

No. 2/123/2005-1HBI

From

Principal Secretary to Government Haryana,  
Health Department.

To

1. Director,  
Medical Education and Research,  
Haryana, Panchkula.
2. Director General Health Services, Haryana  
Sector-6, Panchkula.
3. Registrar,  
Pandit Bhagwat Dayal Sharma,  
University of Health Science, Rohtak.

Dated, Chandigarh, the 19.3.2018

**Subject:- Policy Regarding Post Graduation (Degree /DNB/ Diploma) Courses for HCMS/ HCDS Doctors in the Department of Health.**

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Reference the subject noted above.

After consideration, Government has decided to revise the PG policy circulated by the Health Department vide its memo No. 2/123/2005-1HB-I, dated 23/27.12.2011 and 04.03.2014 of MBBS/BDS doctors for pursuing Diploma/PG Degrees/DNB Courses. The candidates who have executed Bonds under previous policies will be covered under the respective old policies. The policy is as follows:-

- Sanyal*
- (a) In-service HCMS/ HCDS doctors may appear in any entrance / NEET examination for higher studies. No permission from the State Government will be required for appearing in the post graduation entrance examination.
  - (b) This policy will come into force from the academic year 2018. All PG policies issued prior to this PG policy stand superseded with this policy.

**GENERAL CONDITIONS**

- (1) Any in-service HCMS/ HCDS doctor who has completed 2 years of regular satisfactory service will be eligible for grant of NOC for pursuing PG Diploma/Degree/DNB courses **WITHOUT PAY**. However, if granted NOC, this period of study will be treated as extraordinary leave without pay. The service will be protected for the purpose of increments, seniority and pension, if entitled. Such persons will also be entitled to stipend if available in the institution.
- (2) Before completion of 2 years, the doctor who wishes to pursue postgraduate courses will have to **RESIGN** from service and will not be considered as an in-service HCMS/HCDS candidate.
- (3) Any in-service HCMS/ HCDS doctor wishes to do PG Degree/ Diploma/ DNB courses after completion of 4 years of regular satisfactory service with at-least 2 years rural service/ at-least 2 years of remote and difficult areas service in Health Institutions of Haryana, such doctor will be eligible for NOC **WITH FULL PAY** as he/she was drawing and the period spent on the prescribed duration of course will be treated as service period for all intents and purposes. The doctor shall claim pay and HRA from the station from where he/she was relieved in case of his/her eligibility for full pay, provided that the release of pay and other remunerations will be subject to deposition of stipend received/due on account of PG courses in State Treasury. The candidates will be

- required to give a certificate/ affidavit in this regard duly attested/ verified by head of the Institution to the office of Director General Health, Services, Haryana.
- (4) In-service doctor can proceed for PG Degree/DNB/Diploma courses after getting NOC from the government only once during the entire service career. The candidates who do Post Graduate course with or without protection of pay will be ineligible for any other study leave.
  - (5) In-service candidate who has rendered services in remote and difficult areas prior to Notification dated 30.01.2018 issued by Health Department will also be given the experience certificate of serving in remote and difficult areas of Haryana for the corresponding period. The period of deputation, unauthorized absence etc. will not be counted towards the experience of Rural/ Remote and difficult areas.
  - (6) Two or Four years of regular satisfactory service means, a continuous service without any break / unauthorized absence.
  - (7) No Earned and Half pay leaves will accrue to the record of the HCMS/HCDS doctor during the period of post graduation.
  - (8) In case doctor after acceptance of PG Course, change PG Stream in 2<sup>nd</sup> and 3<sup>rd</sup> counseling the period of joining of first stream to joining of other stream and due to his/her illness during PG Course, the over-stay period will be treated as Leave of the kind due.

*Sarvika*

#### **PROCEDURE OF APPLYING/ISSUANCE OF NOC:**

Any in-service doctor desirous of undertaking P.G. Degree / Diploma/ DNB Course will be required to apply for a "No Objection Certificate" before the counseling to the competent authority. No doctor can ask for a NOC for PG course (Degree / DNB/ Diploma) as a matter of right. However, the State Government may grant NOC subject to the following conditions:-

- (i) NOC shall be provided only in accordance with the conditions prescribed in this policy.
- (ii) The upper age limit for admission into PG Degree / Diploma/ DNB Courses will be 45 years as on the date of qualifying examination.
- (iii) The length of the service and the total experience of Rural/ Remote and Difficult areas will be counted as on the date of qualifying examination for PG Degree / Diploma/ DNB Courses.
- (iv) For obtaining NOC, the eligible persons should apply to the directorate through the concerned Civil Surgeon on prescribed proforma which is annexed with this policy. An application for NOC must be submitted at least 15 days before the last date of submission of applications in the institutions concerned.
- (v) The applications for NOC will be considered subject to the conditions that there are no adverse remarks against the doctor (i.e. integrity/honesty/ efficiency etc.) and no disciplinary proceedings Under Rule-7 are pending against the officer. Any adverse reports of professional conduct will also be taken into account while considering the services of a person satisfactory service or otherwise for the grant of NOC.
- (vi) It will be the responsibility of the doctor concerned to get the contents of his/her application verified from his/her Controlling Officer in the district/any other office where he or she had rendered. Incomplete applications submitted in the office of Directorate of Health Services, Haryana, Panchkula or the applications submitted without having any contents verified from the offices concerned, will be deemed to have been rejected after consideration.
- (vii) After the NOC is issued to the applicant, his/her admission will be governed by the admission rules and Leave rules of the concerned Institution / University.

**BOND:**

- (i) Before relieving from the department, for the PG Degree/DNB/ Diploma Courses with full salary, doctor shall execute a service bond to the effect that he/she will serve in the health institutions under HCMS/HCDS cadre of Haryana or wherever the deputation quota of HCMS/HCDS cadre exists for a minimum period of 7 years after completion of PG/ DNB Course and in default thereof to pay an amount of ₹ 50 Lacs to the State of Haryana . Similarly in the case of Diploma courses for a minimum period of 5 years and in default thereof to pay an amount of ₹ 35 lacs.
- (ii) The doctor who proceed for the PG Degree/DNB/ Diploma Courses without salary shall execute a service bond to serve in the health institutions under HCMS/HCDS cadre of Haryana or wherever the deputation quota of HCMS/HCDS cadre exists for a minimum period of 5 years and in default thereof to pay an amount of ₹ 35 Lacs to the State of Haryana. Similarly in the case of PG Diploma courses he/she shall execute a Bond for a minimum period of 4 years and in default thereof to pay an amount of ₹ 25 lacs.
- (iii) In case of violation of policy and provisions of bond, the respective amount of Bond Money shall be deposited by the executor from the date of default and interest of 12% per annum will be charged till its realization.
- (iv) The commitment shall be by way of a registered mortgage of equal amount or bank guarantee. In case immovable property in favor of State; or Bank guarantee of equal amount (as the case may be) in case of movable property; or in parts of immovable & Bank guarantee of equal amount.
- (v) In case the doctor violates the bond and is absent for more than three months, the concerned Civil Surgeon/ Principal Medical Officer will report to the office of Directorate of Health Services, Haryana, Panchkula, immediately otherwise concerned Civil Surgeon/Principal Medical Officer shall be liable to strict disciplinary action. The office of Directorate of Health Services, Haryana, Panchkula will write to Haryana Medical/Dental Council/ Medical Council of India/ Dental Council of India to cancel the registration of the concerned doctor.
- (vi) The qualifying doctor will have to deposit his/her original bachelor Degree and the bond while making a request for relieving along with the application in the Directorate. An endorsement will be made to the concerned college/ Institution/ University to deposit the PG Degree/ Diploma/DNB certificate directly to the Directorate after completion of the course. The original degrees will be released after completion of the bond period or deposition of requisite amount with interest. This condition shall be made a part of bond agreement.

**STREAMS**

**The candidates who have been provided NOC with protection of salary or without salary shall have to choose their stream from following courses recognized by MCI/DCI/NBE/GOI(MOH&FW).**

**For HCMS doctors/ HCDS (Dental Sepcialities)**

1.	<u>Anaesthesia</u>	2.	<u>Orthopaedics</u>
3.	<u>Chest &amp; TB</u>	4.	<u>Paediatrics</u>
5.	<u>ENT</u>	6.	<u>Pathology</u>
7.	<u>Forensic Medicine</u>	8.	<u>Psychiatry</u>
9.	<u>General Medicine</u>	10.	<u>Emergency Medicine</u>
11.	<u>Blood Transfusion</u>	12.	<u>Radiology</u>

13.	<u>Obst. &amp; Gynae.</u>	14.	<u>Skin &amp; VD</u>
15.	<u>General Surgery</u>	16.	Pulmonary and Critical Care Medicine
17.	<u>Ophthalmology</u>	18.	Social & Preventive Medicine(SPM) / Community Medicine
19.	<u>PG in Hospital Administration /Management</u>	20.	<u>PG Degree in Public Health</u>
21.	Conservative Dentistry & Endodontic	22.	Oral & Maxillofacial Surgery
23.	Pedodontics & Prentive Dentistry	24.	Periodontics
25.	Prosthodontics and Crown & Bridge	26.	Orthodontics

- i. No HCMS/HCDS doctor will be allowed to do PG Course or any other courses through distance learning mode.
- ii. Admission charges in the Government/private institutions e.g. fee and other charges like hostel etc. for the course shall be paid by the candidate himself/ herself.

*Sanjit*

**CONSEQUENCES IN CASE OF FAILURE TO COMPLETE THE COURSE OF STUDY WITHIN THE PRESCRIBED PERIOD OR LEAVING THE SAME MID WAY:**

- (i) In case the person fails to complete the course of study within the prescribed period, he/she may be allowed to avail chances as per concerned University Rules, to complete the same. The additional time period taken in completion of the course beyond the prescribed period can be allowed as EOL without pay but this extended period of EOL will not be counted as service for any purposes e.g. increments, grant of higher standard scales linked with service period etc.
- (ii) In case the employee concerned leaves the course of study mid-way without completing the same, he/she will be liable to refund the amount to the Government which he/she has received as salary and the period from the date of relieving from the Government service till the date of joining shall be treated as period of Extraordinary Leave without pay. Further, this period of EOL shall not be counted as service for any purpose e.g. increments, ACP, grant of higher standard scales linked with service period, pension etc. The concerned doctor will also be debarred for a period of 5 years for granting NOC for higher studies from the date of his/her rejoining in HCMS cadre.
- (iii) In case the doctor leaves the course of study mid-way without completing the same due to such illness/disability so as to render him or her unable/unfit to pursue the course, then the penalty clause may not be applicable. The exemption from penalty clause will be subject to the medical certificate justifying inability to complete the postgraduate course on medical ground by Medical Board constituted by DGHS at Panchkula and the final decision in this regard will be taken by the Government.
- (iv) Change of stream for doing PG degree is not allowed to the doctor who has completed diploma in particular stream as in-service candidate. Those doctors who join the department with diploma can choose stream of their choice but not out of the streams mentioned in this PG Policy subject to the fulfillment of the eligibility conditions as mentioned above.


**STIPEND/ FELLOWSHIP****CANDIDATES SPONSORED AGAINST RESERVED SEATS FOR DIPLOMA COURSES ONLY.**

The candidates, who get selected in the diploma courses against the reserve seats for HCMS cadre in PGIMS Rohtak/other Government Medical Colleges of Haryana, shall be considered in-service candidate with protection of salary or without salary as per the fulfillment of eligibility conditions mentioned above in General conditions (1) & (3) respectively.

The bond for such diploma candidates will be 5 years or ₹ 35 Lacs/ 4 years or ₹ 25 Lacs depending as per the eligibility of the candidate for doing the course with full pay or without pay respectively as mentioned above in the policy.

The above policy may be brought to the notice of all the concerned.

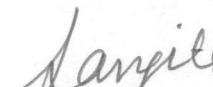
This issues with the concurrence of Finance Department issued vide their U.O.No.10/20/94-4FR/7883, dated 19.03.2018.

  
Superintendent Health-I  
for Principal Secretary to Government Haryana,  
Health Department. ✓

Endst. No. 2/123/2005-1HB-I

Dated, Chandigarh the 19.3.2018

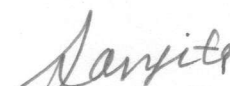
A copy is forwarded to Principal Accountant General (A&E) Haryana, Chandigarh for information and necessary action.

  
Superintendent Health-I  
for Principal Secretary to Government Haryana,  
Health Department. ✓

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Dated, Chandigarh the 19.3.2018

A copy is forwarded to Additional Chief Secretary to Govt. of Haryana, Finance Department for information with reference to their U.O.No. 10/20/94-4FR/7883, dated 19.03.2018.

  
Superintendent Health-I  
for Principal Secretary to Government Haryana,  
Health Department. ✓

To

Additional Chief Secretary to Government Haryana,  
Finance Department.

U.O. No. 2/123/2005-1HB-I

Dated, Chandigarh the 19.3.2018