



PBC No.125 / 2024

दक्षिण रेलवे Southern Railway
प्रधान मुख्य कार्मिक अधिकारी कार्यालय
Office of the Principal Chief Personnel Officer
प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003
Headquarters, Personnel Department, Chennai-600003

सं/No: P(R)420/P/ML/PL

दिनांक/Dated: 03.07.2024

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM, Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS, Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD, DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

विषय/Sub:Extending maternity benefits to contractual doctors – Revised terms and conditions.

A copy of Railway Board's letter No. 2020/E(GR)II/1/3 – Part(1) dated 20.06.2024 on the above subject is enclosed for information, guidance and necessary action.

Copy of Railway Board's letter dated 23.02.2000 referred therein is enclosed for reference.

संलग्नक/Encl. 02 pages.

Digitally Signed by
Anjanikumar C
Date: 05-07-2024 09:11:15
Reason: Approved

सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.
कृते प्रमुकाधि/For Principal Chief Personnel Officer

प्रतिलिपि/Copy to: The General Secretary/SRMU
The General Secretary/AISCTREA
The General Secretary/AIOBCREA
The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.

भारत सरकार / GOVERNMENT OF INDIA
रेल मंत्रालय / MINISTRY OF RAILWAYS
(रेलवे बोर्ड / RAILWAY BOARD)



No. 2020/E(GR)II/1/3 – Part(1)

New Delhi, Dated: 20.06.2024

The General Managers,
All Indian Railways & PUs
(as per standard mailing list)

Sub: Extending maternity benefits to contractual doctors – Revised terms and conditions.

The issue of extending the maternity benefits to Contract Medical Practitioners (CMPs) engaged on full-time basis on Indian Railways was under consideration in this Ministry for some time. It has now been decided with the approval of Hon'ble MR that CMPs engaged on full time basis are also entitled for Maternity leave. Accordingly the following is appended to the clause 8 of the Terms & Conditions for engagement of CMPs on full time basis as laid down in Railway Board's letter No. 96/E(GR)II/9/16 dated 23.02.2000 containing the provisions related to leave facility:-

*"CMPs shall be eligible for maternity leave of 26 weeks of which not more than 08 weeks shall precede the date of expected delivery **OR** remaining tenure of contract period, whichever is less. Furthermore, this is subject to her having completed working period of not less than 80 days in the 12 months immediately preceding the date of her expected delivery in the Railway hospital and fulfilling the other terms and conditions of Maternity Act, 1961."*

2. All other terms and conditions for Contract Medical Practitioners as laid down in the said letter and as amended from time to time shall remain unchanged.
3. These orders will take effect from the date of issue of this letter and shall remain in force till further orders.
4. This issues with the concurrence of the Finance (Establishment) Directorate of the Ministry of Railways.

Kamal Kishor
20/06/2024

(Kamal Kishor)
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Railway Board
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GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

New Delhi 110001
Dated: 23-2-

No. 96/E(GR)II/9/16

General Managers
All Indian Railways

S.E. Railway
Calcutta.

Subject: Engagement of Contract Medical Practitioners (CMPs) (full-time and part-time) in Railways - Revised Terms and Conditions.

It is brought to your notice that the the Terms and Conditions for engagement of Contract Medical Practitioners (CMPs) have been reviewed and the revised sets of Terms and Conditions are forwarded to you along with a draft agreement/ declaration to be signed by the CMPs before entering into contract with them. **All future engagements/ extensions as fresh contracts on full or part-time basis should be made in accordance with these Terms and Conditions.**

Since these Terms and Conditions are not exhaustive in themselves, Railways are advised to follow the instructions/ guidelines issued by the Railway Board regarding selection proceedings, conditions of private practice for full-time CMPs, etc. conveyed to the Railways vide letter No. 89/E(GR)II/7/54 dated 26.2.90. In addition, the administrative instructions/ guidelines conveyed to Railways vide Board's letters No. 93/E(GR)II/9/1 dated 15.2.93 and 27.9.95 and letter No. 96/E(GR)II/9/16 dated 14.5.99, 10.10.97 and 14.5.1999, regarding age limit for full-time CMPs, slots permitted to be filled up on contract, recovery of HRA/ licence fee element in case railway accommodation is provided to full-time CMP, the terms of contract for which an individual CMP can be considered for engagement etc. shall continue to be in force.

With the introduction of the new Terms and Conditions, the restriction stipulated in Board's letter No. 89/E(GR)II/7/54 dated 26.2.90 that CMPs should be engaged at unpopular stations stands cancelled. Since no administrative/ financial powers are to be exercised by the CMPs, the Railways should ensure that no CMP is made independent in-charge of any the of dispensaries/ health units.

It may be noted that with the introduction of these revised Terms and Conditions, part time engagement of General Duty Medical Practitioners will not be permitted. In addition, engagement of Part-time Medical Practitioners in specialised disciplines for 6 hours duration per day has also been prohibited.

The above instructions may please be followed scrupulously.

Receipt of this communication may be acknowledged.

28/2/200

AK

(Ashok Bhandari)

Director Estt.(Gaz)/Railway Board