

UT Administration of Daman & Diu
Directorate of Medical & Health Services,
Community Health Centre, Fort Area, Moti Daman,
Daman - 396 220.

No.DMHS/DD/Cadre/2019-20/7803


Dated: 10/08/2019

Sub: Framing of Daman & Diu Health Service Rules – 2019

This Administration, has proposed to frame the Daman & Diu Health & Service Rules 2019. The draft cadre rules for Specialist Doctors is prepared & uploaded on official website i.e. www.daman.nic.in of UT Administration of Daman & Diu.

Hence, any suggestions / objections / comments in draft Health Service Rules-2019 is hereby invited from the concerned stakeholders / general public at large should be addressed, to the undersign, office of the Director, Medical & Health Services, CHC Campus, Fort Area, Moti Daman – 396 220 and the soft form may be sent to dmhs-daman-dd@nic.in within a period of one month (30 days) i.e. date of its issue. In case no comments received as on date, the department will go ahead for framing of draft Daman & Diu Health Service Rules with UPSC.

Encl: as above.


(Dr. V. K. Das)
Director,
Medical & Health Services,
UT of Daman & Diu

Copy to:

1. The SIO, Dept. of NIC, Daman for uploading the same on the official website of Daman & Diu.

**Administration of Daman & Diu
Directorate of Medical & Health Services,
Community Health Centre Campus, Fort Area, Moti Daman**

No.DMHS/DD/Cadre/2019-20/

Date: /07/2019

NOTIFICATION

In exercise of the power conferred by the proviso to article 309 of the Constitution, the President hereby makes the following rules regulating the method of recruitment and terms and conditions of the posts in the Daman & Diu Health Services Rules, 2019 namely:-

1. **Short title and commencement-**
 - (a) These rules may be called the Daman & Diu Health Services Rules, 2019.
 - (b) They shall come into force on the date of their publication in the Official Gazette.

2. **Definitions: -** In these rules, unless the context otherwise require:-
 - (a) "Administrator" means the Administrator of Union Territory of Daman & Diu appointed by the President under Article 239 of the Constitution;
 - (b) "Administration" means the U.T. Administration of Daman & Diu;
 - (c) "Commission" means the Union Public Service Commission;
 - (d) "Controlling Authority" means the Administrator of U.T. Administration of Daman & Diu;
 - (e) "Departmental Promotion Committee" means a Group 'A' Departmental Promotion Committee specified in Schedule IV for considering cases of promotion or confirmation in Group 'A' posts of the Service;
 - (f) "Duty Post" means any post, whether permanent or temporary, specified in **Schedule II**;
 - (g) "Dynamic Assured Career Progression Scheme" means the scheme formulated by the Controlling Authority 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 Central Government from time to time;
 - (h) "Grade" means any of the grades specified in **Schedule I**;
 - (i) "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);
 - (j) "Schedule" means a Schedule to these rules;

- (k) "Schedule Castes" and "Schedule Tribes" shall have the meanings respectively assigned to them in clauses (24) and (25) of Article 366 of the Constitution;
- (l) "Service" means Daman & Diu Health Service;
- (m) "Sub-Cadre" means any of the four streams of the Service, namely, General Duty, Public Health, Non Teaching Specialist and Teaching Specialist, as the case may be

3. Composition of the Service- All duty posts, included in the Service shall be classified as (Daman & Diu Health Service Rules, 2017) Central Civil Service Group 'A' and the Grades, Pay Band, Grade Pay or Pay Scale, non-practicing allowance and other matters connected therewith shall be as specified in **Schedule-I**.

4. Authorized strength of the Service-

- (a) 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**.
- (b) 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.
- (c) 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.
- (d) The Administration may, in consultation with the commission, 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.
- (e) The Administration may, in consultation with the Commission, appoint an officer whose post is included in the Service under sub-rule (4), to the appropriate grade of the Service in a temporary capacity or in a substantive capacity, as may be deemed fit, and fix his seniority in the grade after taking into account continuous regular service in the analogous grade.
- (f) Ten percent of the total number of posts in each Sub-Cadre of Service shall be included in the Service as "training or leave or deputation reserve".

5. Members of the Service -

- (a) The following persons shall be members of the Service, namely:-
- (i) persons appointed under sub-rule (5) of rule (4);
 - (ii) persons appointed to duty posts under rule 6; and
 - (iii) persons appointed to duty posts under rule 7.
- (b) 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**.
- (c) 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. Future Maintenance of Service-

- (a) The vacancies in any of the grades referred to in Schedule II, shall be filled in the manner as hereinafter provided under these rules.
- (b) 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 Sub-Cadre and specialties within the Sub-cadre concerned, included in the Service shall be specified in **Schedule-III**.
- (c) (i) The departmental promotions up to Senior Administrative Grade level shall be made as specified in **Schedule-III** without taking into account the vacancies and shall be confined to officers of respective Sub-Cadre on the recommendations of the Departmental Promotion Committee as specified in **Schedule-IV**.
- (ii) The promotion to posts of Higher Administrative Grade shall be made on the basis of combined eligibility list of Senior Administrative Grade officers belonging to all the four Sub-Cadre of Daman & Diu Health Service Rules.
- (iii) 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, namely:-

- (i) the seniority of persons in the concerned speciality and Sub-Cadre shall be on the basis of seniority in the feeder grade.
 - (ii) 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 the regular service in the feeder grade shall be the guiding factor for determining the seniority.
 - (iii) 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.
- (d) The minimum benchmark required for promotion to various grades of the Service under the Dynamic Assured Career Progression Scheme shall be as specified in **Schedule-VII**.
- (e) The departmental promotions to Higher Administrative Grade Posts and above in the cadre shall be on the basis from selection from amongst the officer 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**.
- (f) If any officer appointed to any post in the Service is considered for the purpose of promotion to the Higher Administrative Grade post, all person senior to him in the grade of the respective Sub-Cadre or in the respective Specialty of the Sub-cadre, as the case may be, 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.
- (g) 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**.
- (h) 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**.
- (i) The direct recruitment to posts belonging to Super-Specialties specified in **Schedule-VI** for which minimum essential qualification is Doctorate of Medicine or Magister chirurgie or equivalent shall be made in the level 11 & 12 in the pay matrix (pre-revised PB-3 Grade Pay of-
- (i) Level 11 in the pay matrix 67700-208700 (pre-revised PB-3 + GP Rs. 6600) in the Teaching Specialist Sub-Cadre, and

(ii) Level 11 & 12 in the pay matrix 67700-208700 and 78800-209200 (pre-revised PB-3 + GP Rs. 6600 and Rs.7600) in the Non Teaching Specialist Sub-Cadre.

(j) The recognized post-graduate qualifications required for recruitment to various posts included in the service shall be specified in **Schedule VI**.

Note 1: All the posts upto the level of Senior Administrative Grade in all the four Sub-Cadres are inter changeable within their respective sub-cadres for the purpose of promotion under the Dynamic Assured Carrier Progression Scheme.

Note 2: The promotion to various grades of the Service upto Senior Administrative Grade Level, other than entry grades, shall be without taking into account the vacancies.

**7. Filling of Duty Posts by Deputation (including short term contract).
(The earmarking of 10 duty posts to be filled up by deputation (including short term contract))**

(a) Notwithstanding anything contained in rule 6, where, the U.T Administration of Daman & Diu 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, fill not more than ten duty posts in all, in the grades of Medical Officer or Senior Medical Officer or Chief Medical Officer or Chief Medical Officer (Non-functional Selection Grade) in General Duty Sub-Cadre and Specialist Grade III or Specialist Grade II or Specialist Grade I in the Non Teaching and Public Health Specialists Sub-Cadres by deputation of suitable officers holding analogous posts under the U.T Administration of Daman & Diu including Ministries of Railways and Defence or U.T Administration of Daman & Diu 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 Institution.

(b) The period of deputation and contract shall be for a period not exceeding three years, which may, in special circumstances, be extended in any case not beyond five years, as the U.T Administration of Daman & Diu may think fit.

8. (a) Seniority:- The relative seniority of members of the Service appointed to a grade in the respective Sub-Cadres or in the respective speciality of the Sub-Cadre of the Service, as the case may be, on the date of commencement of these rule shall be as determined by the U.T Administration of Daman & Diu:

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.

(b) The seniority of the officers appointed to the Service other than those appointed under rule 5 shall be determined in accordance with the general instructions issued by the (U.T Administration of Daman & Diu) in the matter from time to time.

(c) The seniority of persons appointed to the Service in accordance with sub-rule (5) of the rule 4 shall be fixed in the manner provided therein.

(d) The seniority of a person in all the Sub-cadres who are promoted to the posts upto the level of Senior Administrative Grade shall be same as the relative seniority in the lower grade within Sub-Cadre from which they are promoted:

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

(e) In cases not covered by this rule, seniority shall be determined by the U.T Administration of Daman & Diu in consultation with the Commission.

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

Provided that, a Medical Officer appointed in the level 10 in the Pay Matrix 56100-177500 (pre revised PB-3 + GP 5400/-) shall be on probation for a period of two years:

Provided further that, the Controlling Authority may extend the period of probation in accordance with the instruction issued by the U.T Administration of Daman & Diu from time to time in this behalf:

Provided also that, any 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 for so doing with the said period.

(b) 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 extent order of the U.T Administration of Daman & Diu.

(c) If, during the period of probation or any extension thereof, as the case may be, U.T Administration of Daman & Diu is of the opinion that an officer is not fit for permanent appointment, U.T Administration of Daman & Diu 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.

(d) During the period of probation or any extension thereof, officers may be required by the UT Administration of Daman & Diu to undergo such courses of training or to pass such examinations or tests including examinations in Hindi as the UT Administration of Daman & Diu may deem fit as condition for satisfactory completion of probation.

(e) The other matters relating to probation of members of the service shall be governed by the orders or instructions issued by the UT Administration of Daman & Diu in this regard from time to time.

10. Appointment in the service. All appointments to the Service shall be made by the Controlling Authority.

11. Posting. - Officers appointed to the Service shall be liable to serve anywhere in UT of Daman & Diu.

12. 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.

13. 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 Medical Council of India or State Medical as Medical Practitioners, shall be entitled to a non practicing allowance at the rates specified in **Schedule-I**

14. Other condition of Service. - The condition 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 special orders issued by the U.T Administration of Daman & Diu in respect of the Service, be the same as those applicable to officers of the Daman & Diu Health Service Rules in general.

15. 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 person; shall be eligible for appointment to the Service:

Provided that, the U.T Administration of Daman & Diu 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 ground for so doing, exempt any person from the operation of this rule.

16. Power to relax.- Where the Administrator of U.T Administration of Daman & Diu is of the opinion that it is necessary or expedient so to do, it may by, order, for reasons to be recording 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.

17. Saving. - Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the other Backward Classes, the Ex-Servicemen and other special categories of persons in accordance with the orders Issued by the U.T Administration of Daman & Diu from time to time in this regard.

18. Interpretation.- If any question relating to the interpretation of these rules arises, it shall be decided by the U.T Administration of Daman & Diu in consultation with the Commission.

SCHEDULE – I

[See rule 2(h), 3 and 13(2)]

I. Level As per Pay Matrix, Grade Pay or Pay Scale

Sr. No	GRADE	Level As per Pay Matrix 7th CPC
1.	<u>Specialist Grade</u>	
	(a) Non-Teaching	
	(i) SAG Level	14 (144200-218200)
	(ii) Specialist Grade-I	13 (118500-214100)
	(iii) Specialist Grade-II	12 (78800-209200)
	(iv) Specialist Grade-III	11 (67700-208700)
2.	Medical Officers Grade	
	(i) SAG Level	14 (144200-218200)
	(ii) Chief Medical Officer (Non Functional Selection Grade)	13 (118500-214100)
	(ii) Chief Medical Officer	12 (78800-209200)
	(iii) Senior Medical Officer	11 (67700-208700)
	(iv) Medical Officer	10 (56100-177500)

(II- Rate of Non-Practicing Allowance) – The Daman & Diu Service Officers shall be entitled to Non-Practicing Allowance at such rates as may be decided by the Government of India from time to time.

SCHEDULE - II

[See Rule 2(f),5(3) and rule 4]

Authorized strength of Daman & Diu Health Service Rules

Duty Posts

Sr. No.	Designation	No. of Posts
1	Non-Teaching Specialist Sub-Cadre Consultants (31)	31
2	General Duty Medical Officer Sub-Cadre	
	Medical Officers	37
	Chief Medical Officer	1
	Senior Medical Officer	
	Junior Specialist	3

Note: The Number of posts will be subject to variation depending on workload.

SCHEDULE - III

[See rule 6(2), (3)]

The method of recruitment, field of selection for promotion and the minimum qualifying service in the immediate lower grade or lower grades for appointment or promotion of officers to Group A duty posts in the U.T. Administration of Daman & Diu Health Service Rules.

Sr. No	Name of the post	Method of recruitment for promotion	Field of Selection and Minimum qualifying service
I	Non Teaching Specialist sub cadre posts		
	(a) Senior Administrative Grade	Promotion by selection without taking into account the vacancies failing which by direct recruitment.	Specialists Grade-I Officers in the Non Teaching Specialists Sub Cadre in the level 13 in the pay matrix Rs.118500-214100 (pre revised PB-4 + Rs.8700) with seven years regular service in the grade.
	(b) Specialist Grade		
(1)	Specialist Grade -I	Promotion by selection without taking into account the vacancies failing which by direct recruitment.	Specialists Grade-II Officers in the Non Teaching Specialists Sub Cadre in the level 12 in the pay matrix Rs.78800-209200 (pre revised PB - 3 + GP Rs.7600) with four years regular service in the grade.
(2)	(i) Specialist Grade-II (Super Specialty)	Promotion by selection without taking into account the vacancies failing which by direct recruitment.	Specialists Grade-III Officers in the Non Teaching Specialists Sub Cadre (Super Specialty) in the level 11 in the Pay Matrix Rs.67700-208700 (pre revised PB-3 + GP Rs.6600)with two years regular service in the grade.
	(ii) Specialist Grade-II (Other than Super Specialty)	Promotion by selection without taking into account the vacancies failing which by direct recruitment.	Specialists Grade-III Officers in the Non Teaching Specialists Sub Cadre (other than Super Specialty) in the level 11 in the Pay Matrix Rs.67700-208700 (pre revised PB-3 + GP Rs.6600 with two years regular service in the grade.

(3)	(i) Specialist Grade III (Super Specialty)	Promotion	<p>Essential:</p> <p>(i) Recognised MBBS degree qualification including in the First Schedule or Second Schedule or the Part II of the Third Schedule (Other than licentiate qualification) to the Indian Medical Council Act, 1956 (102 of 1956) holders of educational qualifications included in the Part II of the Third Schedule should also fulfill the conditions specified in sub section (3) of Sub section 13 of the Indian Medical Council Act 1956 (102 of 1956)</p> <p>(ii) Post Graduate Degree or Diploma in concerned Speciality or Super Speciality mentioned in Section-A or Section-B in Schedule-VI</p> <p>(iii) Three years experience in the concerned speciality or super speciality after obtaining the first Post Graduate degree or five years experience after the Post Graduate Diploma.</p> <p>Note-I – In the case of holders of Doctorate of Medicine (D.M) or Magister Chirurgiae (M.Ch.) qualification of five years duration, the period of Senior Post Graduate residency rendered in the last part of the said Doctorate of Medicine (D.M) or Magister Chirurgiae (M.Ch.) shall be counted towards requirement of experience.</p>
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			Note-2 –For the post of Physician (Chest and Respiratory disease) three years experience in Respiratory Disease and Respiratory Laboratories is required.
II	General Duty Sub Cadre posts		
	(a) Senior Administrative Grade	Promotion by selection without taking into account the vacancies failing which by direct recruitment.	Chief Medical Officer (Non Functional Selection Grade) in the level 13 in the Pay Matrix Rs.118500-214100 (pre revised PB-4 + GP Rs.8700) with seven years regular service in the grade or 20 years of regular service in the Daman & Diu Health Service.
	(b) Medical Officers Grade		
	(1) Chief Medical Officer (Non Functional Selection Grade)	Promotion by selection without taking into account the vacancies.	Chief Medical Officer in the level 12 in the pay matrix Rs.78800-209200 (pre revised PB-3 + GP Rs.7600) with four years regular service in the grade or 20 years of regular service in the Daman & Diu Health Service.
	(2) Chief Medical Officer	Promotion by selection without taking into account the vacancies failing which by direct recruitment.	Senior Medical Officer in the level 11 in the pay matrix Rs.67700-208700 (pre revised PB-3+GP Rs.6600) with five years regular service in the grade.
	(3) Senior Medical Officer	Promotion by selection without taking into account the vacancies failing which by direct recruitment.	Medical Officer in the level 10 in the pay matrix Rs.56100-177500 (pre revised PB-3+GP Rs.5400) with four years regular service in the grade.

SCHEDULE – IV

[See rule 2(e) and 6(3)(i) and 6(5), 6(7)]

Group 'A' Departmental Promotion Committees for considering the cases of promotion or confirmation in Group-'A' posts in the UT Administration of Daman & Diu.

A. DEPARTMENTAL PROMOTION COMMITTEE FOR PROMOTION

(I) NON TEACHING SPECIALIST SUB-CADRE POSTS

(a) Senior Administrative Grade

- | | |
|---------------------------------------------------|-----------|
| (1) Joint Secretary (MoHFW) | :Chairman |
| (2) Additional D.G.H.S., Delhi | :Member |
| (3) Administrator, DD &DNH | :Member |
| (4) One member from UT Administration
(in SAG) | :Member |

(b) Specialist Grade-I

- | | |
|------------------------------------------------------------------------------------------------------------------------|------------|
| 1. Advisor to Administrator, Daman & Diu & DNH | :Chairman. |
| 2. Senior most DANICS Officer posted in the UT of Daman & Diu | : Member |
| 3. Deputy /Joint Secretary (Pers.) Daman & Diu | : Member |
| 4. Deputy / Joint Secretary (Fin), Daman & Diu | :Member |
| 5. Head of Office concerned, Daman | : Member |
| 6. 1 (one) additional member from Government Service to be nominated by
the Chairman of DSC/DPC Screening Committee | : Member |

(c) Specialist Grade-II

- | | |
|------------------------------------------------------------------------------------------------------------------------|------------|
| 1. Advisor to Administrator, Daman & Diu & DNH | :Chairman. |
| 2. Senior most DANICS Officer posted in the UT of Daman & Diu | : Member |
| 3. Deputy /Joint Secretary (Pers.) Daman & Diu | : Member |
| 4. Deputy / Joint Secretary (Fin), Daman & Diu | :Member |
| 5. Head of Office concerned, Daman | : Member |
| 6. 1 (one) additional member from Government Service to be nominated by
the Chairman of DSC/DPC Screening Committee | : Member |

(II) GENERAL DUTY SUB-CADRE POSTS

(a) Senior Administrative Grade

- | | |
|--------------------------------------------------|-----------|
| 1. Joint Secretary (MoHFW) | :Chairman |
| 2. Additional D.G.H.S., Delhi | :Member |
| 3. Joint Secretary (MHA) | :Member |
| 4. Administrator, DD &DNH | :Member |
| 5. One member from UT Administration
(in SAG) | :Member |

(b) Chief Medical Officer (Non-Functional Selection Grade)

1. Advisor to Administrator, Daman & Diu & DNH :Chairman.
2. Senior most DANICS Officer posted in the UT of Daman & Diu : Member
3. Deputy /Joint Secretary (Pers.) Daman & Diu : Member
4. Deputy / Joint Secretary (Fin), Daman & Diu :Member
5. Head of Office concerned, Daman :Member
6. 1 (one) additional member from Government Service to be nominated by the Chairman of DSC/DPC Screening Committee :Member

(c) Chief Medical Officer

1. Advisor to Administrator, Daman & Diu & DNH :Chairman.
2. Senior most DANICS Officer posted in the UT of Daman & Diu : Member
3. Deputy /Joint Secretary (Pers.) Daman & Diu : Member
4. Deputy / Joint Secretary (Fin), Daman & Diu :Member
5. Head of Office concerned, Daman : Member
6. 1 (one) additional member from Government Service to be nominated by the Chairman of DSC/DPC Screening Committee : Member

(d) Senior Medical Officer

1. Advisor to Administrator, Daman & Diu & DNH :Chairman.
2. Senior most DANICS Officer posted in the UT of Daman & Diu :Member
3. Deputy /Joint Secretary (Pers.) Daman & Diu :Member
4. Deputy / Joint Secretary (Fin), Daman & Diu :Member
5. Head of Office concerned, Daman :Member
6. 1 (one) additional member from Government Service to be nominated by the Chairman of DSC/DPC Screening Committee :Member

B. DEPARTMENTAL CONFIRMATION COMMITTEE FOR CONSIDERING OF CONFIRMATION FOR DIRECT RECRUITMENT

(I) SPECIALIST GRADE-I/ GRADE-II/GRADE-III

(a) For the post of Senior Administrative Grade-

1. Joint Secretary, MoHFW : Chairman
2. Administrator, DD &DNH : Member
3. Advisor to Administrator, DD &DNH : Member
4. Finance Secretary, DD & DNH : Member

(b) MEDICAL OFFICER (G.D.M.O. SUB CADRE)

1. Advisor to Administrator, Daman & Diu & DNH :Chairman.
2. Senior most DANICS Officer posted in the UT of Daman & Diu : Member
3. Deputy /Joint Secretary (Pers.) Daman & Diu :Member
4. Deputy / Joint Secretary (Fin), Daman & Diu : Member
5. Head of Office concerned, Daman :Member
6. 1 (one) additional member from Government Service to be nominated by the Chairman of DSC/DPC Screening Committee : Member

NOTE: 1 The nominee officer should be normally at least one level above the level for which the persons are to be considered for promotion.

NOTE: 2 The absence of a Member, other than the Chairman or a Member of the Commission, where the Commission is associated in the DPC or the Chairman of the DPC, shall not invalidate the proceedings of the Committee, if more than half the members of the Committee had attended the meetings.

NOTE: 3 The Commission shall not be associated while considering cases of confirmation officers. In that case, other members will constitute the Group 'A' Departmental Promotion Committee and the senior most among them will preside over the meeting.

NOTE: 4 The proceedings of the Departmental Promotion Committee relating to Confirmation (except for the post of Director General of Health Services) shall be sent to the Union Public Service Commission for approval. If, however these are not approved by the UPSC, a fresh meeting by Departmental Promotion Committee to be presided over by the Chairman or a Member of the Union Public Service Commission shall be held.

SCHEDULE -V**[See rule 6(8)]**

Minimum education and other qualifications, experience and age limit for direct recruitment to Group.'A' duty posts in the Daman & Diu Health Service Rules 2009. Changes made by Medical Council of India as applicable from time to time.

Sr. No.	Name of post	Age	Qualifications
I. Non Teaching Specialist Sub cadre posts			
	(i) Specialist Grade-III (Super Specialities and other than Super Specialities) ((Level 11 in the Pay Matrix Rs.67700-208700 (pre revised PB-3 + GP Rs.6600/-)	Not exceeding forty years (Relaxable for Government servants upto five years in accordance with the orders or instructions issued by the Government)	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 fulfill the conditions specified in sub-section (3) of section 13 of the Indian Medical Council Act, 1956 (102 of 1956) (ii) Post-graduate Degree or Diploma in the concerned speciality or Super Speciality mentioned in Section A or Section B in Schedule-VI (iii) Three years experience in the concerned specialty or super specialty after obtaining the first Post-graduate degree or five years experience after obtaining the Post-graduate Diploma. Note- In the case of holders of Doctorate of Medicine (D.M.) or

			<p>Magister Chirurgiae (M.Ch.) qualification of five years duration, the period of senior Post Graduate residency rendered in the last part of the said of Doctorate of Medicine (D.M.) or Magister Chirurgiae (M.Ch.) shall be counted towards requirement of experience.</p> <p>Note 2: For the post of Physician (Chest and Respiratory disease) three years experience in Respiratory Disease and Respiratory Laboratories is required.</p>
II. General Duty Sub-Cadre Posts:			
	<p>(i) Medical Officer (Level 10 in the Pay Matrix Rs.56100-177500 (pre revised PB-3 + GP Rs.5400/-)</p>	<p>Not exceeding Thirty Five (35) years.</p> <p>(Relaxable for Government servants upto five years in accordance with the orders or instructions issued by the Government)</p>	<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 stipulated in sub section (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 completed rotating internships shall be eligible to appear for the written examination provided that, if selected they shall have satisfactorily completed the compulsory internship before appointment.</p>

JUNIOR SPECIALIST		
<p>(i) Jr. Gynecologist (Level : 11 in the Pay Matrix (67700-208700) (pre revised PB-3 + GP Rs.6600/-)</p>	<p>Not exceeding 40 years (Relaxable for Government servants upto five years in accordance with the orders or instructions issued by the Government)</p>	<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 stipulated in sub section (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 completed rotating internships shall be eligible to appear for the written examination provided that, if selected they shall have satisfactorily completed the compulsory internship before appointment.</p> <p>(iii) One years experience in Gynecology / Obstetrics from a recognized / Institution / hospital / medical college.</p>
<p>(ii) Jr. Anesthetist (Level : 11 in the Pay Matrix (67700-208700) (pre revised PB-3 + GP Rs.6600/-)</p>	<p>Not exceeding 40 years (Relaxable for Government servants upto five years in accordance with the orders or instructions issued by the Government)</p>	<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</p>

		<p>the conditions stipulated in sub section (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 completed rotating internships shall be eligible to appear for the written examination provided that, if selected they shall have satisfactorily completed the compulsory internship before appointment.</p> <p>iii) One years experience in Anesthetics from a recognized / Institution / hospital / medical college.</p>
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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 sub-division of Chamba District of Himachal Pradesh, the Andaman and Nicobar Islands and Lakshadweep).

Note 2 The qualifications are relaxable at the discretion of the Commission, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3 The qualifications regarding experience are relaxable at the discretion of the Commission, for reasons to be recorded in writing, in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if, at any stage of selection, the Commission 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.

Note 4 In the case of recruitment to the post of Medical Officer on the basis of a written examination followed by interview, the crucial date for reckoning the age limit shall be the 1st of January of the year in which the examination is held.

SCHEDULE-VI

[See rule 6(9) and 6(10)]

List of recognized Post-graduate qualifications for recruitment to Group 'A' posts in
Daman & Diu Health Service Rules 2019.

Sr. No.	Subject	Section-A Requisite Post Graduate Degree Qualifications	Section-B Requisite Post Graduate Diploma Qualifications
	Part (A) Non-Clinical		
1.	Anatomy	Master of Surgery (Anatomy); or Doctor of Medicine (Anatomy); or Bachelor of Medicine and Bachelor of Surgery with Master of Science (Anatomy); or Master of Science (Medical Anatomy) with Doctor of Philosophy (Medical Anatomy); or M.Sc.(Medical Anatomy) with Doctor of Science (Medical Anatomy)	
2.	Physiology	Doctor of Medicine (Physiology); or M.B.B.S. with M.Sc.(Physiology); or Master of Science (Medical Physiology) with Doctor of Science (Medical Physiology); or Master of Science (Medical Physiology) with Doctor of Science (Medical Physiology)	
3.	Bio-Chemistry	Doctor of Medicine (Bio-Chemistry); or Bachelor of Medicine and Bachelor of Surgery with Master of Science (Medical Bio Chemistry); or Master of Science (Medical Bio-Chemistry) with Doctor of Philosophy (Medical Bio-Chemistry); or Master of Science (Medical Bio-Chemistry) with Doctor of Science (Medical Bio-Chemistry)	
4.	Bio-Physics	Doctor of Medicine (Bio-physics); or M.Sc.(Bio-physics or Medical Biochemistry) with Doctor of Philosophy (Bio-Physics); or Doctor of Medicine (Physiology); or Doctor of Medicine (Bio-Chemistry) with one year training in Bio-Physics	Diploma in Clinical Pathology Diploma in Pathology and Bacteriology
5	Pharmacology	Doctor of Medicine (Pharmacology); or Bachelor of Medicine and Bachelor of Surgery with Doctor of Philosophy (Medical Pharmacology); or Master of Science (Medical Pharmacology) with Doctor of Philosophy (Medical Pharmacology); or Master of Science (Medical Pharmacology) with Doctor of Science (Pharmacology)	Diploma in Bacteriology Diploma in Pathology and Bacteriology

6	Pathology	Doctor of Medicine (Pathology); or Doctor of Philosophy (Pathology); or Doctor of Science (Pathology)	
7	Microbiology or Bacteriology	Doctor of Medicine (Bacteriology); or Doctor of Medicine (Microbiology); or Bachelor of Medicine and Bachelor of Surgery with Master of Science (Medical Bacteriology); or Master of Science (Medical Microbiology); or Doctor of Philosophy D. (Med. Bacteriology); or Master of Science (Medical Bacteriology) with Doctor of Science (Medical Bacteriology); or Master of Science (Medical Microbiology) with Doctor of Philosophy (Medical Microbiology); or Master of Science (Medical Microbiology) with Doctor of Science (Medical Microbiology)	
B. CLINICAL			
1	General Medicine	Doctor of Medicine (Medicine); or Doctor of Medicine (General Medicine)	
2	Forensic Medicine	Doctor of Medicine (Forensic Medicine)	
3	Radiation Medicine	Doctor of Medicine (Radiation Medicine) Doctor of Medicine (Radio Therapy)	Diploma in Radiation Medicine
4	Pediatrics	Doctor of Medicine (Pediatrics)	Diploma Pediatrics, Diploma in Child Health.
5	Clinical Haematology	Doctor of Medicine in Medicine or Pathology, with three years' experience in Hematology	
6	Tuberculosis and Respiratory Medicine Pulmonary Medicine	Doctor of Medicine (Tuberculosis) Doctor of Medicine (Tuberculosis and Respiratory Diseases); or Doctor of Medicine (Medicine) with Diploma in Tuberculosis Diseases; or Diploma in Tuberculosis and Chest Diseases; or Doctor of Medicine (Tuberculosis and Chest Diseases)	Diploma in Tuberculosis Disease Diploma in Tuberculosis and Chest Diseases
7	Psychiatry	Doctor of Medicine (Psychiatry); or Doctor of Medicine (Psychological Medicine); or Doctor of Medicine in Medicine, with Diploma in Psychological Medicine; or Diploma in Psychiatry (Edin) of two years course. Diploma in Psychiatry (Mc, Gill) University, Montreal, Canada of two years' course	Diploma in Psychological Medicine (one year course),

8	Venereology	Doctor of Medicine (Venereology); or Doctor of Medicine (Dermatology and Venereology); or Doctor of Medicine in Medicine with Diploma in Venereology	Diploma in Venereology
9	Dermatology	Doctor of Medicine (Dermatology); or Doctor of Medicine (Dermatology and Venereology); or Doctor of Medicine in Medicine with Diploma in Dermatology	Diploma in Dermatology
10	Dermatology, Venereology and Leprosy	Doctor of Medicine (Dermatology and Venereology); or Doctor of Medicine (Dermatology, Venereology and Leprosy); or Doctor of Medicine (Dermatology); or Doctor of Medicine (Dermatology including Venereology or Leprosy); or Doctor of Medicine (Dermatology including Venereology or Leprosy); or Doctor of Medicine (Medicine), with Diploma in Venereal and Dermatology or Diploma in Dermatology	Diploma in Venereology and Dermatology, Diploma in Dermatology and Venereology
11	General Surgery	Master of Surgery (Surgery) Master of Surgery (General Surgery)	
12	Orthopedics	Master of Surgery (Orthopedics)	Diploma in Orthopedics
13	Obstetrics and Gynecology	Doctor of Medicine (Obstetrics & Gynecology); or Master of Surgery (Obstetrics & Gynecology)	Diploma in Gynecology and Obstetrics
14	Physical Medicine and Rehabilitation	Doctor of Medicine (Physical Medicine and Rehabilitation); or Doctor of Medicine (Medicine) with Diploma in Physical Medicine and Rehabilitation; or Master of Surgery (General Surgery) or Master of Surgery (Orthopaedics) with two years special training in the Speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine) or two years of equivalent training approved in the subject in any approved institution in India	
15.	Ophthalmology	Master of Surgery (Ophthalmology); or Doctor of Medicine (Ophthalmology)	Diploma in Ophthalmology Diploma in Ophthalmic Medicine and Surgery
16	Otorhino-laryngology (Ear, Nose and Throat)	Master of Surgery Otorhino-laryngology	Diploma in Otorhino-laryngology

17	Maternity and Child Health	<p>Diploma in Child Health or Diploma in Maternity and Child Welfare with Doctor of Medicine (Obstetrics and Gynecology); or Master of Surgery (Obstetrics and Gynecology) ; or Doctor of Medicine (Mid. & Gynecology); or Doctor of Medicine (Obstetrics); or Doctor of Medicine or; Member of Royal College of Obstetricians and Gynecologists, London, United Kingdom; or Doctor of Medicine (Social and Preventive Medicine); or</p> <p>Doctor of Medicine (Community Medicine); or Membership of the National Academy of Medical Science (Integrated Maternity and Child Health) Speciality Board of Obstetrics and Gynecology (United States of America)</p>	Diploma in Maternity and Child Welfare
18	Radio-diagnosis	Doctor of Medicine (Radio-diagnosis); or Doctor of Medicine (Radiology); or Master of Surgery (Radiology)	Diploma in Medicine and Radio Diagnosis or equivalent diploma of one year duration.
19	Radio-Therapy	Doctor of Medicine (Radio-Therapy); or Doctor of Medicine (Radiology); or Master of Surgery (Radiology)	Diploma in Medicine and Radio Therapy or equivalent diploma of one year duration
	For 18 and 19	Note: The persons who have done their Doctor of Medicine in Radiology or Diploma in Radiology before 1985 shall also be eligible to apply to the post of Radio diagnosis and Radio-Therapy.	
20	Anesthesiology	Doctor of Medicine (Anesthesiology); or Master of Surgery (Anesthesiology)	Diploma in Anesthesiology
21	Nuclear Medicine	<p>Doctor of Medicine (Nuclear Medicine); or Doctor of Medicine (Radio-Therapy) with two years' experience in Nuclear Medicine in a recognized centre; or Doctor of Medicine (Medicine) with Diploma in Radiation Medicine or Diploma in Nuclear Medicine; or Doctor of Medicine (Radio-Diagnosis) with two years' experience in Nuclear Medicine in recognized in centre; or Doctor of Medicine (Bio-Physics) or its equivalent qualification in Bio-Physics with Diploma in radiation Medicine or Diploma in Nuclear Medicine; or Diploma National Board in Nuclear Medicine with two years' experience in Nuclear Medicine in a recognized centre.</p>	
22	Nutrition	Doctor of Medicine in Biochemistry; or Doctor of Medicine in Physiology; or	

		<p>Doctor of Medicine in Pathology; or Doctor of Medicine in Medicine; or Doctor of Medicine in Social and preventive Medicine; or Doctor of Medicine in Community Medicine; or Doctor of Medicine in Pediatrics with Master of Science in applied Nutrition of special training for a period of one year</p>	
23	Human Metabolism	<p>Doctor of Medicine (Endocrinology); or Doctor of Medicine (Medicine); or Doctor of Medicine (Pediatrics) with two years special training in Endocrinology</p>	
24	Immuno- Haematology and Blood Transfusion	<p>Doctorate of Medicine (Immunology); or Doctor of Medicine (Immuno-Hematology and Blood Transfusion); or Doctor of Medicine in Pathology; or Doctor of Medicine in Bacteriology; or Doctor of Medicine in Hematology with two years teaching experience or special training in the department of immune- Hematology and Blood Transfusion</p>	
25	Medical Genetics	<p>Doctorate of Medicine (Medical Genetics); or Doctor of Medicine (Medical Genetics); or Doctor of Medicine (General Genetics); or Doctor of Medicine (Pediatrics); or Doctor of Medicine (Obstetrics and Gynecology); with two years special training in Medical Genetics</p>	
26	Family Medicine	<p>Doctor of Medicine (Family Medicine); or Doctor of Medicine (General Medicine)</p>	
27	Aviation Medicine or Aerospace Medicine	<p>Doctor of Medicine (Aviation Medicine); or Doctor of Medicine (Aerospace Medicine)</p>	
28	Geriatrics	<p>Doctor of Medicine (Family Medicine); or Doctor of Medicine (Hospital Administration); or Doctor of Medicine (Geriatrics)</p>	
29	Health Administration	<p>Doctor of Medicine (Health Administration); or Doctor of Medicine (Hospital Administration); or Doctor of Medicine (Community Health Administration)</p>	
30	Hospital Administration	<p>Doctor of Medicine (Hospital Administration); or Doctor of Medicine (Community Health Administration); or Doctor of Medicine (Health Administration)</p>	
31	Sport Medicine	<p>Doctor of Medicine (Sport Medicine); or Master of Surgery (Orthopedics); or Doctor of Medicine (Physical Medicine and Rehabilitation); or</p>	

		Doctor of Medicine (Physiology) with two years' experience in sports medicine	
32	Tropical Medicine	Doctor of Medicine (Tropical Medicine); or Doctor of Medicine (General Medicine) ; or Doctor of Medicine (Microbiology) plus two years' experience in clinical medicine	
33	Rheumatology	Doctor of Medicine (Rheumatology); or Doctor of Medicine (Medicine) with two years' experience in Rheumatology or Immunology	
34	Health Education	Doctor of Medicine (Social and Preventive Medicine); or Doctor of Medicine (Community Medicine); or Doctor of Medicine (Health Administration)	
35	Marine Medicine	Doctor of Medicine (Physiology); or Doctor of Medicine (Medicine) with two years special training in Marine Medicine	
36	Occupational Health	Doctor of Medicine (Psychiatry); or Doctor of Medicine (Physical Medicine and Rehabilitation); or Master of Surgery (Orthopedics)	
37	Radiological Physics	Master of Science (Physics); or Master of Science (Chemistry); or Master of Science (Biophysics) with Doctor of Philosophy (Physics or Chemistry or Biophysics)	
38	Virology	Doctor of Medicine (Microbiology); or Doctor of Medicine (Pathology); or Doctor of Medicine with two years special training in Virology; or Master of Science (Medical Virology with Doctor of Philosophy in Virology)	
C. SUPER SPECIALITIES			
1	Medical Gastroenterology	Doctorate of Medicine (Medical Gastroenterology); or Doctor of Medicine (Gastroenterology); or Doctorate of Medicine (Pediatrics) with two years special training in Gastroenterology	
2.	Neurology	Doctorate of Medicine (Neurology)	
3.	Endocrinology	Doctorate of Medicine (Endocrinology); or Doctor of Medicine (Medicine); or Doctor of Medicine (Pediatrics) with two years special training in Endocrinology	
4	Cardiology	Doctorate of Medicine (Cardiology)	
5	Nephrology	Doctorate of Medicine (Nephrology)	
6	Plastic and Reconstructive Surgery	Magister Chirurgiae (Plastic Surgery); or Magister Chirurgiae (Plastic and Constructive Surgery)	
7	Cardio Vascular and Thoracic Surgery	Magister Chirurgiae (Cardio Vascular and Thoracic Surgery); or Magister Chirurgiae (Thoracic Surgery); or Magister Chirurgiae (Cardio Surgery); or Magister Chirurgiae (Vascular Surgery)	

8	Neuro Surgery	Magister Chirurgiae (Neuro Surgery)	
9	Paediatric Surgery	Magister Chirurgiae (Paediatric Surgery)	
10	Urology	Magister Chirurgiae (Urology)	
11	Gastro Intestinal Surgery	Magister Chirurgiae (Gastro Intestinal Surgery); or Master of Surgery (General Surgery) with two years special training in a department of Gastro Intestinal Surgery	
12	Neonatology	Doctorate of Medicine (Neonatology); or Doctor of Medicine (Paediatrics) with two years special training in Neonatology	
13	Clinical Haematology	Doctorate of Medicine (Clinical Haematology); or Doctor of Medicine (Medicine); or Doctor of Medicine (Paediatrics); or Doctor of Medicine (Pathology) with two years special training in Clinical Haematology	
14	Clinical Pharmacology	Doctorate of Medicine (Clinical Pharmacology); or Doctorate of Medicine (Pharmacology) with two years special training in Clinical Pharmacology	
15	Immunology	Doctorate of Medicine (Immunology); or Doctor of Medicine (Medicine); or Doctor of Medicine (Pathology); or Doctor of Medicine (Microbiology); or Doctor of Medicine (Paediatrics) with two years special training in Immunology	
16	Medical Genetics	Doctorate of Medicine (Medical Genetics); or Doctor of Medicine (Paediatrics); or Doctor of Medicine (Medicine); or Master of Surgery (Anatomy) with two years special training in Medical Genetics	
17	Medical Oncology	Doctorate of Medicine (Medical Oncology); or Doctor of Medicine (Medicine); or Doctor of Medicine (Radio-therapy); or Doctor of Medicine (Paediatrics) with two years special training in Medical Oncology	
18	Surgical Gastroenterology	Magister Chirurgiae (Surgical Gastroenterology); or Master of Surgery (Surgery) with two years special training in Surgical Gastroenterology	
19	Surgical Oncology	Magister Chirurgiae (Surgical Oncology); or Master of Surgery or Master of Surgery (Ear, Nose, Throat); or Master of Surgery (Orthopedics); or Doctor of Medicine (Obstetrics and Gynecology) with two years special training in Surgical Oncology	
20	Paediatric Cardiology	Doctorate of Medicine (Paediatric Cardiology); or	

		Doctorate of Medicine (Cardiology); or Doctor of Medicine (Pediatrics) with two years special training in Cardiology	
D. PUBLIC HEALTH			
1	Social and preventive Medicine/ Community Medicine	Doctor of Medicine (Social and Preventive Medicine); or Doctor of Medicine (Community Medicine)	
2	Public Health	Doctor of Medicine (Social and Preventive Medicine); or Doctor of Medicine (Community Medicine); or Doctor of Medicine Health Administration) Doctor of Medicine (Community Health Administration)	Diploma in Public Health & Diploma In Industrial Health, Master of Public Health, Diploma in Tropical Medicine. Diploma I Tropical Medicine and Hygiene

Note 1 Any Post Graduate Degree or Diploma awarded by any Indian Universities, included in or excluded from, the Schedules to Indian Medical Council Act, 1956 (102 of 1956), consequent to recognition granted or withdrawn by Government of India as per provisions of the said Act shall be deemed to have been included or excluded accordingly from the Schedule VI.

Note 2 The Post-Graduate Medical Qualifications awarded by Indian Universities, must have been included in the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) for the purpose of Schedule VI.

Note 3 The Controlling Authority may, in consultation with the Commission, include any medical qualification in Part A, Part B, Part C or Part D of Schedule VI.

SCHEDULE VII

[See rule 6(4)]

Minimum benchmark required for promotion to various grades of Services under Dynamic Assured Career Progression Scheme.

Sr. No.	Promotion		Service Rendered	Bench mark
	From	To		
A Non Teaching Sub Cadre				
1	Specialist Grade-III (Level 11 in the Pay Matrix Rs.67700-208700 (pre revised PB-3 + GP Rs.6600/-)	Specialists Grade-II	Two years service	Good
2	Specialists Grade-II (Level 12 in the Pay Matrix Rs.78800-209200 (pre revised PB-3 + GP Rs.7600/-)	Specialists Grade-I	Four years service	Very Good
3	Specialists Grade-I (Level 13 in the Pay Matrix Rs.118500-214100 (pre revised PB-4 + GP Rs.8700/-)	Senior Administrative Grade or Consultant (Level 14 in the Pay Matrix Rs.144200-218200 (pre revised PB-4 + GP Rs.10000/-)	Seven years service	Very Good with all five Very Good in the preceding five years or reckonable Annual Confidential Report (ACR) or Annual Performance Appraisal Report (APAR) as the case may be.
B General Duty Medical Officer (GDMO) Sub Cadre				
1	Medical Officer (Level 10 in the Pay Matrix Rs.56100-177500 (pre revised PB-3 + GP Rs.5400/-)	Senior Medical Officer	Four years service	Overall Good
2	Senior Medical Officer (Level 11 in the Pay Matrix Rs.67700-208700 (pre revised PB-3 +GP Rs.6600/-))/-	Chief Medical Officer	Five years service	Very Good
3	Chief Medical Officer (Level 12 in the Pay Matrix Rs.78800-209200 (pre revised PB-3 + GP Rs.7600/-)	Chief Medical Officer (Non-Functional Selection Grade)	Four years service	Very Good
4	Chief Medical Officer (Non Functional Selection Grade) (Level 13 in the Pay Matrix Rs.118500-214100 (pre revised PB-4 + GP	Senior Administrative Grade (Level 14 in the Pay Matrix Rs.144200-	Seven years service or twenty years overall services in	Very Good with all five Very Good in the preceding five years or reckonable Annual Confidential Report

	Rs.8700/-)	218200 (pre revised PB-4 + GP Rs.10000/-)	General Duty Medical Officer	(ACR) or Annual Performance Appraisal Report (APAR) as the case may be.
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By order and in the name of
the Administrator of DD & DNH

Deputy Secretary (Health)

To
All concerned.

Copy to:

- 1) The PS to the Hon'ble Administrator, DD & DNH, Silvassa for kind information.
- 2) The PS to the Advisor to Administrator, DD&DNH, for kind information.
- 3) The PA to the Collector, DD for information.
- 4) The Director Medical & Health Services, DD&DNH, Silvassa.
- 5) The Deputy Director (OL), DD, for Hindi Translation.
- 6) The Dy. Director, Government Printing Press, DD, for publication in Official Gazette of Daman and Diu.
- 7) The SIO, NIC, Secretariat, Daman for publishing in official website.