

**HARYANA GOVERNMENT
HEALTH DEPARTMENT
(Notification)**

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

Dated, Chandigarh the 25th July, 2024

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

After due consideration, Government has decided to revise the PG policy circulated by the Government vide memo No. 2/123/2005-1HB-I, dated 29.04.2022 and amendment(s) therein, of doctor (HCMS/HCDS) for issuance of NOC for pursuing Post Graduation (Degree/Diploma) & NBE (Degree/Diploma) Courses. The candidates who have executed Bonds under various previous policies shall be covered under the respective old policies.

The revised policy, covering Post Graduation (Degree/Diploma/DNB) and Superspeciality Courses for HCMS/HCDS Doctors in the Department of Health, is as follows:-

- (a) In-service HCMS/HCDS doctors may appear in any entrance/NEET/PDCET/NBE etc. examination for higher studies without prior permission from the State Government.
- (b) This policy will come into force from the academic year 2024-2025. All PG policies including amendments therein, issued prior to this policy stand superseded with this policy except for the candidates who have already executed bonds under the respective policies.

GENERAL CONDITIONS

- (1) Any in-service HCMS/ HCDS doctor who has completed 2 years of regular satisfactory/qualifying service and has cleared his probation period will be eligible for grant of NOC for pursuing Post Graduation (Degree/Diploma) & NBE (Degree/Diploma) Courses **WITHOUT PAY**. HCMS/ HCDS Doctors whose two years regular satisfactory service has been completed earlier, the proposal regarding probation period should be sent with the proposal for grant of NOC for PG. 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 wherever available in the institution.
- (2) The Doctor (HCMS/HCDS), who wishes to pursue Postgraduate/Superspeciality course before completion of 2 years of regular satisfactory service, will have to **RESIGN** from service and will not be considered as an in-service HCMS/HCDS candidate.

- (3) Any in-service Doctor (HCMS/HCDS), who wishes to do Post Graduation (Degree/Diploma) & NBE (Degree/Diploma) Course after completion of **3 years** of regular satisfactory service with at-least 2 years rural service or remote and difficult areas service in Health Institutions of Haryana, will be eligible for **NOC WITH FULL PAY** subject to the following conditions:-
- The period spent on the prescribed duration of course will be treated as service period for all intents and purposes.
 - The pay and emoluments including HRA of the doctor shall be claimed from the PG reserve at Head Quarter.
 - The release of pay and other remunerations will be subjected 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 from where he/she is doing PG to the office of Director General Health Services, Haryana.
 - The concerned Director/Principal of the Institute shall deposit the stipend of all such doctors admitted in his institute, into the receipt head of the State Government. The candidate must ensure that the stipend is being regularly deposited in the Government Treasury.
 - In no case the stipend would be adjusted towards the annual fee especially for private Institutes.
- (4) Any in-service doctor (HCMS/HCDS), having already availed benefit under any P.G. policy, may be considered for subsequent NOC for higher course but in the same stream and after completing the Bond conditions of the prevailing Bond viz. either by completing the Bond service/tenure or deposit entire Bond Money.
- (5) In-service doctors (HCMS/HCDS), who have 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 unauthorized absence period and the period of deputation if served in urban area will not be counted towards the experience of Rural/Remote and difficult areas while posting at rural area but the period of deputation if served in Rural/Remote and difficult areas would be counted towards the experience of Rural/Remote and difficult areas while posting at urban area.
- (6). Any in-service HCMS doctor (having done PG Degree before joining the HCMS cadre) willing to do Superspeciality **Course** after completion of **3 years** of regular satisfactory service, will also be eligible **for NOC with full pay** on the following conditions:-
- The period spent on the prescribed duration of course will be treated as service period for all intents and purposes.
 - The pay and emoluments including HRA of the doctor shall be claimed from the PG reserve at Head Quarter.

- c) The release of pay and other remunerations will be subjected to deposition of stipend received/due on account of 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 from where he/she is doing Course to the office of Director General Health Services, Haryana.
 - d) The concerned Director/Principal of the Institute shall deposit the stipend of all such doctors admitted in his institute, into the receipt head of the State Government. The candidate must ensure that the stipend is being regularly deposited in the Government Treasury.
 - e) In no case the stipend would be adjusted towards the annual fee especially for private Institutes.
- (7) Any in-service HCMS doctor (having done PG Degree before joining the HCMS cadre), who has completed **2** years of regular satisfactory/qualifying service, will also be eligible for grant of NOC for pursuing Superspeciality 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.
- (8) Any tenure of regular satisfactory service means, a continuous service without any break / unauthorized absence.
- (9) No Earned and Half pay leaves will accrue to the record of the doctor (HCMS/HCDs) during the period of Post Graduation.
- (10) For candidates applying against the sponsored seats for various Institutes of National Importance i.e. AIIMS, PGIMER, JIPMER etc, where sponsorship certificate is mandatory, the sponsorship certificate would be issued as per the policy. The sponsorship certificate, issued in the format prescribed by the concerned Institution for the sake of convenience, would not entitle the candidate to claim pay and allowances beyond the policy/service rules.
- (11) Any overstay period due to various reasons, such as illness during PG course, the period lost in change of stream in subsequent counselings etc. will be treated as leave of the kind due.

PROCEDURE OF APPLYING/ISSUANCE OF NOC

Any in-service doctor (HCMS/HCDs), desirous of undertaking the 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 the courses 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 the Post Graduation (Degree/Diploma) courses will be 45 years and into superspeciality courses will be 47 years as on 31st March of that corresponding year.

- (iii) The length of the service and the total experience of Rural/ Remote and Difficult areas will be counted as on last date of submission of application for Post Graduation (Degree/Diploma) & NBE (Degree/Diploma) Courses.
- (iv) For obtaining NOC, the eligible persons should apply to the directorate through the concerned Civil Surgeon on prescribed proforma on a **single sheet** which is annexed with this policy. An application for NOC must be submitted immediately after declaration of result of qualifying exam.
- (v) The application for NOC will be considered subject to the conditions that there are no adverse remarks against the doctor (HCMS/HCDS) (i.e. integrity/honesty/efficiency etc.) and no disciplinary proceedings Under Rule-7 are pending or no disciplinary action has been ordered to be initiated against the doctor. Any adverse reports of professional conduct will also be taken into account while considering the services of a doctor (HCMS/HCDS) for the grant of NOC.
- (vi) It will be the responsibility of the doctor (HCMS/HCDS) 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 service. Controlling Officer will also ensure that the complete application is forwarded to the Directorate well within time. 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 deemed to be rejected.
- (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.

EXECUTION OF BOND & ITS CONDITIONS AND LIABILITIES

- (i) **The Doctor (HCMS/HCDS), granted NOC with full pay, shall have to execute a service bond before being relieved from the department as under:-**
 - a) That he/she will serve in the health institutions under HCMS cadre of Haryana for a minimum period of 7 years after completion of Course and in default thereof, to pay an amount of Rs. 1.00 Cr. to Government for Superspeciality Course.
 - b) That he/she will serve in the health institutions under HCMS/HCDS cadre of Haryana for a minimum period of 7 years after completion of Course and in default thereof, to pay an amount of Rs. 50 Lacs to Government for PG Degree Course.
 - c) That he/she will serve in the health institutions under HCMS/HCDS cadre of Haryana for a minimum period of 5 years after completion of Course and in default thereof, to pay an amount of Rs. 40 Lacs to Government for PG Diploma Course.
- (ii) **The Doctor (HCMS/HCDS), granted NOC without pay and having secured admission on the basis of the benefit of incentive/reservation, shall have to execute a service bond before being relieved from the department as under:-**
 - a) That he/she will serve in the health institutions under HCMS cadre of Haryana for a minimum period of 5 years after completion of Course and in default thereof, to pay an amount of Rs. 1.00 cr. to Government for Superspeciality Course.
 - b) That he/she will serve in the health institutions under HCMS/HCDS cadre of Haryana for a minimum period of 5 years after completion of Course and in default thereof, to pay an amount of Rs. 75 Lacs to Government for PG Degree Course.
 - c) That he/she will serve in the health institutions under HCMS/HCDS cadre of

Haryana for a minimum period of 5 years after completion of Course and in default thereof, to pay an amount of Rs. 45 Lacs to Government for PG Diploma Course.

(iii) **The Doctor (HCMS/HCDS), granted NOC without pay and having secured admission against open seats without availing the benefit of incentive/reservation, shall have to execute a service bond before being relieved from the department as under:-**

a) That he/she will serve in the health institutions under HCMS cadre of Haryana for a minimum period of 5 years after completion of Course and in default thereof, to pay an amount of Rs. 75 Lacs to Government for Superspeciality Course.

b) That he/she will serve in the health institutions under HCMS/HCDS cadre of Haryana for a minimum period of 5 years after completion of Course and in default thereof, to pay an amount of Rs. 40 Lacs to Government for PG Degree Course.

c) That he/she will serve in the health institutions under HCMS/HCDS cadre of Haryana for a minimum period of 5 years after completion of Course and in default thereof, to pay an amount of Rs. 25 Lacs to Government for PG Diploma Course.

(iv) In case the doctor (HCMS/HCDS) is already bonded with any other department, NOC under this policy would be granted to such doctor (HCMS/HCDS) subject to the condition that both the bonds will run separately and candidate would complete all the terms of both/multiple bonds. No doctor shall be issued NOC for deputation to other department within/out of State before completion of bond conditions, in any circumstances.

(v) In case of violation of policy and provisions of bond, the respective amount of Bond Money with interest @ 12% per annum from the date of default till its realization shall be deposited by the executant doctor or guarantor.

(vi) 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**.

(vii) In case the doctor (HCMS/HCDS) after completing Post Graduation violates the bond and remains absent for more than three months, the concerned Civil Surgeon/ Principal Medical Officer will report to the Directorate, immediately otherwise concerned Civil Surgeon/Principal Medical Officer shall be liable for strict disciplinary action. The office of Directorate will write to Haryana Medical/Dental Council/ Medical Council of India/ Dental Council of India to cancel the registration of such doctor (HCMS/HCDS).

(viii) The qualifying doctor (HCMS/HCDS) will have to deposit his/her original bachelor Degree/PG Diploma/Degree/Registration of State Medical Council or Dental Council 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 Post Graduation (Degree/Diploma) & NBE (Degree/Diploma) and Superspeciality Degree provisional certificate directly to the Directorate after completion of the course and later on the original degree. The original degrees shall 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.

- (ix) A candidate, who has been debarred from serving the health institutions as per bond conditions because of disciplinary/penal proceedings, would be liable to pay the entire bond money.

STREAMS

The candidates who have been provided NOC with/without protection of salary can choose their stream from all approved specialties recognized by MCI/DCI/NBE & institutes of excellence recognized by Ministry of Human Resource Development, (MHRD) only.

- (i) No doctor (HCMS/HCDS) 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.
- (iii) The courses, not covered under this PG Policy but approved by GOI (MOH&FW)/UGC/AICTE etc i.e. other than by Medical/Dental bodies, may be considered as per requirement and Chapter-XI (Study Leave) of Haryana Civil Services (Leave) Rules, 2016.

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 shall be allowed as EOL without pay and 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 back to Health Department shall be treated as period of Extra- ordinary 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 (HCMS/HCDS) 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/HCDS cadre.
- (iii) The penalty clause may not be applicable in case, the doctor (HCMS/HCDS) leaves the course of study midway due to such illness/disability duly certified by Medical Board of PGIMS, Rohtak as renders him or her unable/unfit to pursue the same. But the Government would be the final authority to grant exemption from penalty.

This is subject to following terms and conditions :-

1. The above amendments should not affect any other policy of the State Government and Government of India on similar issue(s)
2. The above amendments should not violate any judgment/interim order passed by the Hon'ble Apex Court/Hon'ble High Court on similar issue(s)
3. There should not be any financial loss to the State Exchequer under any circumstances.
4. The above amendments should not affect the PG Policy of DMER Department, Haryana on similar issue(s)
5. The Standard Operating Procedures (SOP) may be defined for safe custody of the original documents of the concerned Medical Officers during their study period.

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. 11/50/2020-3FR/18010 Dated 24.07.2024.**

SUDHIR RAJPAL

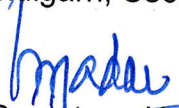
Additional Chief Secretary to Government Haryana,
Health Department.

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

Dated, Chandigarh the 25th July, 2024

A copy is forwarded to the following for information and necessary action:-

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.
4. Principal Accountant General (A&E), Haryana, Chandigarh, Sector-33, Chandigarh


Deputy Secretary, Health
for Additional Chief Secretary to Government Haryana,
Health Department.

Form F-1

For in-service Doctors of Health Department, Haryana

Part- A (To be filled by the applicant neatly in **CAPITAL LETTERS**)

| | | |
|-----|---|--|
| 1. | Name of the Doctor | |
| 2. | Father's/Husband's Name | |
| 3. | Date of Birth | |
| 4. | Age (as on 31 st March of corresponding year) | |
| 5. | Date of regular Joining in the Health Department | |
| 6. | Govt. letter no. & date of clearance of probation period | |
| 7. | Details of the period of deputation, if any | |
| 8. | Diploma/Degree/DNB, already acquired, if any | |
| 9. | Detail of EOL period | |
| 10. | Details of period of absence during the last 3 years | |
| 11. | Absence period regularized- Yes or No . if yes, give Number & Date of letter of sanction. | |
| 12. | Name of the Exam for which appearing (INI-CET/INI-SS/NEET-PG/NBE-DNB/Superspeciality) | |
| 13. | Institution for which applying | |
| 14. | Whether applying against Sponsored Seats; if yes, attach filled Sponsorship form. | |
| 15. | Last date of submission of application to the concerned institution. | |
| 16. | Whether already bonded (YES or NO) If yes, date of completion of first bond. | |
| 17. | Total qualifying service rendered in the Department (excluding EOL/Absent period) | |
| 18. | Pending/initiated Disciplinary proceedings, if any | |
| 19. | Detail of Rural/Remote and Difficult area Service (excluding EOL/Absent). | |
| 20. | Details of the total qualifying service, starting from date of joining. | |

| Sr. No. | Name of the Institution | From | To | Total |
|---------|-------------------------|------|----|-------|
| I | | | | |
| II | | | | |
| III | | | | |
| IV | | | | |

I certify on solemn affirmation that all the particulars furnished by me in this form are true to the best of my knowledge, information & belief. It is also certified that the particulars on the basis of which I am seeking NOC, are genuine and if later on, found to be false, I would be responsible for any act of omission and commission.

Place:

Date:

Signature of Applicant**Part – B** (To be verified by the concerned Civil Surgeon)**VERIFICATION:-**

Certified that the fact given above have been checked and verified from official record/service book of the applicant and found to be true and correct. No information has been concealed therein.

Name and Designation of Verifying Officer**Counter Signed & forwarded by Civil Surgeon with seal****Part –C** (To be filled by O/o Director General Health Services)

The above information has been checked and found correct. The above candidate is eligible and recommended for No Objection Certificate). Apart from this, verified sponsorship form(s) submitted by applicant(s) against Sponsored seat(s) is/are also attached.

Director General Health Services, Haryana