

From

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6-7-23

Part up today

The Additional Chief Secretary to Government Haryana,
Health Department.

To

Director General, Health Services Haryana,
Sector-6, Panchkula.

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6-7-23

Memo No. 32/01/2020-6HBI
Dated: Chandigarh, the 5 July, 2023

Subject:- Regarding creation of Specialist Cadre in Haryana.

Reference to the subject noted above.

2. A proposal for creation of specialist Cadre pertains to MO, SMO etc. in the state of Haryana is under consideration with Government of Haryana. A draft of the same has been prepared, which is enclosed herewith.

Therefore, you are request to upload the same draft on departmental website with a notice to invite comments and under consultation of stakeholders within a period of two weeks .

Ram-oh Kamen
Superintendent Health-I
for Additional Chief Secretary to Government Haryana
Health Department

कार्यालय महानिदेशक स्वास्थ्य सेवाएं, हरियाणा

पृ० क्रमांक 1/2(स्पेशलिस्ट कैडर)1ई-2-2023/1877-1899

दिनांक 07.06.2023

इसकी एक प्रति निम्नलिखित को सूचनार्थ एवम आवश्यक कार्यवाही हेतु भेजी जाती है।

1. उप निदेशक आई0टी0 को भेजते हुए लिखा जाता है कि इसे हैल्थ की वेब साईट पर अपलोड करे।
2. हरियाणा राज्य के सभी सिविल सर्जन।

जा 24
7-7-23

उप-अधीक्षक स्थापना-11
कते: महानिदेशक स्वास्थ्य सेवाएं, हरियाणा

Subject: Regarding creation of Specialist Cadre in Haryana.

On the subject above kindly refer to Budget announcement of Hon'ble Chief Minister, Haryana in the budget speech of FY 2022-23.

In para no 107 Hon'ble CM had announced that, "The scarcity of specialist doctors has been a problem for Government healthcare provisioning for a long time. In order to ensure that Government is able to attract specialist doctors, I propose to create a specialist cadre of doctors who will perform only clinical duties. The terms and conditions of service of the doctors in the specialist cadre will be differentiated from the other doctors. In order to attract medical graduates to Government service, a decision has been taken to reserve 40% seats in postgraduate medical courses in Government Medical Colleges for doctors in Government service. DNB (Degree & Diploma) courses which are presently available in 11 Hospitals will be extended to all District Civil Hospitals."

Further, in the year 2022 MoHFW Government of India released Indian Public Health Standards (IPHS) guidelines for all types of health facilities. These guidelines include among other requirements the required number of doctors and clinical specialists at every health facility. Haryana state Health Department has prepared its own norms for every level of health facility. The norms of sub health centre, primary health centre and community health centre were notified on 26/04/2013, norms for 100 & 200 bed hospitals were notified on 15/04/2014, norms for 300 bed hospital were notified on 23/06/2017 and norms for 50 bed hospital were notified on 21/06/2018.

Restricting this proposal to only for doctors the comparison of norms of IPHS with Haryana for every level of facility is as presented below;

1. MBBS doctors are not posted at Sub health centre in the both IPHS and Haryana norms.
2. **Primary Health Centre:** As per Haryana Health Department norms Primary Health Centres & Urban Dispensaries, have posts of Medical Officers- 2 (1 male 1 Female), 1 Dental Surgeon. The IPHS describes PHC as 24 X 7 PHC and normal PHC the comparison is as under;

S r. No.	FacilityIPHS (Haryana)	Haryana Norms	IPHS norms	Remarks
1.	Primary Health Centre(178)	Medical officers 2 (1 M, 1F), Dental Surgeon- 1	Medical Officer - 1	Haryana staffing norms do not differentiate
2.	24*7 PHC (Not Defined in Haryana) (229)	Same	Medical Officers -2 (Essential), Dental Surgeon 1 AYUSH MO 1 (desirable)	between non 24*7 PHCs and 24*7 PHCs, needs to be corrected
3.	Urban PHC (104)	Not mentioned in Haryana Norms	Medical Officers - 2 (essential), Dental Surgeon 1 (desirable)	UPHCs are run by NHM where 100% Staff is contractual
4.	Dispensary (30)	Medical Officers - 2 (1 R, 1 C) Dental Surgeon -1	No such Facility in IPHS	

3. **Community Health Centre:** The IPHS norms provide different staffing patterns for non FRU CHC and FRU CHC, the comparison of doctors required at CHC as per Haryana norms and IPHS norms is as under;

Sr. No.	Facility	Haryana Norms	IPHS norms	Remarks
1.	Non-FRU CHC (30 Bed) (78)	SMO-1 MO- 7 Total 8, (6 of which should be clinical specialists of Medicine, Surgery, Paediatrics, OB&GY, anaesthesia, Ortho), Dental Surgeon- 1	Physician 1 Medical Officers 3, Dental Surgeon 1 (Essential), AYUSH Medical Officer 1 (Desirable), 5 specialists are desirable	Haryana staffing Norms do not differentiate between FRU CHC and non-FRU CHC.
2.	FRU CHC (30 Bed) (42)	Paediatrics, OB&GY, anaesthesia, Ortho), Dental Surgeon- 1	Specialists-5 (Physician1, Surgeon 1, OB&GY 1, Paediatrician 1, Anaesthetist 1), Medical Officers6 , Dental Surgeon 1, AYUSH Medical Officer 1	
3.	Urban HC (11)	SMO 1, Specialist 2 (1 R&1 C), MO 3 (2 R, 1 C), Dental Surgeon 1, AYUSH MO 1	No such nomenclature in IPHS	
4.	FRU Urban CHC (50 Bed)	No such nomenclature in Haryana Norms	Medical Sp. 1, Surgeon 1, OBGY 1, Paediatrician 1, Anaesthetist 1, Micro/Path/Biochem 1, Medical Officer- 6, Dental Surgeon 1, AMO 1 Desirable	No such facility in Haryana but there are 35 number 50 bed Sub District Hospitals
4.	Polyclinic (13)	SMO 1, Specialist MO 2 (1 reg 1 Contr), MO 3 (2 Reg, 1 Cont), Dental Surgeon 1, AMO 1 (C)	Medical Officers (essential) 2, Dental Surgeon 2, AYUSH MO 1 (desirable) plus specialists on rotation from other facilities	

4. Sub district and District Hospitals (50, 100, 200, 300 bed)

The Haryana Norms for Sub District and District Hospitals do not describe number of clinical specialists required these just describe number of Medical Officers and Senior Medical Officers. Further Haryana norms do not differentiate between District and Sub District Hospitals where IPHS describes these separately. IPHS do not describe staff for 200 bed sub- district hospitals. 3 CH namely Devrala (Bhiwani), Kharhar (Jhajjar) have 10 beds, the SDH of Haili Mandi (GUR) has 25 beds their numbers shall be added in PHCs and CHCs respectively. The comparison of District Hospitals and Sub-district Hospitals is as below;

Sr. No.	Facility	Haryana Norms	IPHS Norms	Remarks
1.	50 Bed Sub District Hospital (35),	Senior Medical Officers 2, Medical Officers 11, Dental Surgeon 1	Medical Sp. 1, Surgeon 1, OB&GY 1, Paediatrician 1, Anaesthetist 1, Micro/Path/Biochem 1, Medical Officers 6, Dental Surgeon 1, AMO Desirable 1, Hospital Manager 1 Medical Superintendent - 1	The IPHS do not prescribe norms for 50 bed SDH it prescribes norms for 50 bed District Hospital only. IPHS norms for 50 beds Urban CHC are mentioned here, as being most relevant for the type of facility in context of Haryana (equal number of 13 Medical doctors is required as per Haryana and IPHS norms).
2.	100 bed sub-District Hospital (SDH) (8)	Senior Medical Officers 3, Dy. MS 2, Medical Officers 42, Sr. Dental Surgeon 1, Dental Surgeons 2	Medical Superintendent - 1, Medical Specialists 2, G.Surgeons 2, Paediatricians 2, Gynaecologist 2, Anaesthetist 2, Ophthalmologist 1, ENT 1, Orthopaedics 1, MDS 1, Dental Surgeon 1, Pathologist 1, MO emergency 3, MO with above specialists 7, ICU 3, ObsHDU 3, SNCU 6, Labour room 3, Dialysis 1, blood bank 1, AYUSH MO 1(Desirable),	IPHS prescribes 15 Specialists and 25 MOs (40) Compared to 47 Doctors approved in Haryana Norms as Haryana norms do not differentiate BW 100 bed DH and SDH

			Hospital Manager 1	
3.	100 bed District Hospital (7)	Senior Medical Officers-3 Dy. MS,-2 Medical Officers,-42 Sr. Dental Surgeon, -1 Dental Surgeons.-2 (Same as 100 bed sub district hospital)	Same as above plus OBGY +1, Anaesthesia specialist +1, MDS +1, Dermatologist 1, Psychiatrist 1, Microbiologist 1, Biochemistry 1, Forensic Medicine 1, Radiologist 1	23 specialists and 25 MOs (48) Doctors in IPHS in comparison to 47 Doctors approved in Haryana Norms.
4.	200 bed District Hospital (12) SDH-200 bed (3)	PMO 1, SMO 5, DMS 2, MO 55, Sr DS 1, DS 3	Medical Superintendent - 1, 2 Medicine, 2 Surgery, 3 Paediatrics,4 OBGY, 4 Anaesthesia, 2 Ophthalmology, 2 Orthopaedics, 1 Radiologist, 1 ENT, 2 MDS, 1 Dermatology, 1 Psychiatrist, 1 Pathologist, 1 Microbiologist, 1 Biochemistry, 1 Forensic Medicine, GDMO 36, Dental Surgeon 2, AMO 1 Desirable.1 Hospital Manager	66 Medical doctors in IPHS and 62 in Haryana norms. 3 of 200 bed hospitals in Haryana are SDHs but IPHS doesn't provide different norms for SDH and DH in 200 bed Hospitals
5.	300 Bed District Hospital (3)	PMO,-1 SMO-8, DMS-2, MO-66, SDS-1, DS, -4	Medical Superintendent - 1, Medicine 2, Surgery 2, Paediatrics 3, OBGY 4, Anaesthesia 5, Ophthalmology 2, Orthopaedics 2, Radiologist 1, ENT 1, MDS 2, Dermatology 1, Psychiatrist 1, Pathologist 1, Microbiologist 1,	70 Medical doctors in IPHS and 76 in Haryana norms

			Biochemistry 1, Forensic Medicine 1, Medical Officers 40, Dental Surgeon 2, AYUSH MO 1 Desirable, Hospital Manager 1, Emergency Medicine expert 1	
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Summary of requirement of staff as per IPHS is presented below;

1. Primary Health Facilities;

Sr. No	Name of Facility and Number	Required MOs	SMO	Specialists	Dental	AYUSH
1.	24*7 PHC (229)	458	-	-	229	229
2.	Non-24*7 PHC (407-229= 178)	178	-	-	178	178
3.	Dispensary (30)	30	-	-	30	30
4.	UHC (11)	22	11	11 (Medicine)	11	11
5.	Polyclinic (13)	26	13	13 (Medicine)	13	13
6.	CHC- FRU (42)	42 X 6 = 252	42	210 (1 each of OBGY, Medicine, Surgery, Anaesthesia, Paediatrics)	42	42
7.	Non-FRU CHC(78)	78 X 4 = 312	78	78 (Medicine)	78	78
8.	Other Facilities with different norms (ACC, TB Hospital etc), MLA Hostel disp, SIHFW, HQ	211	12	-	46	46
Total Required		1489	156	312	627 (Desirable at PHC)	627 (all Desirable)

2. Requirement of doctors as per IPHS for Secondary care level Health facilities

Sr. No.	Speciality	50 bed SDH (35)	100 Bed SDH (8)	100 Bed DH (7)	200 Bed DH/SDH (15)	300 Bed DH (3)	Total
1.	Medical Officer	6 *35=	25*8 =	25*7	36*15 =	40*3 =	1245

		210	200	= 175	540	120	
2.	Medicine	35	16	14	30	6	101
3.	Surgery	35	16	14	30	6	101
4.	OBGY	35	16	21	60	12	144
5.	Paediatrics	35	16	14	30	9	104
6.	Anaesthesia & Critical Care	35	16	21	60	15	147
7.	Orthopaedics	-	8	7	30	6	51
8.	Pathology	35	8	7	15	3	68
9.	Forensic Medicine	-	-	7	15	3	25
10.	Microbiology	-	-	7	15	3	25
11.	Biochemistry	-	-	7	15	3	25
12.	Ophthalmology	-	8	7	30	6	51
13.	ENT	-	8	7	15	3	33
14.	Dermatology	-	-	7	15	3	33
15.	Radiology	-	-	7	15	3	33
16.	Psychiatry	-	-	7	15	3	33
17.	Emergency Medicine	-	-	-	-	3	3
18.	PMR Sp.	-	-	-	-	3	3
19.	MDS Dental Surgeon	-	8	14	30	6	58
20.	Dental Surgeon	35	8	7	30	6	86
21.	AYUSH MO	35	8	7	15	3	68
22.	Med. Suptd	35	8	7	30	6	83

The current approved strength of doctors is as under

Sr. No.	Type of Health facility	Medical Officers	Senior Medical Officers
1.	Primary Health Centres	814	-
2.	Community Health Centres	840	120
3.	Up to 50 Bed SDH	387	76
4.	100 Bed SDH/ DH	630	75
5.	200 Bed SDH/ DH	825	105
6.	300 Bed DH	198	30
7.	Other facilities like (ACC,CS office Dispensaries, Speciality facilities like TB Hospitals, MLA Hostel etc.)	211	230
Total		3905	636
Deputation and leave reserve		350	

Total Requirement (as per IPHS) Vs. Already approved Strength (Haryana Norms) is as under.

Sr. No.	Speciality	Required in SDH/ DH	Required in PHC/CHC/ Urban	Total required as per IPHS	Approved in Haryana Norms
1.	Medical Officer	1245	1489	2734	3905
2.	Medicine	101	144	245	636 (SMO Posts including 2
3.	Surgery	101	42	143	
4.	OBGY	144	42	186	

5.	Paediatrics	104	42	146	posts of DMS in >100 bed hospitals)	
6.	Anaesthesia & Critical Care	147	42	189		
7.	Orthopaedics	51	-	51		
8.	Pathology	68	-	68		
9.	Forensic Medicine	25	-	25		
10.	Microbiology	25	-	25		
11.	Biochemistry	25	-	25		
12.	Ophthalmology	51	-	51 +4 for KL Jalan		
13.	ENT	33	-	33		
14.	Dermatology	33	-	33		
15.	Radiology	33	-	33		
16.	Psychiatry	33	-	33		
17.	Emergency Medicine	3	-	3		
18.	PMR Sp.	3	-	3		
19.	MS/SMO/Dy CS/ DD	66 MS (1 Clinical 1 HA) + 35 MS in 50 bed Dy CS-176 DD(HQ)-18	156	451		
Total Medical Doctors required vs Approved				4481		4541

2734 Medical Officers, 1296 clinical specialists, 451 SMOs total 4481 Doctors needed as per IPHS in comparison to 4541 already approved posts.

Presently no new post is needed to be created additionally for providing services at par with IPHS Norms; only redistribution into different cadres is needed for more efficient utilization of manpower. The only health facility where higher than IPHS number of doctors is proposed is at non-FRU CHC. The IPHS say 3 Medical Officers at Non-FRU CHC but in Haryana almost all CHCs irrespective of the fact that are FRU or not, maintain 24X7 Accident, Emergency, inpatient & normal delivery services, in addition to regular OPD, there is need of at least 4 Medical officers for running these services 24X7 plus there will be one SMO, one Medical Officer Dental and one Medical Officer (AYUSH).

Dental Services:

Sr. No.	Name of Post	Required in SDH/ DH as per IPHS	Required in PHC/ CHC/ Urban primary Health Facilities as per IPHS	Approved in Haryana norms
1.	Medical Officer (Dental)	83	In PHC desirable essential in CHC and above- (627)	713 (as Dental Surgeon)
2.	MDS	58	No designated posts for MDS separately but 1 post of Sr.	Additionally 1 post of Dy. Civil Surgeon at every District and 1

		Dental Surgeon at hospitals with > 100 bed (33)	post of Director Dental at HQ
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AYUSH Services Integration:

Sr. No.	Name of Post	Required in SDH/ DH as per IPHS	Required in PHC/ CHC/ Urban primary Health Facilities as per IPHS	Approved in Haryana norms
1.	Medical Officer (AYUSH)	68 (desirable)	627 (all desirable)	109 PHC have AYUSH Medical officers on contractual engagement from NHM, similarly in Urban facilities and SDHs/DH contractual engagement of AYUSH Doctors is there from NHM funds.

Recommendations;

SECTION 1 Medical Service

On the Basis of analysis Provide above following recommendations are made;

1. Separate Cadres for Medical, Dental, AYUSH in Health Department.
2. Even in these Separate cadres for Clinical and Public Health/ Hospital Administration with each having unique promotional ladders.
3. Two separate cadres are proposed **Specialist Cadre** and for **Public Health Management Cadre (Total 5, 2 in Medical 2 in Dental and 1 in AYUSH)**:

Level	Public Health and Hospital Management Cadre (PHHM)	Specialist Cadre
Entry Level	<p>MBBS and Non-Clinical PGs to be posted at PHC/ CHC and Hospitals as General Duty Medical Officer MD (Community Medicine) will be called MO (PH) Medical officer (Public Health)</p> <p>Hospital administrations PGs in NMC recognized PG will be called Medical officer (Hospital Administration).</p> <p>Both will be engaged preferentially in those roles.</p> <p>Total Number: 2734</p>	<p>Specialists shall be hired as per availability by any one of following 2 modes:</p> <ul style="list-style-type: none"> - Hiring of fresh MD/ MS Pass outs (from PHHM or by open recruitment). - Direct Entry for Specialists with 5 Years experience as Senior Specialist at 1st ACP salary. <p>Specialists –1296</p>
First promotion	<p>SMO (CHC/ Urban) (156)</p> <p>MS (Hosp. Admn.) DH & SDH > 100 bed $33*1 = (33)$,</p> <p>Medical Sup (MS) at 50 bed hospitals (35) = 35</p> <p>Dy. Civil Surgeon $22*8 = 176$</p> <p>Deputy Director at HQ (18)</p> <p>Total=418</p>	<p>Senior Specialist</p> <p>All the doctors of Specialist cadre shall be designated as Senior Specialist after 5 Years of service and Chief Specialists at completion of 10 years regular service.</p> <p>33 Senior/ Chief Specialists at $33 > 100$ bed SDH/ DH shall be designated as MS (Clinical)</p> <p>Total-33</p>
Second promotion	Civil Surgeon and similar (28)	PMO and similar (20)
Third promotion	Director (5)	Director (3)
Fourth promotion	ADGHS (1) Public Health/ Hospital Management	ADGHS (1) Clinical Services
HOD	DGHS	

4. Post of Medical Superintendent (MS) Public Health and Medical Superintendent Clinical is proposed in place of Deputy Medical Superintendent (DMS) as both the posts are of SMO rank.
5. **Role of Medical Superintendent (Hospital Admn.):** General Administration, Establishment, statutory Compliances, Infrastructure and Maintenance etc.
6. **Role of Medical Superintendent (Clinical):** Clinical Services, Clinical protocols, DNB trainings and research, Quality of clinical services etc.
7. Seniority shall be determined by the entry in to the cadre meaning there by that in future, if a doctor of PHHM cadre acquires postgraduate degree in clinical stream and enters specialist cadre the seniority in specialist cadre shall be considered from date of entry to specialist cadre.
8. Further in continuation with clause no 7 above, in case of lowering of salary due to cadre change to specialist cadre by serving doctor the pay protection shall be given, till such time his/ her salary in specialist cadre becomes at par or more than the current salary.
9. DGHS (HoD) shall be senior most doctors from PHHM or Specialist cadre only Dental and AYUSH doctors cannot claim the post of DGHS.
10. The MD Chest & TB may be considered at par with MD Medicine for all purposes.
11. Every Doctor currently serving shall be given choice to join any of above two cadres, date of entry in specialist cadre for doctors that have acquired postgraduate qualification in service shall be counted from date of rejoining the service after PG.
12. MOs can change the cadre after doing the Post graduation in clinical branch.
13. It is clear that there is large gap of specialist cadre doctors in the Government Hospitals, improved salary structure is proposed for Clinical specialist doctors as below;

Salary Structure proposal			
Sr. No.	Post	Existing salary	Proposed salary structure
1.	Medical Officer (PHHM) entry level	FPL 10- 56100	Same
2.	Specialist Entry level	FPL 10- 56100 + 6 increments	FPL 11 - 67770
3.	1 st ACP (5yrs.) MO (PHHM)	ACPL 13- 65700	same
4.	1 st ACP (5yrs.) Senior Specialist	ACPL 13- 65700 + 6 increments	ACPL 16- 78880
5.	2 nd ACP (10 yrs.) MO (PHHM)	ACPL 16- 78880	Same
6.	2 nd ACP (10 yrs.) Chief Specialist	ACPL 16- 78880 + 6 increments	ACPL 18 - 118500
7.	3 rd ACP (15 yrs.) MO (PHHM)	ACPL 18 - 118500	Same
8.	3 rd ACP (15 yrs.) Chief Specialist	ACPL 18 - 118500 + 6 increments	ACPL 21 - 125200

No change is proposed in salary structure of Director, ADGHS, DGHS same salary irrespective of cadre.

Section 2: Dental Services

Indian Public Health standard norms mentions dental services at Primary Health Centre level as desirable and call it essential from Community Health Centre level and up. Haryana has approved post of Dental Surgeon at every PHC/ Dispensary, dental chair is available at almost every point and regular dental services are being provided.

Dental Surgeons besides providing services to patients, contribute in National Programs including but not limiting to School Health, National Oral Health program, National Tobacco Control Program, National Quality Assurance Program etc.

- The Haryana norms and IPHS norms provide one post of Dental Surgeon from PHC/ Dispensary up to 50 bed hospital.
- The nomenclature used for posts in Haryana is Dental Surgeon whereas IPHS mentions Medical Officer (Dental).
- The comparison of Haryana and IPHS norms above 100 bed is as below

Sr. No.	Health Facility	IPHS norms	Haryana Norms
1.	100 Bed SDH	MDS 1 MO (Dental) 1	Sr. Dental Sr. 1 Dental S. 2
2.	100 Bed DH	MDS 2 MO (Dental) 1	Same as above
3.	200 Bed SDH/ DH	MDS 2 MO (Dental) 2	Sr. Dental Sr. 1 Dental S. 3
4.	300 Bed SDH/ DH	MDS 2 MO (Dental) 2	Sr. Dental Sr. 1 Dental Sr. 4

Recommendations:

1. The nomenclature may be changed to Medical Officer (Dental) and Senior Medical officer (Dental)
2. Separate cadres may be made for Specialists.
3. There is no promotional post between Sr. Dental Surgeon/ Dy. Civil Surgeon and Director (Dental). Dy. Director Senior scale posts may be created so as to there is proper hierarchy and step wise increment in responsibilities.

Level	Public Health Management Cadre	Clinical Cadre (MDS)
Entry	BDS, MDS in nonclinical branches 1 each in all primary care facilities up to 50 bed hospitals, 2 in 100 beds, 2 in 200 bed and 3 in 300 bed hospitals Total = 687 Medical Officer (Dental)	100 bed- 2 specialists in either Oral Surgery or Conservative (30) 200 Bed 3 (MDS Specialists out of Perio, Paedo, Prosthodontics, Ortho, OMR, Oral Patho in addition) (15 X 3 = 45) 300 Bed MDS (same as above) (3 X 3 =9) Total- 84 Specialist (Dental)
First promotional avenue	1 post of Dy. Civil Surgeon Dental every District (22)	All Specialists shall be designated Sr. Specialist (Dental) after 5 years of regular service and continue to perform same duties. Direct

		recruitment at this post as per current norms.
Second Promotional Avenue	Dy. Director Senior Scale (Dental) (HQ) equivalent to CMO/ PMO- (2)	Dy. Director Senior Scale (Dental) (HQ) equivalent to CMO/ PMO- (1)
Third Promotion	Director Dental – (1)	

4. Presently approved posts are 713 (DS), 22 (Dy. CS), 33 Sr. DS= 768, the requirement as per above is $687 + 84 + 22 + 3 = 796$ so there will be requirement of 28 new posts only. These are to be created at > 200 bed hospitals and Headquarter, to provide speciality dentistry services and equitable promotional avenues.
5. **Improved Salary to Specialist Medical Officer dental:** The Dental Surgeons Get 1st ACP (100%), 2nd ACP (25%), 3rd ACP (20%) at 5, 11 & 17 Yrs of service respectively. The Medical Officer (Dental) may continue in same salary whereas it is proposed that specialists (Dental) may be allowed ACP at 5, 10 and 15 years of service after entry to Specialist dental cadre (Same as Medical Officer PHHM Cadre).
6. Besides the posts mentioned above specialist dentistry centres should be opened at some facilities like centre for implant, special oral cancer unit at Cancer care centre Ambala Cantt, Maxillo- facial injury centres at selected trauma centres, same may be got approved Government separately on case-to-case basis.

Section 3: AYUSH Integration

1. The AYUSH Department with help of National Health Mission has already provided AYUSH Medical Officers in nearly 100 PHCs and other hospitals on contractual basis.
2. The IPHS norms mention one post of Medical Officer (AYUSH) at every facility from PHC upwards as desirable.
3. It is proposed that as prescribed in IPHS one post of Medical Officer (AYUSH) may be approved at every facility.
4. The scope of service for these single speciality units shall be as following
 - a) Consultation
 - b) Food Diet Plan
 - c) Yoga & Meditation
 - d) Physical Exercise
 - e) Essential Medicines
 - f) Integration with Modern Medicine services
5. In single speciality AYUSH integrated centres, mostly Ayurveda Doctor shall be posted, However, in urban areas where there are multiple health facilities in same city some facilities may be reserved for Homeopathy, Unani, Yoga, Panchakarma etc.
6. The total posts are proposed to be **651** as 1 post of Medical Officer AYUSH at every Health Facility.
7. In addition, 2 posts may be created at all 33 > 100 bed hospitals so that at least 3 services can be made available at these hospitals. Two additional services other than Ayurveda can be from Homeopathy, Unani, Siddha, Yoga or Panchkarma. Total- **66**.
8. One post of Senior Medical Officer at all 100 bed Hospitals in the State Total 33. 2 Posts of Dy Director (SS) at Health Directorate for integration and one post of Director integrated Medicine.
9. These doctors shall be doctors from AYUSH Department and merge with their cadre for promotion and with be inter- transferrable with institutes of AYUSH Department. This way AYUSH Department may spare more experienced AYUSH doctors to District hospitals and fresh Medical Officers can be placed at dispensaries.
10. In 33 larger hospitals where services of 3 specialities shall be made available, there will be need of AYUSH Pharmacy, Cooking area, Yoga cum meditation hall, Panchkarma therapy room.
11. AYUSH Department has already got approved 1,084 posts of Medical Officer (AYUSH) from Hon'ble CM for posting at Health Department facilities.
12. Total posts needed to be created **717** at salary structure that is already approved by the Government for AYUSH Medical Officers of AYUSH Department.

Summary of AYUSH integrated services along with promotional avenues is as under;

Sr. No.	Health Facility	AYUSH Doctors needed	Remarks
1.	Primary Health Care Facilities PHCs/ Urban/ Hospitals less than 100 beds	Medical officer AYUSH total (618)	Entry level post with salary structure same as that of AYUSH Department. These doctors shall be reporting to both the health facility in-charge

			and District AYUSH Officer for Integration of Services.
2.	SDH and DH with >100 Beds	2 Medical Officer AYUSH and 1 Senior Medical Officer AYUSH as described in point no 7 above. (99)	Senior Medical Officer AYUSH shall be first promotional post for larger AYUSH Cadre of AYUSH Department that includes Medical Officer (AYUSH)
3.	DG Health Services Headquarter	1 post of Director Integrated Medicine and two posts of Dy. Director (senior scale) of Integrated Medicine	Deputy Director (SS) and Director AYUSH Integration shall be second and third promotional post for larger AYUSH Cadre of AYUSH Department that includes Medical Officer (AYUSH)

618+ 99+ 2+1 = 720 new posts are needed to be created for AYUSH integration. AYUSH Department has already got approval from the Government regarding the same.