

REVISED DRAFT

DRAFT RULES

ARUNACHAL PRSDEH HAE LTH SERVICES RULES, 1987

NOTIFICATION

NO.MEST-77/150

Dated Itanagar the ____May'88.

In exercise of the powers conferred by the provision to Article 309 of the Constitution, the Governor of Arunachal Pradesh hereby makes the following rules,

1) Short Title & Commencement

These rules shall be called the Arunachal Pradesh Health Services Rules, 1987.

They shall come into force on the date of publication in the official Gazette.

2) Definitions

In these rules unless the context otherwise requires.

- a) "Government" means the State Government of Arunachal Pradesh
- b) "Commission" means the Arunachal Pradesh Public Service Commission
- c) "Basic medical or public health or dental qualification" means recognized medical qualification specified in any of the schedule of Indian Medical Council Act, 1956 and respective Dental and Council Acts as amended from time to time.
- d) "Category" means a group of posts specified in column 2 of the table under rule 5.
- e) "Selection Committee" means a Committee as may be constituted by the competent authority for the purpose of selection of candidate for appointments to the various posts in Arunachal Pradesh Health Service.
- f) "Controlling Authority" means the Governor of Arunachal Pradesh.
- g) "Department Promotion Committee" means a Committee constituted from time to time by the Government for the purpose of making recommendations for promotion or confirmation of any category of posts, the constitution of the D.P.C will be as decided by the Govt. from time to time.
- h) "Duty Post" means any post, whether permanent or temporary of the designation specified in the first schedule.
- i) "Schedule" means the schedule attached to the rules.
- j) "Year" means the calendar year
- k) "Member of the Service" means the officer appointing under the provisions of the rules.
- l) "A recognized Medical Qualification" means recognized Medical Qualification in the first or second Schedule part II of the third schedule (other than licentiate qualification) to the Indian Medical Council Act, 1956. Holders of educational qualifications included in the part II of the third schedule also fulfill the condition stipulated in sub section (3) of the section 13 of the Indian Medical Council Act, 1956.

3 Constitution of Arunachal Pradesh Health Service.

There shall be constituted a service to be known as the "Arunachal Pradesh Health Service" consisting of persons appointed to the service under rule 8 and rule 9.

Explanation:

The terms “appointed” in these rules shall be constituted to include appointment made in an officiating capacity or on ad-hoc basis.

4. CLASSIFICATION: Category and scale of pay

1. There shall be four categories in the service and each category shall consist of the grades specified in column 2 of the Table below.
2. The scales of pay and classification of such grade shall be as specified in the corresponding entries in column 3 and 4 of the said table.

Sl.No 1	Category 2	Scale of pay 3	Classification 4
<i>1. SUPERTIME GRADE-I</i>			
a)	Directorate of Health Services	Rs.3700-125-4700-150-5000/ Spl. pay Rs.175	General Arunachal Grade ‘A’
*b)	Addl. Directorate of Health Services	-do-	-do-
*c)	Jt. Director of Health Services	Rs.3000-100-3500-125-4500/ Spl. pay Rs.175	-do-
*d)	Senior Grade Specialist (Specialist Grade-I)	-do-	-do-
<i>2. SUPERTIME GRADE-II</i>			
a)	Dy. Director of Health Services (Allopathic)	Rs.3000-100-3500-125-4500/ Spl. pay Rs.150/-	-do-
b)	State Level Programme Officer		
i)	State TB Officer		
ii)	State Family Welfare Officer	Rs.3000-100-3500-125-4500/ Spl. pay Rs.150/-	General Arunachal Grade ‘A’
iii)	State Leprosy Officer		
iv)	State Ophthalmic Officer		
v)	Principle Trg. Institution		
vi)	School Health Officer		

- c) Chief Medical Officer of Health
- d) Heads of Sub-Divn. General Hospital (to be redesignated as Adll. Chief Medical officer).
- e) Medical Superintendents. TB Hospitals with strength above 50 beds
- *f) Dy. Director (Dental)
- *g) Dy. Director (Nursing)
- *h) Dy. Director (Homeo)

*Note: Those posts are not existence at the time of initial constitution of the service and will be formally created in due course.

3. SENIOR GRADE

- A)
 - i). District Health Officer (clinical)
 - ii). District Public Health Officer Rs.3000-100-3500-125-4500/- General Arunachal Gr A
 - iii). District level Programme Officer
 - iv). Junior Specialist in respective Specialties
- B)
 - i) Senior Medical Officer
 - ii) Junior Staff Dental Surgeon
 - iii) Senior Grade Homeopathic Medical Officer
 - Iv) Assistant Director (Nursing)

4. GENERAL DUTY OFFICER

- a). Medical Officer Rs.2200-75-2800-EB-100-4000/ -do-
- b). Dental Surgeon -do- -do-
- c). Medical Officer (Homeopathic) Rs.2000-60-2300-EB-75-3200-100-3500/ General Arunachal Group 'B'
- d). Medical Officer (Ayurvedic) Rs.1400-40-1600-50-2300-EB-60-2600/ -do-

5) *Authorized Strength of the Service:*

- i). The authorized strength of the various categories of services on the date of commencement of these rules shall be as specified in the first schedule.
- ii). After the date of such commencement, the authorized strength of various categories shall be such, as may be determined from time to time by the controlling authority.

6) *Inclusion or exclusion of the post in the service:*

- i). All the Non-CHS posts of MO/Dental Surgeon/MO Ayurvedic/Homeopathic date of commencement of these rules shall be included in the service.
- ii). All the vacant posts in different categories of CHS cadre in Arunachal Pradesh on the date of commencement of these rules may be included in the service (in consultation with the Ministry of Health) at the initial constitution of the service.
- iii). All Central Health Service Posts in Arunachal Pradesh as existed to the date of commencement of these rules shall be provided that officers holding the post of Central Health Service shall be given an opportunity to exercise option either to join the APHS or to remain in CHS Cadre.

7) *INITIAL CONSTITUTION OF THE SERVICE:*

All the Officer holding any Group 'A' or Group 'B' posts form on CHS Cadre immediately before the commencement of these Rules, shall be members of the service in the respective posts or Grade as the case may be.

- 8) i). Vacancy in any category which remained unfilled after the appointment of persons under Sub-Rule (1) above shall be filled in accordance with Rule 10 or by direct recruitment through Selection Committee/State Public Service Commission as the case may be.
- ii). The age limit direct recruitment of officers to different categories of service shall be as specified in the Second Schedule, unless relaxed by the competent authority.

9) *METHOD OF RECRUITMENT:*

Qualifications and experience as prescribed for promotion or direct recruitment on promotion/ deputation to various grades shall be as enumerated below:-

I) SUPERTIME GRADE -I

- i). DHS/Addl.DHS-by deputation/promotion from Joint Director/Senior Grade Specialist and Supertime Grade-I officers possessing the following qualifications.
- ii). A recognized Medical Qualification (i.e equivalent to a degree) recognized by the Indian Medical Council.
- b). Post graduate Degree/Diploma mentioned in schedule VI or equivalent.
- c). 15 years standing service in the profession.
- d). Desirable qualification-extensive practical and experience in the relevant field.

- iii) a) **JOINT DIRECTOR**

By promotion/deputation/direct recruitment from amongst the eligible officers who are in the category of Supertime Grade-II.

b) SENIOR GRADE SPECIALIST (SPECIALIST GRADE-I):

By promotion from Grade-II Officers of specialist category excluding Dental and Homeo) with 7 years regular service in the grade failing which by direct recruitment or by deputation from Central or other State Governments or Departments, Qualification prescribed for direct recruitment are as follows:-

- i). A recognized Medical Qualifications (i.e. equivalent to a Degree).
- ii). Post Graduate Degree/Diploma in the concerned speciality.
- iii). 10 years standing service in the profession
- iv). Extensive practical and administrative experience, in the relevant field.

11) SUPERTIME GRADE –II

a). Deputy Director of Health Services/State Level Programme Officer/Chief Medical Officer of Health/Head of State Level Institutions – to be filled 100% by promotion from Senior Grade (Excluding 3 (f) & (g) of the table below Rule (5) failing which by deputation or else by/direct recruitment. Promotion is to be made from amongst senior Medical Officer with atleast 5 years regular service in the grade. Qualifications prescribed for direct recruitment are as follows:-

- i). A recognized Medical Qualification (i.e equivalent to a degree)
- ii). 10 years standing in the profession or
- iii). Post graduate degree/Diploma mentioned in Schedule VI or equivalent in the relevant field with 6 years standing service in the profession in the case of post graduate degree holders.
- iv). Desirable Qualification: Extension practical and administrative experience in the relevant field/discipline.

*b). DEPUTY DIRECTOR (DENTAL)

By promotion from Junior Staff Dental Surgeon with atleast five years of regular service in the grade.

*c). DEPUTY DIRECTOR (HOMEO):

*Note: These posts are not in existence at the time of initial constitution of the service and will be formally created in due course.

10). By promotion from Senior Grade Homoeopathic Medical Officer with atleast five years of regular service in the grade.

Provided that unit department officers with requisite length of service become available, the posts of Deputy Director may be filled by deputation from Central or State Government/ other organization as the case may be failing which by Direct recruitment.

11). DEPUTY DIRECTOR OF NURSING:

By promotion from Asstt. Director (Nursing).

12) a). JUNIOR SPECIALIST:

100% of posts to be filled up by direct recruitment. Qualification prescribed for the post are as follows:-

i).A recognized Medical qualification (i.e equivalent a degree)

ii).Post Graduate degree/Diploma in the concerned speciality.

iii).3 years experience in a responsible position connected with the speciality in the case of Post Graduate degree holders and 5 years work in the case of Post Graduate Diploma Holder.

b) SENIOR MEDICAL OFFICER:

To be filled by 100% promotion from among General Duty Officer (Medical), 2 G.D.O (DIPO) (Allopathic) with minimum 5 years regular service and experience failing which by deputation or direct recruitment. Qualifications laid down for direct recruitment are as follows:-

i).A recognized Medical Qualification (i.e equivalent to a degree)

ii).5 years experience after registration as Medical Graduate or Post Graduate Degree / Diploma in relevant field with 2 years experience in the case of Post Graduate Degree holders and 4 years for diploma holders.

13). OFFICIATING APPOINTMENT:

Notwithstanding anything contained in these rules in the exigencies of service so require a duty post for which a member of a service is not available may after consultation with the Commission be filled on an officiating basis by the appointment of an officer belonging to a State or Central Health Service/Public undertaking or any organization which the Govt. deem it fit, on deputation for such period or periods ordinarily not exceeding 2 years / or such periods as the Govt. deem it fit.

14). JUNIOR STAFF DENTAL SURGEON (NON FUNCTIONAL)

50% of the posts of Dental Surgeons (including temporary) which have been in existence for more than three years will be considered to be in the grade of Junior Staff Dental Surgeon and to that extent the Dental Surgeons shall be eligible for the higher scale after completion of 8 (eight) years of regular service in the ordinary grade.

15). SENIOR GRADE HOMOEOPATHIC MEDICAL OFFICER (NON FUNCTIONAL)

50% of the posts of Medical Officer (Homoeo), (including temporary posts which have been existence for more than three years), will be considered to be in the grade of senior grade Homeopathic Medical Officer and to that extent the Homoeopathic Medical Officers shall be eligible for the higher scale after completion of 8 (eight) years of regular service in the ordinary grade.

16). GENERAL DUTY OFFICERS:

a). MEDICAL OFFICER:

To be filled 100% by direct recruitment/ failing which from deputation from state Govt./Central Cadre and other Central /State Govt. undertaking / organization as the case may be. Qualifications required for the posts are as follows:-

- i).A recognized Medical qualification (i.e equivalent to a degree).
- ii).On completion of compulsory rotating internships shall be eligible provided that, if selected, they shall have satisfactory completed the compulsory internship be for appointment.

b). DENTAL SURGEON:

To be filled 100% by direct recruitment / deputation possessing Dental qualification (BDS) under the Medical Council Act having registration with Indian Dental Council or any of its branch in any State.

c). MEDICAL OFFICER (HOMOEEO):

To be filled 100% by direct recruitment. Qualification for direct recruitment in a degree (41/2 years course) from a recognized institute/faculty, registrable as a class 'A' Homoeopathic Doctor under the Homoeopathic Medical Council of India.)

d) MEDICAL OFFICER (AYURVEDIC):

To be filled 100% by recruitment qualifications are as follows:

a).Essentials:

PUC/Pre-degree of equivalent plus 41/2 years professional course of Ayurvedic From an institution recognized by Central Council of Indian Medicine established under Indian Medicine Central Council, 1970.

b).Desirable:-

House physicianship of one duration from a recognized institution or post Graduation Degree in Ayurvedic from a recognized institution or post graduation Degree in Ayurvedic from a recognized Institution.

17). ASSTT.DIRECTOR (NURSING):-

Senior Grade Certificate of B.Sc Nursing with 7 years experience as Matron.

18).SENIORITY:-

1. The relative seniority of members of the service shall be determined on the basis of appointment made to grade at the time of initial constitution under rules 8 & 9 of these Rules, provided that if the seniority of any such member had not been specifically determined on the said date, the same shall be determined by the Govt. in accordance with the rules applicable to members of a similar services under Central Govt./ Arunachal Pradesh as the case may be, in consultation with State Public Service Commission.
2. All permanent officers included in the service under rules 8 & 9 in any grade shall rank senior to all officers substantively appointed to the grade subsequently all permanent officers included in the initial constitution of the service in any grade shall rank senior to all temporary officers appointed to that grade subsequently.
3. The seniority of persons recruited to the service after the initial constitution shall be determined in accordance with the general instructions issued by the Govt. from time to time, in conformity with the rules governing seniority of employees serving the Central Govt. at the initial constitution of the Arunachal Pradesh Health Service Cadre.
4. In case not covered by the above provisions, seniority shall be determined by the Government.

- 19.** 1. Every officer on appointment to the service either by direct recruitment or by promotion in Junior scale shall be on probation for a period of two years.

Provided that Controlling Authority may extend or curtail the period of probation if it is deemed necessary in public.

Provided further that any decision for extension of probation period shall be taken within eight weeks after the expiry of the previous probationary period and communicated in writing to the concerned officer (together with the reasons for so doing for reasons recorded in writing within the said period).

2. On completion of the period of probation or any extension thereof, officers shall, if considered fit for regular appointment, be retained in their respective appointments on regular basis and be confirmed in due course against available substantive vacancies, as the case may be.
3. If, during the period of probation or any extension, as the case may be, the Govt. is of the opinion that an officer, is not fit for permanent employment, 'Government may discharge or revert the officers to the post held by him prior to his appointment in the parent service/cadre as the case may be pass such orders as it deems fit.
4. During the period of probation, or any extension thereof, candidates may be required by Government to undergo such course/courses of training and instructions and to pass such examinations and tests (including examination in Hindi) as Government may deem fit, as a condition to satisfactory completion of the probation.
5. As regards other matters relating to probation, the members of the service will be governed by the instructions issued by the Government in this regard from time to time.

20. TEMPORARY FILLING OR SERVICE POST:

i).Notwithstanding anything contained in these Rules, if there is a vacancy in a duty post, the Controlling Authority may (in consultation with the selection Committee/State Public Service Commission fill up the vacancy for a period not exceeding 3 years at a time by deputation from officers employed under Central or State Govts, Corporation or any other local authority/voluntary agency and other Public Union/State Public Undertakings.

ii).The Controlling Authority may also make such other temporary arrangement to fill any duty post without consultation with the selection committee/Departmental Promotion Committee / State Public Service Commission as the case may be for such period not exceeding two years for such period as may be prescribed by the Government from time to time.

21. PAY:

- i). The time scale of pay admissible to an incumbent of a duty post shall be as specified in column 3 of the Table in rule 5, specified against each post therein.
- ii). When a person is appointed to a category from one category to another his initial pay shall be fixed, in accordance with rules framed or adopted by the Govt. from time to time.
- iii). Any person appointed to the service under rule 7 shall draw initial pay in the time scale of the category to which he is appointed or at such stage as may be fixed under the rules or under the special order of the Competent Authority.
- iv). A Medical Graduate with post Graduate Degree or Diploma appointed to the General Duty Officers grade shall be entitled to post- Graduate Allowances, as admissible from time to time. They shall, however cease to draw the said post Graduate allowance immediately on their appointment to any post of Junior or Senior Specialist post in the cadre.
- v). Specialist pay:- A Medical Graduate with post Graduate Degree or Diploma when appointed to a post Junior or Senior Specialist under Supertime Grade-I and II category shall be entitled to pay and emoluments of these post as prescribed by the Govt. from time to time.

22.As an when Arunachal Pradesh Public Service Commission is constituted, the constitution of the Selection Committee as referred to in these rules would mean the Selection Committee constituted by the Commission.

23. PRIVATE PRACTICE PROHIBITED:

Persons appointed to the service shall not be allowed private practice of any kind whatsoever, including consultation and Laboratory practice. They shall, however, be entitled to a non-practicing allowance as prescribed by the Government from time to time.

24. REGULATION:

The Government of Arunachal Pradesh may make regulations, not in-consistent with these rules to provide for all matters for which provision is necessary or expedient for the purpose of giving effect to these rules.

25. LEAVE, PENSION ETC AND OTHER CONDITIONS OF SERVICE:-

Except, as provided under these rules, all matters generally relating to pay and allowance, leave, pension, discipline and other conditions of service, shall be regulated by the general rules and/ or orders made by the Government from time to time, unless provided otherwise.

26. INTERPRETATION:

If any questions arise relating to interpretation of these rules, it shall be referred to the Government, whose decision shall be final.

27. GRADATION LIST:

There shall be prepared and published Gradation List consisting of the name of all members of the service, in order of seniority, and such other particulars such as date of birth date of appointment etc from time to time.

28. REPEAL AND SAVING:

With the commencement of these rule, the service rule/recruitment rules if any published or in specified in these rules are hereby repealed, provided that anything done or any action, under the rules so repealed, shall be deemed to have been done or taken with corresponding provisions of these rules.

Nothing in these rules shall affect reservation/relaxation of age limit, and other admissible to Scheduled Castes, Scheduled Tribes, Ex- Servicemen and other special categories of persons, in accordance with the orders issued by the Government from time in this regard.

29. BENEFIT OF ADDED YEARS OR SERVICE:-

Rules, with the commencement of these the benefit of added years of service as applicable to A.P Government employees at the commencement of these rules, will be continue to be admissible to all the Members of Arunachal Pradesh Health Service.

30. POWER TO RELAX:-

Wherever the Governor of A.P is of the opinion, that it is necessary or expedient to do so, he may be order, for reasons to be recorded in writing, and in consultation with the Commission/Committee wherever, necessary relax any of the provisions of these rules with respect to any pension class or category of persons, as deemed necessary.

FIRST SCHEDULE

AUTHORISED STRENGTH OF THE SERVICE

(See Rules 5 (1))

POST	PERMANENT	TEMPORARY	TOTAL	REMARKS
1	2	3	4	5
1. <u>SUPERTIME GRADE-I</u>				
a). Director of Health Services	1	-	1	
b). Addl. Director of Health Services	-	1	1	
c). Jt. Director of Health Services	-	2	2	
d). SENIOR GRADE SPECIALIST				
i).Surgical	-	2	2	
ii).Medical	-	2	2	
iii).Gynaecologist	-	2	2	
iv).Pathologist	-	2	2	
TOTAL	1	10	11	
2. <u>SUPERTIME GRADE- II</u>				
a). Dy. DIRECTOR OF HEALTH SERVICES (Allopathic)	7	-	7	
b). STATE LEVEL PROGRAMME OFFICER				
i).State TB Officer	1	-	1	
ii).State Leprosy Officer	-	1	1	
iii).State Family Welfare Officer	1	-	1	
iv).State Ophthalmic Officer	-	1	1	
v).Principle Training Institution	1	-	1	
vi).SchoolHealth Officer	-	1	1	
c). Chief Medical Officer of Health	6	1	7	
d). Head of Sub-Divn. General Hospital (to designated as Dy. Chief Medical Officer).	2	-	2	
e). Other State Programme Officers (as specified from Time to time)				

f). Medical Superintendents:

	T.B Hospital with strength above 50 beds	8	-	8
g).	Dy. Director(Dental)	-	1	1
h).	Dy. Director(Homeo)	-	1	1
	Total	26	6	32

3. **SENIOR GRADE:**

a).	District Health Officer	x		
b).	Dist Public Health Officer	x	Combined with District Medical Officer Grade- A.	
c).	District leave Programme Officer	x		

d). **JUNIOR SPECIALIST**

i).	Surgical	-	6	6
ii).	Medical	-	6	6
iii).	T.B	-	1	1
iv).	Eye	-	1	1
v).	Anaesthetist	-	5	5
vi).	Pathologist	-	6	6
vii).	Paediatrics	-	1	1
viii).	ENT	-	1	1
x).	Orthopaedic	-	1	1
e).	Senior Medical Officer	26	25	51
f).	Junior Staff Dental Surgeon	1	2	3
g).	Senior Grade Homoeopathic Medical Officer	-	11	11

4. **GENERAL DUTY OFFICER**

a).	Medical Officer	70	156	226
	Leave reserve 10 %	7	-	7
	Training reserve 10 %	7	-	7
	Deputation reserve 10%	7	-	7
	Total	91	156	247
b).	Dental Surgeon	2	5	7
c).	Medical Officer (Homoeopathic)	-	22	22
d).	Medical Officer (Ayurvedic)	2	-	2
				378

SECOND SCHEDULE

AGE LIMIT FOR DIRECT RECRUITMENT

(See Rule 8 (3))

- | | | | |
|----|---------------------------------|---|--|
| 1. | SUPERTIME GRADE-I | : | Below 50 years on the 1 st day of the year of recruitment. |
| 2. | SUPERTIME GRADE-II | : | 45 years or below on the 1 st day of the year of recruitment |
| 3. | SENIOR GRADE | : | -do- |
| 4. | FOR GENERAL DUTY OFFICER | : | 35 years in case of Medical Graduation and 40 years of age for the persons having post graduate on the 1 st day of recruitment. |

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* Relax able in age, in appropriate cases, as deemed expedient and necessary by A.P. Govt.