

**പതിനാലാം കേരള നിയമസഭ  
പതിനാറാം സമ്മേളനം**

നക്ഷത്രചിഹ്നമിടാത്ത ചോദ്യം നം.3877

11.11.2019 ൽ മറുപടിക്ക്

**സ്പെഷ്യാലിറ്റി ആശുപത്രികൾ കാലോചിതമായി പരിഷ്കരിക്കുന്നതിന് നടപടി**

<p style="text-align: center;"><u>ചോദ്യം</u></p> <p style="text-align: center;">ശ്രീ.കെ.എസ്.ശബരീനാഥൻ</p>		<p style="text-align: center;"><u>ഉത്തരം</u></p> <p style="text-align: center;">കെ.കെ. ശൈലജ ടീച്ചർ (ആരോഗ്യവും സാമൂഹ്യനീതിയും വനിത-ശിശു വികസനവും വകുപ്പുമന്ത്രി)</p>	
(എ)	സംസ്ഥാനത്തെ ആരോഗ്യവകുപ്പിന് കീഴിൽ എത്ര സ്പെഷ്യാലിറ്റി (വിദഗ്ധ ചികിത്സ) ആശുപത്രികൾ (നെഞ്ച് വേദന, മാനസിക രോഗം, കഷ്ടരോഗം മുതലായവയ്ക്ക്) ഉണ്ട്; വ്യക്തമാക്കുമോ;	(എ)	ആരോഗ്യ വകുപ്പിനു കീഴിൽ 7 സ്പെഷ്യാലിറ്റി ആശുപത്രികൾ ഉണ്ട്.
		1	നെഞ്ചുരോഗ ആശുപത്രി പുലയനാർകോട്ട, തിരുവനന്തപുരം
		2	മാനസികാരോഗ്യ കേന്ദ്രം, പേരൂർക്കട, തിരുവനന്തപുരം.
		3	മാനസികാരോഗ്യ കേന്ദ്രം, തൃശ്ശൂർ.
		4	മാനസികാരോഗ്യ കേന്ദ്രം, കോഴിക്കോട്
		5	ലൈപ്രസി സാനറ്റോറിയം, നൂറനാട്, ആലപ്പുഴ
		6	ഗാന്ധിഗ്രാം ആശുപത്രി, കൊരട്ടി, തൃശ്ശൂർ
		7	ഡെർമറ്റോളജി ആശുപത്രി ചേവായൂർ, കോഴിക്കോട്
(ബി)	അവയുടെ ഭരണപരവും ഭൗതികവുമായ സാഹചര്യങ്ങളും സ്റ്റാഫ് പാറ്റേൺ കാലോചിതമായി പരിഷ്കരിച്ചിട്ടുണ്ടോ;ഇല്ലെങ്കിൽ അതിന് വേണ്ട നടപടി സ്വീകരിക്കുമോ; വ്യക്തമാക്കുമോ;	(ബി)	തെരഞ്ഞെടുക്കപ്പെട്ട സ്പെഷ്യാലിറ്റി ആശുപത്രികളിൽ പ്ലാൻ ഫണ്ട് ഉപയോഗിച്ചും, മാസ്റ്റർ പ്ലാനിന്റെ അടിസ്ഥാനത്തിലും ഭൗതിക സാഹചര്യങ്ങൾ മെച്ചപ്പെടുത്തുന്നതിനുള്ള നടപടികൾ സ്വീകരിച്ചിട്ടുണ്ട്. താലൂക്ക്/ജില്ലാ/ജനറൽ ആശുപത്രികളിൽ സ്പെഷ്യാലിറ്റി/സൂപ്പർ സ്പെഷ്യാലിറ്റി സേവനങ്ങൾ ഏർപ്പെടുത്തിയതോടെ ചില സ്പെഷ്യാലിറ്റി ആശുപത്രികളെ രോഗികൾ ആശ്രയിക്കുന്നത് കുറഞ്ഞിട്ടുണ്ട്. സ്റ്റാഫ് പാറ്റേൺ പരിഷ്കരിക്കുന്നത് ഇപ്പോൾ പരിഗണനയിലില്ല.
(സി)	പ്രസ്തുത ആശുപത്രികളിൽ ഏതെല്ലാം കേഡർ വിഭാഗങ്ങളിലുള്ള ഡോക്ടർമാരുടെ തസ്തിക ഉണ്ട്;അവയിൽ എത്ര പേർ ജോലി ചെയ്യുന്നു; വ്യക്തമാക്കുമോ;	(സി)	സൈക്യാട്രി, ശാസ്തകോശരോഗ വിഭാഗം, ഡെർമറ്റോളജി എന്നീ വിഭാഗങ്ങളിലായി യഥാക്രമം 40, 6, 8 എന്നിങ്ങനെ ഡോക്ടർമാരുടെ തസ്തികകളുണ്ട്. ആയതിലൊക്കെ ഡോക്ടർമാർ ജോലി ചെയ്യുന്നു.

(ഡി)	പ്രസ്തുത ആശുപത്രികളിൽ മേധാവികളുടെ തസ്തിക സ്പെഷ്യാലിറ്റി ഡോക്ടർമാർക്കാണ്; അതോ അഡ്മിനിസ്ട്രേറ്റീവ് കേഡർക്കാണ്; അതിനെ സംബന്ധിക്കുന്ന സർക്കാർ ഉത്തരവുകളുടെ പകർപ്പ് ലഭ്യമാക്കാമോ;	(ഡി)	മേൽപറഞ്ഞ ആശുപത്രികളിൽ മേധാവികളുടെ തസ്തിക അഡ്മിനിസ്ട്രേറ്റീവ് കേഡറിലാണ് ഉൾപ്പെടുത്തുന്നത്. അതിനെ സംബന്ധിക്കുന്ന സർക്കാർ ഉത്തരവിന്റെ പകർപ്പ് അനുബന്ധമായി ചേർക്കുന്നു.
(ഇ)	പ്രസ്തുത ആശുപത്രികളിൽ ഏതിലെങ്കിലും ഏതെങ്കിലും തസ്തികയിൽ അനുവദിക്കപ്പെട്ട കേഡറിലല്ലാതെയുള്ള ഡോക്ടർമാർ ചാർജ് വഹിക്കുന്നുണ്ടോ; അങ്ങനെയെങ്കിൽ അതിനുള്ള ഭരണപരമായ കാരണമെന്ത്; വ്യക്തമാക്കാമോ;	(ഇ)	മേൽപറഞ്ഞ സ്ഥാപനങ്ങളിൽ എല്ലാം അഡ്മിനിസ്ട്രേറ്റീവ് തസ്തികയിൽ ഉൾപ്പെട്ട ഉദ്യോഗസ്ഥരാണ് ചാർജ് വഹിക്കുന്നത്.
(എഫ്)	കേഡർ സംവിധാനം അട്ടിമറിക്കുന്ന തരത്തിലുള്ള ചാർജ് ഓഫീസർ നിയമന രീതി അവസാനിപ്പിച്ച് സുശക്തമായ ഭരണസംവിധാനം സ്ഥാപിക്കാൻ വേണ്ട എന്തൊക്കെ നടപടികളാണ് ഇത് വരെ സ്വീകരിച്ചിട്ടുള്ളത്; ഇല്ലെങ്കിൽ എത്ര കാലയളവിനുള്ളിൽ ശരിയായ നിയമനം നടത്താൻ സാധിക്കും എന്നാണ് സർക്കാർ വിലയിരുത്തൽ; വിശദമാക്കാമോ?	(എഫ്)	കേഡർ സംവിധാനം അട്ടിമറിക്കുന്ന തരത്തിലുള്ള ചാർജ് ഓഫീസർ നിയമന രീതി നിലവിൽ ഇല്ല.

  
 സെക്ഷൻ ഓഫീസർ



GOVERNMENT OF KERALA  
Health and Family Welfare (A) Department  
NOTIFICATION\*

G O. (P) No. 69/10/H&FWD. Dated, Thiruvananthapuram, 17th February, 2010.

**S. R. O. No. 166/2010.**—In exercise of powers conferred by sub-section (1) of section 2 of the Kerala Public Services Act, 1968 (19 of 1968), and in supersession of the Kerala Health Services (Medical Officers) Special Rules, 2005, issued under notification G O. (P) No. 28/05/H&FWD dated 5th February, 2005 and published as S.R.O. No. 138/2005, in the Kerala Gazette Extraordinary No. 309 dated 8th February, 2005 and all orders issued in this regard, the Government of Kerala hereby make the following Special Rules for the Kerala Health Services (Medical Officers), namely:—

RULES

1. *Short title and commencement.*—(1) These rules may be called the Kerala Health Services (Medical Officers) Special Rules, 2010.

(2) They shall be deemed to have come into force on the 1st day of January, 2007.

2. *Constitution.*—The service shall consist of the following branches and categories of officers, namely:—

**BRANCH A—ADMINISTRATIVE CADRE**

*Category 1:*

Director of Health Services

*Category 2:*

(a) Additional Director of Health Services.

(b) District Medical Officer of Health, Thiruvananthapuram, Kollam, Ernakulam, Thrissur and Kozhikode Districts.

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\*Published in the Kerala Gazette Extraordinary No. 375 dated 17th February 2010.

*Category 3:*

- (a) Deputy Directors of Health Services in the Directorate.
- (b) Superintendent, General Hospitals (Thiruvananthapuram, Alappuzha, Pathanamthitta, Ernakulam, Kozhikode, Thalassery, Kasaragod)
- (c) Superintendent, Women and Children Hospital (Thiruvananthapuram, Alappuzha, Kozhikode)
- (d) Superintendent, Mental Health Centre (Thiruvananthapuram, Thrissur, Kozhikode)
- (e) Superintendent, Sanatorium for Chest Disease, Pulayanarkottah, Thiruvananthapuram.
- (f) Superintendent, District Hospital, Peroorkada, Thiruvananthapuram District Hospitals [Kollam, Kottayam, Idukki, Thrissur, Palakkad, Manjeri (Malappuram), Mananthavady (Wayanad), Kannur]
- (g) District Medical Officer/Health other than in Category 2 above.
- (h) State Leprosy Officer.
- (i) Principal (Kerala State Institute of Health and Family Welfare)
- (j) Additional District Medical Officer, Health—Thiruvananthapuram, Ernakulam and Kozhikode Districts.

*Category 4:*

Deputy Director (Dental)

*Category 5:*

- (a) Assistant Director of Health Services (Public Health)
- (b) Principal, Family Welfare Training Centre, Kozhikode/Public Health Training School, Thiruvananthapuram.
- (c) Deputy District Medical Officer, Health other than Thiruvananthapuram, Ernakulam, Kozhikode Districts.
- (d) District TB Officer/District Leprosy Officer/District RCH Officer.
- (e) Superintendent, Leprosy Sanatorium, Nooranad, Koratty, Chevayoor.
- (f) Deputy Superintendent, General Hospital, Thiruvananthapuram/Women and Children Hospital, Thiruvananthapuram/Mental Health Centre, Thiruvananthapuram, Thrissur, Kozhikode; District Hospital, Kollam; General Hospital, Ernakulam; District Hospital, Palakkad; District Hospital Manjeri; General Hospital, Kozhikode; District Hospital, Kannur and General Hospital, Thalassery.
- (g) Assistant Director of Health Services (Family Welfare)
- (h) Superintendent of other Hospitals with more than 100 beds.

*Category 6:*

- (a) Junior Administrative Medical Officers in Directorate of Health Services and District Medical Offices.
- (b) Epidemiologists of State Public Health Wing.
- (c) Medical Lecturer-cum-Demonstrator (Kerala State Institute of Health and Family Welfare)
- (d) Junior Medical Officers in Community Health Centres or Block Primary Health Centres or Primary Health Centres.

**BRANCH B—GENERAL CADRE**

*Category 1 (a):* Civil Surgeon Higher Grade

*Category 1 (b):* Civil Surgeon

*Category 1 (c):* Assistant Surgeon and categories of the same rank including Casualty Medical Officer (Entry cadre)

*Category 2(a):* Dental Civil Surgeon Higher Grade

*Category 2(b):* Dental Civil Surgeon

*Category 2(c):* Dental Assistant Surgeon (Entry cadre)

**BRANCH C—SPECIALITY CADRE****BRANCH C (a)**

*Category 1:* Chief Consultant, General Medicine

*Category 2:* Chief Consultant, General Surgery

*Category 3:* Chief Consultant, Obstetrics and Gynaecology

*Category 4:* Chief Consultant, Paediatrics

*Category 5:* Chief Consultant, Orthopaedic Surgery

*Category 6:* Chief Consultant, ENT

*Category 7:* Chief Consultant, Ophthalmology

*Category 8:* Chief Consultant, Anaesthesia

*Category 9:* Chief Consultant, Dermatology and Venerology

*Category 10:* Chief Consultant, Psychiatry

*Category 11:* Chief Consultant, Forensic Medicine

*Category 12:* Chief Consultant, Physical Medicine and Rehabilitation

*Category 13:* Chief Consultant, Radiodiagnosis/Radiotherapy

*Category 14:* Chief Consultant, Transfusion Medicine [merged with Branch-D(b)]

*Category 15:* Chief Consultant, Respiratory Medicine/TB and Chest Disease (Pulmonology).

## BRANCH C (b)

- Category 1:* Senior Consultant, General Medicine
- Category 2:* Senior Consultant, General Surgery
- Category 3:* Senior Consultant, Obstetrics and Gynaecology
- Category 4:* Senior Consultant, Paediatrics
- Category 5:* Senior Consultant, Orthopaedic Surgery
- Category 6:* Senior Consultant, ENT
- Category 7:* Senior Consultant, Ophthalmology
- Category 8:* Senior Consultant, Anaesthesia
- Category 9:* Senior Consultant, Dermatology and Venerology
- Category 10:* Senior Consultant, Psychiatry
- Category 11:* Senior Consultant, Forensic Medicine
- Category 12:* Senior Consultant, Physical Medicine and Rehabilitation
- Category 13:* Senior Consultant, Radiodiagnosis/Radiotherapy
- Category 14:* Senior Consultant, Transfusion Medicine [merged with Branch-D(b)]
- Category 15:* Senior Consultant, Respiratory Medicine/TB and Chest Disease (Pulmonology).

## BRANCH C (c)

- Category 1:* Consultant, General Medicine.
- Category 2:* Consultant, General Surgery
- Category 3:* Consultant, Obstetrics and Gynaecology
- Category 4:* Consultant, Paediatrics
- Category 5:* Consultant, Orthopaedic Surgery
- Category 6:* Consultant, ENT
- Category 7:* Consultant; Ophthalmology
- Category 8:* Consultant, Anaesthesia
- Category 9:* Consultant, Dermatology and Venerology
- Category 10:* Consultant, Psychiatry
- Category 11:* Consultant, Forensic Medicine

*Category 12:* Consultant, Physical Medicine and Rehabilitation

*Category 13:* Consultant, Radiodiagnosis/Radiotherapy

*Category 14:* Consultant, Transfusion Medicine [merged, with Branch-D(b)]

*Category 15:* Consultant, Respiratory Medicine/TB and Chest Disease (Pulmonology).

## BRANCH C (d)

*Category 1:* Chief Dental Consultant

*Category 2:* Senior Dental Consultant

*Category 3:* Dental Consultant

*Note:—(i)* 8 Specialities (Oral and Maxillofacial Surgery, Prosthodontics, Periodontics, orthodontics Conservative Dentistry, Pedodontics, Oral Medicine and Radiology, Public Health Dentistry) have been included in the Speciality cadre.

(ii) In the case of Dentistry, in the Speciality cadre there shall be Chief Consultant, Senior Consultant, Consultant and Junior Consultant.

## BRANCH C (e)

- Category 1.* Junior Consultant, General Medicine
- Category 2.* Junior Consultant, General Surgery
- Category 3.* Junior Consultant, Obstetrics and Gynaecology
- Category 4.* Junior Consultant, Paediatrics
- Category 5.* Junior Consultant, Orthopaedic Surgery
- Category 6.* Junior Consultant, ENT
- Category 7.* Junior Consultant, Ophthalmology
- Category 8.* Junior Consultant, Anaesthesia
- Category 9.* Junior Consultant, Dermatology and Venerology
- Category 10.* Junior Consultant, Psychiatry
- Category 11.* Junior Consultant, Forensic Medicine
- Category 12.* Junior Consultant, Physical Medicine and Rehabilitation

Category 13. Junior Consultant, Radiodiagnosis/Radiotherapy

Category 14. Junior Consultant, Transfusion Medicine [merged with Branch-D(b)]

Category 15. Junior Consultant, Respiratory Medicine/TB and Chest Disease (Pulmonology).

#### BRANCH C (f)

Category 1: Junior Dental Consultant (from among the 8 specialities)

Note:—(i) The following 8 specialities are included in the speciality cadre namely:—Oral and Maxillofacial Surgery, Prosthodontics, Periodontics, Orthodontics Conservative Dentistry, Pedodontics, Oral Medicine and Radiology, Public Health Dentistry.

(ii) In the case of Dentistry, in the Speciality cadre there shall be Chief Consultant, Senior Consultant, Consultant and Junior Consultant.

#### BRANCH D (a)—PUBLIC HEALTH LABORATORY CADRE

Category 1: Chief Consultant/Director, State Public Health Laboratory, Thiruvananthapuram

Category 2: Senior Consultant

Category 3: Consultant

Category 4: Junior Consultant—(Pathology/Microbiology/Biochemistry).

#### BRANCH D (b)—BLOOD BANK AND CLINICAL LAB (TRANSFUSION MEDICINE) CADRE

Category 1: Senior Consultant-Blood Bank and Clinical Lab/Transfusion Medicine.

Category 2: Consultant—Blood Bank and Clinical Lab/Transfusion Medicine.

Category 3: Junior Consultant—Blood Bank and Clinical Lab/Transfusion Medicine.

3. *Method of appointment and qualification.*—No person shall be eligible for appointment to any of the categories of posts mentioned in column (1) of the Table below under methods specified in column (2) thereof, unless he possesses the qualifications prescribed in the corresponding entry in column (3).

TABLE

#### METHOD OF APPOINTMENT AND QUALIFICATION

No.	Category	Method of appointment	Qualification
	(1)	(2)	(3)
BRANCH A—ADMINISTRATIVE CADRE			
1	Director of Health Services	Direct appointment by Selection from Category 2	(i) Degree in Modern Medicine (MBBS) or equivalent qualification
2	Additional Director of Health Services/ District Medical Officer (Health) and equated categories	By promotion from Category 3 Branch A	(ii) Masters Degree in Community Medicine or Master of Public Health or Master of Business Administration or Master of Hospital Administration or Degree in Hospital Administration or Degree in Public Health qualifications [qualification as per (ii) is applicable for those who entered service from 1st January, 2007.]
3	Deputy Director of Health Services/ District Medical Officer (Health)/ Superintendent and equated categories	By promotion from Category 5 Branch A	(i) Degree in Modern Medicine (MBBS) or equivalent qualification. (ii) Masters Degree in Community Medicine or Master of Public Health or Master of Business Administration or Master of Hospital Administration or Degree in

(1)	(2)	(3)
4 Deputy Director (Dental)	By promotion from (i) Category 2 (a) General cadre  OR Branch B (ii) From Category 2 (b) General cadre Branch B in case no candidate is available in item (i)	<p>Hospital Administration or Degree in Public Health qualifications [qualification as per (ii) is applicable for those who entered service from 1st January, 2007].</p> <p>(iii) 3 years service as Assistant Director of Health Services or equivalent post.</p> <p>(i) Degree in Dentistry (BDS) or equivalent qualification.</p> <p>(ii) Masters Degree in Community Medicine or Master of Business Administration or Master of Hospital Administration or Master of Public Health.</p> <p>OR</p> <p>Degree in Hospital Administration or Degree in Public Health qualifications. [qualification as per (ii) is applicable for those who entered service from 1st January 2007].</p> <p>(iii) 3 years service as Dental Civil Surgeon.</p>
GCPT. 3/57/2013.	5 Assistant Director/ Superintendent and equated categories	By promotion from Category 6 Branch A
		<p>(i) Degree in Modern Medicine (MBBS) or equivalent qualification.</p> <p>(ii) Masters Degree in Community Medicine or Master of Public Health or Master of Business Administration or Master of Hospital Administration or Degree in Hospital Administration or Degree in Public Health qualifications [qualification as per (ii) is applicable for those who entered service from 1st January, 2007].</p> <p>(iii) 5 years service as Junior Administrative Medical Officer or equivalent posts.</p>
	6 Junior Administrative Medical Officer and equated categories	By option from Category 1 (c) Branch B or by direct recruitment
		<p>(i) Degree in Modern Medicine (MBBS) or equivalent qualification.</p> <p>(ii) Masters Degree in Community Medicine or Master of Public Health or Master of Business Administration or Master of Hospital Administration or Degree in Hospital Administration or Degree in Public Health qualifications [qualification as per (ii) is applicable for those who entered service from 1st January 2007].</p> <p>(iii) Minimum 2 years of service as Assistant Surgeon.</p>

(1)	(2)	(3)
		<p><i>Note:—</i>(i) The Requirement of 2 years service as in (iii) may be relaxed, in case qualified candidates was 2 years service experience are not available for placement in Category 6.</p> <p>(ii) In case qualified candidates in the prescribed disciplines are not available in service for placement on the Administrative cadre, direct recruitment can be made to the post (Category 6). Experience will not be mandatory for Post Graduate qualified candidates for this purpose.</p> <p>For direct recruitment in Category 6, Post Graduate qualifications will be preferred to Graduate (Degree) qualifications, other things being equal.</p>

#### BRANCH B—GENERAL CADRE

† (a) Civil Surgeon (Higher Grade)	By time bound grade promotion on completion of 16 years of total service in all grades put together from incumbents in Category No. 1 (b) Branch B	
1 (b) Civil Surgeon	By promotion or time bound grade on completion of total 8 years of service which ever is earlier from incumbents in Category No. 1 (c) Branch B.	Degree in Modern Medicine (MBBS) or equivalent qualification.
1 (c) Assistant Surgeon/ Casualty Medical Officer	Direct Recruitment/By Transfer of qualified Para Medical Staff/Nurses in the Health Services Department who have acquired qualification under Service quota.	Degree in Modern Medicine (MBBS) or equivalent qualification.
2 (a) Dental Civil Surgeon (Higher Grade)	Time bound Higher grade on completion of 16 years of total service.	Degree in Dentistry (BDS) or equivalent qualification.
2 (b) Dental Civil Surgeon	By promotion or time bound grade on completion of total 8 years service, whichever is earlier, from incumbents in Category 2 (c) Branch B.	Degree in Dentistry (BDS) or equivalent qualification.



(1)	(2)	(3)
2 (c) Assistant Dental Surgeon	Direct Recruitment/By Transfer	Degree in Dentistry (BDS) or equivalent qualification.

**BRANCH C—SPECIALITY CADRE**

- |   |  |  |  |
|---|--|--|--|
| 1 | Chief Consultant<br>(Various Specialities) | By Promotion from Senior Consultant in the respective branch of the concerned speciality | (i) Degree in Modern Medicine (MBBS), Dentistry (BDS) or equivalent qualification. |
|---|--|--|--|

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|------|--|
| (ii) | Post Graduate Degree/Diploma in concerned Speciality or equivalent qualification or Diplomate in National Board in concerned speciality. |
|------|--|

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OR

DM Degree in Cardiology/Neurology/ Medical Gastroenterology/Nephrology or M.Ch. Degree in Urology (Genito Urinary Surgery)/Thoracic Surgery/Surgical Gastroenterology/Plastic Surgery/ Paediatric Surgery/Neuro Surgery or equivalent qualification of Diplomate in National Board in the above specialities.

- |   |   |   |
|---|---|---|
| 2 | Senior Consultant<br>(Various Specialities) | By Promotion from Consultant in the respective branch of the concerned speciality |
|---|---|---|

- |     |  |
|-----|--|
| (i) | Degree in Modern Medicine (MBBS), Dentistry (BDS) or equivalent qualification. |
|-----|--|

- |      |  |
|------|--|
| (ii) | Post Graduate Degree/Diploma in concerned Speciality or equivalent qualification or Diplomate in National Board in concerned speciality. |
|------|--|

OR

DM Degree in Cardiology/Neurology/ Medical Gastroenterology/Nephrology or M.Ch. Degree in Urology (Genito Urinary Surgery)/Thoracic Surgery/Surgical Gastroenterology/Plastic Surgery/ Paediatric Surgery/Neuro Surgery or equivalent qualification of Diplomate in National Board in the above specialities.

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- |   |                                      |  |  |
|---|--------------------------------------|--|--|
| 3 | Consultant<br>(Various Specialities) | By Promotion from Junior Consultant in the respective branch of the concerned speciality | (i) Degree in Modern Medicine (MBBS), Dentistry (BDS) or equivalent qualification. |
|---|--------------------------------------|--|--|

- |       |  |
|-------|--|
| (iii) | Minimum 3 years service as Consultant. |
|-------|--|

(1)	(2)	(3)
4 Junior Consultant. (Various Specialities)	By placement based on option from Category 1 (c) or 2 (c) of Branch B or by direct recruitment	(ii) Post Graduate Degree/Diploma in concerned Speciality or equivalent qualification or Diplomate in National Board in concerned speciality.
		OR
		DM Degree in Cardiology/Neurology/ Medical Gastroenterology/Nephrology or M.Ch. Degree in Urology (Genito Urinary Surgery)/Thoracic Surgery/Surgical Gastroenterology/Plastic Surgery/ Paediatric Surgery/Neuro Surgery or equivalent qualification of Diplomate in National Board in the above specialities.
		(iii) minimum 5 years service as Junior Consultant
		(i) Degree in Modern Medicine (MBBS), Dentistry (BDS) or equivalent qualification.
		(ii) Post Graduate Degree/Diploma in concerned Speciality or equivalent qualification or Diplomate in National Board in concerned speciality.
		OR
		DM Degree in Cardiology/Neurology/ Medical Gastroenterology/Nephrology or M.Ch. Degree in Urology (Genito Urinary Surgery)/Thoracic Surgery/Surgical Gastroenterology/Plastic Surgery/ Paediatric Surgery/Neuro Surgery or equivalent qualification of Diplomate in National Board in the above specialities.
		(iii) Minimum 2 years service as Assistant Surgeon.
		<p>Note:—(i) The Requirement of 2 years service as in (iii) above may be relaxed, in case qualified candidates with 2 years service are not available for placement in Category 4.</p> <p>(ii) In case qualified candidates in the prescribed subjects are not available in service for placement in Category 4 in the speciality cadre, direct recruitment can be made to the post. Experience will not be mandatory for PG qualified</p>

(1)	(2)	(3)
		candidates for this purpose. Preference will be given in direct recruitment to candidates with Post Graduate Degree or Super Speciality Degree over those with Post Graduate Diploma qualifications, other things being equal.

**BRANCH D (a)—PUBLIC HEALTH LABORATORY CADRE**

**1 Category 1:**

Chief Consultant/  
Director—State  
Public Health Lab,  
Thiruvananthapuram

By Promotion from  
Category 2 Branch D (a)

(i) Degree in Modern Medicine (MBBS) or equivalent qualification.

(ii) M. D. in Pathology/Biochemistry/  
Microbiology.

OR

Post Graduate Diploma in Clinical  
Pathology or equivalent.

**2 Category 2:**

Senior Consultant

By Promotion from  
Category 3 Branch D (a)

(i) Degree in Modern Medicine (MBBS) or equivalent qualification.

(ii) M. D. in Pathology/Biochemistry/  
Microbiology.

OR

Post Graduate Diploma in Clinical  
Pathology or equivalent.

(iii) 3 years service as Consultant (Category 3).

**3 Category 3:**

Consultant

By Promotion from  
Category 4 Branch D (a)

(i) Degree in Modern Medicine (MBBS) or equivalent qualification.

(ii) M. D. in Pathology/Biochemistry/  
Microbiology

OR

Post Graduate Diploma in Clinical  
Pathology or equivalent.

(iii) 5 years service as Junior Consultant  
(Category 4)

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(1)	(2)	(3)
4 Category 4:		
Junior Consultant (Various subjects— Pathology, Micro-biology, Biochemistry)	By placement based on option from Category 1 (c) Branch B or by direct recruitment	(i) Degree in Modern Medicine (MBBS) or equivalent qualification.  (ii) M. D. in Pathology/Biochemistry/ Microbiology.  OR  Post Graduate Diploma in Clinical Pathology or equivalent.
		Note:—(i) In the absence of candidates having qualification in item (i) and (ii) above, direct recruitment will be made to Category 4 from qualified candidates.  (ii) Candidates with M. D. in Pathology will be preferred for direct recruitment, other things being equal.

#### BRANCH D (B)—BLOOD BANK AND CLINICAL LAB (TRANSFUSION MEDICINE) CADRE

1 Category 1:			
Senior Consultant	By Promotion from Category 2 Branch D (b). In the absence of qualified persons from Category D (b) by promotion of a qualified person from Category 3 Branch D (a)	(i) Degree in Modern Medicine (MBBS) or equivalent qualification.  (ii) M. D. in Pathology/Microbiology/ Hematology and Blood Transfusion/ Transfusion Medicine or Post Graduate Diploma in Clinical Pathology or equivalent qualifications.  (iii) 3 years service as Consultant.	19
2 Category 2:			
Consultant	By Promotion from Category 3 Branch D (b). In the absence of qualified persons from Category 3 Branch D (b) by promotion of a qualified person from Category 1 (c) Branch B	(i) Degree in Modern Medicine (MBBS) or equivalent qualification.  (ii) M. D. in Pathology/Microbiology/ Hematology and Blood Transfusion/ Transfusion Medicine or Post Graduate Diploma in Clinical Pathology or equivalent qualifications.  (iii) 5 years service as Junior Consultant.	

(1)	(2)	(3)
3 Category 3: Junior Consultant	By option from Category 1 (c) Branch B or by direct recruitment.	<p>(i) Degree in Modern Medicine (MBBS) or equivalent qualification.</p> <p>(ii) M. D. in Pathology/Microbiology/Hematology and Blood Transfusion/Transfusion Medicine or Post Graduate Diploma in Clinical Pathology or equivalent qualifications.</p>

*Note:—*(i) In case persons with qualifications as in (i) and (ii) are not available in service, persons with qualification in (i) above will be considered. If there are no candidates with qualification as per either (i) or (ii) is available for placement, direct recruitment will be made to Category 3 with qualification in (i) only.

*Note:—*(1) Degree/Post Graduate Diploma/Post Graduate Degree/Super Speciality Degree wherever, mentioned in these rules must be either awarded or recognized by any recognized University or equivalent institute. Medical Post Graduate Degree/Diploma or equivalent qualifications recognized by Medical Council of India and Diplomate in National Board awarded by National Board of Examinations only will be considered. Non Medical Degree or Diploma mentioned in this rule must be awarded by any recognized University or equivalent institute.

(2) Equivalent Medical/Dental qualification wherever mentioned in these rules (except DNB) means those qualifications recognized as equivalent by the Medical Council of India/Dental Council of India.

(3) All persons must possess valid registration with Travancore-Cochin Medical Council/Kerala Dental Council for selection, appointment and for holding any post in this service.

4. *Placement.*—The method of appointment by placement to the categories shall be ordered by the Government.

5. *Option for placement.*—Option for placement in Administrative Cadre—Branch A and Speciality Cadre—Branch C and Public Health Lab. Cadres—Branch D(a) and (b) shall be exercised by the Assistant Surgeons/Assistant Dental Surgeons of Branch B during the period of probation itself.

6. Option once exercised shall be final.

7. Those Assistant Surgeons who have not exercised their option to any of the cadres during probation period or later shall be deemed to have continued in the entry cadre Branch B—General Cadre.

8. Those Assistant Dental Surgeons who have not opted speciality cadre shall be continued in general cadre, Branch B, Category 2 and they shall be considered for promotion to the post of Dental Civil Surgeon—General Cadre Category 2 b and a. Dental Civil Surgeon will be considered for promotion to the post of Deputy Director (Dental) in Administrative Cadre—Branch A Category 4.

9. Placement shall be given only after declaration of successful completion of probation in feeder category in General cadre. However Government will have the power to give relaxation to this rule, in case sufficient number of post-graduate qualified candidates are not available for placement in the respective Speciality category.

10. Those Medical Officers in Administrative cadre/General cadre who acquire Post Graduate Diploma/Post Graduate Degree/Diplomate in National Board or equivalent qualification in various Specialities while in service shall be allowed to opt to the Speciality cadre once, irrespective of the post they are holding and they shall be considered for placement as Junior Consultant in Speciality cadre by protecting their pay and allowances last drawn. However at the time of first implementation of the Speciality cadre, placement will be given in the corresponding or higher cadres in Speciality as eligible, for those Medical Officers who were in service as on 31st December, 2006 and who acquire prescribed Post Graduate qualification within such cut off date as ordered by the Government.

11. Medical Officers with more than one Speciality/Super Speciality qualification can opt for only one Speciality in the Speciality cadre.

12. (i) *Seniority*.—Seniority in the feeder category in General cadre on the date passing of the Speciality qualification shall be the criterion for placement in Speciality cadre. In the case of those entering service with Speciality qualification also, seniority in feeder category in general cadre shall be the criterion for placement in Speciality cadre.

(ii) However, at the time of first implementation of Speciality/Administrative cadre, placement in the different categories in the cadres will be given to the eligible employees in the corresponding feeder categories in the existing cadre. For the employees who are already in service as on 31st December, 2006 the seniority for placement in the Speciality cadre will be governed by the points system specified in Appendix.

(iii) The Medical Officers who have entered in service on or before 31st December, 2006 and have opted Speciality cadre, but have been placed in a lower category or cadre in the Speciality due to having lower points compared to the Medical Officers who are junior to them in the placement, will be given one time protection in the placement and placed in the same cadre or posts where his or her juniors are placed in the same Speciality. Their pay also will be protected in the cadre of placement. However, further promotions for them in the Speciality cadre shall be based on the seniority in the respective Speciality cadre.

(iv) If there are more than one option on a day, option from administrative cadre shall be considered only after considering all options from General Cadre i.e., preference shall be given to options from General Cadre.

13. The system of placement of medical officers already in service prior to the date of commencement of these rules shall be as per norms given in the Appendix and as provided in Rule 12 above.

14. *Promotion*.—Promotion to various categories in Speciality and Administrative cadres shall be made from among the candidates in the seniority list for each category, based on their merit and ability; with seniority to be considered only when merit and ability are approximately equal.

15. *Training in Administration*.—The Medical Officers who have opted to Administrative cadre or are continuing in General Cadre shall undergo training in General Administration or Hospital Administration as prescribed by Government from time to time. Those doctors who have opted and placed in the Administrative cadre without the prescribed Post Graduate qualifications will be given the opportunity to acquire Post Graduate qualifications in the prescribed subjects on deputation basis.

16. *Qualification regarding age*.—No person shall be eligible for direct recruitment to any of the posts, if he or she has not completed 18 years of age or if he has completed 41 years of age as on the first day of January of the year in which applications for appointment are invited subject to the usual relaxation to Scheduled Caste or Scheduled Tribe and Other Backward Communities and other eligible categories.

17. *Appointing Authority*.—The appointing authority in respect of all the categories other than those hereinafter mentioned shall be the Government. The Director of Health Services shall be the appointing authority in respect of the categories mentioned below, namely:—

(i) **BRANCH A—ADMINISTRATIVE CADRE**

*Category 6*—Junior Administrative. Medical Officer and equated categories, Casualty Medical officers, Epidemiologists, Junior Administrative Medical Officers in Community Health Centres, Block Primary Health Centres, Primary Health Centres, Medical Lecturer-cum-Demonstrator.

(ii) **BRANCH B—GENERAL CADRE**

*Category 1 (c)*—Assistant Surgeon

*Category 2 (c)*—Assistant Dental Surgeon

(iii) **BRANCH C—SPECIALITY CADRE**

*Category (e)*—Junior Consultant

*Category (f)*—Junior Dental Consultant.

## (iv) a. BRANCH D (a)—PUBLIC HEALTH LABORATORY CADRE

*Category 4—Junior Consultant*(iv) b. BRANCH D (b)—BLOOD BANK AND CLINICAL LAB  
(TRANSFUSION MEDICINE) CADRE*Category 3—Junior Consultant*

18. *Probation.*—Every person appointed to any of the categories shall, from the date on which joins duty, be on probation.

(i) if recruited direct or by transfer, for a period of two years on duty within a total continuous period of three years; and

(ii) if appointed by promotion or placement, for a total period of one year on duty within a continuous period of two years.

19. *Reservation.*—The rules regarding reservation of appointment contained in rules 14 to 17 of Part II of the Kerala State and Subordinate Service Rules, 1958 shall apply to appointments to the service by direct recruitment.

20. *Tests.*—A person appointed to any of the categories in the service shall during the period of probation pass the Account Test for Executive Officers; if he has not already passed the test.

By order of the Governor,

MANOJ JOSHI,  
*Secretary to Government.*

**Explanatory Note**

(This does not form part of the notification, but is intended to indicate its general purport.)

Government have framed Special Rules for the Kerala Health Services (Medical Officers) as per G. O. (P). No. 28/2005/H&FWD dated 5th February, 2005 and amended the same vide G. O. (P) No. 1/07/H&FWD, dated 2nd January, 2007. Certain anomalies in the said rules were brought to the notice of the Government. Now modification of the said rules are required due to the following reasons:

- (i) Several specialists acquiring Post Graduate qualifications have been pushed down in the seniority list due to the protection or weightage given for service seniority. This has resulted in Medical Officers who have acquired PG qualification later and having relatively lesser experience as specialists getting preference for getting placement in Consultant posts. Government have decided to give one time protection for cadre seniority for placement in Speciality cadre.
- (ii) The existing cadres of Medical Officers in Health Services Department have been revised in to Administrative Cadre, Speciality Cadre, General Cadre, Public Health Lab Cadre, and Blood Bank and Clinical Lab/Transfusion Medicine Cadre.
- (iii) Since adequate number of doctors with Super Speciality Degree are not available in Health Services Department at present to form separate Super Speciality Cadres, the Government have decided that the doctors with Super Speciality qualifications such as Cardiology, Urology, Plastic Surgery, Paediatric Surgery etc. will be placed in the concerned General Medicine or General Surgery Specialities.
- (iv) Since the Speciality Branches in Dentistry are equally important like other Speciality Branches, 8 Specialties in Dentistry will have to be included under Branch C(d) and Branch C(f) Speciality cadre.
- (v) Several new posts have been created and designation of a few posts have been changed in the Administrative cadre by the Government.

Therefore Government have decided to frame new Special Rules in supersession of the existing Special Rules. This notification is intended to achieve the above object.

## APPENDIX

(See Rule 12)

Norms for placement of Medical Officers already in service prior to the date of commencement of these rules shall be as follows:

1. On coming into force of these rules, the Medical Officers who are already in service as on 31st December, 2006 and continuing in service shall exercise option to anyone of the following cadres:—

Branch A—Administrative Cadre

Branch B—General Cadre

Branch C—Speciality cadre

Branch D(a)—Public Health Lab Cadre

Branch D(b)—Blood Bank and Clinical Lab/Transfusion Medicine Cadre.

2. Those who are not exercising option to any of the cadres shall be deemed to have continued in General Cadre—Branch B.

3. Those recruited specifically for posts in Public Health Lab (Branch D) will not be allowed to opt other cadres.

4. Based on the options to Speciality cadre, accepted by the Government, seniority list of those who are eligible to be placed in each cadre, in each category/post, shall be prepared and published. For this purpose, the criterion shall be the points awarded for the total qualifying service in the Health Services Department and the points for holding the Speciality/Super Speciality qualification and other conditions as per Rules.

5. Points awarded shall be as per the point system mentioned below:

A—Graduates for each year of completed qualifying service in Kerala Health Services Department as on 31st December, 2006—2 Points (Service rendered for 6 months and above in an year will be counted as 1 year for the purpose of calculating points as above).

B—In addition to the points at A above the following points shall be given for each completed year of qualifying service in Kerala Health Services Department, after acquiring Speciality qualifications:

(i) Post Graduate Diploma in opted Speciality—1 point.

(ii) Post Graduate Degree in opted Speciality—2 points.

(iii) Diplomate in National Board (Equivalent to Post graduate Degree) in opted Speciality—2 points.

(iv) Super Speciality Degree in concerned discipline (DM/M.Ch) 3 points.

(v) Post Graduate Degree like Master in Public Health, Master in Hospital Administration and Diploma in Public Health—1 point.

(vi) Post Graduate Degree (MD Community Medicine)—2 points.

C—A person having Post Graduate Diploma, Post Graduate Degree Speciality qualification in same Speciality, as the case may be given points for either Post Graduate Diploma/Post Graduate Degree at a time. Points will be awarded only for highest qualification in opted Speciality from the date of passing of the same or the date of entry in service whichever is later. Points for Post Graduate Diploma shall not be given for Speciality after the date of passing. Post Graduate Degree and points for Post Graduate Diploma and Post Graduate Degree shall not be given after the date of passing super speciality qualification.

D—The maximum points that can be awarded by the above system to a person shall be limited to 50.

E (i)—In the case of Speciality cadre, the seniority for placement will be fixed based on the basis of the point system up to a cut off limit 50 points in each cadre. For the Medical Officers or Consultant who have got 50 points or more, cadre seniority in the feeder category as on the implementation of the Speciality cadre will be reckoned for placement in the Speciality cadre at the corresponding grade. For Medical Officers having points below 50, seniority for placement will be assigned on the basis of higher points only. The Medical Officers who have been assigned in a lower post or category in the Speciality cadre due to having lower points compared to Medical Officers who are junior to them in terms of cadre seniority, will be given one time protection for placement in the Speciality cadre and he or she will be given placement in the same category where his junior has been placed in the same Speciality. Their pay will also be protected at the rates drawn in the existing cadre. In such cases, seniority for further promotion in the Speciality cadre will be reckoned as per the position in the seniority list prepared for the respective Speciality categories.

E (ii)—In Administrative cadre, cadre seniority among the Medical officers who have opted to the cadre will be protected and ranked accordingly for placement in the cadre.



E (iii)—At the time of first implementation of the Speciality cadre postings, Medical Officers who have entered in service on or before 31st December, 2006 and acquired Post Graduate qualifications or cadre promotion before 31st August, 2009 will be eligible for protection of seniority in the Speciality cadre, with service points to be counted up to 31st December, 2008 and Speciality points upto 31st August, 2009.

F—Leave without allowances will not be treated as qualifying service for calculating point system.

G—Medical Officers whose options have been accepted shall be given posting in Speciality cadre, based on the seniority in the select list prepared for the Speciality cadre as above. The senior most shall be posted as Chief Consultant(s) in the available vacancies of Chief Consultants, and thereafter the available vacancies of Senior Consultants, Consultants and Junior Consultants as the case may be, shall be filled up in the order of seniority in the select list. This will be subject to the one time protection for placement as provided in Rule 12.

H—The vacancies in various categories if any existing in the Administrative Cadre and vacancies in the Administrative Cadre due to option to other cadres shall be filled up based on the cadre seniority of the incumbents in the select list prepared for Administrative Cadre.

I—In the absence of promotion due to non-availability of vacancies in higher posts, the existing system of time bound higher grade promotions for doctors in Health Services Department, on completion of 8 years and 16 years will be continued in each cadre also, in the first 3 grades that is from entry or General Cadre or Junior Consultant to Consultant after 8 years and from Consultant to Senior Consultant after 16 years and similarly from Junior Medical Officers and equivalent categories to Assistant Director or Superintendent or equivalent categories after 8 years and from the latter to Deputy Director of Health Services grade after 16 years.

J—Those who opted for Speciality cadre, but do not have the prescribed qualifications as per Special Rules will be continued in the General Cadre.

K—The seniority list in each cadre will be revised with effect from 1st April every year and those who have acquired speciality qualifications during 1st January to 31st December of the previous year will be considered for placement in the Speciality and Administrative cadres based on available vacancies.