

DPA-1
GOVERNMENT OF HIMACHAL PRADESH
28 MAY 2025

Government of Himachal Pradesh
Department of Medical Education & Research

No.: 270468 (Year-2025)-Loose

Dated: Shimla-2, the

16-05-2025

NOTIFICATION

The Governor, Himachal Pradesh is pleased to order the formulation of terms and conditions regulating the tenure-based engagement of Casualty Medical Officers (CMOs), Medical Officers (MOs), Medical Officers (Store)/MO (Store), MO (Blood Bank), Hospital Administrative Officers (HAOs) of GDO/MO category, Registrars-cum-Lady Medical Officers (RLMOs), MO (Tertiary Cancer Care Centre/TCCC), and other equivalent posts in Government Medical Colleges/ institutions under the Department of Medical Education & Research, Himachal Pradesh, strictly in accordance with the terms & conditions annexed as **Annexure-A**.

Consequent upon the above, the Governor, Himachal Pradesh is further pleased to order the engagement of the following posts in the Government Medical Colleges/ institutions within the cadre of the Directorate of Medical Education & Research, Himachal Pradesh, strictly in accordance with the terms and conditions stipulated in **Annexure-A**: -

23/5/2025

Sr. No.	Name of College/ institution	No. of sanctioned posts of CMO	No. of sanctioned posts of MO (all categories)
1	IGMC Shimla	34	04
2	AIMSS Chamiana	05	04
3	Dr. RPGMC Tanda	14	03
4	Dr. YSPGMC Nahan	--	--
5	Dr. RKGMC Hamirpur	09	--
6	SLBSGMC Nerchowk	06	02
7	Pt. JLNGMC Chamba	--	--
Total =		68	13
Grand Total =		81 (Eighty one) posts	

Terms and conditions regulating the tenure-based engagement of CMO, MO, MO(Store), MO(Blood Bank), HAO of GDO/MO category, RLMOs, MO(TCCC), and other equivalent posts of GDOs/MOs in Govt. Medical Colleges/ institutions of the State, are as follows:

- 1) *The Director Medical Education & Research, Himachal Pradesh (DME) shall advertise the posts after obtaining the approval of the Government for filling up of the posts and constitute a Selection Committee who will examine the relevant documents/ certificates of the applicants.*
- 2) **Education Qualification-cum-Eligibility Criteria: -**
 - (i) **MBBS Degree:** - A recognized medical qualification (MBBS or equivalent) from an institution approved by the National Medical Commission (NMC)/ Medical Council of India (MCI).
 - (ii) **Registration:** - Valid registration certificate issued by the Himachal Pradesh State Medical Council.
- 3) **Age Limit: -**
 - (i) **18-45 years** (with age relaxation for specified reserved category candidates strictly as per the rules/ instructions notified by the Department of Personnel, Government of Himachal Pradesh from time to time).
 - (ii) **Retired Medical Officer:** May be engaged up to 65 years.
- 4) **Nationality: -**
 - (i) **Citizenship:** Indian citizenship is mandatory.
- 5) **Additional Requirements: -**
 - (i) **Physical Fitness:** Candidates must submit a fitness certificate during engagement.
 - (ii) **Documentation:** Original certificates (educational, registration and other required documents etc.) must be produced at the time of joining.
 - (iii) **Service Obligation:** In Himachal Pradesh, engagements or postings may be assigned to any health institution in the state as needed during emergencies.
 - (iv) The selected candidate must provide a legally binding affidavit prior to joining; affirming their acceptance of all terms and conditions outlined in this policy for their engagement as Casualty Medical Officer or Medical Officer purely on tenure basis.

6) Roles and Responsibilities: -

(i) Clinical Duties:

- (a) 24/7 emergency care for trauma, casualty and emergency medicine department and medico-legal cases.
- (b) **Triage** of patients into routine, semi-critical and critical categories.

(ii) Administrative Duties:

- (c) Coordination with specialists, nursing staff, and paramedics.
- (d) Compliance with protocols for bio-medical waste (BMW) and disaster management.
- (e) Documentation of medico-legal cases (MLCs)

7) Service conditions: -

- (i) **Working hours:** Shift-based duties converging all hours.
- (ii) **Termination:** Engagement/services may be terminated without notice for unsatisfactory conduct or antecedents.


8) Regulatory compliance: -

- (i) **NMC/MCI guidelines:** While focused on teaching staff, casualty officers must ensure patient care standards meet institutional requirements.
- (ii) **State instructions/ guidelines:** Adherence to Himachal Pradesh State and any other instructions issued from time to time.

9) Challenges and considerations: -

- (i) **Staff Shortages:** High attrition in emergency roles necessitates frequent recruitment.
- (ii) **Training:** Need for periodic skill upgrades in emergency protocols.

10) After scrutinizing the relevant documents by the concerned Selection Committee, the ratio of 1:3 candidates will be called for walk-in-interview.


11) At the time of joining, the selected candidate will submit a 'legal undertaking in the form of affidavit' that he/she shall not claim for regularization/ continuation/ promotion and any other ancillary benefits against the post he/she engaged on tenure basis. The candidate shall be purely on tenure/ temporary basis and shall not

confer any right of regularization/ continuation/ promotion and any other ancillary benefits.

- 12) The candidate shall not claim to increase his/her monthly emoluments on the analogy of other regular Government employees of the Medical Education/ Health Department of Himachal Pradesh.
- 13) The Casualty Medical Officer and Medical Officers (all categories of MOs created under DME cadre) shall be engaged initially for a period of 03 (three) years and his/ her period may be extended by the Government on the recommendations of the Principal concerned. However, the candidate shall not claim that his/her tenure may be continued. In all case, further extension can be granted on the recommendations of the Principal concerned as well as keeping in view of the larger public interest of patient care and the Government will be competent authority for the same.
- 14) If the Government does not grant timely extension for the tenure of the concerned Casualty Medical Officer and Medical Officer (all categories of MOs created under DME cadre) despite the recommendations of the concerned Principal, the fixed tenure of the candidate will automatically terminate from the next day after the completion of his/her normal tenure.
- 15) The candidate/ selectee will be governed in accordance with the terms and conditions fixed by the Government from time to time. The rules, regulations and orders in force from time to time as applicable to other Government servants such as CCS (CCA) Rules and CCS (Conduct) Rules, instructions/ guidelines/ notifications issued by the Department of Personnel/ Finance, Government of Himachal Pradesh shall not be applicable to the selectee.
- 16) On being offered engagement on tenure basis, the selectee shall sign an agreement as per the terms and conditions fixed by the Government from time to time and submit joining report to the Government through Principal concerned.



- 17) The services of the selectee are liable to be terminated by the Government in case the work and conduct/ performance of the candidate during the tenure period is not found satisfactory.
- 18) During the tenure period, no advance will be given to the selectee.
- 19) The selectee will be entitled for one day Casual Leave after putting in one month services without any interruption. However, the selectee will also be entitled for 180 days Maternity Leave under the Maternity Benefits Act, 1961 and 10 days' Medical Leave. However, she/she shall not be entitled for Medical Re-imbursement and LTC etc. No leave of any other kind except above is admissible to the selectee.

Provided that the un-availed Casual Leave and Medical Leave can be accumulated upto the Calendar year and will not be carried forwarded for the next Calendar year.

- 20) Unauthorized/ wilful absence from the duty without approval of the controlling authority i.e. Principal concerned, shall automatically lead to the termination of the tenure. During the period of unauthorized absence from the duty, the emoluments shall not be paid for the said period to the selectee.
- 21) The selectee will be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to other regular Government employee i.e. Medical Officer.
- 22) The engagement is provisional and is subject to the educational qualification and other certificates being verified by the Principal concerned through proper channel and if the verification reveals that the same is/are false, the tenure will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of false certificate.
- 23) He/she will have to give a declaration to the effect that he/she has only one living spouse, if married.



- 24) He/she will have to take an oath of allegiance/ faithfulness to the Constitution of India or marking a solemn affirmation.
- 25) He/she will have to produce all the certificates of the requisite qualifications to the concerned post in original at the time of joining.
- 26) The Principal concerned shall be competent authority under these terms and conditions to ensure that the affidavit has been submitted/ signed strictly as per the terms and conditions fixed by the Government for filling up of the posts of Casualty Medical Officer and Medical Officers (all categories of MOs created under DME cadre) in the cadre of DME&R, Himachal Pradesh; and the Principal concerned shall be competent authority to sign the agreement.
- 27) The benefit of Employees Group Insurance Scheme as well as EPF/ CPF/ GPF etc. will not be applicable to the selected candidate.
- 28) The Government may increase and decrease the monthly emoluments of the Casualty Medical Officer and Medical Officers (all categories of MOs created under DME cadre) keeping in view of the State exchequer.
- 29) The Principal concerned shall be competent authority to ensure that the legal undertaking in the form of affidavit is submitted by the concerned/selected candidate before their joining. The submission of legal undertaking/ affidavit is required to be mentioned in the engagement orders of the selected candidate after obtaining the approval of the Government.

Provided that the Principal concerned shall be competent authority to ensure that the selectee has submitted correct affidavit as per the terms and conditions fixed by the Government from time to time.

- 30) The monthly emoluments of the Casualty Medical Officer (CMO), Medical Officer(MO), Medical Officer(Store)/ MO (Store), Medical Officer(Blood Bank)/ MO(Blood Bank), Hospital Administrative Officer(HAO) of GDO/MO Category's post, Registrar-cum-Lady

Medical Officer(RLMO), Medical Officer (Tertiary Cancer Care Centre(TCCC)) etc., will be fixed as under:-

Sr. No.	Category/ Name of post	Fixed monthly emoluments
1	Casualty Medical Officer (CMO)	₹33660/ per month
2	Medical Officer (MO)	
3	Medical Officer (Store)	
4	Medical Officer (Blood Bank)	
5	Hospital Administrative Officer (HAO)	
6	Registrar-cum-Lady Medical Officer (RLMO)	
7	Medical Officer (Tertiary Cancer Care Centre)/ Medical Officer (TCCC)	

- 31) The selected candidate must submit a 'legal undertaking in the form of affidavit', affirming his/her unconditional acceptance of all terms and conditions outlined in this policy, alongwith those specified in the offer of engagement orders issued by the Directorate of Medical Education & Research, Himachal Pradesh.



This issues with the prior approval of Finance Department (Expenditure Control-II), Government of Himacahl Pradesh obtained vide its U.O. No. 56265466-Fin-F/2025, dated 03-05-2025.

By Order

M. Sudha Devi
Secretary (Health) to the
Government of Himachal Pradesh

Endst. No.: As above

Dated: Shimla-2, the

16-05-2025

❖ **Copy forwarded for information and necessary action, to:-**

- 1) The Principal Accountant General, H.P., Shimla-03.
- 2) The Accountant General (A&E), Himachal Pradesh, Shimla-171003.
- 3) The Deputy Accountant General (A&E), H.P., Shimla-171003.
- 4) The Special Secretary (Health-A Section) to the Government of Himachal Pradesh, HP Secretariat, Shimla-02.
- 5) The Joint Secretary(GAD) to the Government of HP w.r.t. item No.: 29 of Cabinet decision dated 09-05-2025 (**CMM meeting dated 05-05-2025**) for information.
- 6) The Under Secretary (Finance-Exp.) to the Government of HP w.r.t. his UO number referred above, for information.
- ✓ 7) The Director, Medical Education & Research, H.P., Shimla-09.
- 8) The Director, Health Services, Himachal Pradesh, Shimla-09 and is requested to take immediate necessary action.
- 9) The Principal, IGMCH Shimla, HP-171001.
- 10) The Principal, AIMSS Chamiana, Shimla, HP-176012.
- 11) The Principal, Dr. RPGMC Tanda, District Kangra, HP-176002.
- 12) The Principal, Dr. YSPGMC Nahan, District Sirmour, HP-173001.
- 13) The Principal, SLBSGMC Nerchowk, Mandi, HP-175008.
- 14) The Principal, Dr. RKGMC Hamirpur, HP-177001.
- 15) The Principal, Pt. JLN GMC Chamba, HP-17631.
- 16) The Section Officer, Health-A Section, HP Secretariat, Shimla-02 and is requested to take immediate necessary action.
- 17) The DA concerned dealing with the establishment matter of MOs/ CMOs in Health-A Section, HP Secretariat, Shimla-02 and is requested to take immediate necessary action.
- 18) All the concerned Assistant(s) of Health-B Section, HP Secretariat, Shimla-02 dealing with the establishment matter of Medical Colleges/ institution of the State.

- 19) The DA concerned dealing with uploading of orders, is directed to upload the same immediately at the website/portal of e-Rajpatra/ e-Gazette, Government of Himachal Pradesh.
- 20) Guard file.



Special Secretary (Health) to the
Government of Himachal Pradesh
