

GOVERNMENT OF PUDUCHERRY
Abstract

Health Secretariat – Implementation of Career Advancement Scheme for Teaching Faculty in Indira Gandhi Medical College and Research Institute – Orders – Issued.

CHIEF SECRETARIAT (HEALTH)

G.O. Ms. No. 51

Puducherry: 15.11.2018.

READ: I.D. Note No. 116/IGMC&RI/Estt./2012, dated 12.11.2018 of the Director, IGMC&RI, Puducherry.

ORDER:

The following Notification shall be published in the next Official Gazette:

NOTIFICATION

The Lieutenant-Governor is pleased to implement the Career Advancement Scheme for Teaching Faculty in Indira Gandhi Medical College and Research Institute without linkage of vacancies.

2. The draft Career Advancement Scheme was placed before the Governing Body of the PKMCS. The Governing Body of the PKMCS in its 16th meeting held on 10.08.2018 has approved the structure of Career Advancement Scheme on the basis of the Dynamic Assured Career Progression Scheme as applicable to the teaching sub-cadre Central Health Scheme communicated in O.M.No.F.No.A.45012/2/2008 CHS-V dt.29.10.2008 of Ministry of Health and Family Welfare, Government of India. New Delhi,

3. The Career Advancement Scheme detailed below as approved by Governing Body was submitted to the Government for approval and notification.

The Career Advancement Scheme (CAS) of
Indira Gandhi Medical College and Research Institute (IGMC&RI)

A. There shall be four stages of career advancement of teaching faculty as detailed below after appointment in the Stage – I.

Stage – I	GP Rs. 6,600/-	PB-3 – Rs.15,600-39,000 (Entry grade appointment)
Stage – II	GP Rs. 7,600/-	PB-3 - Rs.15,600-39,000 (I Career advancement)
Stage – III	GP Rs. 8,700/-	PB-4 - Rs.37,400-67,000 (II Career advancement)
Stage – IV	GP Rs.10,000/-	PB-4 - Rs.37,400-67,000 (III Career advancement)
Stage – V	HAG	Rs.67,000-79,000 (IV Career advancement)

B. Career advancement of entry level Assistant Professors:

Assistant Professors who are in the Pay Band PB3 Rs.15,600-39,000 with Grade Pay of Rs.6,600/- will be eligible to be placed in the Pay Band of Rs.37,400-67,000 with Grade Pay of Rs.7,600/- (Stage – II) after rendering 2 years of service subject to the fulfillment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I. He/she will be further eligible for financial upgradation from Grade Pay of Rs.7,600/- to Grade Pay of Rs.8,700/- (Stage- III) in the Pay Band of Rs.37,400-67,000 after 4 years of service in the Grade of Pay of Rs.7600 subject to the fulfillment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I.

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C. Career advancement of Associate Professors:

Associate Professor in the Pay Band of PB4 Rs.37,000-67000 with Grade of Rs.8,7 with 13 years of combined service of Assistant Professor and Associate Professor shall be eligible for financial upgradation to Grade Pay of Rs.10,000/- (Stage IV) in the Pay Band of PB4 Rs.37,400-67000 subject to the fulfillment of requirement of MCI and on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I.

D. Career advancement of Professors:

10% of the Professors in the Institution with a total of 23 years of teaching and research experience shall be eligible to be placed in the HAG (Stage V) and designated as Senior Professor on satisfying required API scores subject to the fulfillment of requirement of MCI and assessment of duly constituted Screening Committee as per Annexure - I.

E. General conditions:

- (i) All the sanctioned posts of Assistant Professor, Associate Professor, and Professor shall be pooled as teaching posts, and normally the direct appointments shall be made at the level of Assistant Professor.
- (ii) However, in certain situations, the post of Associate Professor, Professor can also be filled up by direct appointment, such as starting of new Postgraduate/Super specialty course and for meeting the requirements of Medical Council of India for grant of continuation of recognition of Undergraduate/Postgraduate/Super Specialty courses.
- (iii) The career advancement through Screening/Selection Committee shall take place without taking into account the vacancies. However, it shall not exceed the total number of sanctioned posts in the respective departments i.e. taking into consideration all sanctioned posts of Assistant Professor/Lecturer, Associate Professor, and Professor.
- (iv) The meeting of Screening/Selection Committee will be held once in a year for considering the fitness of persons who have completed the eligibility service of five/four years as on 30th June of that year.
- (v) The Institute concerned shall send a general circular in the beginning of the academic year calling for applications for career advancement under CAS from eligible candidates.
- (vi) Candidates shall offer themselves for assessment for career advancement by submitting an application duly filled in at the time of calling for application.
- (vii) API scores in respect of each items of activity are indicated in Annexure – II. Those who obtain less than 50% in the expert assessment of Selection Process will have to be reassessed only after a minimum period of one year.
- (viii) Career advancement under CAS being personal career advancement to the incumbent teacher holding substantive sanctioned post, on superannuation, the said post shall revert to its original cadre.
- (ix) The Senior Professors designated shall look after the duties of administrative posts such as Dean, Deputy Medical Superintendent, etc.,

- (x) The incumbent teacher must be on the rolls and active service of the Institute on the date of consideration for career advancement under CAS.
- (xi) All the selection procedures shall be completed on the day of the selection committee meeting, where in the minutes are recorded, recommendation made on the basis of merit and duly signed by all members of the selection committee.
- (xii) The CAS is only on non-functional basis and the faculties conferred with CAS shall continue to perform the same functions for which an undertaking has to be furnished along with the application.
4. Now, therefore, the Lieutenant is pleased to introduce the Career Advancement Scheme for the Teaching Faculty of the IGMC&RI, Puducherry.
5. The Career Advancement Scheme will take effect from the date of issue of this order.
6. This issues with the concurrence of Finance Department vide their I.D. Note No.1074 / FD / F3 / 18-19 dt.18.06.2018.

// BY ORDER OF LIEUTENANT GOVERNOR //

M. Sarathi
16/18 (M. SARATHI)
DEPUTY SECRETARY TO GOVERNMENT (HEALTH)

To

The Director of Stationery & Printing,
Puducherry

ok 18/11/18
With a request to publish the Notification and send 25 copies thereof to this Secretariat for record / reference.

Copy to:

1. The Director of Health and Family Welfare Services, Puducherry.
2. The Director, Indira Gandhi Medical College and Research Institute, Puducherry.
3. The Private Secretary to Chairman-cum-Chief Secretary, Puducherry.
4. The Personal Assistant to Commissioner-cum-Secretary (Health), Puducherry.

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ANNEXURE-I

Composition of Screening/Selection Committee

Stage	Process	Composition of Screening/Selection Committee	Remarks
Career advancement from Stage I to II & Stage II to III	Screening & Selection	I. Secretary (H) – Chairperson II. Director, IGMC&RI III. Dean, IGMC&RI IV. One subject expert to be nominated by Secretary (H) V. One subject expert to be nominated by the University	Career advancement from Stage – I to II and Stage II to III shall be subject to the recommendations of the Screening / Selection Committee and approval of the Governing Body.
Career advancement from Stage III to IV	Screening & Selection	I. Chief Secretary – Chairperson II. Secretary (H) III. Director, IGMC&RI IV. Dean, IGMC&RI V. One subject expert to be nominated by the Chief Secretary VI. One subject expert to be nominated by the University.	Career advancement to Stage –IV shall be subject to the recommendations of the Screening / Selection Committee and approval of the Governing Body.
Career advancement from Stage IV to V	Screening & Selection	Self-assessment is to be counter signed by the Head. (in case candidate himself is Head, by the Dean) and to be verified by the Selection Committee. (i) Chief Secretary – Chairperson (ii) Secretary (H) (iii) Director (iv) Two subject experts out whom, atleast one shall not to be connected to this Institute to be nominated by Chief Secretary. (v) One subject expert to be nominated by University.	Career advancement to Stage V shall be subject to the recommendation of the Screening / Selection Committee and approval of the Governing Body.

17/18 (M. SARATHI)
DEPUTY SECRETARY TO GOVERNMENT (HEALTH)

o/c 15/11/18

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ANNEXURE - II

Academic Performance Indicators (API) as laid down by MCI from time to time applicable
for career advancement under CAS.

Sl. No	Nature of activity	Points
1	Research publications in international journals as first author / corresponding author	10 each
2	Research publications in National Journals, indexed as first author / corresponding author	10 each
3	Case reports/letters to the Editor in International Journal as first author / corresponding author	10 each
4	Case reports/letters to the Editor in National Journals, indexed, as first author/corresponding author	5 each
5	Chapter in ISBN text books in the concerned subject	10 each
6	Author/editor of ISBN text books in the concerned subject	20 each
7	Paper presented in zonal/ national (oral/poster)	10 each
8	Paper presented in international conferences(oral/poster)	20 each
9	Resource person in CME/conference/workshop in college/Pondicherry local society	5 each
10	Resource person in CME/conference/workshop in zonal/national level	10 each
11	Resource person in CME/conference/workshop in international level	20 each
12	Member of the 10 organizing committee in CME/conference/workshop in college/Pondicherry local society	5 each
13	Member of the 10 organizing committee in CME/conference/workshop in national/zonal level	10 each
14	Award of intramural funded research projects	10 each
15	Award of extramural funded research projects	20 each
16	Member of IRC/IEC/AEC of any medical college	10 each
17	Warden/staff advisor/ <i>in charge</i> - canteen/guest house / sports / L&D / NSS / cooperative society/Swachh Bharat/editor- college magazine, bulletin / coordinator for teaching schedule/office bearer of scientific society	10 each
18	Attending the Training Programmes/National/Zonal/State Conference	10 each
19	Teaching-Learning evaluation feedback obtained from learners (students)	100
20	Screening/selection committee score	30
21	APAR (CR) and Personal file	Very Good and above

- * Items 1 to 4 – weightage will be given for order of authorship, original research, indexation and no. of publications.
- * Minimum 18 points are required for item nos. 1 to 4, 55 points are required for items 5 to 13, 30 points for items 14 to 18.
- * Teaching-Learning Evaluation feedback obtained from learners (students) shall be consolidated to 100 points of which a minimum of 50 points is to be obtained.
- * APAR (CR) should be Very Good and above.
- * There should not be any adverse remarks / memo in the Personal File.
- * Failure to score 50 points in Teaching-Learning evaluation (Item 19) and 15 points by the Screening / Selection Committee (Item 20) will entail rejection of the claim for career advancement under CAS.

(M. SARATHI)
DEPUTY SECRETARY TO GOVERNMENT (HEALTH)

o/c 15/11/14

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GOVERNMENT OF PUDUCHERRY
Abstract

Health Secretariat – Implementation of Career Advancement Scheme for Teaching Faculty in
Indira Gandhi Medical College and Research Institute – Corrigendum – Issued.

CHIEF SECRETARIAT (HEALTH)

Puducherry: 11.01.2019.

READ: 1. Y.D. Note No. 116/IGMC&RI/Estt./2012, dated 12.11.2018 of the
Director, IGMC&RI, Puducherry.

2. G.O. Ms. No. 51, dated: 15.11.2018 of the Deputy Secretary to
Government (Health), Puducherry.

C O R R I G E N D U M

The following Notification shall be published in the next Official Gazette:

N O T I F I C A T I O N

The Pay Band for the Grade Pay of Rs. 7,600/- is only Rs. 15,600-39,000/- as per the CCS (Revised Pay) Rules 2008, whereas in the G.O. cited under reference (2) the Pay Band for stage-II (Career Advancement) for the Grade Pay of Rs. 7,600/- has been mentioned as Rs. 37,400-67,000 inadvertently in para 3-B in second line of the said G.O. Likewise, in para 3-C, in first line, the Pay Band has been indicated as Rs. 37,000-67,000 instead of Rs. 37,400-67,000. Hence, the following corrections are made in Para 3-B and 3-C of the G.O. cited above and corrigendum is issued as follows:

FOR	READ
<p><u>Para 3-B. Career advancement of entry level Assistant Professors:</u></p> <p>Assistant Professors who are in the Pay Band PB3 Rs.15,600-39,000 with Grade Pay of Rs.6,600/- will be eligible to be placed in the Pay Band of <u>Rs.37,400-67,000</u> with Grade Pay of Rs.7,600/- (Stage – II) after rendering 2 years of service subject to the fulfilment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I. He/she will be further eligible for financial up-gradation from Grade Pay of Rs.7,600/- to Grade Pay of Rs.8,700/- (Stage- III) in the Pay Band of Rs.37,400-67,000 after 4 years of service in the Grade of Pay of Rs.7600 subject to the fulfilment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I.</p>	<p><u>Para 3-B. Career advancement of entry level Assistant Professors:</u></p> <p>Assistant Professors who are in the Pay Band PB3 Rs.15,600-39,000 with Grade Pay of Rs.6,600/- will be eligible to be placed in the Pay Band of Rs.<u>15,600-39,000</u> with Grade Pay of Rs.7,600/- (Stage – II) after rendering 2 years of service subject to the fulfilment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I. He/she will be further eligible for financial up-gradation from Grade Pay of Rs.7,600/- to Grade Pay of Rs.8,700/- (Stage- III) in the Pay Band of Rs.37,400-67,000 after 4 years of service in the Grade of Pay of Rs.7600 subject to the fulfilment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I.</p>

.....2/-

FOR	READ
<p><u>Para 3-C. Career advancement of Associate Professors:</u></p> <p>Associate Professor in the Pay Band of PB4 Rs.<u>37,000-67000</u> with Grade of Rs.8,700/- with 13 years of combined service of Assistant Professor and Associate Professor shall be eligible for financial up-gradation to Grade Pay of Rs.10,000/- (Stage IV) in the Pay Band of PB4 Rs.37,400-67000 subject to the fulfilment of requirement of MCI and on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I.</p>	<p><u>Para 3-C. Career advancement of Associate Professors:</u></p> <p>Associate Professor in the Pay Band of PB4 Rs.<u>37,400-67000</u> with Grade of Rs.8,700/- with 13 years of combined service of Assistant Professor and Associate Professor shall be eligible for financial up-gradation to Grade Pay of Rs.10,000/- (Stage IV) in the Pay Band of PB4 Rs.37,400-67000 subject to the fulfilment of requirement of MCI and on satisfying required API scores as assessed by a duly constituted Screening Committee as per Annexure - I.</p>

2. This issues with the concurrence of Finance Department vide I.D. Note No. 1843 / FD / F3 / 18-19 / FC, dated: 08.01.2019

// BY ORDER OF LIEUTENANT GOVERNOR //

b/l (M. SARATHI)
DEPUTY SECRETARY TO GOVERNMENT (HEALTH)

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11/1/19

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To

The Director of Stationery & Printing,
Puducherry

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25 copies thereof to this Secretariat for record/reference.

Copy to:

1. The Director of Health and Family Welfare Services, Puducherry.
2. The Director, Indira Gandhi Medical College and Research Institute, Puducherry.
3. The Private Secretary to Chairman-cum-Chief Secretary, Puducherry.
4. The Personal Assistant to Commissioner-cum-Secretary (Health), Puducherry.