

Steps taken for appointment/engagement and retention of Medical Officers/ Specialists under H&FW Department

Various steps have been taken up for augmentation of Human Resources in Odisha which includes not only creation of new posts or increasing seats in medical colleges, but also appointment/engagement of regular/ad-hoc/contractual doctors and measures for retaining them as well.

Enhancement of no. of MBBS seats

Steps have been taken to enhance the MBBS seats from existing 450 to 1050 by enhancing 200 more MBBS seats in existing Govt. Medical Colleges and establishing 4 no. of new Medical Colleges having 400 seats (100 seats in each Medical College). As there are 400 seats in Private Medical Colleges also, the total no. of MBBS seats in the state comes to 1450. After 3 years, 600 more doctors will pass out each year, which will meet the shortage of doctors in the state. Further, another six Medical Colleges are in pipeline.

Recruitment

1. Recruitment of Medical Officers is being done on regular basis through Odisha Public Service Commission (OPSC). A total of 2733 no. of Odisha Public Service Commission (OPSC) recommended Medical Officers have been posted as Assistant Surgeons on regular basis from 2010-11 till date. Similarly, 2607 no. of Ad-hoc doctors have been posted during this period.
2. Recruitment process for 1950 doctors is under process.
3. Engagement of contractual doctors through walk-in-interview is being done every month on regular basis both at district and state level for selection and posting of MBBS and Specialist doctors. A total of 589 no. of Contractual doctors are in position as on date in the state.

Reforms undertaken to attract and retain doctors

1. Restructuring of Odisha Medical & Health Services Cadre (OMHS) has been done during 2016-17 with creation of 1330 new posts of doctors as per Indian Public Health Standard (IPHS) norms and requirement of the state there by increasing the total number of posts of doctors to 6719. In each CHC, 4 posts of specialists, one each in O&G, Paediatrics, Medicine and Surgery, have been created. The number of posts in Pay Band-IV has been increased from 35 to 433 thereby, increasing the promotional avenues.
2. Doctors are being posted through transparent computerized counseling process. Exit policy is also being implemented to allow doctors to be posted in Non-KBK & Non-TSP districts after completing a fixed tenure in KBK, KBK+ & TSP areas.
3. Place based incentives is given to the Medical Officers working in different difficult / remote areas in the state as per vulnerability status of the places taking into consideration certain key parameters such as difficult and backwardness of the location, tribal dominance, left wing extremism, train communication, road and transport facilities, social infrastructure and distance from state head quarter etc. All the 1751 peripheral Government Health Institutions of the State have been classified into five different categories and declared as V-0 to V-4. This incentive is applicable to contractual, ad-hoc and regular doctors. For example General (MBBS) doctors working in V4 CHCs and PHCs get Rs 40,000/- as incentive whereas a specialist working in V4 CHC gets Rs 80000/- as incentive. In the state there are 100 health institutions which are categorized as V-4 and 137 health institutions categorized as V-3.
4. Doctors working in V1 to V4 institutions are entitled for additional mark in PG entrance examination. As a result, young doctors are interested to join remote and inaccessible areas to get additional marks for selection for PG courses.
5. Incentives for Specialists have been provisioned for motivating Specialist doctors of Odisha Medical & Health Services (OMHS) cadre.
Incentive for Doctors with Super Specialization: Rs.30,000/-
Incentive for Doctors with Post-graduation: Rs.20,000/-
Incentive for Doctors with Post- graduate Diploma: Rs.10,000 /-

6. To create more specialist doctors in the state, MoU has been signed with College of Physicians and Surgeons of Mumbai for starting Post Graduate Diploma courses in the state. This year (2018-2019), 47 no. of doctors have already been enrolled in different specialties. This number will increase in subsequent years.
7. Bond has been introduced for the doctors who are doing post graduation. After completion of post graduation, they need to serve for two years under state govt.
8. Corpus fund has been created in KBK and KBK plus districts for optimal utilization of human resources in inaccessible areas of these districts. This fund is being utilized for filling up the gaps in the districts for human resources. Doctors and Specialists are engaged on negotiable remuneration under this scheme.

A total of 18 no. of specialists and doctors were in position under Corpus fund as on 31st March'2018. In the remotest district of Malkanagiri, Specialists of Anesthesia, ENT and O&G have been hired under this fund with negotiable remuneration.

9. Doctors and Specialists are also engaged under District Mineral Foundation (DMF) Fund with negotiable remuneration. A total of 61 no. of doctors are working under DMF fund as on date.
10. The remuneration of contractual doctors have been enhanced to 55,000/- for MBBS doctors and 60,000/- for Specialists with a hike of 3 % in every year on satisfactory completion of one year of contractual service w.e.f. 01.07.2018.

Impact

1. Due to various measures taken for posting and retaining medical officers in KBK/KBK+ districts, a total of 1072 no. of doctors were in position in these districts as on 31st March'18 in comparison to a total of 786 no. of doctors in position as on 31st March'2014.
2. There were 4805 no. of doctors in position in Odisha Medical and Health Services cadre during April 2014, whereas, total no. of doctors in position at present is 5643. Thus, the vacancy of doctors against the sanctioned posts in peripheral institutions stands at 29% as of date. However, if contractual/Ad-hoc/DMF Fund/Corpus fund doctors are taken in to consideration, the overall vacancy stands at 16%.