

RESIDENCY SCHEME

No.S. 11014/3/91-NE(I)
GOVERNMENT OF INDIA
MINISTRY OF HEALTH & FAMILY WELFARE.

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Nirman Bhavan, New Delhi.
Dated: 5th June, 1992.

To,

1. The Director,
All India Institute of Medical Sciences,
Ansari Nagar,
New Delhi.
2. The Director,
Post-Graduate Institute of Medical
Education and Research,
Chandigarh.
3. The Director, General,
Armed Forces Medical Sciences,
(Ministry of Defence),
New Delhi.
4. The Registrar,
Delhi University,
Delhi.
5. The Registrar,
Aligarh Muslim University,
Aligarh, Uttar Pradesh.
6. The Registrar,
Benaras Hindu University,
Varanasi, Uttar Pradesh.

Subject: Selection of candidates for post-graduate medical
and Dental courses - regarding -

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Sir,

I am directed to say that the Residency Scheme, obtaining in the Central Government hospitals was reviewed recently and a copy of the consolidated instruction on the subject is enclosed for information and necessary action.

2. It may be particularly noted that it has been considered desirable that the entire selection of Junior Residents (Post-Graduate students) should be through the All India Entrance Examination conducted by All India Institute of Medical Sciences in pursuance of Supreme Court orders, on the basis of which at present 25% of seats in Post-Graduate courses are being filled up in each and every Medical/Dental College in the country. This would obviate the need for the aspirants of

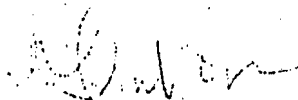
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Post-Graduate Courses to take different examinations conducted by different Bodies.

3. It is, therefore, requested that the medical institutions under the Central Government may kindly take up the matter with their appropriate/competent authorities for coverage under the All India Entrance Examination conducted by All India Institute of Medical Sciences for admission to all Post-Graduate Medical/Dental Courses at an early date under intimation to this Ministry.

4. The receipt of this letter may please be acknowledged.

Yours faithfully,



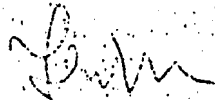
(R. SRINIVASAN)

UNDER SECRETARY TO THE GOVT. OF INDIA.

Copy to:

1. Ministry of Human Resource Development,
(University Education Division),
Shastri Bhavan, New Delhi.
2. Secretary, University Grants Commission,
Bhanadhar Shah Zafar Marg, New Delhi.
3. DGHS, ADE (ME)
4. ME (PG) Desk
5. ME/UG Desk

For necessary action in respect of Central Government medical institutions under their control.



(R. SRINIVASAN)

UNDER SECRETARY TO THE GOVERNMENT OF INDIA.

Consolidated instructions regarding
Residency Scheme in Central Government
hospitals/institutions including
statutory/autonomous bodies wholly
financed by the Central Government

1. Introduction of the Residency Scheme

On the basis of the recommendations of the Kartar Singh Committee, the Government of India introduced a system of six year Residency Scheme comprising of junior resident doctors and senior resident doctors in place of the then existing system of House Surgeons, postgraduate students and Registrars in all Central institutions/hospitals including statutory/autonomous bodies wholly financed by the Central Government w.e.f. 1.1.1974 vide letter No. S.11014/27/74-ME(PG), dated 22.4.1974, copy of Annexure-I. The scheme will continue to be in operation with necessary modifications as indicated in paragraph following.

2. a) Strength of resident doctors

The strength of resident doctors-junior and senior in a unit in each clinical and para-clinical department in all the teaching hospitals will be fixed in accordance with the need of each teaching hospital depending upon the bed strength, patient care and work load and facilities available and after taking into consideration the norms laid down by the Medical Council of India. In respect of the All India Institute of Medical Sciences, New Delhi and the Postgraduate Institute of Medical Education & Research, Chandigarh, the strength of the various categories of resident doctors in different disciplines will be fixed by the two Institutes with the approval of Government taking into consideration the norms and special needs of their hospitals.

(b) The production of specialists by the various institutions should be according to the manpower requirements in different disciplines as may be projected from time to time.

3. Selection of residents

a) Junior Residency

- 1) The selection of first year junior residents (the erstwhile Houseman/House Surgeon) shall be made by a duly constituted Selection Committee subject to usual reservations for SC/ST. The Selection Committee for selection of

first year junior residents (and senior residents) in respect of Central Government hospitals/institutions directly under the control of Directorate General of Health Services shall consist of the following, namely:-

- 1) Director/principal/Medical Superintendent of the Hospital/Institution concerned.
- 2) Consultant/Director Professor/Senior Specialist/Professor/Specialist of the concerned speciality.
- 3) Professor/Assoc. Professor/Asstt. Professor/Senior Specialist/Specialist of the same speciality or any other speciality.
- 4) An officer belonging to SC/ST may also be included as a member of the Selection Committee in accordance with Government instructions on the subject.

In this connection, a copy of this Ministry's letter No. S.11014/16/87-ME(P), dated 17.9.87 is attached as Annexure-II...

ii) The selection of junior residents who are post-graduate students shall be made in accordance with the rules of the University/institution concerned for admission to the post-graduate diploma of degree courses.

iii) As per the directions of the Supreme Court in its judgement dated 25.9.87 in Writ Petition Nos.348-352 of 1985, all the Universities are required to amend their Rules and Regulations to introduce a continuous three year post-graduate degree course and a continuous two year post-graduate diploma course from the Academic year 1993. Accordingly, the period of junior residency shall be either for one year in respect of house jobs for those not undergoing postgraduate course or three year junior residency in respect of post-graduate degree students/two year junior residency for post-graduate Diploma students.

iv) The junior residents will be on contract service and will be required to enter into separate contracts for one year in the case of Housemanship and for two years or three years as the case may be in respect of post-graduate courses.

b) Senior Residency

1) The minimum qualification for selection as Senior Resident in any speciality will be a post-graduate degree or a diploma in a concerned speciality. If such candidates are not available in any particular speciality, others without post-graduate qualification may be considered for selection.

ii) The age limit for appointment to the positions of Senior Residents shall be 33 years in case of post-graduates and 35 years in case of post-doctoral degree holders with effect from 6.5.91-copy of Ministry's letter dt. 6.5.91 at Annexure-III. The age limit is relaxable by 5 years for SC/ST candidates. The above age limit is relaxable upto 35 years (40 years for members of SC/ST) in case of widows, divorced women and women judicially separated from their husband, who are not married. (Copy of Ministry's letter dated 31.3.92 is at Annexure VLXs) X1

iii) The selection of senior residents will be done by the same Selection Committee as for first year junior residents given in para 3(a)(i) above.

iv) The tenure of senior residency will be three years. However, the candidature of a person who is already working as Senior Resident in a Central Institution/Hospital may be considered for appointment as Senior Resident in another Central Institutions/Hospitals if his application is received through proper channel. In such cases the pay drawn in the previous post will not be protected. The total period, however, should not exceed the maximum period of Senior Residency of three years.

iv) The senior residents serving in institutions/hospitals under the direct control of Govt. will be treated as temporary Govt. servants and governed by the Central Civil Services (Temporary Services) Rules, 1965.

4. Emoluments

a) Junior Residents

As per the agreement between the Junior Residents

and senior Residents with the Government on 1.7.89, copy at Annexure-IV, the Junior Residents are entitled to the following emoluments- namely-

The first year junior resident will get an emolument of Rs.2630 which is 94% of the pay plus NPA of General Duty Medical Officer of Central Health Services (i.e. Rs.2200+600). The same percentage will be kept if in future the pay or NPA of GDMOS is revised.

The second year and third year Junior Residents will draw the emoluments of Rs.2705/- and Rs.2780/- p.m. respectively.

b) Senior Residents

As per the agreement referred to above, the Senior Residents will get the emoluments of Rs.3150/-p.m. (which is calculated at 87.5% of Rs.3000/- which is the starting pay of a Junior Specialist in CHS plus Rs.600/- NPA available to CHS doctors drawing less than Rs.3000/- p.m.). However, if the basic pay of Specialists and the NPA of CHS doctors drawing less than Rs.3000/- is revised to any higher figure in future, the same proportion will be applied for fixing the emoluments of Senior Residents. The second year and third year Senior Residents will draw an increment of Rs.100 per month each.

c) These emoluments are effective from 1.1.86.

5. Allowances

i) Non-Practising Allowances

No separate Non-Practising Allowance is allowed to Junior Residents & Senior Residents but the element of such allowances has been included in their monthly emoluments as indicated in para 4 above.

✓ ii) Post-graduate Allowance

Junior Residents are not entitled to any Post-graduate Allowance. In the case of Senior Residents the Post-graduate allowance of Rs.200/- for PG degree holders and a sum of Rs.100 for PG diploma holders have been included in the total emoluments of Senior Residents mentioned above. In case, a Senior Resident does not possess post-graduate degree, but only possess post-graduate diploma, a sum of Rs.100 and if he does not possess either post-graduate degree or diploma, a sum of Rs.200 will be deducted from his emoluments.

iii) Dearness allowance, CCA & HRA

Junior Residents and Senior Residents shall be

entitled to these allowances as per Government orders on the subject on the basis of their monthly emoluments.

iv.) Book Allowance

Book Allowance will be granted to the Resident Doctors as per rates indicated below in one instalment at the beginning of each financial year in all cases where the period of residency is expected to be for one year or more.

- i) Junior Residents Rs.1000 per annum. ✓
- ii) Senior Residents Rs.1500 per annum. ✓

- a) the books/journals should be embossed at not less than three places by an officer appointed by the Head of the institution in which the resident doctor is working.
- b) The grant of book allowance will be effective from the 1st January, 1988. The expenditure on this account shall be met from within the budget head of the institution concerned.

(Ministry of Health letter No. S.11014/25/89-ME(P), dated 17th December, 1990, copy at Annexure-V).

v) Financial Assistance for Thesis.

Junior Residents shall be entitled to a subsidy of Rs.250 as lumpsum to meet expenditure on writing Thesis. Alongwith the application seeking such an assistance the residents doctors shall submit a certificate from the Dean of the medical college that the concerned resident had submitted the Thesis. (Ministry of Health letter No. S.11014/39/89-ME(P), dated 10.8.81 copy at Annexure-VI).

6) Leave Travel Concession

Junior Residents are not entitled to the LTC, as they are under contract service and not Govt. servants. So far as Senior Residents are concerned, they are not entitled to leave travel concession for anywhere in India once in four years, as they will not be completing four years of service, since their tenure is only for a period of three years or less. However, they are entitled to LTC for home town once in two years.

7) Leave entitlements

- a) Junior Residents shall be entitled to 30 days leave (all kind of leave included) during their first year and 36 days leave in a year during the second & third years.

- b) Senior Residents shall be entitled to all kinds of leave as are admissible for temporary Govt. employees. However, the Senior Residents, whether they are working in the pre or para-clinical or clinical Departments, are not entitled to any vacation.

8. General Provident Fund

- i) Junior Residents are not entitled to become members of the General Provident Fund Scheme.
- ii) As regards Senior Residents, as they are temporary Govt. servants they are eligible to subscribe contribution towards GP fund in accordance with Rule 4 of the GPF (Central Service) Rules, 1960.

9. Forwarding of applications

a) The requests of resident doctors for registration in the foreign assignment panel maintained by the Deptt. of Personnel should be examined in accordance with the instructions contained in the Ministry of Health & F.W. O.M. No.R.35012/13/79-CHS IV dated 5.4.82 (Annexure VII) as amended by O.M. dated 12.10.87 (Annexure VIII) wherein specialities have been categorised as scarce in the country and the medical experts belonging thereto are not to be sponsored for assignment abroad. A Medical officer possessing post-doctoral degree, post-graduate degree or post-graduate diploma in scarce categories at the time of applying for empanelment for foreign assignment shall be deemed to belong to scarce category. Each such case of resident doctors may be examined in the light of the aforesaid instructions and if the case does not fall under the scarce category, there may be no objection to his application being forwarded to the Deptt. of Personnel for registration.

b) Applications of Junior/Senior Resident doctors shall not be forwarded to the foreign embassies or foreign organisations for employment abroad.

c) There may be no objection to the "No Objection Certificate" being issued in favour of resident doctors for passport facilities to visit abroad as tourists.

d) There is a ban on holding of the Educational in Commission for Foreign Medical Graduates (ECFMG) examination in India. Requests of resident doctors for issue of no objection certificate for passport facilities to appear in the ECFMG examination abroad should not be acceded to.

e) The cases of Junior/Senior Resident doctors in various Central Hospitals may be disposed of directly by

the respective administrative sections in the DGHS and the Ministry of Health & Family Welfare in accordance with the aforesaid instructions and after necessary vigilance clearance. The cases not covered in the aforesaid instructions may also be disposed of by the respective administrative sections in consultation with the Ministry of Health and Family Welfare (ME-P) Desk.

10. Condonation of break in service.

i) As the Junior Residents are not treated as Govt. servants but are governed by the terms of their agreement under the Residency Scheme, the period of Junior Residency as a house surgeon or a post-graduate student, as the case may be, shall not be eligible to be counted as qualifying service for the purpose of pension and retirement benefits.

ii) The case of Senior Residency, however, stands on a different footing. They are governed by the Central Civil Service (Temporary Service) Rules, 1965. The service Rules as applicable to Central Government servants also apply to the Senior Residents. In view of this, the period of Senior Residency in respect of such of the Senior Residents as are subsequently absorbed in regular Govt. Service may, on their confirmation, be counted by the appropriate authority after condoning the normal and unavoidable break/interruption in service if any between the Senior Residency and the subsequent regular recruitment to Govt. service provided the break between Senior Residency and regular appointment does not exceed two years. However, each such case should be considered separately on merits. This will not, however, apply in the case of Senior Residents absorbed in service in autonomous bodies.

11. Accommodation

Resident doctors will be provided with free furnished accommodation, free electricity and water within reasonable limits as may be fixed by the Government from time to time.

12. Duties and responsibilities.

Duties and responsibilities of the resident doctors will be as fixed by the Government from time to time. They will be required to perform such work as may be needed in the legitimate interest of patient care in the hospital.

13. Hours of work

Continuous active duty for resident doctors will not normally exceed 12 hours per day. Subject to exigencies of work the resident doctors will be allowed one weekly holiday by rotation. The resident doctors will also be required to be on call duty not exceeding 12 hours at a time. The Junior Residents should ordinarily work for 48 hours per week.

and not more than 12 hours at a stretch subject to the condition that the working hours will be flexible as may be decided by the Medical Superintendents concerned keeping in view the workload and availability of doctors for clinical work.

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No.S.11014/27/74-ME (PG)
Government of India
Ministry of Health and Family Welfare
Department of Health.

New Delhi, dated 22nd April, 1974

To,

1. The Director General of Health Services,
New Delhi (with 20 spare copies)
2. The Director,
All India Institute of Medical Sciences,
New Delhi (with 5 spare copies)
3. The Director,
Post-Graduate Institute of Medical
Education and Research,
Chandigarh (with 5 spare copies)
4. The Chief Secretary,
Delhi Administration,
Delhi, (with 5 spare copies)
5. The Chief Secretary,
Goa Administration,
Panaji (with 5 spare copies)

Subject: Introduction of Residency Scheme in replacement of the system of House Surgeons, Post-Graduate Students and Registrars in Central Institutions/Hospitals.

Sir, I am directed to say that the recommendations of the Kartar Singh Committee have been carefully considered by the Government of India, and the President is pleased to decide that the present system of House Surgeons, Post-Graduate Students and Registrars in all Central Institutions/Hospitals (including statutory/autonomous bodies wholly financed by the Central Government, viz. the All India Institute of Medical Sciences, New Delhi; the Lady Hardinge Medical College and Hospital, New Delhi; and the Post-Graduate Institute of Medical Education and Research, Chandigarh) has been replaced by a six-year Residency Scheme comprising Junior Resident Doctors (present House Surgeons and post-graduate Students) and Senior Resident Doctors (present Registrars) as given below:-

1. Strength of Resident Doctors

The Strength of Resident Doctors, Junior and Senior, in a Unit in each clinical and para-clinical Department in all the above teaching hospitals will be fixed in accordance with the need of each teaching hospital depending upon the beds strength, patient-care, work load and the facilities available, and taking into consideration the norms laid down by the Medical Council of India. In respect of the

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All India Institute of Medical Sciences, New Delhi and the Post-Graduate Institute of Medical Education & Research, Chandigarh, too, the strength of the various categories of Residents in different disciplines will be fixed by the two Institutes, with the approval of the Government, taking into consideration the norms and special needs of their hospitals.

II. Selection of Residents

All further recruitment will be limited to the strength that may be fixed above. Selection of each category of Residents shall be made on the following basis:-

(a) Junior Residency

(i) 1st Year Junior Residents: The selection shall be made on merit by a duly constituted Selection Committee, subject to the usual reservation for Scheduled Castes and Scheduled Tribes. One or more such Committees shall be constituted by the Government of India, Ministry of Health and Family Welfare in case of institutions/hospitals under the direct control of the Government. The statutory/autonomous institutions will be required to form similar Committees which shall include a representative of the Directorate General of Health Services.

(ii) Second Year of Junior Residency: The selection for the second year of Junior Residency will be open not only to those who have completed the first year of the Junior Residency under this Scheme but to all those who fulfil the minimum requirement for admission to post-graduate courses of the respective University/autonomous institution. The number of candidates to be selected by the concerned University/autonomous institution shall not exceed the numbers prescribed for each clinical and para-clinical discipline in each teaching hospital within the strength worked out in para 1 above. The concerned University will be requested to associate a representative of the DGHS at the time of selection so that the University/autonomous institution will be requested to reserve 25% of seats for post-graduate studies for doctors who have put in minimum of two years of service in rural areas.

(iii) Contracts: Junior Residents will be on contract service and they will be required to enter into separate contract for the first year and the subsequent two years of Junior Residency.

(b) Senior Residency:

(i) The minimum qualification for selection as Senior Resident in any speciality will be a post-graduate degree or a diploma in the concerned speciality. If such candidates are not available in any particular speciality, those without post graduate qualification may be considered for selection.

(ii) The tenure of Senior Residency will be three years. The Senior Residents serving in institutions/hospitals under the direct control of Government will be treated as temporary Government servants and governed by the Central Civil Services (Temporary Service) Rules, 1965.

III. Emoluments

(a) Junior Residents:

The Junior Residents will be paid as under:-

(i) First Year: Rs.500/- per month plus D.A. at 3% of the pay with effect from 1.1.1974. Further increases in Dearness Allowance will be allowed with effect from the same date and at the same rate as admissible to Central Government employees of the same pay-group. City Compensatory Allowance will also be paid as admissible to Central Government employees posted at those stations.

(ii) Second Year: Rs.550/- per month plus allowances as above.

(iii) Third Year: Rs.600/- per month plus allowances as above.

In respect of the institutions having three-year post-graduate courses, the period of Junior Residency will be four years till such time as these institutions adapt and change to a three-year Junior Residency. The emoluments in the fourth year will be Rs.600/- per month plus allowances, as mentioned above. Satisfactory discharge of duties and responsibilities, good conduct and maintenance of academic standard will be prerequisites for continuance in the third and fourth years of the Junior Residency.

(b) Senior Residents:

The Senior Residents will be temporary Government servants and their emoluments will be the same as recommended by the Third Pay Commission for Registrars, namely, Rs.650-30-710 plus allowances. In addition, the Senior Residents possessing post-graduate degree will be paid a Post-Graduate allowance of Rs.100/- per month, and those possessing a post-graduate diploma Rs.50/- per month.

IV. Accommodation

(a) Resident doctors will be provided with free furnished accommodation, free electricity and water within reasonable limits as may be fixed by Government from time to time.

(b) Government will subject to availability of funds endeavour to provide additional accommodation, including married accommodation, so as to cover the maximum number of Resident doctors during the Fifth Plan period.

V. Duties and Responsibilities

Duties and responsibilities of the Resident doctors will be fixed by Government from time to time. They will be required to perform such work as may be needed in the legitimate interest of patient-care in the hospital.

VI. Hours of work

Continuous active duty for Resident doctors will not normally exceed 12 hours. Subject to exigencies of work, the Resident Doctors will be allowed one weekly holiday by rotation. The Resident doctors will also be required to be on call duty not exceeding 12 hours at a time.

VII. Non-practising Allowance and higher starting salary Salary to Senior Residents

The question regarding the grant of Non-Practising Allowance to Resident doctors (both Junior and Senior) and of a higher starting salary to Senior Resident is under consideration of the Government, and necessary orders in the matter will be issued separately in due course.

2. The existing Registrars will be re-designated as Senior Residents and allowed to complete the remaining part of their three-year tenure irrespective of whether they possess a post-graduate qualification or not.

The existing House-Surgeons and Post-Graduate students will be adjusted at suitable stages of the Residency Scheme and allowed to complete their original periods of tenure as Junior Residents. They will be required to execute a contract for the remaining period of their tenure in an appropriate manner.

3. Candidates selected for post-graduate diploma courses will be treated as second year Junior Residents and paid appropriate emoluments. The number of post-graduate diploma courses to be allowed for each teaching institution/hospital will also be fixed in accordance with para 1(3). Candidates selected for such diploma courses will not have the benefit of continuing for the third year of the Junior Residency.

4. The aforesaid decisions will take effect from the 1st January, 1974.

5. The extra expenditure involved shall be met from within the sanctioned budget grant of the concerned institution/hospital.

6. This issues with the concurrences of the Ministry of Finance (Department of Expenditure) vide their D.O. No. 2185-H/74, dated the 22nd April, 1974.

Yours faithfully,

Sd/-

(R. N. Saxena)

Under Secretary to the Government of India.

No.S. 11014/27/74-ME (PG)