

GOVERNMENT OF MANIPUR
DEPARTMENT OF PERSONNEL & ADMINISTRATIVE REFORMS
(PERSONNEL DIVISION)

NOTIFICATION

Imphal, the

No.....: The Governor of Manipur is pleased to repeal the Manipur Health Service Rules, 1982 and its amendments so far made with immediate effect except in respects of things done or omitted to be done before such repeal.

Further, in exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor hereby makes the following Rules regulating the method of recruitment and terms and conditions of the posts in the Manipur Health Service, namely:-

1. Short title and commencement:-

- (1) **These Rules may be called the Manipur Health Service (Dental) Rules, 2018.**
- (2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions:- In these rules, unless the context otherwise requires –

- (a) “Basic Dental Qualification” means a recognized medical qualification specified in the First and the Third Schedule to the Indian Dentist Act, 1948 as amended from time to time;
- (b) “Category” means any of the categories of posts included in various Grades in Schedule-I;
- (c) “Commission” means the Manipur Public Service Commission;
- (d) “Controlling Authority” means the Government of Manipur in the Secretariat: Health and Family Welfare Department;
- (e) “Departmental Promotion Committee” means a Group ‘A’ Departmental Promotion Committee specified in Schedule IV for considering cases of promotion or confirmation in Group ‘A’ posts of the Service;
- (f) “Duty Post” means any post, whether permanent or temporary, specified in Schedule II;
- (g) “Government” means the Government of Manipur;
- (h) “Governor” means the Governor of Manipur;
- (i) “Grade” means any of the grades specified in Schedule I;
- (j) “Schedule” means a Schedule to these rules;
- (k) “Schedule Caste & Schedule Tribe” have the same meaning as in clauses (24) and (25) of Article 366 of the Constitution;
- (l) “Other Backward Classes” means the Other Backward Classes as defined vide Govt. of Manipur, Department of Personnel’s letter No.9/1/90-(OBC)/DP dated 02/08/2004 read with Gol: DP & TRG’s O.M. No.36033/3/2004-Estt(Res) dated 09/03/2004 and as per policy of the State Govt. made from time to time.
- (m) “Service” means the Manipur Health Service (Dental);

3. Composition of the Service:- All duty posts, included in the Service shall be classified as Group 'A' and the Grades, Pay Band, Grade Pay or Pay Scale, non-practicing allowance and other matters connected therewith shall be as specified in Schedule-I.

4. Authorised strength of the Service:-

(1) The authorized strength of the duty posts included in the various grades of the Service on the date of commencement of these rules shall be as specified in Schedule-II and is classified into two parts—permanent posts and temporary addition to the Cadre strength.

(2) After the commencement of these rules, the authorised permanent strength of the duty posts in the various grades shall, from time to time, be increased with the addition of the temporary posts which are in existence for at least five years to the permanent posts. For this purpose, among others, the strength of the cadre shall be revised every five years.

(3) The Government may make temporary addition to, or reduction in, the strength of the duty posts in the various grades as deemed necessary from time to time.

(4) The Government may, in consultation with the Commission, include in the Service any category of posts other than the categories included in Schedule-II or exclude from the Service any category of posts included in Schedule-II.

(5) Ten percent of the total number of duty posts in the Service shall be included in the Service as "Training or Leave or Deputation Reserve".

(6) The allocations of the duty posts included in Schedule-II to various offices/ hospitals/ community health centres/ primary health centres/ urban primary health centres/ urban health centres/ any other institutes under the Controlling Authority, if not allocated in Schedule-II, shall be deemed to have been allocated in extant orders by the Controlling Authority and shall be subject to reallocation orders by the Controlling Authority from time to time.

5. Members of the Service:-

(1) The following persons shall be members of the Service, namely:-

- (a) persons appointed to the Service prior to the commencement of these rules;
- (b) persons appointed to duty posts under rule 6; and
- (c) persons appointed to duty posts under rule 7.

(2) A person appointed under clause (b) of sub-rule (1) shall, on such appointment, be deemed to be the member of the Service in the appropriate grade applicable to him as specified in Schedule-II.

(3) A person appointed under clause (c) of sub-rule (1) shall, be the member of the Service in the appropriate grade applicable to him in Schedule-II from the date of such appointment.

6. Future Maintenance of Service:-

- (1) The vacancies in any of the grades referred to in Schedule-II shall be filled in the manner as hereinafter provided under these rules.
- (2) The method of recruitment, the field of selection for promotion, including the minimum qualifying service in the immediate lower grade or lower grades as the case may be, for appointment or promotion to the posts in the respective Sub-Cadres and specialities within the Sub-Cadre concerned included in the Service, shall be as specified in Schedule-III.
Provided that the Controlling Authority may allow an officer in Grade III (other than specialist) or Grade II (other than specialist) possessing PG Degree or PG Diploma, to slide over to specialist post in the respective grade subject to availability of vacancy in the relevant speciality in Grade III or Grade II as included in Schedule-II.
- (3) The departmental promotions shall be made as specified in Schedule-III and shall be confined to officers of respective Sub-Cadres on the recommendations of the Departmental Promotion Committee as specified in Schedule-IV.
- (4) The minimum benchmark required for promotion to various grades of the Service shall be as specified in Schedule-VII.
- (5) The departmental promotions in the cadre shall be made on the basis of selection from amongst the officers of the Service in the immediate lower grade on the recommendations of the Departmental Promotion Committee constituted as specified in Schedule-IV.
- (6) If any officer appointed to any post in the Service is considered for the purpose of promotion, all persons senior to him in the grade of the Cadre, shall also be considered, provided they are not short of requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years whichever is less and have completed their probation period, if specified.
- (7) The selection of officers for maintenance of the Service shall be made in consultation with the Commission, and wherever necessary, on the basis of the recommendation made by the Departmental Promotion Committee as specified in Schedule IV.
- (8) The minimum educational and other qualification, experience and age limit for appointment to various duty posts in the Service by direct recruitment shall be as specified in Schedule-V.
- (9) The recognized post-graduate qualifications required for recruitment to various posts included in the Service shall be as specified in Schedule VI.

7. Filling of Duty Posts by Deputation :-

- (1) Notwithstanding anything contained in rule 6, where the Government is of the opinion that there are exigencies of service of a duty post for which a member of the Service is not available, it may, after consultation with the Commission, fill not more

than 100(one hundred) duty posts in all, in the grades of Dental Surgeon or Senior Dental Surgeon or Specialist(Dental)in Grade III or Senior-specialist(Dental)in Grade II by deputation of suitable officers holding analogous posts under Central Government or State Governments or Union territories.

- (2) The period of deputation and contract shall be for a period not exceeding two years, which may, in special circumstances, be extended in any case by anotheroneyear, as the Government may think fit.

8. Seniority:-

- (1) The relative seniority of members of the Service appointed to a grade in the Cadre of the Service on the date of commencement of these rules shall be as determined by the Government;

Provided that if the seniority of any such member had not been specifically determined by the said date, the same shall be determined on the basis of the rules governing the fixation of seniority as were applicable to the members of the Service prior to the commencement of these rules.

- (2) Seniority will be reckoned with respect to each grade in the cadre of the Service.
- (3) The inter-se-seniority of persons appointed by direct recruitment under Rule 6 shall be regulated by the order of merit specified in the list of candidates recommended by the Commission;

Provided that all persons appointed on the basis of an earlier selection shall rank senior to all persons appointed on the basis of a subsequent selection.

- (4) The inter-se-seniority of persons appointed by promotion under Rule 6 shall be regulated by the order of merit of officers recommended by the Departmental Promotion Committee;

Provided that all persons appointed on the basis of an earlier select list shall rank senior to all persons appointed on the basis of a subsequent select list.

- (5) The seniority of officers in sub-rule (3) above in relation to officers mentioned in sub-rule (4) above shall be regulated in accordance with a roster based on the occurrence of year-wise vacancies which by these rules are to be filled by direct recruitment and by promotion respectively;

Provided that the roster shall start with a promotee or promotees;

- (6) The seniority of officers appointed to the Service other than those appointed under rule 5 shall be determined in accordance with the general instructions issued by the Government in the matter from time to time.
- (7) In cases not covered by this rule, seniority shall be determined by the Government in consultation with theCommission.

9. Probation:-

(1) Every officer appointed to the Service by direct recruitment shall be on probation for a period of one year:

Provided that a Medical Officer appointed in the Pay Band-2Rs. 9300-34800 Grade Pay ₹ 5400/- shall be on probation for a period of two years: `

Provided further that the Controlling Authority may extend the period of probation in accordance with the instructions issued by the Government from time to time in this behalf:

Provided also that any decision for extension of the period of probation of an officer shall be taken immediately after the expiry of initial period of probation and ordinarily within eight weeks and communicated in writing to the concerned officer together with the reasons for so doing within the said period.

(2) On completion of the period of probation or any extension thereof, officer shall, if considered fit for permanent appointment, be confirmed in terms of the extant order of the Government.

(3) If, during the period of probation or any extension thereof, as the case may be, Government is of the opinion that an officer is not fit for permanent appointment, Government may discharge the officer or revert him to the post held by him prior to his appointment in the Service, as the case may be.

(4) The other matters relating to probation of the members of the Service shall be governed by the orders or instructions issued by the Government in this regard from time to time.

10. Appointment in the Service:-All appointments to the Service shall be made by the Controlling Authority.

11. Posting:-A member of the Service may be required to serve anywhere within or outside the State where a duty post exists as included in Schedule II.

12. Private practice prohibited:-

(1) Persons appointed to the Service shall not be allowed private practice of any kind whatsoever including any consultation and laboratory practice.

(2) The members of the Service, who are registered with the Dental Council of India or State Dental Councils or State Dental Registration Tribunal as Dental Practitioners, shall be entitled to a non-practicing allowance at the rates specified in Schedule-I.

13. Training:- A person appointed to the Service may be considered for sponsorship for undergoing higher studies in Post Graduate Dental Courses of maximum 3 (three) years' duration subject to the following conditions:

(i) if he has COMPLETED 3(three) years regular continuous service including the period of probation;

(ii) he can be sponsored only for subjects/ specialities where there is shortage/ demand in the Service;

- (iii) if the total number of members of the Service, including the applicant, is equal or below the total number of Training Reserve Post;
- (iv) if he has executed a BOND undertaking to compulsorily serve the Government for a period of 5 (five) years from the expected date of returning to duty after completion of the Post Graduate Dental course, out of which 2 (two) years shall mandatorily be in rural/hill and difficult areas as notified by the Government from time to time;
- (v) if he is NOT due to reach the age of superannuation from Government service within 5 (five) years from the expected date of returning to duty after completion of the Post Graduate Dental course;
- (vi) the BOND amount shall be equivalent to the total gross salaries for 5 (five) years of the sponsored candidate calculated on the basis of last pay drawn before the month of proceeding for P.G. studies;
- (vii) any failure to pay the payable BOND amount in time shall invite payment of the amount with interest for the period of delay in payment as per saving bank deposit interest rates decided by Accountant General office/ State Bank of India from time to time;

Note:- HIGHER study implies undergoing a post graduate course that is a level above the highest Dental qualification, as the case may be, of the member of the Service.

14. Other conditions of service:- The conditions of service of the members of the Service in respect of matters not expressly provided for in these rules, shall, mutatis mutandis and subject to any special orders issued by the Government in respect of the Service, be the same as those applicable to officers of the Manipur Civil Services in general.

15. Disqualification:-No person—

- (1) who has entered into or contracted a marriage with a person having a spouse living;
or
- (2) who, having a spouse living, has entered into or contracted a marriage with any person;

shall be eligible for appointment to the Service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

16. Power to relax:-Where the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons.

17. Saving:-Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes,

the Other Backward Classes, the Ex-Servicemen and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

18. **Interpretation:-**If any question relating to the interpretation of these rules arises, it shall be decided by the Government in consultation with the Commission.

SCHEDULE - I

[See rule 2(b), 2(i), 3 and 12(2)]

I. Grades, Pay Band, Grade Pay or Pay Scale.

Sl.No.	Grade	Pay Band, Grade Pay or Pay Scale
1	Grade I	Pay Band-4 [₹37400-67000]; Grade Pay of ₹8700
2	Grade II	Pay Band-3 [₹15600-39100]; Grade Pay of ₹7600
3	Grade III	Pay Band-3 [₹15600-39100]; Grade Pay of ₹6600
4	Grade IV	Pay Band-2 [₹9300-34800]; Grade Pay of ₹5400

Note:- The scale of pay for various grades will be subject to revision from time to time at the discretion of the Government.

II. Rate of Non-Practicing Allowance – The Manipur Health Service officers shall be entitled to Non-Practicing Allowance at such rates as may be decided by the Government from time to time.

Note:- The rates of the Non-Practicing Allowance shall be governed by the instructions issued by the Government on the subject from time to time.

SCHEDULE-II

[See rule 2(f), 4, 5(2) and 5(3)]

Grade	Designation	Number of posts	Total	Permanent	Temporary
Grade I.	Additional Director of Health Services (Dental).	1	1	0	1
	Consultant (Dental)	1	1	0	1
Grade II.	Joint Director of Health Services(Dental).	1+1= 2	2	1	1
	Sr.Specialist(Dental)	3	3	0	3
	Chief Dental Officer	16	16		16
Grade III	Deputy Director of Health Services (Dental).	1+1=2	2	0	2
	Sr.Dental Surgeon	9+26=35	35	9	26
	Specialist (Dental)	10+6=16	16	10	6
Grade IV	Dental Surgeon	86+31=117	117	86	31

Sub-Grand Total of MHS (Dental)

193

193

Gr.(I+II+III+IV):

Reserve Posts	No. of posts			
Leave Reserve @10% of 193	19			
Training Reserve @10% of 193	19			
Deputation Reserve @10% of 193	19			
Total of Reserve Posts	57			
Grand Total	250			

SCHEDULE - III

[See rule 6(2), 6(3) & 6(4)]

S.No.	Grade / Name of post	Method of recruitment for promotion	Field of selection and minimum qualifying service
I	Grade I		
	(i) Additional Director of Health Services(Dental).	100% by promotion from MHS(Dental) in Grade-II	Grade-II (Dental) officers with 5(five) years' regular service in the grade, Or, Grade-II (Dental) officers with 10(ten) years' regular service in the Manipur Health Service Grade II and III.
	(ii) Consultant (Dental).	100% by promotion from MHS (Sr. Dental Specialist) in Grade- II	Grade- II (Senior Dental Specialist) officers with 5(five) years regular service in the Grade, Or, Grade-II (Sr. Dental Specialist) with 10 years combined regular service in MHS Grade- II and III.
II	Grade II		
	(i) Sr.Specialist (Dental).	100% by promotion from MHS Grade – III (Dental Specialist)	Grade III (Dental Specialist) officers with 3(three) years' regular service in the grade. Grade III (Other than Dental Specialist) officers possessing PG qualifications and working for not less than 3(three) years as specialists.
	(ii) Joint Director (Dental) and Chief Dental Officer.	100% by promotion from MHS Grade-III (Dental)	Grade III (Dental) officers (Specialist and Non-specialist) with 5(five) years' regular service in the grade.
III	Grade III		
	(i) Grade III (other than specialist) (Dental) posts.	100% by promotion from MHS Grade-IV (Dental)	Grade IV(Dental) officers with 5 (five) years' regular service in the grade.

	(ii) Grade III (Specialist) (Dental) posts.	75% by promotion from MHS Grade-IV	Grade IV(Dental) officers with 3 (three) years' regular service in the grade after possessing MDS degree recognised by the DCI, Or, Grade IV(Dental) officers with 4(four) years' regular service in the grade after possessing PG Diploma in dental science recognised by the DCI.
		25% by Direct recruitment	<u>Essential qualifications</u> for Direct Recruit: (i) A recognized BDS degree qualification included in the Schedule Part I or Schedule Part II or Schedule Part III (other than licentiate qualifications) to the Dentists Act, 1948. (ii) MDS Degree or PG Diploma in dental science in the concerned speciality mentioned in Section-A or Section-B in Schedule-VI subject to its inclusion in the Schedule Part I or Schedule Part II or Schedule Part III (other than licentiate qualifications) to the Dentists Act, 1948. (iii) Three years' experience after obtaining the MDS or four years' experience after obtaining the Post-graduate Diploma in dental science.
IV	Grade IV		
	(i) Grade IV (Dental Surgeon).	By Direct Recruitment through MPSC.	Essential qualifications: (i) A recognized BDS degree qualification included in the Schedule Part I or Schedule Part II or Schedule Part III (other than licentiate qualifications) to the Dentists Act, 1948. (ii) Completion of compulsory rotating internship.

SCHEDULE - IV

[See rule 2(e), 6(3), 6(5) and 6(7)]

Sl.No.	Departmental Promotion Committee for promotion to Special Grade (Dental).	
1	Chairman or Member, MPSC	Chairman
2	Chief Secretary/ Addl. Chief Secretary	Member
3	Administrative Secretary (Health)	Member
4	Administrative Secretary (DP)	Member

Sl.No.	Departmental Promotion Committee for promotion to Grade III, II & I (Dental).	
1	Chairman or Member, MPSC	Chairman
2	Administrative Secretary (Health)	Member
3	Administrative Secretary (DP)	Member
4	Director of Health Services.	Member

SCHEDULE - V

[See rule 6(8)]

Sl. No.	Name of the Posts.	Age	Educational and other qualifications.
I	Grade III (Specialist) (Dental)	Not exceeding forty years (relaxable for Government servants upto five years in accordance with the orders or instructions issued by the Government)	Essential qualifications: (i) A recognized BDS degree qualification included in the Schedule Part I or Schedule Part II or Schedule Part III (other than licentiate qualifications) to the Dentists Act, 1948. (ii) MDS Degree or PG Diploma in dental science in the concerned speciality mentioned in Section-A or Section-B in Schedule-VI subject to its inclusion in the Schedule Part I or Schedule Part II or Schedule Part III (other than licentiate qualifications) to the Dentists Act, 1948. (iii) Three years' experience after obtaining the MDS or four years' experience after obtaining the Post-graduate Diploma in dental science.
II	Grade IV (Dental Surgeon).	Not exceeding thirtyeight years.	Essential qualifications: (i) A recognized BDS degree qualification included in the Schedule Part I or Schedule Part II or Schedule Part III (other than licentiate qualifications) to the Dentists Act, 1948. (ii) Completion of compulsory rotating internship.

Note 1. The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India.

Note 2. The qualifications are relaxable at the discretion of the Commission, for reasons to be recorded in writing, in the case of candidates otherwise well qualified.

Note 3. The qualifications regarding experience are relaxable at the discretion of the Commission, for reasons to be recorded in writing, in the case of candidates belonging to the Schedule Castes and the Schedule Tribes if, at any stage of selection, the Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.

Note 4. In the case of recruitment to the posts Grade-IV on the basis of a written examination followed by interview, the crucial date for reckoning the age limit shall be the 1st of January of the year in which the examination is held.

SCHEDULE-VI

[See rule 6(9)]

S. No.	Subject	Section-A	Section-B
		Requisite Post Graduate Degree Qualifications	Requisite Post Graduate Diploma Qualifications
1	Conservative Dentistry	MDS(Conservative Dentistry)	
2	Operative Dentistry.	MDS(Operative Dentistry)	
3	Oral & Maxillofacial Surgery.	MDS(Oral & Maxillofacial Surgery)	
4	Oral Surgery.	MDS(Oral Surgery)	
5	Orthodontics.	MDS(Orthodontics)	
6	Pedodontics	MDS(Pedodontics)	
7	Periodontics	MDS(Periodontics)	
8	Prosthodontics.	MDS(Prosthodontics)	
9	Public Health Dentistry	MDS (Public Health Dentistry)	

Note1: Any Post Graduate Dental qualifications, included in or excluded from, the Schedule Part I, Part II & Part III to the Dentists Act, 1948, consequent to recognition granted or withdrawn by Government of India as per provisions of the said Acts shall be deemed to have been included or excluded accordingly from the SCHEDULE –VI.

Note2: The Post-Graduate Dental Qualifications must have been included in the Schedule Part I, Part II & Part III to the Dentists Act, 1948 for the purpose of SCHEDULE - VI.

Note3: The Controlling Authority may, include any dental post graduate qualifications recognized by the Dental Council of India in SCHEDULE-VI.

SCHEDULE - VII

[See rule 6(4)]

S. No.	Promotion		Benchmark
	from	to	
1	Grade II in Pay Band-3 Grade Pay of Rs.7600/-	Grade I in Pay Band-4 Grade Pay of Rs.8700/-	Very Good with all four Very Good in the preceding four years as reckonable in the Annual Confidential Report.
2	Grade III in Pay Band-3 Grade Pay of Rs.6600/-	Grade II in Pay Band-3 Grade Pay of Rs.7600/-	Very Good
3	Grade IV in Pay Band-2 Grade Pay of Rs.5400/-	Grade III in Pay Band-3 Grade Pay of Rs.6600/-	Good