



**HEAD QUARTERS
EMPLOYEES STATE INSURANCE
CORPORATION PANCHDEEP BHAWAN: C.I.G.
ROAD: NEW DELHI-110002**

No: A-12011/6/2023-MED-VI

Dated: .03.2024

MEMORANDUM

Subject: - Amendments in the Recruitment Regulations for the posts of Insurance Medical Officer Grade – II, Insurance Medical Officer Grade – I / Medical Referee, Chief Medical Officer, Chief Medical Officer (NFSG) and Chief Medical Officer (Senior Administrative Grade) in the Employees' State Insurance Corporation.

In compliance of Department of Personnel & Training, Government of India OM No. AB- 14017/61/2008-Estt. (RR) dated 13.10.2015, a proposal for amendments in the Recruitment Regulations for the posts of Insurance Medical Officer Grade – II, Insurance Medical Officer Grade – I / Medical Referee, Chief Medical Officer, Chief Medical Officer (NFSG) and Chief Medical Officer (Senior Administrative Grade) in the Employees' State Insurance Corporation was put up on official website of ESIC i.e. www.esic.nic.in vide Memorandum dated 03.10.2023 seeking comments from the stakeholders within 30 days.

Proposed draft Recruitment Regulations (**ANNEXURE-I**) of the abovementioned posts with slight modification are again put up herewith on the official website of ESI Corporation i.e. www.esic.gov.in for seeking comments of all the stakeholders. Copies of the existing recruitment regulations of the posts are also annexed at **ANNEXURE-II**.

Comments, if any, may be sent to the following address or at email i.e. med6-hq@esic.nic.in within 07 days of the issue of this Memorandum: -

Girish Kumar Kain,
Deputy Director,
Medical Administration – VI Branch,
Employees' State Insurance Corporation,
Panchdeep Bhawan, CIG Road,
New Delhi-110002.

Encl: - (10)

**(Girish Kumar Kain)
Deputy Director**

Copy to: -

Website Content Manager, ESI Corporation for uploading the Memorandum on official website of ESIC.

DRAFT**[To be published in the Gazette of India, Part III, Section 4]****EMPLOYEES' STATE INSURANCE CORPORATION]****ANNEXURE-I****Notification**

New Delhi, the ,2023

No. A-12011/6/2023-MED-VI-In exercise of the powers conferred by sub-section (1) of section 97, read with clause (xxi) of sub-section (2) and sub-section (2A) of the said section and sub-section (3) of section 17 of the Employees' State Insurance Act, 1948 (34 of 1948) and in supersession of the Employees' State Insurance Corporation (General Duty Medical Officers Cadre Posts), Recruitment Regulations, 2020, except as respects things done or omitted to be done before such supersession, the Employees' State Insurance Corporation hereby makes the following regulations regulating the method of recruitment to the General Duty Medical Officer Cadre Posts in Employees' State Insurance Corporation, namely:-

1. Short title and commencement. — (1) These regulations may be called the Employees' State Insurance Corporation (General Duty Medical Officers Cadre Posts) Recruitment Regulations, 2023.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Number of posts, classification, level in pay matrix or pay scale. — The number of posts, their classification, level in the pay matrix or pay scale attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed to these regulations.

3. Method of recruitment, age- limit, qualifications, etc. — The method of recruitment, age-limit, qualifications and other matters relating thereto shall be as specified in columns (5) to (13) of the said Schedule.

4. Disqualification. — No person, —

a. who has entered into or contracted a marriage with a person having 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 said post:

Provided that the Chairman of the Employees' State Insurance Corporation may, if satisfied that such marriage is permissible under the personal law applicable to such person and to the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this regulation.

5. Power to relax. — Where the Director General of the Employees' State Insurance Corporation is of the opinion that it is necessary or expedient to do so, he may, with the approval of the Chairman of the Employees' State Insurance Corporation, after taking prior approval of the Central Government, by order, for reasons to be recorded in writing, relax any of the provisions of these regulations, with respect to any class or category of persons.

6. Savings. — Nothing in these regulations shall affect reservation, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, the Other Backward Classes, Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time, in this regard.

SCHEDULE[#]

Name of post.	Number of post.	Classification.	Level in the Pay matrix.	Whether selection post or non-selection post.	Age-limit for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)
Insurance Medical Officer Grade-II	3138*(2024) *Combined Cadre Strength across all grades (subject to variation depending on workload and operation of DACP Scheme).	Not applicable	Level-10 in the pay matrix. (Rs.56,100/- to 1,77,500/-) plus non-practicing allowance as admissible to corresponding posts in the Central Government from time to time.	Not applicable	Not exceeding Thirty-five years. (Relaxable up to five years for Central Government employees and Employees of ESI Corporation in accordance with the instructions or orders issued by the Central Government from time to time). Note: 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, Lahaul and Spiti district and Pangi sub division of Chamba district of Himachal Pradesh, Union Territories of Ladakh, Andaman and Nicobar Islands and Lakshadweep).

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of vacancies to be filled by various methods.
(7)	(8)	(9)	(10)
<u>Essential Qualification:</u> (i) A recognised 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), as amended from time to time. Holders of educational qualifications included in Part II of the Third Schedule should also fulfil the conditions specified in subsection (3) of section 13 of the Indian Medical Council Act, 1956 (102 of 1956).	Not applicable	Two years for direct recruitment. Note: There shall be mandatory induction training for direct recruits as prescribed by Employees' State Insurance Corporation as part of successful completion of probation.	By direct recruitment;

(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. Note-1: Qualifications are relaxable at the discretion of the competent authority as per the provisions contained in Regulation 27 of the ESIC Staff and Conditions of Service Regulation, 2023, in the case of candidates otherwise well qualified. Note-2: The qualifications regarding experience are relaxable at the discretion of the competent authority as per the provisions contained in Regulation 27 of the ESIC Staff and Conditions of Service Regulation, 2023 in the case of candidates belonging to Scheduled Castes or Scheduled Tribes if at any stage of Selection the competent authority 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.			
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In case of recruitment by promotion or deputation/ absorption grade from which promotion or deputation/ absorption to be made.	If a Departmental Promotion Committee exists what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)
	Departmental Confirmation Committee (for considering confirmation) consisting of: 1. Medical Commissioner, Employees' State Insurance Corporation - Chairman 2. An officer of GDMO Sub- cadre of ESIC not below the level- 13 of pay matrix to be nominated by Director General, ESIC - Member 3. Director/ Joint Director looking after matters relating to medical administration at Hqrs. Employees' State Insurance Corporation. - Member	Consultation with UPSC is necessary.

Name of post.	Number of post.	Classification.	Level in the Pay matrix.	Whether selection post or non-selection post.	Age-limit for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)

Insurance Medical Officer (Grade-I)/ Medical Referee	3138*(2024) *Combined Cadre Strength across all grades (subject to variation depending on workload and operation of DACP Scheme).	Not Applicable	Level-11 in the Pay Matrix. (Rs. 67,700 to 2,08,700/-) plus non-practicing allowance as admissible to corresponding posts in the Central Government from time to time.	Selection.	Not applicable.
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Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of vacancies to be filled by various methods.
(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Promotion: By promotion under Dynamic Assured Career Progression Scheme as modified from time to time; Promotion: Note 1: Promotion shall be subject to completion of training for promotion to the post of Insurance Medical Officer (Grade-I)/Medical Referee. Those persons who are due to retire within two years will be exempted from completion of such training. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.

In case of recruitment by promotion or deputation/ absorption grade from which promotion or deputation/ absorption to be made.	If a Departmental Promotion Committee exists what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)
By promotion from Insurance Medical Officer (Grade-II) with 04 years regular Service in Level-10 (Rs. 56,100/- to 1,77,500/-) in the Pay Matrix. Promotion: Note 1: Promotion shall be subject to completion of training for promotion to the post of Insurance Medical Officer (Grade- I)/Medical Referee. Those persons who are due to retire within two years will be exempted from completion of such training. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.	Departmental Promotion Committee (for considering promotion) consisting of: 1. Medical Commissioner, Employees' State Insurance Corporation - Chairman 2. An officer of GDMO Sub-cadre of ESIC not below the level- 13 of pay matrix to be nominated by Director General, ESIC - Member 3. Director/ Joint Director looking after matters relating to medical administration at Hqrs. Employees' State Insurance Corporation. -Member	Not applicable

Name of post.	Number of post.	Classification.	Level in the Pay matrix.	Whether selection post or non-selection post.	Age-limit for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)
Chief Medical Officer	3138*(2024) *Combined Cadre Strength across all grades (subject to variation depending on workload and operation of DACP Scheme).	Not applicable.	Level-12 in the Pay Matrix. (Rs. 78,800 to 2,09,200/-) plus non-practicing allowance as admissible to corresponding posts in the Central Government from time to time.	Selection.	Not applicable.

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of vacancies to be filled by various methods.
(7)	(8)	(9)	(10)

Not applicable.	Not applicable.	Not applicable.	Promotion: By promotion from Insurance Medical Officers (Grade- I)/Medical Referee having 05 years regular Service in Level-11 (Rs. 67,700/- to 2,08,700/-) in the Pay Matrix under By promotion under Dynamic Assured Career Progression Scheme as modified from time to time;; Promotion: Note 1: Promotion shall be subject to completion of training for promotion to the post of Chief Medical Officer. Those persons who are due to retire within two years will be exempted from completion of such training. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.
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In case of recruitment by promotion or deputation/ absorption grade from which promotion or deputation/ absorption to be made.	If a Departmental Promotion Committee exists what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)
Promotion: By promotion from Insurance Medical Officers (Grade-I)/Medical Referee having 05 years regular Service in Level-11 (Rs. 67,700/- to 2,08,700/-) in the Pay Matrix. Promotion: Note 1: Promotion shall be subject to completion of training for promotion to the post of Chief Medical Officer. Those persons who are due to retire within two years will be exempted from completion of such training. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.	Departmental Promotion Committee (for considering promotion) consisting of: 1. Medical Commissioner, Employees' State Insurance Corporation -Chairman 2. An officer of GDMO Sub-cadre of ESIC not below the level- 13 of pay matrix to be nominated by Director General, ESIC - Member 3. Additional Commissioner/ Director looking after matters relating to medical administration at Hqrs. Employees' State Insurance Corporation. - Member	Not applicable

Name of post.	Number of post.	Classification	Level in the Pay matrix.	Whether selection post or non- selection post.	Age-limit for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)

Chief Medical Officer (Non-Functional Selection Grade)	3138*(2024) *Combined Cadre Strength across all grades (subject to variation depending on workload and operation of DACP Scheme).	Not applicable	Level-13 in the pay matrix. (Rs. 1,23,100 – 2,15,900/-) plus non-practicing allowance as admissible to corresponding posts in the Central Government from time to time.	Selection.	Not applicable.
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Educational and other qualifications required for direct recruits.	Whether age and educational Qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of vacancies to be filled by various methods.
(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	Promotion: By promotion Dynamic Assured Career Progression Scheme as modified from time to time; Promotion: Note 1: Promotion shall be subject to completion of training for promotion to the post of Chief Medical officer (Non- Functional Selection Grade). Those persons who are due to retire within two years will be exempted from completion of such training. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.

In case of recruitment by promotion or deputation/ absorption grade from which promotion or deputation/ absorption to be made.	If a Departmental Promotion Committee exists what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)

Promotion: By promotion from Chief Medical Officer having 04 years regular service in level-12 (Rs. 78,800-2,09,200) in the pay matrix. Note 1: Promotion shall be subject to completion of training for promotion to the post of Chief Medical Officer (Non-Functional Selection Grade). Those persons who are due to retire within two years will be exempted from completion of such training. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.	Departmental Promotion Committee (for considering promotion) consisting of: 1. Director General, Employees' State Insurance Corporation - Chairman 2. An officer of GDMO Sub-cadre of ESIC not below the level- 14 of pay matrix to be nominated by Director General, ESIC - Member 3. Insurance Commissioner/ Additional Commissioner, looking after matters relating to medical administration at Hqrs. Employees' State Insurance Corporation. - Member	Not applicable
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Name of post.	Number of post.	Classification.	Level in the Pay matrix.	Whether selection post or non- selection post.	Age-limit for direct recruits.
(1)	(2)	(3)	(4)	(5)	(6)
Chief Medical Officer (Senior Administrative Grade).	3138*(2024) *Combined Cadre Strength across all grades (subject to variation depending on workload and operation of DACP Scheme).	Not applicable	Level-14 in the Pay Matrix. (Rs. 1,44,200/- to 2,18,200/-) plus non-practicing allowance as admissible to corresponding posts in the Central Government from time to time.	Selection.	Not applicable.

Educational and other qualifications required for direct recruits.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees.	Period of probation, if any.	Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of vacancies to be filled by various methods.
(7)	(8)	(9)	(10)
Not applicable.	Not applicable.	Not applicable.	By Promotion under Dynamic Assured Career Progression Scheme as modified from time to time.

In case of recruitment by promotion or deputation/ absorption grade from which promotion or deputation/ absorption to be made.	If a Departmental Promotion Committee exists what is its composition.	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
(11)	(12)	(13)
Promotion: By promotion from Chief Medical Officer (Non-Functional Selection Grade) having 07 years regular service in level-13 (Rs. 1,23,100- 2,15,900) in the pay matrix.	Departmental Promotion Committee (for considering promotion) consisting of:	Not applicable

Note 1: Promotion shall be subject to completion of training for promotion to the post of Chief Medical Officer (Senior Administrative Grade). Those persons who are due to retire within two years will be exempted from completion of such training. Provided that those persons who have not completed training for promotion before the date of meeting of Departmental Promotion Committee will also be considered subject to condition that the required training will be completed within one year of the date of meeting of Departmental Promotion Committee. Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or years, whichever is less, and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.	1. Secretary, Ministry of Labour & Employment, Government of India – Chairman 2. Additional Secretary or Joint Secretary or Equivalent, Ministry of Labour & Employment, Government of India – Member 3. Director General, Employees' State Insurance Corporation – Member	
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in accordance with the rules and orders applicable to the officers and employees of the Central Government drawing corresponding scales of pay, as mandated in Section 17(2)(a) of the Employees' State Insurance Act, 1948.

Note 1: Failing to recruit the posts by direct recruitment or by promotion, as the case may be, the post of the any grade of the General Duty Medical Officers included in the aforesaid Schedule may be filled up by deputation (only upto 3 per cent of the combined cadre strength may be filled up on deputation basis in case 10 per cent or more of the combined sanctioned strength of the cadre is vacant) for a maximum period of 3 years, extendable by another 2 years by the competent authority. The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization/department of the Central Government shall ordinarily not exceed by 5 years. The maximum age-limit for appointment by deputation shall not be exceeding fifty-six years as on the closing date of receipt of applications.

Note 2: Vacancies caused by the incumbent being away on deputation or long illness or study leave or under other circumstances for a duration of one year or more may be filled on deputation basis from officers of Central Government.

- (a) (i) holding analogous posts on regular basis; or
(ii) with 4 years regular service in posts in the one below pay level of the posts; and
- (b) Possessing the qualifications and experience prescribed for direct recruits under Col. 7"

(Dr. RAJENDRA KUMAR)
DIRECTOR GENERAL