G.O. Ms. No. 1030, Finance, dated 14.12.1987 (effective from 14.12.1987).

Example: An employee should have ten years minimum Service to earn pension. If he does not have ten years service, he will get Service gratuity in lieu of pension. An employee who draws Rs.1000 receiving completing 8 1/2 years of service. As he has not completed ten years of service, he will be paid Service gratuity as indicated below.

(1) Total Service 8 1/2 years	=	17 half years
(2) 50% of pay Rs.1000	=	500
(3) Service gratuity	=	500 x 17 = Rs.8500

Note: If he has got 20 half years of qualifying service, then, he- is eligible for superannuation pension.

Retiring Pension: It is a pension granted to an officer, who, as measure of punishment, is compulsorily retired from Service before completing the qualifying Service of ten years.

Retiring Pension shall also be sanctioned to an officer who retires from Service voluntarily before attaining the age of superannuation -Rule 33 and 42.

Family Pension : Family Pension is the pension granted to the family of an employee who dies while in Service or after retirement. In case of temporary employees, one year Service is necessary and in respect of regular employees, no minimum Service is required - Pension Rule 49.

[ADMISSIBLE PENSIONARY BENEFITS]

Terminal benefits available to an employee in the event of retirement or death while in service are many. They are

(i) Pension

(ii) Family Pension in the event of death

(iii) Service gratuity in lieu of pension in the case of an employee who had not completed ten years of service. In such cases, pension is not admissible,

(iv) Death-cum-Retirement Gratuity.

(v) Interest on delayed payment of gratuity (if D.C.R.G. is not paid within three months)

(vi) Provisional Pension/Provisional- D.C.R.G. if sanction of Pension/ D.C.R.G. is delayed due to administrative reasons.

(vii) Re-employment (in the case of Teachers).

(viii) Medical Reimbursement/Medical Allowance

(ix) Commutation of Pension

(x) Voluntary Retirement.

(xi) Encashment of E.L. on the date of Retirement/death

(xii) TA to self and family to go the native place (in the case of death also).

(xiii) Advance for meeting the funeral expenses in the event of death (Rs.5000)

(xiv) To transport the dead body to the native place in the event of death

(xv) Educational concession to the children of the deceased employee.

(xvi) Compassionate ground appointment,

(xvii) Family Security Fund (Rs.1,00,000)

(xviii) Employees Special Provident Fund (S.P.F. Rs.5000)

(xix) Settlement of G.P.F. accumulation,

(xx) Health Fund Scheme.

It is the wish and aim of the Government that the above benefits should be released to the retired employee or the family of the deceased employee, as the case may be, immediately, without any loss of time. The Government have also formulated many checks to ensure prompt payment of these benefits. In spite of all these measures, many cases of delays are noticed in the settlement of pensionary benefits. In one case, Family Pension and F.B.F. are not settled for the reason that an arrear bill is to be pre-audited. In one case, instead of clearing terminal benefits to the employee whose whereabouts are not known (which was also confirmed by the police) the authorities go in for initiating D.P. treating the case as "Unauthorised Absence". Is it not fun and mockery on the rules? Why all these happen? Because the people lack common sense and seldom fail to apply the mind when the problem is not their own.

DOCUMENTS TO BE SENT TO A.G.

In the case of retirement

- (1) Pension proposals to be sent to A.G. before one year of retirement.
- (2) Pension calculation sheet (in quadruplicate)
- (3) Pension Form No. 7 (one) (New Form.)
- (4) Nomination form for commutation of pension
- (5) Specimen signature attested by the head of office (Duplicate)
- (6) Photo of the employee along with the spouse (three copies) duly attested by the Head of Office.
- (7) Identification marks - Attested by Head of Office.
- (8) Service Book
- (9) Security Bond in Form No. 9 Where recovery if any, pending to be adjusted.

In case of death (Family Pension)

- (1) Pension Form No. 14.
 - (2) Pension Form No. 17
 - (3) Specimen signature-Attested by the Head of the Office (Duplicate)
 - (4) Photo of the applicant (Duplicate).
 - (5) Finger Print of the right hand of the applicant (duly attested)
 - (6) Identification Mark (duly attested)
 - (7) Other related documents, if any
 - (8) Death certificate
 - (9) Form No. 12 (Duplicate)
 - (10) Family Pension calculation sheet.
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(PENDING D.P. AUDIT OBJECTION, ETC., - WHETHER PENSION BE STOPPED?)

(a) Disciplinary proceedings, Audit Objections, Financial loss etc are deemed to have been dropped if an employee dies* - G.O. Ms. No. 2999 Public dl. 4.12.89; Govt. Lr. No. 230 P & A.R. dt. 7.4.88 and G.O. Ms. No. 71 Finance dt. 8.10.91

(b) If an employee is conditionally retired, pension and gratuity shall not be released. Only provisional pension be sanctioned. If proposals had already been forwarded to A.G, he should be advised to stop payment.

(c) Where an employee dies, while H.B.A. is pending, in that case, H.B. A. shall be adjusted against Special Provident Fund (H.B.A.) and then, gratuity be paid in full - Govt. Lr. No. 610/H.B.A-I (2)/92 dt. 20.7.93.

(d) "No due certificate" from A.G. is not necessary to release Gratuity - G.O. Ms. No. 1234 Finance dt. 22.11.90; Govt. Lr No. 693/Pension/Finance dt. 6.7.92 and Govt. Lr. No. 131181/Pension/88-13 Finance dt. 8.11.90 and G.O. Ms. No. 741 Finance dt. 9.7.90.

(e) Where an employee is permitted to retire while D.P. is pending for financial loss in that case, gratuity shall be paid with holding maximum amount liable for the loss. The head of office should inform the A.G. about this fact-G.O. Ms. No. 784 Finance dt. 6.10.91; G.O. Ms. No. 286 Finance dt. 7.4.95; G.O. Ms. No. 287 Finance dt. 7.4.95 and Govt. Lr. No. 13755A/Pension/92-2 Finance dt. 20.2.92

(f) Where D.P. is pending for administrative lapses not involving financial loss, in that case, gratuity may be released in full provided the employee has been permitted to retire conditionally-G.O. Ms. No. 467 Finance dt. 4.7.88 and G.O. Ms. No. 286 Finance dt. 7.4.95

(g) The A.G. shall authorise pension and gratuity without L.P.C. The drawing office shall disburse gratuity after adjusting pending recoveries - G.O. Ms. No. 661 Finance dt. 6.9.91; Govt. Lr. No. 11009/Pension/91-1, Finance dt. 13.11.91 and Govt Lr. No. 13134/Pension/91-1, Finance dt. 16.12.91

(h) All Government dues may be recovered from Gratuity -Pension Rule 70.

(i) Where the dues cannot be immediately assessed for any reason, the retiring employee should furnish surety in Form No. 9, or equal amount should be withheld - Pension Rule 71.

(j) Government dues including over payment of pension will be recovered from family pension and D.A. arrears - G.O. Ms. No. 702 Finance dt. 7.10.88 and Govt. Lr. No. 26132/Salary-II/89-2 Finance dt. 29.5.89.

IMMEDIATE SETTLEMENT OF RETIREMENT BENEFITS

Introduction

The Government aim terminal benefits be settled immediately on retirement. The Government have also issued many instructions to enable the employees get pension in time, besides, liberalising Pension Rules for early and easy settlement.

To achieve earliest payment of terminal benefits, the Government have even dispensed with the system of issuing formal sanction by the Appointing Authorities. It is enough if the pension proposal are just forwarded to the Accountant - General, except where disciplinary proceeding are pending or contemplated.

Rules

(a) The pension sanctioning authority should send the pension proposals prior to one year of retirement - Govt. Lr. No. 46902/Pension/91-1 Finance dt. 7.8.91 and Govt. Lr. No. 29053/Pension/95-1 Finance dt. 21.4.95.

(b) The Head of Office is personally responsible to release the terminal benefits on the day of retirement - Govt. Lr. No. 131181/Pension/88-13 Finance dt. 8.11.90.

(c) Where the employee did not get the retirement benefits, he may send a report to the Pension Grievances Cell, P&A.R department. Secretariat, Chennai-9 - Govt. Lr. No. 10530/PGC/87-2 P&A.R; dt. 16.6.87

(d) If pension is delayed, disciplinary action should be initiated against the persons responsible - Govt. Lr. No. 20765/83-1 P&A.R. dt. 27.2.84 and Govt. Lr. No. 70986/PG/90-1 P&A.R. dt. 4.10.90

(e) Where pension could not be released on the date of retirement or on the next day, the Head of Office or the authority competent should immediately sanction provisional pension-G.O. Ms. No. 220, P&A.R. dt. 30.3.88 and Govt. Lr. No. 1521/PG-2/89-1, P&A.R. dt. 11.1.89 (Please see' chapter "Provisional Pension")

(f) For, prompt settlement of pension, following time limits have been prescribed - Govt. Lr. No. 13118A/Pension/88-13 Finance dt. 8.11.90.

(i) The Unit officer should write to the concerned people, at least one year before the date of retirement for the issue of no due certificate (No due certificate is not necessary as per latest rules)

(ii) The rental dues should be intimated before eight months

(iii) The head of office will start the work of preparing pension papers and verification of Services before two years of the date of retirement and rectify the defects if any, found in the S.B.

(g) To avoid complications at the time of retirement, records should be got verified by the A.G. on completing 28 years of Service or 53 years of age whichever is early - Govt. Lr. No. 337 Finance dt. 16.4.87; Govt. Lr. No. 29564/PGC/87-3 P & A.R. dt. 21.7.87 and G.O. Ms. No. 885 Finance dt. 26.1.95.

(h) The head of office is responsible to ascertain the dues on account of rent and other dues - G.O. Ms. No. 1227 Finance dt. 19.11.85.

(i) Payment of S.P.F. and leave salary shall be made on the next day itself by sending bills in advance and obtaining post-dated cheques - G.O. Ms. No. 780 Finance dt. 8.11.93 (It means, bills should be sent before retirement and P.A.O should pass the bill and issue advance cheques - Author)

HOW PENSION AND GRATUITY ARE CALCULATED

Details of Service count	Authority
• All regular Service (Pensionable service)	• Pension Rule
• Temporary Service excluding break	• Pension Rule 3 (0) and 11. G.O. Ms. No. 2 P&A.R. dt. 3.1.91; G.O. Ms. No. 520 Finance dt. 28.6.97 and G.O. Ms. No. 349 Finance dt. 5.5.95.

Details of Service count	Authority
* Half of contingent service	* G.O. Ms. No. 437 Finance dt. 23.6.88
* Work charged service	* G.O. Ms. No.550 P.W.D. dt. 31.3.93
* Central Government Service before joining state Government	* G.O. Ms.No.977 P &A.R. dt. 23.10.87 ; G.O. Ms. No, 404 Fiance dt. 6.6.91 and G.O. Ms. No. 38 Finance dt. 13.1.95
* Service rendered in state Government before joining Local Bodies, Universities and Co-operative Institutions	* G.O. Ms.No.638 Finance dt. 7.6.90
* E.O.L. to prosecute higher studies	* G.O. Ms.No.846 Finance dt. 27.9.68 and Pension Rule 18.
* Military Service.	* G.O. Ms. No.1093 Finance dt. 10.10.90 ; G.O. Ms. 903 Finance dt. 31.12.93 and G.O. Ms.No.33 Finance dt. 12.1.95
* Service rendered in Local body excluding break (or vice-versa)	* G.O. Ms.No.558 Finance dt. 10.7.95. .
* Service rendered in State Government before absorbed in central undertakings	G.O.Ms.No.274 Finance dt. 28.3.94
* L.L.P. taken for employment abroad if the employee remits pension contribution and interest if any	* Govt. Lr. No.123028/ Pension / 90-5 Finance dt. 10-10-91.

<i>Details of Service count</i>	<i>Authority</i>
* The period for which foreign employer did not remit pension contribution.	Govt. Lr. No. 123028/Pension/ 90-5 Finance dt. 10.10.91.
* Service prior to resignation to take up another appointment in State Government	* Pension Rule 23

Which service will not count for Pension?

<i>Service not count</i>	<i>Authority</i>
* Apprentice Service	* Pension Rule 13
* E.O.L. without M.C.	* Pension Rule 18
* Suspension treated as penalty	* Pension Rule 20
* Boy Service	* Pension Rule 11
* Overstay of Joining Time	* Pension Rule 24
* Leave not regularised	-
* Service in non-pensionable post	* Pension Rule
* Interruption in service	* G.O. Ms. 827 Finance dt 24.8.77 and G.O. Ms. No. 530 Finance dt. 23.6.94.

2. Date of Birth

The date of birth will be as entered in the Servicebook. In the absence of birth certificate actual date could not be ascertained. In that case, the date of birth shall be as indicated below

• When year alone is known, it shall be taken as	* 1st July of that year
• When the year and month are known, it shall be taken as	* 16th of the month and year

The Government have prescribed minimum educational Qualification for all posts. So all the employees will possess Record Sheet or School Certificate with which the date of birth can be ascertained. As every employee possess certificate, this clause is not necessary. The rules may appropriately be modified that Date of Birth will be as entered in the Service Book.

3. Date of Retirement

Employees shall retire from Service on completing a particular age as indicated below.

*Basic Service(Basic Service means minimum pay scale starts at Rs, 2650)	* 60 years
* Superior Service	* 58 Years

If the day of attaining 58 years (60 years in the case of basic servants) falls in the middle of the month, in that case, the employee shall retire at the end of the month - Note (i), F.R. 556 (a)