



# Haryana Government Gazette

## EXTRAORDINARY

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### HARYANA GOVERNMENT

#### HEALTH DEPARTMENT

#### Notification

The 1st September, 2021

**No.25/18/2016-6HBI.**— In order to ensure rational deployment of doctors in various health institutions of the State for providing better health care service to the public at large along with timely disbursement of pensionary benefits at an appropriate age of 58 years, Governor of Haryana in supersession of Government's notifications bearing No. 25/18/2016-6HBI dated 21.11.2016 and 06.07.2017, is pleased to re-fix the superannuation age from 65 years to 58 years of HCMS doctors of Health Department with the opportunity of re-employment to the doctors of both the cadres of medical and dental of Health Department, on yearly basis upto 65 years of age subject to the fulfilment of eligibility criteria as under:-

1. The superannuation age of all the HCMS doctors of Health Department shall now be 58 years w.e.f. 30.09.2021.
2. All the doctors, who have already attained the age of 58 years or more but have been working as Consultants/Sr. Consultants on extended superannuation, shall stand retired from service w.e.f. 30.09.2021.
3. The services of all the doctors who have been re-employed as Consultants/Sr. Consultants after retirement shall also stand discontinued w.e.f. 30.09.2021.
4. The doctors of HCMS and HCDS cadre who have not attained the age of 64 years as on 30.09.2021 can submit their willingness for re-employment to DGHS under this new policy on the prescribed format for consideration.
5. The doctors shall submit their willingness/option for re-employment to DGHS for three districts of their choice in order of preference stating vacant locations.
6. The re-employment cannot be claimed as a matter of right. It shall be subject to the eligibility, availability of vacancy and requirement of the department.
7. The eligibility criteria for re-employment, after retirement on superannuation, upto 65 years of age would be the same as for retention in service beyond the age of 55 years i.e. ACRs of last 10 years should be 70% of Good/Very Good category. There should be no doubt on integrity during minimum last ten years of service. Overall Service record, number of penalties awarded and initiation/pendency of disciplinary proceedings during service career shall be taken into account.

8. The doctor should be medically, physically and mentally fit. The re-employment shall be against vacant sanctioned post of Medical Officers/Dental Surgeons on yearly basis and the doctors so re-employed will not be transferred during the period of re-employment.
9. The doctors, who retire on superannuation from the rank of Civil Surgeon or below, shall be re-employed as "Consultants" and who retire on superannuation from the rank above of Civil Surgeon, shall be re-employed as "Senior Consultants". Similarly, the doctors who retire on superannuation from the rank of Sr. Dental Surgeon or below shall be re-employed as Consultant and who retire on superannuation from the rank above of Sr. Dental Surgeon, shall be re-employed as "Senior Consultants".
10. At the end of re-employment tenure for each spell, the doctor need not to re-submit the option of station of choice except if there is any change in the willingness or non availability of vacancy. However he/she would have to submit the application of subsequent spell of re-employment on prescribed format accompanied by work and conduct/Integrity certificate, Work appraisal report verified/recommended by Head of Office/Civil Surgeon (as the case may be) and Medical Fitness Certificate.
11. The authority competent to declare someone as unfit for re-employment would be the Officers Committee or any other authority constituted by Government for pre-mature retirement of officers of Group A & B on attaining the age of 50/55 years. DGHS shall refer all such cases to Government for decision.
12. A onetime offer is given to all those dental doctors, who have already superannuated from State Government prior to coming into force of this notification but have not attained the age of 64 years as on 30.09.2021, they can submit their willingness for re-employment under this new policy on the prescribed format upto 15.10.2021 as per the eligibility criteria, to DGHS through their concerned Head of Office at the time of superannuation. However, who retired on superannuation while working on deputation in another Government, shall submit their willingness directly to the DGHS.
13. The doctors (Medical and Dental) other than DGHS, shall send their willingness in the prescribed format (**Annexure-A**) to DGHS through Head of Office, for re-employment against sanctioned vacant post in Health Institutions situated in three districts of their choice expressing priority, one month prior to attaining the age of superannuation i.e. 58 years . However, DGHS shall have to submit the willingness for self re-employment to the Administrative Secretary.
14. The doctors (Medical and Dental) who are going to complete 58 years of age during the current month or next month of notification, shall have to submit their willingness within 15 days after the date of retirement or the date of notification, whichever is earlier.
15. The Doctors, on deputation to any other Department/Government shall submit their willingness in the prescribed format directly to DGHS.
16. The chronology of deciding the application for re-employment would be as under:
  - (i) On receipt of option from the doctor, the Head of Office would forward the duly filled willingness of the doctor in prescribed format alongwith the recommendation to the next higher authority namely Civil Surgeon or DGHS, as the case may be within a week.
  - (ii) DGHS would scrutinize the willingness as per the prescribed eligibility criteria and shall issue the order of re-employment to the eligible doctors as found fit in the third week of the month of superannuation. For decision over the other doctors, cases would be referred by DGHS with explicit comments to the authority as per clause No. 11 above simultaneously. In case of DGHS, Government would be competent to issue re-employment order.
17. DGHS would allot the stations as per the choice submitted by the doctor. However if more than one applicant submit the willingness for a particular health institution, the seniority list in existence before retirement would be taken into account for deciding the allotment of the station. The eligibility as per seniority would be counted for the month of superannuation only.
18. In case of non availability of vacancy as per the request, the DGHS would offer re-employment in the health institution as per the requirement/ vacancy available in the department at his own level. The doctor's inability to join at offered place within the prescribed period, shall be considered as his/her deemed refusal for further re-employment.
19. The doctors shall perform all the clinical/other duties, as being done by regular doctors except medico-legal, post-mortem and sitting casualty, as assigned by Head of Institution.

20. DGHS shall also devise an appropriate proforma for monitoring the performance of doctors performing clinical duties which will be taken into account by DGHS for subsequent spell of re-employment.
21. The doctor shall have to opt for re-employment in continuation of superannuation/spell of re-employment. During the period of re-employment any 'break on his own accord' in following circumstances will be treated as disqualification for further re-employment:-
  - i. Non-submission of willingness within the stipulated period.
  - ii. Non-joining on the offered or any other place of re-employment within prescribed time limit.
  - iii. Unauthorized absence beyond the period of permissible leave would be deemed as unwillingness to complete the tenure of re-employment and his/her services on re-employment would be discontinued without any notice and would earn disqualification for further re-employment
22. A joining time of 15 days without any TA/DA would be allowed. No extension in joining time shall be allowed in any circumstances.
23. Any unlawful activity and unsatisfactory work & conduct on the part of the re-employed doctor would make him liable for discontinuation of re-employment without any notice and disqualification for further extension.
24. The specialist shall be posted at District/Sub Divisional/CHC/Poly Clinic and Urban Health Centres as per norms whereas non-specialists shall be posted at any level i.e. upto PHC/Dispensary. In case of specialists, before allotment of stations, DGHS shall ensure that necessary infrastructure is available so that the skills of specialists can be utilized fully.
25. Re-employment orders shall be generated through HRMS portal to avoid any duplicacy.
26. DGHS would upload the vacancy of medical officers/dental surgeons in last week of every month on website of the department.
27. The post would be counted as vacant when the doctor is on deputation to PG Courses, U.T. Chandigarh, NHM, HMSCL, DMER, Ayushman Bharat or any other organization.
28. The pay of re-employed doctors shall be fixed in FPL-10/ FPL-9 (as the case may be) as per Rule-52 (2) a & b of HCS (Pay) Rules, 2016 without any rider of maximum limit as laid down in sub rule (c) of Rule-52 (2), however, maximum limit (Rs. 224100/-) as laid down in the proviso below Rule-52 ibid, shall be applicable.
29. Allowances during the period of re-employment, would be as per Rule 27 of Haryana Civil Services (Allowances to Govt. employees). Similarly the matter of leaves would be as per Rule 71 of Chapter-XIII Haryana Civil Services (Leave) Rules, 2016 and other instructions issued by Government from time to time.
30. During the period of re-employment the HCS (Government Employees Conduct) Rules, 2016 shall also be applicable.

This notification is issued with the concurrence of Chief Secretary, Haryana conveyed *vide* their U.O.No. 34/47/2016-4GS-I dated 12.05.2021 & 23.08.2021 and Finance Department conveyed *vide* their U.O. No. 9020-1FDII/2021 dated 27.04.2021 & 17451-1FDII/2021 dated 03.08.2021.

RAJEEV ARORA,  
Additional Chief Secretary to Government Haryana,  
Health Department.

## ANNEXURE-A

**Application form for re-employment as Consultant/Sr. Consultant against the post of Medical Officer/  
Dental Surgeon**

(To be filled in by the candidate in his/her own handwriting)

Sr. No.	Particulars		
1.	Name	Dr.	
2.	Father's /Husband Name	Sh.	
3.	Date of Birth		
4.	Aadhar Number		
5.	Payee Code		
6.	Date of Joining as Medical Officer/Dental Surgeon		
7.	Date of Superannuation		
8.	Total length of service rendered in the department		
9.	Post last held		
10.	Place of last posting		
11.	Pay scale last held		
12.	Last pay drawn		
13.	Any disciplinary action pending		
14.	Punishments awarded during the last ten years		
15.	Doubtful integrity, if any during the service		
16.	Any pending FIR or criminal case, if yes, give details		
17.	Age as on date of application	Years	Months      Days
18.	Speciality, if any		
19.	Postal Address with Pin Code		
20.	Mobile No. (Mandatory)		
21.	Email ID (Mandatory)		
22.	Name and Registration No. of the Council where registered with date of validity		
23.	Choice of three districts with name of Health Institutions where vacancy exists for which applying, in order of preference	<hr/> <hr/> <hr/> <hr/>	

\* Kindly attach the order of superannuation

**DECLARATION**

I, Dr. \_\_\_\_\_, hereby, declare that the statement made by me in this application is true and correct to the best of my knowledge and belief. Nothing material has been concealed therein and no part of it is false. Any information/document as provided by me, if found to be incorrect/false at any stage, would make me liable for legal action under Sections 182, 145 read with Sections 417 and 420 of Indian Penal Code and my application for re-employment is liable to be rejected or my services liable to be terminated without any notice, as the case may be.

Place:

Date:

Signature of applicant

- **Comments/recommendation of Head of office/Civil Surgeon (as the case may be)**