

# G.O. 354 REVIEW

---

THANKS FOR  
INVITING US  
FOR  
G.O. 354 REVIEW



## Relevant G.O.s

---

- G.O.194 Dt.7.7.2009 - Committee to look into the demand of DACP by TNGDA
- G.O.354 Dt.23.10.2009 - Vacancy Based Promotion + Pay ( PB IV at 20 Years/POP)
- G.O.357 Dt.15.12.2010 - Amendment of G.O.354 Para XVa  
(Vacancy Based Promotion without taking into consideration the no. of years prescribed in G.O.354)
- G.O.245 Dt. 30.10.2013 - Time Bound Promotion at 8,15,17,20 years. (Prospectively)
- G.O.301 Dt.6.10.2015 - clarifies the previous G.O.s (Time bound pay structure, Vacancy based promotion, retrospective implementation w.e.f . 23.10.2009)
- G.O.716 Dt.14.7.2010 - Delegates the power of DACP to the Deans, JDHS and Medical Superintendents.

# SITUATION PRIOR TO GO:354

---

ASST SURGEON

SENIOR ASSISTANT SURGEON

CIVIL SURGEON

**SENIOR CIVIL SURGEON**

( SENIOR CIVIL SURGEON BP 12000/-)

# AFTER GO:354

---

**CHIEF CIVIL SURGEON POST**

CREATED BY GO:354

WITH A PREREVISED BASIC OF 14,300/-

ACCORDINGLY

THIS POST WAS GIVEN **PAYBAND 4**

**37,400 + GP 8,700/-**

# GO 354 Dt. 23.10.2009

ENTRY LEVEL	ASST SURGEON	— PB 3 – 15,600 + GP 5,400/-
	↓	
AFTER 8 (5) YEARS	— SENIOR ASSISTANT SURGEON	— PB 3 – 15,600 + GP 5,700/-
	↓	
AFTER 15 (9) YEARS	— CIVIL SURGEON	— PB 3 – 15,600 + GP 6,600/-
	↓	
AFTER 17 (11) YEARS	— SENIOR CIVIL SURGEON	— PB 3 – 15,600 + GP 7,600/-
	↓	
AFTER 20 (12) YEARS	— CHIEF CIVIL SURGEON	— PB 4 – 38,000 + GP 8700/-

## Para XIV of G.O. 354

AN ASSISTANT SURGEON SHALL PUT UPTO 5 YEARS OF SERVICE FOR PROMOTION AS SENIOR ASSISTANT SURGEON

A SENIOR ASSISTANT SURGEON SHALL PUT UP 4 YEARS OF SERVICE (*9 years after entry*) IN THE POST OF SENIOR ASSISTANT SURGEON FOR 4 YEARS AS CIVIL SURGEON

A CIVIL SURGEON SHALL PUT UP 2 YEARS OF SERVICE (*11 years after entry*) IN THE POST FOR PROMOTION AS SENIOR CIVIL SURGEON

A SENIOR CIVIL SURGEON SHALL PUT UP 1 YEAR SERVICE (*12 years after entry*) IN THE POST FOR PROMOTION AS CHIEF CIVIL SURGEON

# Para XV of G.O. 354

---

**THE ABOVE ELIGIBILITY IS PROSPECTIVE i.e., FOR FUTURE PROMOTIONS AND IT IS NOT APPLICABLE TO THE EXISTING STRUCTURE. THE MEDICAL OFFICERS ON WHOM DISCIPLINARY ACTION IS PENDING/ PUNISHMENTS GIVEN ARE NOT ELIGIBLE FOR THE ABOVE EXERCISE**

a. **HOWEVER, THE ABOVE MINIMUM PERIODS WOULD BE FOR FUTURE PROMOTIONS ONLY AND WOULD NOT BE APPLICABLE WHILE REFITTING THE EXISTING STRUCTURE INTO THE PROPOSED STRUCTURE**

**THIS REFITMENT WILL BE DONE BASED ON THE RESTRUCTURED POST WITH THE POSTULATE THAT THOSE WHO HAVE COMPLETED 20 YEARS MAY BE FITTED IN THE CHIEF CIVIL SURGEON LEVEL, THOSE WHO HAVE COMPLETED 15 YEARS MAY BE FITTED IN THE CIVIL SURGEON LEVEL AND THOSE WHO HAVE COMPLETED 8 YEARS MAY BE FITTED IN THE SENIOR ASSISTANT SURGEON LEVEL WITHOUT TAKING INTO RECKONING THE MINIMUM EXPERIENCE PRESCRIBED ABOVE FOR EACH LEVEL**

## G.O. 357 dt. 15.12.2010 (Amendment of G.O.354)

---

**The Minimum periods prescribed for each level would be for future promotions only and would not be applicable while refitting the existing structure into the proposed structure. This refitment will be done without taking into consideration of number of years prescribed therein, 20 Years, 15 Years respectively based on vacancy.**

Para XV a

However, the above minimum periods would be for future promotions only, and would not be applicable while refitting the existing structure into the proposed structure.

This refitment will be done based on the restructured posts, with the postulate that those who have completed 20 years may be fitted in the Civil Surgeon level and those who have completed 15 Years may be fitted in Civil Surgeon level and those who have completed 8 Years may be fitted in the Senior Assistant Surgeon level without taking into reckoning the minimum experience prescribed above for each level

Para XIV a (Amended)

The Minimum periods prescribed for each level would be for future promotions only and would not be applicable while refitting the existing structure in to the proposed structure .

This refitment will be done without taking into consideration of number of years prescribed therein, 20 Years, 15 Years respectively

based on vacancy .

*(THIS AMENDMENT WAS CANCELLED BY  
G.O.245 DT 30.10.2013)*

## Effect of G.O.354 amendment (G.O. 357 )

G.O.357 provided opportunities for many doctors in the DMS side to get Pay Band IV, Senior Civil Surgeon Post and Civil Surgeon Post much earlier than their counterparts in other Directorates.

### THE VACANCY BASED PROMOTION OPENED UP THE PANDORA BOX

This brought about gross disparities in the pay of doctors with equal service working in different Directorates.

This became the core discussion issue during the review meeting of G.O.354 as a result of which G.O. 245 and G.O.301 came into effect.

## G.O.NO.245 Dt. 30.10.2013

The Assistant Surgeon Medical officers working in TN Medical Service of all the Directorates shall be given time bound promotion on completion of 8,15,17 years if eligible service in the designation/ scales of

Senior Asst. Surgeon PB 3 15600 - 39100 + GP 5700,

Civil Surgeon PB3 15600 -39100 + GP 6600,

Senior Civil Surgeon PB3 15600 - 39100 + GP 7600 respectively,

and on completion of 20 Years of eligible service as

Chief Civil Surgeon in PB 4 37400 - 67000 + GP Rs.8700/ -.

The benefits will be from the date of completion of the above stipulated periods. The criteria for eligible service will be the same that was existing earlier.

## G.O.301 Dt.6.10.2015

clarifies the previous G.O.s

- ◆ Time bound fixation of pay structure of all categories 8,15,17,20 years
- ◆ Promotions subject to the availability of vacancies (irrespective of pay)

in essence

- this is time bound pay structure,
- Vacancy based promotion
- retrospective implementation

w.e.f. the date of G.O.354 (23.10.2009)



## DYNAMIC ASSURED CAREER PROGRESSION (DACP)

- DACP is Time Bound Promotion and Time Bound Pay Structure
- It is in existence for the CGHS Doctors since 2004
- DACP is given for them at 4,9,13 and 20 Years with PB IV at 13 Years



### TN Vs CGHS Doctors(MBBS) - (6<sup>th</sup> Pay Commission)

- entry level of CGHS Doctor, PB 3 + GP 5400/-

entry level of TN Doctor, PB 3 + GP 5400/-

After **4** Years, CGHS Doctor gets PB 3 + GP 6600/-

TN Doctor gets PB 3 + GP 6600/- only after **15** years of service(Exception SAP)

After **9** Years, CGHS Doctor PB 3 + GP 7600/-

TN Doctor gets PB 3 + GP 7600/- only after **17** years of service

After **13** Years, CGHS Doctor PB 4 + GP 8700/-

TN gets PB 4 + GP 8700/- only after **20** Years of service

## TN Vs CGHS Doctors(MBBS) - ( 7<sup>th</sup> Pay Commission)

YEAR	CGHS Doctors	TN Doctors	Difference
Entry	56100	56100	0
10 <sup>th</sup> Year	78800	74300	4500
14 <sup>th</sup> Year	<b>123100</b>	83600	39500
15 <sup>th</sup> Year	126800	86100	40700
16 <sup>th</sup> Year	130600	89700	40900
17 <sup>th</sup> Year	134500	92400	42100
18 <sup>th</sup> Year	138500	96600	41900
19 <sup>th</sup> Year	142700	99500	43200
20 <sup>th</sup> Year	147000	102500	44500
21 <sup>st</sup> Year	153000	<b>123100</b>	29900

We enter as equals ; But we get the pay what they get at 14<sup>th</sup> year only at our 21<sup>st</sup> Year of service

## TN Vs CGHS Doctors(MBBS) - ( 7<sup>th</sup> Pay Commission)

- The difference in pay between CGHS Doctors and TN Doctors
- For the first 4 years is 0.
- From 5<sup>th</sup> Year it is 4600.
- At 10<sup>th</sup> Year it is 4500
- At 14<sup>th</sup> Year it is 39500
- At 16<sup>th</sup> Year it is 40900.
- At 18<sup>th</sup> Year it is 41900.
- At 20<sup>th</sup> Year it is 44500.
- What they receive at 14<sup>th</sup> Year Rs.123100 is received at our 21<sup>st</sup> Year

### 7 TH PC PAY TN VS CHS (MBBS) DOCTORS WITHOUT 20% NPA

Year	7 <sup>th</sup> PC CHS	7 <sup>th</sup> PC TN	Differ.
1	56100	56100	0
2	57800	57800	0
3	59500	59500	0
4	61300	61300	0
5	67700	63100	4600
6	69700	65000	4700
7	71800	67000	4800
8	74000	69000	5000
9	76200	72100	4100
10	78800	74300	4500
11	81200	76500	4700
12	83600	78800	4800
13	86100	81200	4900
14	123100	83600	39500
15	126800	86100	40700

Year	7 <sup>th</sup> PC CHS	7 <sup>th</sup> PC TN	Differ.
16	130600	89700	40900
17	134500	92400	42100
18	138500	96600	41900
19	142700	99500	43200
20	147000	102500	44500
21	153000	123100	29900
22	157600	126800	30800
23	162300	130600	31700
24	167200	134500	32700
25	172200	138500	33700
26	177400	142700	34700
27	182700	147000	35700
28	188200	151400	36800
29	193800	155900	37900
30	199600	160600	39000

### 7 TH PC PAY TN VS CHS SPECIALIST DOCTOR WITHOUT 20%NPA

Year	7 <sup>th</sup> PC CHS	7 <sup>th</sup> PC TN	Differ.
1	67700	59500	8200
2	69700	61300	8400
3	78800	63100	15700
4	81200	65000	16200
5	83600	67000	16600
6	86100	69000	17100
7	123100	71100	52000
8	126800	73200	53600
9	130600	76500	54100
10	134500	78800	55700
11	138500	81200	57300
12	142700	83600	59100
13	147000	86100	60900

Year	7 <sup>th</sup> PC CHS	7 <sup>th</sup> PC TN	Differ.
14	153000	88700	64300
15	157600	91400	66200
16	162300	95200	67100
17	167200	98100	69100
18	172200	102500	69700
19	177400	105600	71800
20	182700	108800	73900
21	188200	123100	65100
22	193800	126800	67000
23	199600	130600	69000
24	205600	134500	71100
25	211800	138500	73300
26	218200	142700	75500

# SDPGA Request to invoke prospective clause in G.O 354

---

- G.O 354 ENVISAGED A PROSPECTIVE PROMOTION STRUCTURE
- G.O 354 IS A PAY G.O FOR THE 6 TH PAY COMMISSION WITH SCOPE FOR REGULAR REVIEW
- SUBSEQUENT REVIEW WAS CONDUCTED IN 2012. IT WAS TOO CLOSE TO THINK ABOUT INVOKING THE PROSPECTIVE CLAUSE
- THIS IS THE SECOND REVIEW WE REQUEST THE GOVT. TO INVOKE THE PROSPECTIVE CLAUSE

SDPGA

SERVICE DOCTORS AND POST GRADUATE ASSOCIATION

## TO SUM UP

- SDPGA HAS BEEN REQUESTING FOR CENTRAL PARITY FOR THE PAST THREE YEARS.ITS A LONG TIME ASPIRATION OF GOVT DOCTORS
- OUR JUSTIFICATION FOR PAY COMMENSURATE WITH OUR WORK LOAD WORK RISK AND QUALIFICATION HAS BEEN CONSIDERATELY RECEIVED BY OUR GOVT
- GO 354 HAS GOT CONCRETE CLAUSE FOR GIVING CCS PROMOTION AT THE END OF 12 YEARS WITH PB4 IN CLAUSE XIV AND XV
- THE COST ON SALARY OF DOCTORS IS A SOCIAL INVESTMENT
- WE ARE A PROUD CONTRIBUTOR TO VARIOUS HEALTH CARE ACHIEVEMENTS OF TAMILNADU.
- OUR MEDICAL COMMUNITY HAS A DUE EXPECTATION,

WE HOPE AND PRAY IT IS REALISED

## OTHER ISSUES

---

- SAP FOR SPECIALISTS AT 3YRS
- SAP FOR SUPERSPECIALISTS AT ENTRY
- INTERDIRECTORATE MOVEMENT TO BE ALLOWED
- VRS TO BE ALLOWED

SDPGA

SERVICE DOCTORS AND FIRST GRADUATES ASSOCIATION

## ALLOWANCES

---

- RURAL ALLOWANCE
- TEACHING ALLOWANCE
- SPECIALITY ALLOWANCE
- RISK ALLOWANCE
- DUTY ALLOWANCE
- CHILD CARE LEAVE
- CORPUS FUND

SDPGA

SERVICE DOCTORS AND FIRST GRADUATES ASSOCIATION