

GOVERNMENT OF ODISHA
LABOUR & E.S.I. DEPARTMENT

NOTIFICATION

No. LESI-SS-FE-0017-2019/ 9234 /L&ESI, Date: 7.10.23

In order to address long delays in promotions and encourage the doctors of Odisha Employees' State Insurance Medical Services Cadre to bring out greater commitment and dedication, Government has been pleased to introduce the Dynamic Assured Career Progression (DACP) Scheme in place of Modified Assured Career Progression (MACP) Scheme under ORSP Rules, 2017 for doctors of Odisha Employees' State Insurance Medical Services Cadre invoking Rule 16 of ORSP Rules, 2017, providing them 4 (four) assured career progressions/ financial up-gradations on completion of 6 years, 12 years, 18 years and 24 years of continuous regular service counted from the direct entry level being recruited through Odisha Public Service Commission (OPSC) as given in the following table:

Sl. No.	Career progressions/ Financial up-gradations under DACP Scheme		No. of years of regular service required for career progression under the DACP Scheme
	From	To	
1	2	3	4
1	Level-12	Level-13	6 years of continuous service from entry level being recruited through OPSC
2	Level-13	Level-14	12 years of continuous service from entry level being recruited through OPSC
3	Level-14	Level-15	18 years of continuous service from entry level being recruited through OPSC
4	Level-15	Level-16	24 years of continuous service from entry level being recruited through OPSC

2. For availing the above assured career progressions/ financial up-gradations under DACP Scheme, an Insurance Medical Officer shall fulfill all other criteria of promotion as required under Odisha Employees' State Insurance Medical Services (Method of recruitment and conditions of service) Rules as well as the Odisha Civil Services (Criteria for Promotion) Rules as amended from time to time.

3. There shall be a Screening Committee to be specially constituted to decide the eligibility of the Insurance Medical Officers for up-gradation under DACP Scheme. The Screening Committee shall follow a time schedule and meet once in a calendar year, preferably during the month of January to March of every year. The Screening Committee shall consider the cases of Medical Officers those who completed the required mandatory period by the end of previous calendar year i.e. 31st December of previous year.



4. The Insurance Medical Officers recommended by the Screening Committee shall be allowed financial up-gradations from the date of completion of required mandatory period of service. The cases of Insurance Medical Officers who are not selected/ recommended by the Screening Committee due to non-availability of required Performance Appraisal Report(PARs)/ non-submission of Property Return shall be considered in due course in the next subsequent year, but they shall be allowed respective financial up-gradations from the date of issue of such order.
5. In case of pendency of Disciplinary/ Vigilance/ Judicial proceeding etc., grant of benefit under the DACP shall be subject to rules governing normal promotion. Such cases shall be regulated under the provisions of the OCS (CCA) Rules, 1962 and the laws under which the judicial proceedings are instituted, as the case may be.
6. If a regular promotion in due course is refused/ foregone by the Insurance Medical Officer before becoming entitled for assured career progressions/ financial up-gradations under DACP Scheme, then he/ she will not be given any benefits under DACP Scheme, as the Insurance Medical Officer has not been stagnated due to lack of promotional opportunity.
7. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial up-gradation under the scheme. There shall be no further fixation of pay at the time of regular promotion for those who have been already granted a DACP financial upgradation, and the usual date of increment shall be retained.
8. The DACP Scheme envisages mere placement in the immediate next higher Level in the Pay Matrix.
9. On grant of financial up-gradation under the scheme, there shall be no change in the designation, classification or higher status. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.
10. The financial up-gradation under the DACP Scheme shall be purely personal to the Medical Officer, shall have no relevance to his/ her position of seniority in the grade, and shall have no effect on the salaries of his/ her seniors or juniors. As such, there shall be no stepping up of pay/ antedation of increment between senior and junior after regulation of pay under DACP Scheme.
11. The Insurance Medical Officers on deputation need not revert to the parent Department for availing the benefit under DACP Scheme.
12. Any relaxation required for effective implementation of the DACP scheme shall be done in consultation with concerned authorities/ Departments.

13. This revised DACP Scheme shall take effect from the date of issue of this Notification.

14. This has been duly concurred in by Finance Department in their OSWAS File No. FIN-SOS2-SCHEME-0029-2023.

By Order of the Governor



7 Oct 23

(R.S. Gopalan)

Commissioner-cum-Secretary to Government.

Memo No. 9235 /L&ESI, Date: 7.10.23

Copy forwarded to the Director, Printing, Stationary & Publication, Odisha Cuttack/ Gazette Cell, Lokseva Bhavan, C/o- Commerce & Transport (Commerce) Department, with a request to publish the above Notification in an extra-ordinary issue of the Odisha Gazette and supply 50 (fifty) copies to this Department for official use.


7/10/2023
Deputy Secretary to Government

Memo No. 9236 /L&ESI, Date: 7.10.23

Copy forwarded to the Accountant general (A&E), Odisha, Bhubaneswar/ All Departments of Government/ Secretary, OPSC Cuttack/ All Heads of Departments/ All Collectors / Registrar, Odisha High Court for information and necessary action.


7/10/2023
Deputy Secretary to Government

Memo No. 9237 /L&ESI, Date: 7.10.23

Copy forwarded to the Director of ESI Scheme, Odisha/ Superintendent, ESI Hospital Bhubaneswar/ J.K.Pur/ Choudwar/ Kansbahal/ IMO In charge, all ESI Dispensaries for information and necessary action.


7/10/2023
Deputy Secretary to Government

Memo No. 9238 /L&ESI, **Date:** 7.10.23

Copy forwarded to Private Secretary to the Hon'ble Chief Minister, Odisha / P.S. to the Hon'ble Minister, Labour & ESI/ OSD to the Chief Secretary/ P.S. to the D.C-cum- ACS/ P.S. to Principal Secretary, Finance Department/ P.S. to Commissioner-cum-Secretary, L&ESI for kind information of the Hon'ble Chief Minister / Hon'ble Minister, Labour & ESI / Chief Secretary / D.C.-cum- ACS/ Principal Secretary, Finance Department/ Commissioner-cum- Secretary, L&ESI respectively.


Deputy Secretary to Government
07/10/2023

Memo No. 9239 /L&ESI, **Date:** 7.10.23

Copy forwarded to IMU Cell with a request to post this Notification in the official website <http://labour.odisha.gov.in>.


Deputy Secretary to Government
07/10/2023