



मुख्यालय  
कर्मचारी राज्य बीमा निगम

(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

पंचदीप भवन, सी आई जी मार्ग, नई दिल्ली-110002

ज्ञापन

संख्या : ए/20/12/Misc-V/2013/चि-4

दिनांक : 15/10/2018

सेवा में,

चिकित्सा अधीक्षक/डीन,

सभी कर्मचारी राज्य बीमा निगम अस्पताल/मेडिकल कॉलेज/पीजीआईएमएसआर ।

विषय	चिकित्सा अधिकारियों को सुपर-स्पेशिएल्टी पी जी कोर्स करने के लिए अनुमति हेतु निगम की 175वीं मीटिंग में निर्धारित नीति
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महोदया/महोदय,

ईएसआई एक्ट 1948 की प्रावधान के अनुसार कर्मचारी राज्य बीमा निगम अपने हितधारियों को समुचित चिकित्सा सेवाएं देने के लिए प्रयासरत रहता है। इसी दिशा में निगम अपने चिकित्सा अधिकारियों को बेहतर चिकित्सा अधिकारी बनाने के लिए चिकित्सा क्षेत्र उच्च शिक्षा प्राप्त करने के लिए स्टडी लीव अथवा एक्सट्रा ओरडीनरी लीव की अनुमति प्रदान करता है। इस संदर्भ में सक्षम अधिकारी की स्वीकृतिप्राप्त सुपर-स्पेशिएल्टी पी जी कोर्स करने के लिए नीति के बिन्दु निम्नलिखित हैं: -

1. **Importance of seeking permission of Competent Authority by Medical Officers who intend to pursue higher studies** : As per Rule 3 of CCS (Conduct) Rules applicable in ESIC, an employee of the Corporation is bound to obtain permission of Competent Authority to pursue higher studies during the course of service. Further, a wilful absence from duty after the expiry of leave renders a Government servant liable to disciplinary action in terms of Rule 25 (2) of CCS (Leave) Rules. Therefore, it is enjoined upon on all Medical Officers to seek prior approval of Director General before pursuing any higher studies and proceeding on leave during the course of employment.

2 **Grant of NOC to Medical Officers for appearing in entrance exam** – A large number of Medical Officers (MOs) seeks permission for higher studies. To filter the workload of Director General, who is the Competent Authority to grant appropriate leave as per rules/policy of the Corporation, MSs/Deans of ESIC Medical institutions have been authorized to permit Medical Officers to appear as OPEN CANDIDATE in entrance examinations vide HQ ESIC Circular No. A-19/11/86/2006/Med-IV dated 15/10/2010 (available on “esic.nic.in” as Archive circular # 299/2010-[http://esic.nic.in/CIRCULARS/NOC15\\_1010.pdf](http://esic.nic.in/CIRCULARS/NOC15_1010.pdf)).



2.1 This permission granted by MSs/Deans does not construe any right to the applicant of a subsequent grant of Study Leave/EOL on being declared successful in the examination. In the event of passing the entrance examination, application of eligible candidate for grant of study leave is needed to be sent to HQs for approval of Competent Authority on merits. Such leave requests can be rejected at any juncture, if found to be lacking merit or to ensure the utmost objective of smooth functioning of ESIC Hospitals/exigencies of service.

2.3 In the interest of the corporation as well as Medical Officers, Director General may allow candidates to appear in entrance exam as departmental candidate on merits of the case for the courses which are highly beneficial for the Corporation.

2.4 Attention is invited to Rule 62 of CCS (Leave) Rules providing that *a government servant to whom study leave has been granted shall ordinarily be required to meet the cost of fees paid for study.* Therefore, it is clarified that grant of NOC to appear in selection process as departmental candidate shall be subject to the condition that ESIC will not bear any charges and in the event of selection of Medical Officer.

2.5 Permission for higher studies shall be granted on merits of the case to the candidates selected in specialty/discipline which are beneficial for the organization, subject to administrative feasibility.

2.6 NOC to appear in PG entrance exam as open or departmental candidate shall be issued on written request of the individual to be submitted along with an undertaking saying *"I, Dr. (Name & designation of MO), completely understand that the NOC granted to appear in entrance exam would not construe any right for subsequent grant of study leave/EOL. In the event of selection in the PG Course, I will separately seek approval of leave admissible to me as per rules and will proceed for higher studies only with the prior approval of competent authority conveyed to me as approval granting leave of kind due. I also submit my willingness for my posting in any ESIC Medical Institute as required in organizational interest"*

2.7 Many a times questions have been raised as to what is the purpose for granting NOC to the MO for appearing in PG entrance exam, if there is a possibility of denying grant of study leave/EOL at a later stage due to any administrative reason. In this connection, it is stated that restricting the grant of NOC to limited number of candidates may not be fruitful due to lower qualifying rate, therefore, permission is granted to all intending MOs to appear in entrance exam. If Medical Officers are asked to resign from job before appearing in entrance exam due to non-availability of quota or any other administrative reason except disciplinary proceedings, he/she may end-up losing job and course seat both if they fail to qualify the entrance exam. It is mandatory on the part of MOs to

ESIC



seek permission of Competent Authority in terms of CCS (Conduct) Rules to appear in any such entrance exam during the course of employment. In the event of selection of candidate in any such entrance exam and subsequent refusal of Competent Authority to grant leave for the purpose as per merits of the case, individual may opt to resign from the services as per one's own priorities, if otherwise permissible.

3.1 **Eligibility criteria** - Doctors of ESIC can apply for two kinds of leaves for higher studies (i) Study Leave and (ii) EOL (For Study purpose). *Rule 50 & 51 of CCS (Leave) Rules provides that a Central Health Scheme officer with 5 years of regular service is entitled for grant of study leave upto 3 years for pursuing a course if it is in public interest. Extra Ordinary Leave can be granted to a permanent employee upto 5 years under rule 12 and EOL for 24 months can be granted to a temporary employee for prosecuting higher studies in public interest.* Therefore, before recommending any such application for approval of HQ, administrative authorities i.e. MS/Dean concerned, must ensure that the applicant fulfills the above eligibility criteria.

3.2 Medical officers (i.e. GDMOs with PG qualifications, specialists or teaching faculty) will be permitted to pursue higher studies in specified super-specialty "Post PG" courses with the condition that the permission would be limited to only once in the career. The governing conditions of the study leave shall be applicable as per provisions of CCS (Leave) Rules. It also includes the condition that study leave can be sanctioned to a Medical Officer for a maximum period of 36 months during whole service period. Therefore, if any Medical officer has already been granted study leave of 36 months for PG course, no study leave shall be granted for Post PG Course. The MOs may be granted Extra Ordinary Leave in cases where they have already availed study leave of 36 months, which is the maximum ceiling for the purpose. Director General reserves the right to grant EOL and study leave in broken spells in cases where study leave for a period less than 36 months has already been granted to the applicant in the past for a non-super specialty course.

3.3 Director General reserve the discretionary authority to grant study leave to Medical Officers as an exception to the limit of 4% in selected cases where the Medical Officer has secured seat in super-specialty course such as Emergency Medicines, Cardiology, Oncology, Gastroenterology, Urology, Nephrology, Cardio Thoracic Bypass Surgery, Neurology, Neurosurgery & Endocrinology, which is highly beneficial for the Corporation

4. This discretionary authority will be applicable for the higher studies commencing w.e.f. January 2018. The decision regarding usefulness of the course is the prerogative of Corporation and thus **any change in the course shall requires a prior approval of Director General** and Medical Officers cannot change the course (even for upgraded courses) on their own against leave already sanctioned for

a particular course. **Such a change will render the sanctioned Study/EOL cancelled.**

**5. Prioritization of applications** – As a general rule, permission for higher studies is granted duly considering the merits of the case. Director General reserves the authority to prioritize the applications seeking grant of study leave and decision of the Director General to accept or reject any application will be binding.

**6. Bond Period & Amount** – Medical Officers are required to execute service bond against grant of study leave as per provisions in rule 53 of CCS (Leave) Rules (Reference DoPT OM No. 13026/4/2012-Estt (L) dated 18/02/2014). As per present guidelines, the bond is to be executed for 3 years and 5 years against study leave of 2 & 3 years respectively; however, the same is subject to revision as per DoPT guidelines on the subject. In case of grant of extra ordinary leave, MOs are required to execute similar bond for period equal to the period of Extra Ordinary Leave.

This policy will be effective from the date of its issuance.

कृपया भविष्य में चिकित्सा अधिकारियों द्वारा विषय पर की जाने वाली प्रार्थनाओं पर उक्त बिन्दुओं का अनुपालन सुनिश्चित किया जाये व इसे सभी संबंधित पक्षों के संज्ञान में भी लाया जाये ।

भवदीय



(दीपक मलिक )

उप निदेशक (चिकित्सा प्रशासन)

प्रतिलिपि:-

वैबसाइट कंटेंट मैनेजर - इस ज्ञापन को निगम की वैबसाइट पर अपलोड करने हेतु