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Centra. Organization ECHS  
Adjutant General's Branch  
Army Headquarters  
Maude Lines  
Delhi Cantt - 110010

B/49760/AG/ECHS (R) (i)

24 May 2011

IHQ MoD (Navy) / Dir ECHS (N)  
Air HQ (VB) /DPS  
Headquarters Southern Command (A/ECHS)  
Headquarters Eastern Command (A/ECHS)  
Headquarters Western Command (A/ECHS)  
Headquarters Central Command (A/ECHS)  
Headquarters Northern Command (A/ECHS)  
Headquarters South Western Command (A/ECHS)  
Headquarters ARTRAC (A/ECHS)  
Headquarters Andaman & Nicobar Command (A/ECHS)

### TENURE OF CONTRACTUAL EMPLOYEES AT ECHS POLYCLINICS

1. Reference :-
  - (a) GoI, MoD letter No 22 (6)/03/US(WE)/D(Res) dated 22 Sep 2003.
  - (b) Central Organisation ECHS letter No B/49760/AG/ECHS (R) dated 07 Mar 2006.
  - (c) GoI, MoD letter No 24(6)/C3/US(WE)/D(Res) Pt-III dated 15 Jun 2006.
2. The Govt orders on the subject initially stipulated that the **employment will be normally for a period of two years at the maximum**. Subsequently owing to limited availability of candidates and consequent expenditure on advertisements etc, the Govt permitted extension of contractual employment **upto age of superannuation subject to review of conduct and performance**
3. The issue of periodic turn over of ECHS contractual employees was discussed during ECHS seminar on 06 Apr 2011 and also highlighted during the Army Cdrs' Conf on 27 Apr 2011.
4. ECHS Polyclinics are the only Government Organization authorized to be manned only by contractual staff with fixed contractual fees. It is therefore a challenge for the Station Commanders to find suitable human resource and then retain honest and efficient ones based on attitude and performance. Larger cities may have adequate number of prospective candidates. Periodic turn over of appropriate candidates may therefore be possible. The same is not true in respect of smaller cities and towns. Broadly, availability of suitable human resource for ECHS Polyclinics depends upon the following:-
  - (a) Location - Larger cities - better availability.
  - (b) Existing Contractual Fees - Better choice of candidates when ECHS rates better than local Govt health service pay/prevaling compensation package in private hospitals.
  - (c) Working environment and work pressure - High pressure polyclinics offer greater challenge to employees. Not many quality ex-servicemen candidates may apply as maintaining level of satisfaction of ECHS beneficiaries is a challenge not everyone can meet.

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(ii) Availability of Doctors - Ex-Servicemen, MOs and Specialists generally settle in large cities with better job opportunities. Only civilian Doctors/Specialists are available and that too in limited numbers. Periodic turn over may not be practical.

(iii) Availability of Medical Specialists and Gynaecologists in non-military stations would always be limited as has been the ECHS experience of the last eight years.

(iv) Degree of involvement of command chain and prominent ex-servicemen of the Station/Area in running of ECHS is an important factor. Station Commanders/ECHS staff in a number of stations have identified/contacted/motivated Officers/Doctors/Specialists in joining ECHS for the sake of (social) service to ex-servicemen often looking beyond financial compensation. Such involvement has ensured full manning of polyclinics with quality manpower. Lackadaisical attitude of Stn Cdrs and their staff towards ECHS will result in under utilization of ECHS vacancies causing undue hardships to the ESM community.

4. Apropos above, following are the instructions on employment and tenure of the ECHS contractual staff:-

(a) OIC Polyclinics in and around large cities/military stations where adequate number of retired officers are available: normal tenure of three years, extendable upto a maximum of five years.

(b) OIC Polyclinics at locations away from large cities/military stations - no restriction on tenure.

(c) Medical Specialists/Gynaecologists - no restrictions.

(d) Medical officers - for polyclinics in and around large cities/military stations - three years, extendable upto five years.

(e) Dental Officers - There is good availability of dental officers. Hence tenures in all stations would be of three years extendable to five years. The dental officer is the only one who carries out surgery at polyclinic level. Hence, his/her competence in surgery would require to be scrutinized, examined and cleared by the concerned senior Dental Officer of nominated service Dental Centre. Reservation criteria for ex-servicemen may be relaxed to ensure that better candidates are employed.

(f) Paramedics and non-medics - No restrictions.

5. In all above cases, it should be ensured that contracts of persons found involved in accepting business promotion incentives from Private Hospitals/Nursing Homes/Dental Centres/Diagnostic Centres be terminated. An appropriate clause be included in the agreement for contract with the employees.

6. OIC ECHS of Station Cells would not be permitted to take up assignment of OIC Polyclinics within three years of retirement.

7. To ensure greater transparency in selection process and to enable the selection board, the advantage of the knowledge of spoken reputation of candidates, senior armed forces veterans (ECHS members only), especially, senior station advisory committee members / Hony advisors to Central Org ECHS be included as observers. These observers may provide necessary inputs on spoken reputation of the candidates. Their inputs should be recorded in the proceedings.

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To ensure functional efficiency of polyclinics, it is mandatory to ensure immediate availability of relief when turn over of a contractual employee is to be effected. Turn over shall not be effected if the relief is not available.

9 Our letter No B/49760/AG/ECHS (R) dated 07 Mar 2006 is hereby superseded.

*Gulshan*

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for MD ECHS

Copy to:-

DS (Res-1), DOESW  
MoD

- for information please.

All Regional Centres ECHS

- for dissemination to all Area/Sub Area/Stn HQ  
and ECHS Polyclinics in your AOR.

Internal

P & FC Section

Med Section

Web JCO

- for updating in ECHS web site.