

# The Odisha Gazette



EXTRAORDINARY  
PUBLISHED BY AUTHORITY

No. 349 CUTTACK, FRIDAY, FEBRUARY 14, 2014/MAGHA 25, 1935

No. 2705—ME-I-IM-12/2008-H.

GOVERNMENT OF ODISHA

HEALTH & FAMILY WELFARE DEPARTMENT

RESOLUTION

The 3rd February 2014

SUBJECT— Guidelines for engagement of Senior Resident/Tutor in Government Medical/Dental Colleges in the State of Odisha.

**1. Introduction to the Guidelines :**

- 1.1. Services of Senior Resident (SR)/Tutor in the field of patient care as also for medical education are required as per the Medical Council of India (MCI) guidelines.
- 1.2. Keeping in view of the requirement of the services of Senior Resident (SR)/Tutor, Government of Odisha created 366 posts of SR in different Medical Colleges and contemplating enhancement of the sanctioned post.
- 1.3. With this it was strongly felt that there has to be standard guidelines for engagement of SR/Tutor in all Government Medical Colleges of the State.

**2. Objective and Applicability of the Guidelines :**

- 2.1. Present guidelines are meant for the Government Medical Colleges of the State of Odisha to strengthen and streamline the advertisement, recruitment, selection, engagement, appointment of the Senior Resident (SR) and Tutor.
- 2.2. Present guidelines would be applicable for all appointment, selection of SR/Tutor in Government Medical Colleges of the State superseding earlier notifications made by Government in this connection.
- 2.3. This is omnibus guideline which supersedes all previous guidelines on this subject.

**3. Duration of Effectiveness of the Guidelines :**

- 3.1. These guidelines would be effective from such date as the Government may please to issue order or notifications and would remain in force till further notification/order of the Government issued in this regard.
- 3.2. Government may issue revised circulars/notifications from time to time, if so required, after careful examination of the outcome of these guidelines.

**4. Appointing Authority :**

- 4.1. Dean & Principal of the concerned Medical Colleges will be the appointing authority for the SR/Tutor.

**5. Selection Process :**

- 5.1. Dean & Principal of the concerned Medical College and Hospital (MCH) will publish the advertisement.
- 5.2. The selection will be conducted through a committee constituted for the purpose by the Dean & Principal of the MCH.
- 5.3. A panel of SR/Tutor will be prepared by the committee which will remain valid for a period of one year from the date of its approval.
- 5.4. In case of non-availability of suitable candidates from the said panel, the Dean & Principal can fill up the vacancies by publication of a fresh advertisement in the interest of the Institution.
- 5.5. Reservation policy as applicable to state of Odisha will be followed.

**6. Eligibility & Qualifications for SR/Tutor :**

In order to be eligible for being engaged as SR/Tutor, the candidates must fulfill the following qualifications :—

- 6.1. He/She must not be above 40 years of age as on 1st January of the recruitment year.
- 6.2. The upper age limit will be relaxed by 5 years for ST, SC & Woman candidates, by 3 years for SEBC candidates and by 10 years for Physically Challenged candidates.
- 6.3. For the post of Senior Residents in Clinical Departments the candidate must possess MD/MS/MDS degree in concerned discipline applied for.
- 6.4. For the post of Tutors in Pre-clinical/Para-clinical departments (Anatomy, Physiology, Biochemistry, Pharmacology, FMT, Pathology, Microbiology & SPM) MBBS is the basic qualification. If sufficient No. of MBBS qualified candidates for the post of tutor are not available, the candidates having M. Sc. Degree in Medical Anatomy, Medical Physiology, Medical Bio-chemistry, Medical Pharmacology & Medical Microbiology as prescribed by Medical Council of India shall also be considered. However first

preference will be given to the candidates having post graduate degree in concerned discipline. Candidates with MBBS degree can only be considered if no MD/MS/MDS candidates are available in any category of the said discipline.

- 6.5. The MBBS degree holders applying for post of Tutor must have completed three years of service as Assistant Surgeon under Government of Odisha (regular/contractual/*ad hoc*/temporary). The candidates with MD/MS/MDS qualification applying for SR/Tutor must also have same requirement of three years of service as Assistant Surgeon out of which at least two years of service shall be Post P. G. under Government of Odisha which may be regular/contractual/*ad hoc*/temporary.

#### **7. Scheme of Selection :**

- 7.1. Selection will be strictly on the basis of merit list prepared on basis of career marks irrespective of the year of passing of the qualifying examination. Weightage for different examinations shall be as under :—

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|---|-----|
| (a) MBBS/BDS examination  | 60% |
| (b) Intermediate/+2 Science   | 20% |
| (c) 10th/Matriculation  | 20% |
| (d) One mark will be deducted from the total Career mark for each case of failure/extra attempt taken in the examination. |     |

- 7.2. Merit list will be prepared and approved by the constituted committee and appointment will be made on the basis of the counseling on personal appearance and verification of the original documents.

#### **8. Terms and Conditions :**

- 8.1. The post of SR/Tutor being resident in nature is purely non-practicing and if any SR/Tutor is found to be indulged in any kind of private practice, their services will immediately be terminated by the appointing authority.
- 8.2. The SR/Tutor remaining absent unauthorisedly for more than 15 days will also be terminated by the authority.
- 8.3. The appointing authority can terminate the tenure of SR/Tutor by serving a notice of 30 days.
- 8.4. The SR/Tutor whose tenure is terminated for any reason by the authority will be debarred from being selected as SR/Tutor for a period of three years.
- 8.5. The appointment/engagement shall be purely temporary and on year to year tenure basis and shall be for a maximum period of three years subject to satisfactory performance.

- 8.6. Performance appraisal certificate is to be prepared by the Professor/HOD of the concerned Departments and to be submitted only to the Dean & Principal of the institution for renewal/extension of their further continuance in the tenure post. During the tenure period and upon receipt of any unsatisfactory performance report at any point of time from the concerned Professor/HOD, the services of the concerned SR/Tutor will be terminated by the appointing authority. Such decision shall be final and binding. Further the SR/Tutor experience certificate in favour of the candidates shall only be issued by the Dean & Principal of the institution. Under no circumstances the Professor/HOD of the department shall issue the performance appraisal certificate directly to the candidates.
- 8.7. Study Leave/Stipend will be sanctioned as per the prescribed procedure of Government.
- 8.8. Teaching experience of the SR/Tutor shall be reckoned from the date of joining in such post. In every calendar year SR/Tutor can avail maximum of 15 days Casual Leave. Any leave beyond this 15 days period will be compensated by repetition.
- 8.9. In no case, transfer from one institution to another will be allowed. SR/Tutor terminated by any Government Medical College for whatsoever reason will not be considered for reappointment to any post of SR/Tutor by other Government Medical College of the State.
- 8.10. Applications of those SR/Tutors who are continuing/completed the tenure in any MCI recognized institution will not be considered for selection.
- 8.11. Before engagement the SR/Tutor will execute a bond on judicial stamp paper worth of Rs. 100 that they will not indulge in any kind of private practice/litigation/resort to strike/ease of work/bargain with Government for their continuance beyond the permissible period. They will also undertake to join at the place of posting as soon as their Senior Resident/Tutor is completed or they receive Government order for the same. In case of violation of these provisions they will not be given training completion certificate.
- 8.12. The SR/Tutors shall perform such duties as would be specified in the schedule appended to these rules and any other duties as may be specified by the Government from time to time by general or special orders. They are in a process of undergoing training in teaching and treatment.

By order of the Governor

P. K. MOHAPATRA

Principal Secretary to Government

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