

**CHANDIGARH ADMINISTRATION
HEALTH DEPARTMENT
CHANDIGARH**

NOTIFICATION

In exercise of the power conferred by the proviso to Article 309 of the Constitution of India, the Administrator, UT, Chandigarh hereby makes the following rules regulating the method of recruitment, terms and conditions of the Group-A General Duty Medical Officer Sub-cadre in the Health Department, UT Chandigarh, namely: -

1. **Short title and commencement** – These rules may be called “The UT Chandigarh Health Service Rules (Group –A General Duty Medical Officer Sub-cadre in Health Department), 2025”. They shall come into force on the date of publication in the official gazette. These rules shall be applicable to Group –A General Duty Medical Officer Sub-cadre specified in the schedules annexed (I to VI),
2. **Definitions**- In these rules, unless the context otherwise requires–
 - a) ‘Administration’ means Chandigarh Administration;
 - b) ‘Administrator’ means Administrator of Union Territory, Chandigarh appointed under Article 239 of the Constitution of India;
 - c) ‘Appointing Authority’ means the authority as per Department of Personnel notification dated 12.05.2020 as amended from time-to-time;
 - d) “Commission” means the Union Public Service Commission;
 - e) “Departmental Promotion Committee” means a Group ‘A’ Departmental Promotion Committee specified in Schedule IV for considering cases of promotion or confirmation of probation period in Group ‘A’ posts of the Service. The Departmental Promotion Committee is chaired by Chief Secretary, Chandigarh Administration;
 - f) “Duty Post” means any post, whether permanent or temporary, specified in Schedule II;
 - g) “Conventional Posts” are the posts that already exist in Chandigarh Administration as per Old Recruitment Rules specified in Schedule II.
 - h) “Dynamic Assured Career Progression Scheme” (DACP) means the scheme formulated by the Ministry of Health & Family Welfare, New Delhi for CHS cadre for time-bound promotion of the officers of the Service without taking into account the vacancies, on such terms and conditions as may be specified by the Government of India from time to time;
 - i) “Government” means the Government of India;
 - j) “Health Department” means the Government Multi-Specialty Hospital, Sector-16, Chandigarh, Civil Hospitals and its allied dispensaries;
 - k) “Grade” means any of the grades specified in Schedule I;
 - l) “Public Health Qualification” means a recognized public health qualification specified in any of the Schedule to the Indian Medical Council Act, 1956 (102 of 1956) as amended from time to time;
 - m) “Schedule” means a Schedule to these rules;
 - n) “Scheduled Castes” and “Socially & Educationally Backward Classes” shall have the meanings respectively assigned to them in clause (24) and (26 C) of article 366 of the Constitution;
 - o) “Service” means the General Health Services of Health Department under Chandigarh Administration.
3. **Composition of the Service**- All duty posts, included in the Service shall be classified as General Central Service Rules Group ‘A’ and the Level in the Pay Matrix attached thereto, non-practicing allowance and other matters connected therewith shall be as specified in Schedule-I.
4. **Authorized strength of the Service**-
 - (1) The authorized strength of the duty posts included in the various grades of the Service on the date of commencement of these rules shall be as specified in Schedule-II as amended from time to time.

- (2) After the commencement of these rules, the authorized permanent strength of the duty posts in the various grades shall be such as may, from time to time, be determined by the Administration.
- (3) The Administration may make temporary addition to or reduction in, the strength of the duty posts in the various grades as deemed necessary from time to time.
- (4) The Administration may, in consultation with the Government of India includes in the Service any post other than those included in Schedule-II or exclude from the Service a post included in the said Schedule.
- (5) The Administration may, in pursuance of Article 320 of the Constitution read with "Union Public Service Commission (Exemption from Consultation) Regulations", appoint an officer whose post is included in the Service, to the appropriate grade of the Service in a temporary capacity or in a substantive capacity, as may be deemed fit.

5. Members of the Service —

- (1) The following persons shall be members of the Service, namely: -
 - a) Persons appointed under sub-rule (5) of rule 4; and
 - b) Persons appointed to duty posts under rule 6;
 - c) Persons appointed to duty posts under rule 9;
- (2) A person appointed under clause (b) of sub-rule (1) shall, on such appointment, be deemed to be the member of the Service in the appropriate grade applicable to him as specified in Schedule-II.
- (3) A person appointed under clause (c) of sub-rule (1) shall, be the Member of the Service in the appropriate grade applicable to him in Schedule-II from the date of such appointment.

6. Initial constitution of each cadre- The officers working in Health Department, UT Chandigarh on regular basis on the date of commencement of these rules shall be deemed to have been appointed to the post they are working on as per their selection / promotion by UPSC.

7. Future Maintenance of Service including promotions —

- (1) The vacancies in any of the grades referred to in Schedule-II shall be filled in the manner as hereinafter provided under these rules.
- (2) The method of recruitment, the field of selection for promotion, including the minimum qualifying service in the immediate lower grade or lower grades as the case may be, for appointment or promotion to the posts in the respective Cadres and specialties within the Cadre concerned, included in the Service shall be as specified in Schedule-III.
- (3) The departmental promotions up to Senior Administrative Grade level shall be made as specified in Schedule-III without taking into account the vacancies on and the recommendations of the Departmental Promotion Committee as specified in Schedule-IV.
- (4) The minimum benchmark required for promotion to various grades of the Service under the Dynamic Assured Career Progression Scheme – DACP shall be as specified in Schedule-VI.
- (5) The departmental promotions to upto Senior Administrative Grade Posts in the cadre shall be made on the basis of selection from amongst the officers of the Service in the immediate lower grade or lower grades, as the case may be, on the recommendations of the Departmental Promotion Committee constituted as specified in Schedule-IV.
- (6) If any officer appointed to any post in the Service is considered for the purpose of promotion to the Senior Administrative Grade, all persons senior to him in the grade shall also be considered, provided they are not short of requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years whichever is less and have completed their probation period, if specified.
- (7) Except while appointing a serving officer on non-selection basis (seniority-cum fitness), the selection of officers for maintenance of the Service shall be made in consultation with the Commission, and wherever necessary, on the basis of the recommendation made by the Departmental Promotion Committee as specified in Schedule IV.

- (8) The minimum educational and other qualification, experience and age limit for appointment to the post of Medical Officer by direct recruitment in the Service shall be as specified in Schedule-III and V.
- (9) The experience and age limit for appointment to various duty posts in the Service by deputation shall be as specified in Schedule-I, II and III.

Note: The promotion to various grades of the Service up to Senior Administrative Grade level, other than entry grades, shall be without taking into account the vacancies.

8. Filling of Duty Posts by Deputation (including short term contract)-

- (1) Notwithstanding anything contained in rule 8, where the Administration is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Commission wherever required as per prevailing instructions of Govt. of India, fill Senior Chief Medical Officer, Chief Medical Officer (NFSG), Chief Medical Officer, Senior Medical Officer, Medical Officer, Principal Medical Officer and Joint Principal Medical Officer-cum-Medical Superintendent by deputation of suitable officers holding analogous posts under the Central Government or State Governments or Union Territories and by short-term contract of suitable officers holding analogous posts under the Statutory Bodies, Autonomous Bodies, Semi- Government Organizations, Universities or Recognized Research Institutions.
- (2) The period of deputation / short-term contract shall be as per instructions issued by Govt. of India from time to time.
- (3) The maximum age limit for appointment by deputation (including short term contract) shall be not exceeding 56 years as on the closing date of receipt of applications.

9. 1) **Seniority-** The relative seniority of members of the Service appointed to a grade on the date of commencement of these rules shall be as determined after taking into account instructions issued by the Government of India from time to time:

Provided that if the seniority of any such member had not been specifically determined on the said date, the same shall be determined on the basis of the rules governing the fixation of seniority as were applicable to the members of the Service prior to the commencement of these rules.

2) The seniority of a person who is promoted to the posts up to the level of Senior Administrative Grade shall be same as the relative seniority in the lower grade from which they are promoted:

Provided that, in the case of persons found 'unfit' for time-bound promotion, their seniority shall be determined with reference to the date of actual promotion at each level.

10.1) **Probation-** Every officer appointed to the Service by direct recruitment shall be on probation for a period of one year:

Provided further that the Appointing Authority may extend the period of probation in accordance with the instructions issued by the Government from time to time in this behalf.

Provided that a Medical Officer appointed in the Level-10 (Rs 56100-177500) shall be on probation for a period of two years:

Provided also that any such decision for extension of the period of probation of an officer shall be taken immediately before the expiry of initial period of probation and ordinarily within eight weeks, and communicated in writing to the concerned officer together with the reasons thereof for doing so within the said period.

- 2) On completion of the period of probation or any extension thereof, officer shall, if considered fit for permanent appointment, be confirmed in terms of the extant order of the Government.
- 3) If, during the period of probation or any extension thereof, as the case may be, Appointing Authority is of the opinion that an officer is not fit for permanent appointment, Appointing Authority may discharge the officer or revert him to the post held by him prior to his appointment in the Service, as the case may be.
- 4) During the period of probation or any extension thereof, officers may be required by the Appointing Authority to undergo such courses of training or to pass such examinations or tests including examination in Hindi as the Appointing Authority may deem fit as condition for satisfactory completion of probation.
- 5) The other matters relating to probation of the members of the Service shall be governed by the orders or instructions issued by the Chandigarh Administration in this regard from time to time.

11. Method of Appointment in the Service- All appointments to the Service shall be made by the Appointing Authority as per Schedule-III.

12. Posting—Officers appointed to the Service shall be liable to serve in Health Department, UT Chandigarh.

13. Liability to serve Defence services or posts connected with Defence-Any officer appointed to the Service, if so required, shall be liable to serve in any Defence Service or post connected with the Defence of India, for a period of not less than four years including the period spent on training, if any; Provided that such officer shall not—

- (a) Be required to serve as aforesaid after the expiry of ten years from the date of his appointment to the Service or from the date of his joining the Service;
- (b) Ordinarily be required to serve as aforesaid if he has attained the age of 45 years

14. Private practice prohibited-

- a. Persons appointed to the Service shall not be allowed private practice of any kind whatsoever including any consultation and laboratory practice.
- b. The members of the Service, who are registered with the MCI/NMC or State Medical Councils as Medical Practitioners, shall be entitled to a non-practicing allowance at the rates specified in Schedule-I.

15. Conduct, discipline, penalties and appeals - The members of the Service shall be governed by such rules and regulation as applicable to the employees of Administration.

16. Other conditions of Service- The conditions of Service of the members of the Service in respect of matters not expressly provided for in these rules, shall, mutatis mutandis and subject to any orders issued by the Government, be the same as those applicable to officers of the General Central Services in general.

17. Disqualification- No person,

- a. Who has entered into or contracted a marriage with a person having a spouse living;

or

- b. Who, having a spouse living, has entered into or contracted a marriage with any other person; shall not be eligible for appointment to the Service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

18. Power to relax- Where the Administrator is of the opinion that it is necessary or expedient so to do, it may, by an order, for reasons to be recorded in writing, and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons.

19. Saving- Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, Socially & Educationally Backward Classes, the Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Government/ Administration from time to time in this regard.

20. Interpretation- If any question relating to the interpretation of these rules arises, it shall be decided by the Administrator in consultation with the Commission.

SCHEDULE-I : LEVEL IN THE PAY MATRIX

I. Grades, Pay Band or Pay Scale

S. No.	Grade	Level in the Pay Matrix
Senior Administrative Grade		
1	Senior Chief Medical Officer	Level-14 (Rs 144200-218200)
General Duty Medical Officer (GDMO) Sub Cadre		
1.	(i) Chief Medical Officer (Non Functional Selection Grade)	Level-13 (Rs 118500-214100)
2.	Chief Medical Officer	Level-12 (Rs 78800-209200)
3.	Senior Medical Officer	Level-11 (Rs 67700-208700)
4.	Medical Officer	Level-10 (Rs 56100-177500)
CONVENTIONAL POSTS		
1	Principal Medical Officer	Level-12 (Rs 78800-209200)
2	Joint Principal Medical Officer-cum-Medical Superintendent	Level-12 (Rs 78800-209200)

II. Rate of Non-Practicing Allowance – The officers of “The UT Chandigarh Health Service Rules (Group –A General Duty Medical Officer Sub-cadre in Health Department) shall be entitled to Non-Practicing Allowance at such rates as may be decided by the Government from time to time.

III. Post Graduate Allowance: A Medical Graduate appointed to the post of Medical Officer or Senior Medical Officer or Chief Medical Officer including Chief Medical Officer (Non- Functional Selection Grade), for which a recognized Post Graduate Qualification is not essential, shall be given Post Graduate Allowance over and above the pay admissible in the relevant scale, at such rates as may be decided by the Government from time to time for possessing recognized Post Graduate Diploma or Post Graduate Degree as specified in Schedule-VI or under the Indian Medical Council Act, 1956 (102 of 1956)”:

Provided that, if an officer, possess both the recognized Post Graduate Diploma and Degree, he shall be paid Post Graduate Allowance at the rate applicable for holding Post Graduate Degree only.

Note: The rates of Non Practicing Allowance and Post Graduate Allowance shall be governed by the instructions issued by the Government on the subject from time to time.

SCHEDULE II: DESIGNATION AND NUMBER OF POSTS

General Duty Medical Officer (GDMO) Sub Cadre under HEALTH DEPARTMENT, CHANDIGARH		
Sr. No.	Designation/ Department	Number of posts
SENIOR ADMINISTRATIVE GRADE		
1	Senior Chief Medical Officer	Nil
MEDICAL OFFICER GRADE		
1	Chief Medical Officer (Non Functional Selection Grade) or Chief Medical Officer or Senior Medical Officer or Medical Officer	186
CONVENTIONAL POSTS		
1	Principal Medical Officer	01
2	Joint Principal Medical Officer-cum-Medical Superintendent	01

Note:

1. Departmental promotions upto Senior Administrative Grade level shall be made as specified in Schedule-III without taking into account the vacancies
2. The number of posts are as per present strength of sanctioned posts and is likely to vary with addition/ deletion of posts in future, as per instructions of Chandigarh Administration from time to time.

SCHEDULE-III:METHOD OF RECRUITMENT & MINIMUM QUALIFICATIONS

S. No.	Name of the post	Method of recruitment for promotion	Field of selection and minimum qualifying service
Senior Administrative Grade			
1.	Senior Chief Medical Officer	Promotion by selection without taking into account the vacancies failing which by deputation	Chief Medical Officer (Non Functional Selection Grade) in Level-13 (Rs 118500-214100) with seven years' regular service in the grade or twenty years of regular service in the Central Health Service.
General Duty Medical Officer (GDMO) Sub Cadre			
2.	Chief Medical Officer (Non Functional Selection Grade)	Promotion by selection without taking into account the vacancies.	Chief Medical Officer in Level-12 (Rs 78800-209200) with four years' regular service in the grade or twenty years of regular service in the Central Health Service.
3.	Chief Medical Officer	Promotion by selection without taking into account the vacancies	Senior Medical Officer in Level-11 (Rs 67700-208700) with five years' regular service in the grade.
4.	Senior Medical Officer	Promotion by selection without taking into account the vacancies	Medical Officer in Level-10 (Rs 56100-177500) with four years' regular service in the level.
5.	Medical Officer	(1) By direct recruitment on the basis of a written examination to be conducted by the Commission to be followed by an Interview or selection by the Commission by interview only in accordance with the age limit and educational qualifications and experience decided by the Commission for this purpose. The exact method of recruitment to be followed shall be decided by the Controlling Authority in consultation with the Commission on each occasion.	Essential: (i) A recognized MBBS degree qualification included in the First Schedule or Second Schedule or Part II of the Third Schedule (other than licentiate qualifications) to the Indian Medical Council Act, 1956 (102 of 1956). Holders of Educational qualifications included in Part II of the Third Schedule should also fulfil the conditions specified in subsection (3) of section 13 of the Indian Medical Council Act, 1956 (102 of 1956), (ii) Completion of compulsory rotating internship candidates who may not have completing rotating internship shall be eligible to appear for the written examination provided that, if selected, they shall have satisfactorily completed the compulsory internship before appointment
CONVENTIONAL POSTS			
1.	Principal Medical	By deputation	by deputation of suitable officers

	Officer		holding analogous posts under the Central Government or State Governments or Union Territories and by short-term contract of suitable officers holding analogous posts under the Statutory Bodies, Autonomous Bodies, Semi-Government Organizations, Universities or Recognized Research Institutions
2.	Joint Principal Medical Officer-cum-Medical Superintendent	By deputation	by deputation of suitable officers holding analogous posts under the Central Government or State Governments or Union Territories and by short-term contract of suitable officers holding analogous posts under the Statutory Bodies, Autonomous Bodies, Semi-Government Organizations, Universities or Recognized Research Institutions

SCHEDULE-IV

DEPARTMENTAL PROMOTION COMMITTEE FOR PROMOTION

(a) Promotion to the post of Senior Chief Medical Officer		
1.	Chief Secretary, Union Territory, Chandigarh	Chairman
2.	Secretary Health, Chandigarh Administration	Member
3.	Secretary Personnel, Chandigarh Administration	Member

(b) Promotion to the post of Chief Medical Officer (Non Functional Selection Grade)		
1.	Chief Secretary, Union Territory, Chandigarh	Chairman
2.	Secretary Health, Chandigarh Administration	Member
3.	Secretary Personnel, Chandigarh Administration	Member
4.	Senior Chief Medical Officer, UT, Chandigarh	Member

(c) Promotion to the post of Chief Medical Officer		
1.	Chief Secretary, Union Territory, Chandigarh	Chairman
2.	Secretary Health, Chandigarh Administration	Member
3.	Secretary Personnel, Chandigarh Administration	Member
4.	Senior Chief Medical Officer, UT, Chandigarh	Member

(d) Promotion to the post of Senior Medical Officer		
1.	Chief Secretary, Union Territory, Chandigarh	Chairman
2.	Secretary Health, Chandigarh Administration	Member
3.	Secretary Personnel, Chandigarh Administration	Member
4.	Director Social Welfare, UT Chandigarh	Member
5.	Senior Chief Medical Officer, UT, Chandigarh	Member

DEPARTMENTAL CONFIRMATION COMMITTEE

(e) Confirmation of probation for Direct Recruitment for the post of Medical Officer.		
1.	Chief Secretary, Union Territory, Chandigarh	Chairman
2.	Secretary Health, Chandigarh Administration	Member
3.	Secretary Personnel, Chandigarh Administration	Member
4.	Senior Chief Medical Officer, UT, Chandigarh	Member

SCHEDULE-V:AGE & EDUCATIONAL QUALIFICATIONS

Name of the post	Age	Educational and other qualifications required
Medical Officer Level-10 (Rs 56100-177500)	Not exceeding thirty-five years relaxable for Government Servants upto five years in accordance with the orders or instructions issued by the Government	<p>Essential:</p> <p>(i) A recognized MBBS degree qualification included in the First Schedule or Second Schedule or Part II of the Third Schedule (other than licentiate qualifications) to the Indian Medical Council Act, 1956 (102 of 1956). Holders of Educational qualifications included in Part II of the Third Schedule should also fulfill the conditions specified in subsection (3) of section 13 of the Indian Medical Council Act, 1956 (102 of 1956),</p> <p>(ii) Completion of compulsory rotating internship candidates who may not have completing rotating internship shall be eligible to appear for the written examination provided that, if selected, they shall have satisfactorily completed the compulsory internship before appointment.</p>

Note 1.—The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, the Lahaul and Spiti District and Pangi subdivision of Chamba District of Himachal Pradesh, the Andman and Nicobar Islands and Lakshadweep).

Note 2.— The Qualifications are relaxable at the discretion of the U.P.S.C, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3.— The qualification(s) regarding experience is/are relaxable at the discretion of the U.P.S.C, for reasons to be recorded in writing in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of selection the U.P.S.C is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.

SCHEDULE-VI : BENCHMARKS FOR PROMOTION

Sr. No.	Promotion		Service Rendered	Benchmark
	From	To		
1	Medical Officer Level-10 (Rs 56100-177500)	Senior Medical Officer	Four years' service	Overall "Good"
2	Senior Medical Officer Level-11 (Rs 67700-208700)	Chief Medical Officer	Five years' service	Very Good
3	Chief Medical Officer Level-12 (Rs 78800-209200)	Chief Medical Officer (Non Functional Selection Grade)	Four years' service	Very Good
4	Chief Medical Officer (Non Functional Selection Grade) Level-13 (Rs	Senior Chief Medical Officer (SAG) Level-14 (Rs 144200-218200)	Seven years' service or twenty years overall service in General	Very Good with all five Very Good in the preceding five years' of reckonable Annual

	118500-214100)		Duty Medical Officer	Confidential Report (ACR) or Annual Performance Appraisal Report (APAR) as the case may be".
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MISCELLANEOUS RULES OF RECRUITMENT / PROMOTIONS APPLICABLE TO ALL POSTS :

1. Consultation with UPSC is required for the appointment by deputation to the post of Senior Chief Medical Officer, as specified in Schedule III.
2. Consultation with UPSC is not required for the promotion to the post of Senior Chief Medical Officer, Chief Medical Officer (Non Functional Selection Grade), Chief Medical Officer, Senior Medical Officer as specified in Schedule III, as per Govt. of India Instructions issued time to time.
3. The total number of posts in the Health Department i.e., Senior Chief Medical Officer, Chief Medical Officer (Non Functional Selection Grade), Chief Medical Officer, Senior Medical Officer and Medical Officer shall remain same as total strength of sanctioned posts in the said department at any given time. However, the aforesaid total combined sanctioned strength is subject to variation dependent on workload from time to time.

SCHEDULE-VI:REQUISITE POST GRADUATE DEGREEQUALIFICATIONS

S.No.	Subject	Section-A	Section B
		Requisite Post Graduate Degree Qualifications	Requisite Post Graduate Diploma Qualifications
1	Anatomy	<p>Master of Surgery (Anatomy); or</p> <p>Doctor of Medicine (Anatomy); or</p> <p>Diplomate National Board (Anatomy);</p> <p>Or Bachelor of Medicine and Bachelor of Surgery with Master of Science (Anatomy); or</p> <p>Master of Science (Medical Anatomy) with Doctor of Philosophy (Medical Anatomy); or</p> <p>Master of Science (Medical Anatomy) with Doctor of Science (Medical Anatomy).</p>	

**CHANDIGARH ADMINISTRATION
HEALTH DEPARTMENT
CHANDIGARH
NOTIFICATION**

In exercise of the power conferred by the proviso to article 309 of the Constitution, the Administrator, UT, Chandigarh hereby makes the following rules regulating the method of recruitment, terms and conditions of the Group-A posts in the Health Department, UT Chandigarh, namely: -

- 1. Short title and commencement** – These rules may be called "The UT Chandigarh Health Service Rules (Group –A posts of Health Department), 2025". They shall come into force from 01.04.2022 when Union Territory of Chandigarh Employees (Conditions of Service) Rules, 2022 came into force vide notification G.S.R 230 (E) dated 29 March 2022. These rules shall be applicable to all the categories of Group –A posts specified in the different schedule annexed (I to VI),
- 2. Definitions** - In these rules, unless the context otherwise requires-
 - p) 'Administration' means Chandigarh Administration.
 - q) 'Administrator' means Administrator of Union Territory, Chandigarh appointed under Article 239 of the Constitution of India.
 - r) 'Appointing Authority' means the authority as per Department of Personnel notification dated 12.05.2020 as amended from time-to-time.
 - s) "Broad specialty" & "Superspecialty" means specialties/disciplines specified in **Schedule- VI?????**.
 - t) "Commission" means the Union Public Service Commission.
 - u) "Departmental Promotion Committee" means a Group 'A' Departmental Promotion Committee specified in **Schedule IV** for considering cases of promotion or confirmation of probation period in Group 'A' posts of the Service. The Departmental Promotion Committee is chaired by Chief Secretary, Chandigarh Administration.
 - v) "Duty Post" means any post, whether permanent or temporary, specified in **Schedule II**;
 - w) "Dynamic Assured Career Progression Scheme" (DACP) means the scheme formulated by the Ministry of Health & Family Welfare, New Delhi for CHS cadre for time-bound promotion of the officers of the Service without taking into account the vacancies, on such terms and conditions as may be specified by the Government of India from time to time.
 - x) "Government" means the Government of India.
 - y) "Health Department" means the Government Multi-Specialty Hospital, Sector-16, Chandigarh and its allied dispensaries.
 - z) "Grade" means any of the grades specified in **Schedule I**;
 - aa) "Public Health Qualification" means a recognized public health qualification specified in any of the Schedule to the Indian Medical Council Act, 1956 (102 of 1956) as amended from time to time.
 - bb) "Schedule" means a Schedule to these rules
 - cc) "Scheduled Castes" and "Socially & Educationally Backward Classes" shall have the meanings respectively assigned to them in clauses (24) and (26 C) of article 366 of the Constitution.
 - dd) "Service" means the **Department of Health and Family Welfare** UT Chandigarh, under Chandigarh Administration.
- 3. Composition of the Service**- All duty posts, included in the Service shall be classified as General Central Service Rules Group 'A' and the Level in the Pay Matrix attached thereto, non-practicing allowance and other matters connected therewith shall be as specified in **Schedule-I**.
- 4. Authorized strength of the Service**-
 - (1) The authorized strength of the duty posts included in the various grades of the Service on the date of commencement of these rules shall be as specified in **Schedule-II** as amended from time to time.
 - (2) After the commencement of these rules, the authorized permanent strength of the duty posts in the various grades shall be such as may, from time to time, be determined by the Administration.
 - (3) The Administration may make temporary addition to or reduction in, the strength of the duty posts in the various grades as deemed necessary from time to time.

- (4) The Administration may, in consultation with the Government include in the Service any post other than those included in Schedule-II or exclude from the Service a post included in the said Schedule.
- (5) The Administration may, in pursuance of Article 320 of the Constitution read with "Union Public Service Commission (Exemption from Consultation) Regulations", appoint an officer whose post is included in the Service, to the appropriate grade of the Service in a temporary capacity or in a substantive capacity, as may be deemed fit. The seniority will be fixed after taking into account continuous regular service in the analogous grade and as per instructions issued by the Government of India from time-to-time.

5. Members of the Service –

- (1) The following persons shall be members of the Service, namely: -
 - d) Persons appointed under sub-rule (5) of rule 4; and
 - e) Persons appointed to duty posts under rule 6;
- (2) A person appointed under clause (b) of sub-rule (1) shall, on such appointment, be deemed to be the member of the Service in the appropriate grade applicable to him as specified in Schedule-II.
- (3) A person appointed under clause (c) of sub-rule (1) shall, be the Member of the Service in the appropriate grade applicable to him in Schedule-II from the date of such appointment.

6. Initial constitution of each cadre- The officers working in Health Department on regular basis on the date of commencement of these rules shall be deemed to have been appointed to the post they are working on as per their selection / promotion by UPSC.

7. Qualification required for recruitment and promotions – Qualification required for recruitment and promotions shall be as per Schedule-III.

8. Future Maintenance of Service including promotions –

- (1) The vacancies in any of the grades referred to in Schedule-II shall be filled in the manner as hereinafter provided under these rules.
- (2) The method of recruitment, the field of selection for promotion, including the minimum qualifying service in the immediate lower grade or lower grades as the case may be, for appointment or promotion to the posts in the respective Cadres and specialties within the Cadre concerned, included in the Service shall be as specified in Schedule-III.
- (3) (i) The departmental promotions up to Senior Administrative Grade level shall be made as specified in Schedule-III without taking into account the vacancies on and the recommendations of the Departmental Promotion Committee as specified in Schedule-IV.
 - (ii) The combined eligibility list referred to in clause (ii) shall be prepared with reference to the dates of completion of the specified qualifying years of service by the officers in the Senior Administrative Grade:

Provided that for the purposes of preparing the combined eligibility list, the seniority of officers in the Senior Administrative Grade shall be determined as under: -

 - a) The seniority of persons in the concerned specialty and Cadre shall be on the basis of seniority in the feeder grade;
 - b) If there is no seniority in the feeder grade or it is not possible to determine the seniority even in the feeder grade, the length of regular service in the feeder grade shall be the guiding factor for determining the seniority.
 - c) If length of service in the feeder grade is also the same, regular service in the next lower grade shall be taken into account, failing which, the date of birth.
- (4) The minimum benchmark required for promotion to various grades of the Service under the Dynamic Assured Career Progression Scheme – DACP shall be as specified in Schedule-VII.
- (5) The departmental promotions to Higher Administrative Grade Posts and above in the cadre shall be made on the basis of selection from amongst the officers of the Service in the immediate lower grade or

lower grades, as the case may be, on the recommendations of the Departmental Promotion Committee constituted as specified in Schedule-IV.

- (6) If any officer appointed to any post in the Service is considered for the purpose of promotion to the Higher Administrative Grade post, all persons senior to him in the grade shall also be considered, provided they are not short of requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years whichever is less and have completed their probation period, if specified.
- (7) Except while appointing a serving officer on non-selection basis (seniority-cum fitness), the selection of officers for maintenance of the Service shall be made in consultation with the Commission, and wherever necessary, on the basis of the recommendation made by the Departmental Promotion Committee as specified in Schedule IV.
- (8) The minimum educational and other qualification, experience and age limit for appointment to various duty posts in the Service by direct recruitment shall be as specified in Schedule-V.
- (9) The direct recruitment to the posts belonging to broad specialties (M.D./M.S.) or equivalent and super-Specialties specified in Schedule VI for which minimum essential qualification is Doctorate of Medicine (D.M.) or Master of Chirurgiae (M.Ch.) or equivalent shall be made at following levels-

Level-11 (67700-208700) for Assistant Professor.

- (10) The recognized post-graduate qualifications required for recruitment to various posts included in the Service shall be as specified in Schedule VI.

Note: The promotion to various grades of the Service up to Senior Administrative Grade level, other than entry grades, shall be without taking into account the vacancies.

9. Filling of Duty Posts by Deputation (including short term contract)-

- (1) Notwithstanding anything contained in rule 8, where the Administration is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Commission wherever required as per prevailing instructions of Govt. of India, fill Assistant Professor or Associate Professor or Professor posts in the Teaching Cadre by deputation of suitable officers holding analogous posts under the Central Government or State Governments or Union Territories and by short-term contract of suitable officers holding analogous posts under the Statutory Bodies, Autonomous Bodies, Semi-Government Organizations, Universities or Recognized Research Institutions.
- (2) The period of deputation / short-term contract shall be as per instructions issued by Govt. of India from time to time.

10. 1) **Seniority-** The relative seniority of members of the Service appointed to a grade on the date of commencement of these rules shall be as determined by the Administration:

Provided that if the seniority of any such member had not been specifically determined on the said date, the same shall be determined on the basis of the rules governing the fixation of seniority as were applicable to the members of the Service prior to the commencement of these rules.

- 2) The seniority of officers appointed to the Service other than those appointed under rule 5 shall be determined in accordance with the general instructions issued by the Administration in the matter from time to time.
- 3) The seniority of persons appointed to the Service in accordance with sub-rule (5) of rule 4 shall be fixed in the manner provided therein.

4) The seniority of a person who is promoted to the posts up to the level of Senior Administrative Grade shall be same as the relative seniority in the lower grade from which they are promoted:

Provided that, in the case of persons found 'unfit' for time-bound promotion, their seniority shall be determined with reference to the date of actual promotion at each level.

5) In cases not covered by this rule, seniority shall be determined by the Administration in consultation with the Commission.

1. 1) **Probation**- Every officer appointed to the Service by direct recruitment shall be on probation for a period of one year:

Provided further that the Appointing Authority may extend the period of probation in accordance with the instructions issued by the Government from time to time in this behalf.

Provided also that any such decision for extension of the period of probation of an officer shall be taken immediately after the expiry of initial period of probation and ordinarily within eight weeks, and communicated in writing to the concerned officer together with the reasons thereof for doing so within the said period.

2) On completion of the period of probation or any extension thereof, officer shall, if considered fit for permanent appointment, be confirmed in terms of the extant order of the Government.

3) If, during the period of probation or any extension thereof, as the case may be, Appointing Authority is of the opinion that an officer is not fit for permanent appointment, Appointing Authority may discharge the officer or revert him to the post held by him prior to his appointment in the Service, as the case may be.

4) During the period of probation or any extension thereof, officers may be required by the Appointing Authority to undergo such courses of training or to pass such examinations or tests including examination in Hindi as the Appointing Authority may deem fit as condition for satisfactory completion of probation.

5) The other matters relating to probation of the members of the Service shall be governed by the orders or instructions issued by the Chandigarh Administration in this regard from time to time.

12. Method of Appointment in the Service- All appointments to the Service shall be made by **the Appointing** Authority as per **Schedule-III**.

13. Posting-Officers appointed to the Service shall be liable to serve in Government Medical College and Hospital and its associated teaching Hospitals and Institutes, of UT Chandigarh.

14. Liability to serve Defence services or posts connected with Defence-Any officer appointed to the Service, if so required, shall be liable to serve in any Defence Service or post connected with the Defence of India, for a period of not less than four years including the period spent on training, if any; Provided that such officer shall not—
 (a) Be required to serve as aforesaid after the expiry of ten years from the date of his appointment to the Service or from the date of his joining the Service;
 (b) Ordinarily be required to serve as aforesaid if he has attained the age of **45 years**

15. Private practice prohibited-

- Persons appointed to the Service shall not be allowed private practice of any kind whatsoever including any consultation and laboratory practice.
- The members of the Service, who are registered with the MCI/NMC or State Medical Councils as Medical Practitioners, shall be entitled to a non-practicing allowance at the rates specified in **Schedule-I**.

16. Conduct, discipline, penalties and appeals - The members of the Service shall be governed by such rules and regulation as applicable to the employees of Administration.

17. Other conditions of Service- The conditions of Service of the members of the Service in respect of matters not expressly provided for in these rules, shall, mutatis mutandis and subject to any orders issued by the Government, be the same as those applicable to officers of the Central Civil Services in general.

18. Disqualification- No person,

- c. Who has entered into or contracted a marriage with a person having a spouse living;

or

- d. Who, having a spouse living, has entered into or contracted a marriage with any other person; shall be eligible for appointment to the Service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

19. Power to relax- Where the Administrator is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons.

20. Saving- Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, Socially & Educationally Backward Classes, the Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Government/ Administration from time to time in this regard.

21. Interpretation- If any question relating to the interpretation of these rules arises, it shall be decided by the Administration in consultation with the Commission.