



EMPLOYEES STATE INSURANCE CORPORATION

MEDICAL OFFICERS' ASSOCIATION (REGD.)

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Regd No. 3884

Ref. No. 026/2018

Date: 10/6/2018

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To,

Director General, ESIC
Panchdeep Bhawan,
Kotla Road, New Delhi



Sub : Notice for Agitation including Indefinite Strike

Sir,

This letter is in continuation with our earlier letter no. 09/2018 dated 03/05/2018. In view of the indifferent & callous attitude of ESIC Management and continuous humiliation and harassment of ESIC doctors (except favoritism to some doctors), the following agitation program has been finalized in the GBM of Association held on 09/06/2018.

- 1) July 17, 2018 : One day peaceful Dharma & Hunger Strike in front of HQ office.
(10 am -5pm)
- 2) July 18, 2018 : Rally from Bal Bhawan to ESIC HQs followed by demonstration & burning of Effigies of DG & FC. (10 am -5pm)
- 3) Aug 07, 2018 : Indefinite Strike- Nation Wide

OUR DEMANDS

It is very painful that we have to present our Rights as our Demands. As per sec 17 of ESI Act, the doctors working in ESIC are entitled to all the service conditions and service benefits at par with doctors holding analogous posts in CHS. This was being followed in ESIC for years until few months back since the ESIC Hqr started issuing orders in violation of ESI Act 1948. ESIC is not above the act, enacted by the Parliament, and has no authority to change the service

benefits / service conditions of ESIC Doctors. Even a MOU was signed by Joint Action Council of Service Doctors Organization(JACSDO)&GOI that all benefits extended to CHS doctors will be applicable mutatis-mutandis to all Central Govt. doctors. ESIC Medical Officers Association is a constituent organization of JACSDO.

We demand following service benefits / conditions at par with CHS doctors:-

- 1) **Conveyance Allowance**: There are four types of allowances which are applicable to doctors ie. a) NPA, b) AA, c) PGA and d) CA (conveyance allowance). Though orders of CHS related to NPA, AA&PGA has been adopted by ESIC but has deviated in issuing orders of CA dated 18/05/2018. An annexure has been attached to said CA order issued by ESIC which is totally different from the annexure of CHS orders of CA. The annexure attached with ESIC circular with CA requires to fill in the details of domiciliary visits performed by Hospital doctors. The IQ of some of the officers posted at ESIC doctors dealing with payment of conveyance allowance matter is so low that they are not able to understand simple facts that domiciliary visits are not performed by hospital doctors. The impugned annexure for claiming CA by doctors have been designed and approved by erring officers to create hurdles for doctors in claiming CA. Moreover this is violation of order of DG, ESIC dated 06/08/2007 that in supersession of earlier orders, CA will be payable as per CHS rules. We also demand that the responsibility of such erring officers who designed and approved the annexure with malafide intention in violation of ESIC Act & order of DG, ESIC dated 6/8/2007 be fixed and disciplinary action may be initiated against them immediately. They also deliberately disobeyed the ESIC Act & DG
- 2) **Recruitment Rules**for Doctors notified provisionally- We out rightly reject the RR notified for the post of MC,MS, DMS etc. These are promotional posts for IMO cadre as per existing RR. All RRs should be at par with Doctors holding analogous posts in CHS. It is not understood why ESIC is in haste to formulate /amend the RRs for all categories of ESICdoctors when it is a known fact that ESIC will become thing of past after implementation of Labor Code.
- 3) **Study Leave**- Study Leave should be granted to all eligible Doctors at par with CHS Doctors. The Study Leave is denied to ESIC doctors on the plea that there is

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shortage of Doctors. Ironically HQr officers are responsible for shortage of Doctors by not recruiting doctors regularly.

4) **Transfer Policy**- We demand Transfer Policy at par with CHS doctors. We strongly object to any deviation from CHS Doctors' Transfer Policy. It appears that a Transfer Industry is in place at Headquarters & transfer of some doctors are being done in lieu of consideration of cash /kind. It is gross violation of existing Transfer Policy (2005) for ESIC doctors. The transfer policy should be implemented in true letter and spirit without any bias .It will not out of place to mention an incidence of ESIC Hospital, Baddi to understand the functioning in transfer of ESIC Doctors. One Dr. Gunjan Gupta is in Himachal Pradesh (presently posted at MS, Baddi) for more than three years. She was supposed to be transferred back to Delhi during Jan /Feb this year but another doctor named Dr. Kamlesh Suri has been transferred back to Delhi only after few months of posting as DMS at ESIH Baddi (HP). Many other SAG Doctors are also awaiting for their transfers back to Delhi after completing 3 Years in Jan / feb 2018. All the Doctors who have already completed their three years of service outside Delhi as MS/DMS/SMO/SMC should be transferred back immediately to Delhi.

5) **Pay Fixation of ESIC Doctors**— It should be done as per clause 12 of 7th CPC. According to this clause the increase in basic pay of doctors should be at least 14.29% of prevised pay.

6) **Restoration of SMO/SSMC posts** in states. No doctors including SMO in RO will report to RD. Doctors will scrutinize only portion related to treatment part of the bills . Scrutiny of bills of tie up Hospitals will be done by RD & not medical officers.

7) **Posting of DMS** on regular basis in all ESIC Hospitals for smooth functioning of hospitals.

8) **Labor Code**- the ESICMOA strongly opposes the labor code . In case labor code is implemented then all ESIC doctors should be governed by Central Board and not by state Boards.

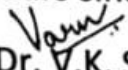
It is therefore requested to look into all these demands as stated above to avoid any confrontation and to develop harmonious relation. It is also in the interest of ESI Beneficiaries. We have requested many times (in written) for an appointment

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with the DG ESIC, but same has not been fixed till date, even our letters have not been acknowledged by DG ESIC. If ESIC doctors are forced to go on path of agitation in absence of an amicable settlement, then DG,ESIC shall be wholly responsible for all the consequences.

Thanking you

Yours sincerely

 11/6/18
(Dr. V.K. Singh)

Officiating General Secretary