



COAL INDIA LIMITED
"COAL BHAWAN"
10 NETAJI SUBHAS ROAD
KOLKATA - 700001

No. CIL/C-5A(PC)/CCC/43

Date : 22.03.2012

OFFICE ORDER

Sub : Recruitment of Medical Officers as Sr. Medical Officer & Specialist in E3 Grade and Sr. Specialist in E4 Grade respectively.

The Board of Directors of CIL in their 277th meeting held on 30.01.2012 has approved the following :

- i. Recruitment of Medical Officers who are MBBS/BDS & who possess specialist qualifications with less than 3 years experience as Sr. Medical Officer will be in E3 Grade ; recruitment of persons having Post-Graduate qualification / Specialisation with 3 years experience will be in E4 Grade.
- ii. Specialist doctors without any experience who join in E3 grade, will be kept in Specialist Cadre; their career progression will be in the same cadre.
- iii. Medical officers & Specialist who were appointed on or after 01.01.2007 in E2 and E3 grades shall be deemed to have been notionally appointed in the E3 & E4 grades respectively and their pay will be fixed appropriately.
- iv. Medical officers & Specialist who were on the rolls on 01.01.2007 in E2 and E3 grade will be deemed to have been in E3 & E4 grade respectively w.e.f 01.01.2007. They will be entitled for notional seniority and notional pay fixation accordingly.
- v. All the provisions of Common Coal Cadre regarding recruitment, regularisation, closure of probation etc to be amended as per the policy mentioned above and
- vi. No arrears will be paid on account of such up-gradation and/or notional fixation.

Accordingly , (a) the revised Cadre Scheme in respect of Medical Discipline is attached, (b) the service conditions of existing executives in Medical discipline be regulated accordingly and (c) necessary amendments are being made in the relevant clauses of Common Coal Cadre.

This will be effective from 1st April 2012.

This issues with the approval of Competent Authority.


(M. Nazar Ali) 22/3/12
General Manager (P/PC)

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REVISED CADRE SCHEME OF MEDICAL DISCIPLINE

SL. NO	DESIGNATION	GR ADE	OUTSIDE RECRUITMENT		PROMOTION		REMARKS
			Minimum Qualification	Minimum Experience	Minimum Qualification	Minimum Experience	
1	a) Sr. Medical Officer	E-3	Possession of recognized medical degree				
	b) Specialist	E-3	Recognised post graduate qualification mentioned in Annexure - 1				
2 (a)	Sr. Specialist	E-4	Recognised post graduate qualification mentioned in Annexure - 1	3 yrs. Post qualification experience connected with the specialty	Possession of a minimum qualification as specified during recruitment.	3 yrs. Experience in lower grade	
2(b)	Dy Medical Superintendent	E-4			Possession of a minimum qualification as specified during recruitment.	3 yrs. Experience in lower grade	
3	Medical Superintendent/ Medical Superintendent (Specialist)	E-5			-Do-	3 yrs. Experience in lower grade	
4	Dy. Chief Medical Officer	E-6			Possession of a recognized medical degree or recognized PG specialization as mentioned in annexure 1 or Training in Hospital Administration.	3 yrs. Experience in lower grade	
5	Chief Medical Officer	E-7			-Do-	3 yrs. Experience in lower grade	
6	Chief of Medical Services	E-8			-Do-	3 yrs. Experience in lower grade	

Note :

- i. Existing Medical Executives not possessing any post graduate qualification will be eligible for promotion beyond E-6 grade provided they have undergone Training in Hospital Admn. or similar other training.
- ii. Promotion from E-4 to E-5 grade and above grades will be regulated in the ratio of 2:1:1 i.e 2 Specialist Cadre, 1 General Cadre who has acquired Specialist PG qualification subsequently and 1 non-specialist with Hospital Administration.

MEDICAL SPECIFICATION OF QUALIFICATION UNDER PART A&B

	PART -A		PART - B
1	Medicine General	MD MRCP PhD(medical) PhD(Physiology) PhD(Biochemistry) PhD(pharmacology), M.Sc(medical with Anatomy(Physiology, M.Sc (Medical Anatomy) DSc (Physiology) including Biochemistry, D Sc (pharmacology)	
2	Surgery General	MS. FRCS. FACS	
3	Anesthesiology	FFARCS MD/MS with anesthesiology as special.	DA(BCP &S) eng. DA
4	Radiology	MD(radiology) or MRCP with Radiology as special subject DRMT(2 yrs. Course) DMRE(2 yrs. Course)	DRMS(1 yrs. Course) DMR&T(1 year Course) DMRD (1 yrs.)
5	Obstetrics Gynecology	MD, MO, MR. COG, FRCS, or MS(gynecology)	DGO
6	Pediatrics	MD or MRCP, FRCp (Canada)	Dip/Ped DCH
7	Orthopedics	MS.MCH(Orthopedics, Liverpool)FRCS	D orthopaedic, D orth S
8	Ophthalmology	MS, FRCS (with ophthalmology)	DO, DCMSD
9	Ophthalmology ENT	MS, FRCS (with otelaryngology)	DLO, DORI
10	Psychiatrist	MD with psychiatry MRCP with psychiatry	DPM
11	Dermatology & VD	MD/MRCP with dermatology as special subject	DVD & DDV
12	Pathology & Bacteriology	MD (Pathology), MD(Path & Bact), M Sc (Path & Bact) PD(Path & Bact) D Sc (public health)	DGP, PBD(Bact)
13	Public Health	MD with Public Health, D Sc (Public Health)	Mph, DPH, DTM & HLPH, DIR
14	Maternity & Child Welfare	MD (Midwifery & Gynecology) MRCP	DM & CW
15	Tuberculosis	MD(MRCP, FRCS, MS	TBD, DTD
16	Radiation Medicine		DRM
This last is not exhaustive The competent authority shall have the power to assign other qualification to part A or Part B.			