

F. No: A-45017/01/2018-CHS-V
Government of India
Ministry of Health and Family Welfare
(CHS Division)

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Nirman Bhawan, New Delhi-110011
Dated 17-05-2024

OFFICE MEMORANDUM

Subject: Guidelines on appointment of Head of Department (HoD) in three Central Government Hospitals and associated Medical Colleges.

In supersession of this Ministry's OM of even number dated 28.03.2024 on the above mentioned subject, with the approval of competent authority, it has been decided that the appointments of Head of Department (HoD) in three Central Government Hospitals and associated Medical Colleges shall be governed by the following guidelines:

1. Composition of Standing Selection Committee:

The Committee may be constituted as under:-

DGHS - Chairman
MS, SJH - Member
MS, RMLH - Member
Director/MS, LHMC - Member
One Representative - Member
from any MAMC/
BSAMC/GB Pant Hospital

2. Notice for selection of HoDs to be issued

The notice for vacancies must be widely publicized by DteGHS by posting it on the websites including Ministry's website and adequate number of notice boards of all three CG Hospitals. In the said notice, applications will be invited from the interested and eligible candidates (CHS officers posted at any of the central institutions) for the vacancies. After receipt of applications, Standing Selection Committee, constituted for the purpose, will carry out the selection process.

3. Recommendation of a panel

The zone of consideration would be top five senior most applicants among all the applications received. If none of them found suitable, next three may be considered, if any.

The selection committee would finalise a panel not less than 3 candidates in order of preference in prescribed format (**Annexure-I**) mentioning position in Seniority list/ Batch year, Rank, Date of Joining in service and Date of joining in present grade.

In case, a junior official is recommended in the preference order by surpassing senior(s), a justification must be recorded by the Committee to this effect. The appointment order shall issued accordingly by the respective hospital administration/ concerned institute/ organisation.

4. Maximum duration as HoD in service

Selection of HoD shall be for one term of 03 (three) years only or till attaining 62 years of age, whichever is earlier.

Maximum number of terms as HoD for any person shall be 02 (two) terms during entire service to provide opportunity to other willing officials to become HoD in their service life. For the Second term as HoD, acting on reference by MS/ Director, the Standing Selection Committee can recommend continuation of any incumbent HoD after end of first term based on their willingness and by giving preference to them. Only for remaining seats of HoDs, the Committee will follow the set procedure as above.

5. Removal from the position of HoD

Acting on reference by MS/ Director, the Standing Selection Committee can recommend removal of any HoD even before the completion of tenure of 3 years with reasons to be recorded.

6. Whether non- teaching/ GDMOs can be appointed as HoD

Non-teaching specialists and GDMO Cadre officials with equated teaching designation working in the concerned department are also eligible to become HoD.

Academic activities shall be carried out under supervision of HoD, only to avoid any kind of communication gap.

7. Application procedure

Information regarding vacancies will have to be submitted by MS/ Director at least 03 (three) months in advance to the office of DGHS. The office of DGHS shall advertise vacancies so arising well in advance. It shall ensure wide publicity of the advertisement through MSs in all hospitals.

8. Backlog of vacancies/ Routine vacancies

Initially, since, there is a backlog of existing vacancies, only those can apply who have one year of service on the date of advertisement (means he/she has to be less than 61 years of age on the referred date).

In subsequent process of routine appointment of HoDs, only those candidates can apply who have at least one year minimum residual service left on the date on which vacancy arises (means he/she has to be less than 61 years of age on the referred date).

9. Eligibility criteria

All the CHS officers in the Pay Level-14 of Pay Matrix are eligible for the post of HoD.

However, in case there is no eligible applicant, Selection Committee may decide to invite applications from CHS doctors in pay level-13 subject to they fulfill other eligibility criteria.

10. Qualification and Experience

In terms of clause 3.9 of notification dated 14.02.2022, Teachers Eligibility Qualifications in Medical Institutions Regulations, 2022, "The Heads of the Departments of broad and super specialty courses shall possess a recognized Postgraduate broad specialty and super specialty degree, as the case may be, in the concerned specialty. This mandatory requirement is relaxed for five more years from the date of notification of this Regulation to all the Broad and Super Specialty courses which were started after 01 January, 2009". If a seat is falling vacant in any of the three medical colleges within 6 months, a common/clubbed interview may be carried out. However, result prepared will be kept confidential and will be declared approximately 15 days before the seat falls vacant. In such cases, candidate may declare his preference or order of preference where he/she would like to work.

11. How to apply

Application form can be filled, then scanned application form can be submitted electronically by the candidates via email to membersecy-mohfw@gov.in after getting it verified from MS/ Director, with the remarks about his/ her vigilance clearance at hospital level alongwith integrity certification. Original application form may be deposited at the time of interview by the candidate himself/ herself. The candidate will be informed about date, time and venue of interview through email by the office of the SSC (Standard Selection Committee).

12. Eligibility for consideration

The Committee will assess the APAR for last five years of the candidate.

Integrity of the candidate should be beyond doubt and he/ she must be clear from vigilance angle.

Further, the candidate has to make a presentation, by including his/ her achievements,

past experience and his prospective vision and goals towards betterment of services of his department, before the Committee.

Thereafter, the Committee will interview the candidate on detail subjects.

In case after the interview and consideration of above criteria, if there is a tie between two candidates, seniority/ rank in CHS cadre will be considered (Annexure-I attached below).

13. Panel

After assessment of the candidature of all the candidates, the Committee will prepare a panel of minimum 03 (three) officers for each post of HoD to avoid any kind of inconvenience in future.

The Committee will forward its recommendation in sealed cover to Director/ MS of the Hospital concerned for further appropriate action by following the said norms.

The validity of the panel shall be one year and in case vacancy is occurred within this period, the other recommended candidate in panel shall be considered for the post of HoD for full term.

The Committee will also endorse a copy of the recommendations to the JS/AS of CHS in the MoHFW.

14. Tenure

Tenure of the Standing Selection Committee will be standing and approval for the external member would be taken from the Ministry from time to time.

Encl: Annexure-I

(Vinay Kumar)
Under Secretary to Govt of India
Tele No. 2306 1203

To

1. Director General of Health Services
2. The Director, Lady Hardinge Medical College and Smt. Sucheta Kriplani Hospital, New Delhi
3. The Medical Superintendent, Vardhman Mahavir Medical College and Safdarjung Hospital, New Delhi
4. The Medical Superintendent, Atal Bihari Vajpayee Institute of Medical Sciences and Dr. Ram Manohar Lohia Hospital, New Delhi

Copy for information to:

- i. O/o Hon'ble HFW
- ii. Sr.PPS to Secy(H)
- iii. PPS to AS(H)
- iv. PS to DS(CHS)

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PROFORMA FOR ASSESSMENT OF THE SUITABILITY OF CANDIDATES FOR THE POST OF HoD IN CENTRAL GOVERNMENT HOSPITALS AND MEDICAL COLLEGES

DATE OF MEETING AND TIME OF THE STANDING SELECTION COMMITTEE:

Post: HoD (_____) Name of the Hospital: _____

S.No.	Select List Year and Rank	Name of the candidate	Date of Birth	Name of Sub-Cadre of CHS	D.O.J in service	D.O.J in present grade	Vigilance Clearance	Integrity	Grades of APAR of Last 5 Years	Assessment of Presentation	Assessment of Interview	Recommendation/ Remarks

- Selection of the candidates will be based on presentation and interview only. Gradings of the APARs of the candidates must not be below bench marks i.e. Very Good for all assessment years.

(Member)

(Member)

(Member)

(Member)

Chairman