



The Honorary Homoeo Physician benefit Scheme, 2002.





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PART - I -- Orders and Notifications by the Government of Tripura.
The High Court, Government Treasury etc.**GOVERNMENT OF TRIPURA
HEALTH & FAMILY WELFARE DEPARTMENT**

NO.F.3 (279)-HFW/94(V.I)

Dated, The 15th December, 2002**OFFICE MEMORANDUM**

Sub: - Scheme for providing benefit to the Honorary Homoeo Physicians working under the Health & Family Welfare Department, Govt. of Tripura.

The Governor, Tripura is pleased to make the following scheme, namely -

1) SHORT TITLE & COMMENCEMENT.

- i) The Scheme may be called as "The Honorary Homoeo Physician benefit Scheme, 2002".
- ii) This will be deemed to have come into force with effect from the date of its publication in the office Gazette.

2) APPLICABILITY.

The Provisions of the Scheme shall apply to persons who are working on fixed honorarium basis under the Health & Family Welfare Department of the State Government.

3) AMOUNT OF HONORARIUM.

An amount of Rs.5,000/- as Monthly Honorarium shall be paid to a Honorary Physician duly engaged in the Health & Family Welfare Department, by the competent authority subject to his rendering satisfactory professional service as Honorary Homoeo Physician at the place where he/ she is posted within the State of Tripura.

No other remuneration, payment or benefit shall be given to him.

4) DUTY HOURS & DAY-OFF

- i) An Honorary Homoeo Physician shall render service for at least 7 (seven) hours on any working day from 8.00 AM to 1.00 PM & 3.30 PM to 5.30 PM.
- ii) An Honorary Homoeo Physician shall be entitled to the following day-off, Holiday & Casual leave.
 - a) Every Sunday of the week & Second Friday of the month as day-off.
 - b) All holidays as notified by the State Government
 - c) Casual leave for 8 days with full honorarium in a year for which a Honorary Homoeo Physician shall have to submit intimation in advance to the M.O./C of the Dispensary/ Sub-Centre/Hospital. Casual leave cannot be combined with regular leave.

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5) ENTITLEMENT OF LEAVE

- i) Earned leave shall be credited to the leave account of a Honorary Homoeo Physician who is working in the Health & Family Welfare Department at the rate of 1 ½ day for each completed month of service. The leave account shall be credited with Earned Leave in advance in 2 installments (of 9 days each in case of two full half years) on the First day of January & July every Calendar Year. The leave at the credit of Honorary Homoeo Physician at the close of the previous half year shall be carried forward to the next half year, subject to the condition that the leave so carried forward plus the credit for the half year do not exceed the maximum limit of 120 days.
- ii) A female Honorary Homoeo Physician shall be entitled to 120 days Maternity leave with full monthly Honorarium, provided that such leave shall not be admissible for more than 2 (two) occasions during the entire honorary service. Head of office may sanction the leave on the basis of Medical Certificate issued by a competent Medical Officer of Hospital/Primary Health Centre. It may be combined with Earned Leave.
- iii) Non-performance of duty on any day not covered by day-off, holiday or leave shall constitute absence from duty and proportionate deduction shall be made for the day of absence from the amount of monthly honorarium.

6) TERMS & CONDITIONS OF SERVICE

- i) The service of Honorary Homoeo Physician may be utilized in any other manner as the Department may consider necessary and a Honorary Homoeo Physician shall be liable to perform any duty as may be assigned by the Director of Health Service or any other authorized Officer.
- ii) The engagement of an Honorary Homoeo. Physician may be terminated at any time by the Director of Health Services when necessity arises without any notice or assigning any reason thereof.
- iii) An Honorary Homoeo. Physician may be transferred from one Institution to another within the State of the Tripura. In such cases, entitlement of T.A. for the purpose shall be at the rate as fixed by the Finance Department.
- iv) Payment of contingency expenditure incurred by the Honorary Homoeo Physician on account of maintenance of the Dispensary/Sub-Centre/Institution will be made from their respective Head of Office as per guidelines to be issued by the Director of Health Services. The concerned Honorary Homoeo. Physician shall be responsible for adjustment of fund, if advanced, for any purpose.

7) PROCEDURE OF DRAWAL & DISBURSEMENT OF MONTHLY HONORARIUM

- i) The Honorary Homoeo. Physician shall have to submit monthly diary to the C.M.O./S.D.M.O./Head of Office of the office of the State Homoeopath who will arrange for drawal of monthly honorarium of Honorary Homoeo Physicians after being satisfied about their rendering satisfactory service.
- ii) The expenditure for the purpose shall be debited under "Salaries" of the appropriate Major Head under the Revenue head of account "2210-Medical & Public Health, Non-Plan".

8) APPOINTMENT TO REGULAR POST

10% of the vacancies in regular post of Medical Officer (Homoeo) may be filled-up from amongst the existing honorary (Homoeo). Physician with at least 5 (five) years continuous satisfactory service as Honorary Homoeo. Physician.

9) RETIREMENT BENEFIT(A) Age of retirement:

An Honorary Homoeo. Physician shall retire from Honorary Service at the age of 58 years.

(B) Pension & Family Pension:

- i) The amount of Pension will be 50% of the honorarium last drawn subject to a minimum of Rs.1300/- per mensem.
- ii) The amount of family pension will be 30% of the honorarium last drawn by Honorary Homoeo Physician subject to the minimum of Rs.1300/- per mensem. Such pension is payable to the family of the Honorary Homoeo Physician on his death in service/after retirement.

Family means the deceased pension's --

- a) Spouse.
- b) Un-married son(s), Un-married daughter(s), Widowed/Divorced daughter(s) (including legally adopted son/daughter), all below the age of 25 years.
- c) Parents, who were wholly dependent on the Honorary Homoeo. Physician when he/she was alive, provided the deceased Honorary Homoeo. Physician had left behind neither a Widow nor a Child. The earning of parents should not exceed Rs.2500/- per month.

NOTE

- i) Family pension is first payable to the surviving Widow/Widower till his/her death or remarriage whichever is earlier & thereafter to eligible children one by one in the order of their birth, irrespective of sex.
- ii) In the case of Son(s) suffering from disorder or disability of mind or physically crippled, it is payable for life or till he starts earning more than Rs.2500/- per month from employment etc. It will, however, be paid through guardian throughout.
- iii) In the case of Daughter(s) suffering from disorder or disability of mind or physically crippled, it is payable for life or till she gets married or till she starts earning more than Rs.2500/- per month from employment in Government, Private Sector, Self employment etc. It will, however, be paid through guardian throughout.
- iv) In the case of dependent parent(s), it is payable till his/her death or he/she starts earning more than Rs.2500/- P.M.

d) Leave encashment

- i) An Honorary Homoeo. Physician retires on attaining the normal age prescribed for retirement, the authority competent to grant leave shall suo-moto issue an order granting cash equivalent of leave salary for Earned leave, if any, at the credit of the Honorary Homoeo. Physician on the date of his/her retirement subject to a maximum of 120 days.
- ii) In case of Honorary Homoeo. Physician dies in service, the cash equivalent of the leave salary in respect of the Earned Leave at the credit of the deceased Honorary Homoeo. Physician on the date immediately following the date of his/her death subject to a maximum of 120 days may be paid to his/her family in the following order of preference --
 - a) Spouse.
 - b) The eldest surviving son including an adopted son.
 - c) The eldest un-married daughter including an adopted daughter.
 - d) The eldest surviving widowed daughter.
 - e) The father.
 - f) The mother.

- iii) The cash equivalent of leave, salary shall be calculated as follows & shall be payable in one lump sum as a 1(one) time settlement.

Honorarium admissible on the date of retirement/death X No of days of un-utilised earned leave on the date of retirement/death subject to a maximum of 120 days DIVIDED by 30.

D) Gratuity:

- i) Retirement gratuity is admissible to an Honorary Homoeo. Physician who retires after completion of 5 (five) years of continuous service at the rate of 'one-fourth' of Honorarium for each completed six monthly period of Honorary Service subject to a maximum of 16 ½ times of honorarium.
- ii) Death gratuity is admissible in the case of death in service of a Honorary Homoeo. Physician at the following rates.

LENGTH OF SERVICE	RATE OF GRATUITY
a) Less than one year	a) 2 times of honorarium.
b) One year or more but less than 5 years.	b) 6 times of honorarium.
c) 5 years or more but less than 20 years	c) 12 times honorarium.
d) 20 years or more	d) Half of the honorarium completed 6 monthly period of service, subject to a maximum of 33 times of honorarium.

- iii) (a) The amount of retirement/death gratuity should be rounded off to the next high rupee.
 (b) Death gratuity is payable to the nominee(s)/eligible member(s) of the family of the deceased Honorary Homoeo. Physician.
 © Minor's whole share of gratuity is to be paid to the natural guardian of the minor, and in the absence of a natural guardian, to the person who furnishes a guardianship certificate.
- iv) Every Honorary Homoeo Physician should make a nomination in the prescribed form in annexure-A conferring on one or more persons the right to receive the death/retirement gratuity amount in the event of his/her death in Honorary Service/after retirement before receiving the retirement gratuity. Nomination has to be made only in favour of member(s) of the family.
 In the case of the nomination in favour of more than one person, the share of gratuity payable to each has to be specified.
 The Honorary Homoeo. Physician may specify the person(s) to whom the right conferred on nominee(s) shall pass in the event of death of the nominee(s) and may provide in the nomination the contingency on the happening of which the nomination will become invalid. In such a case, the Honorary Homoeo Physician should furnish fresh nomination without delay after the occurrence of this specified contingency.
- v) For the purpose, family means –
- Wife or Wives including judiciary separated wife or wives, in the case of a male honorary Homoeo. Physician.
 - Husband including judiciary separated husband in the case of a female Honorary Homoeo. Physician.
 - Sons including step sons/adopted sons.
 - Un-married daughters including step daughters/adopted daughters.
 - Widowed daughters including steps daughters & adopted daughters.
 - Father.
 - Mother.

- vi) Retirement gratuity remaining unpaid at the time of death/death gratuity due is payable in equal shares to all the surviving members of the family as in (A) (b) (c) (d) of Sub-Para (V), if there is no nomination/valid nomination. If there is none as specified as above, it will then be paid in equal shares to all the surviving members of the family as in (e) (f) (g).
 - vii) Recovery from retirement gratuity/death gratuity of Govt. dues is permissible without the consent of the Honorary Homoeo Physician or, if he/she is not alive, of his nominee/family members.
- 10) For the purpose of pension, retirement gratuity/death gratuity & family pension, Honorary services rendered by an existing Honorary Homoeo Physician prior to commencement of this scheme shall be taken into account.
- 11) The benefit of the Scheme shall be personal to the existing Honorary Homoeo Physician & after their retirement/death/termination/leaving of Honorary service no person shall be engaged against the vacancies.
- 12) a) On the commencement of the Scheme, any scheme or order including Office Memorandum in force immediately before such commencement shall, in so far as it provides for any of the matters contained in this scheme, cease to operate.
- b) Notwithstanding such cessation or operation, anything done or any action taken/granted to a Honorary Homoeo Physician, under the old scheme, orders shall be deemed to have been done, taken/granted under the corresponding provision of this scheme.

L.K. Gupta
Commissioner to the
Government of Tripura

**ANNEXTURE -A
NOMINATION FOR DEATH/RETIREMENT GRATUITY**

(When the govt. servant wishes to nominate to member, or more then one member thereof.)

I, Shri/Smt..... hereby nominate the person/persons mentioned below, who is /are member(s) of my family, and confer on him/hem the right to receive, to the extent specified below, any gratuity that may be sanctioned by the State Govt. in the event of my death while in service and the right to received on my death, to the extent specified below, any gratuity which having become admissible to me on retirement may remain un-paid at my death.

Original Nominee(s)		Alternative Nominee(s)			
Name and address of Nominee/ nominees	Relationship with the Hony. Homoeo physician	Age	Amount of share of gratuity payable to each *	Name, Address, Relationship and age of the persons, if any, to whom the right conferred on the nominee shall pass on the event of the nominee predeceasing the Hony. Homoeo physician of the death of the Servant but before receiving payment of gratuity	Amount of share of gratuity payable each **
1	2	3	4	5	6

* This column should be filled in so as to cover the whole amount of gratuity.
 ** The amount/share of the gratuity shown in this column should cover the whole amount/share payable to the original nominee(s)
 The nomination superseeds the nomination made by me earlier on which stands cancelled.

NOTE: 1) the Hony. Homoeo physician shall draw lines across the blank space below the last entry to prevent the insertion of any name after he has signed.
 2) Strike out which is not applicable.

Dated this Day of 2000 at

Signature of witness:

- 1).....
- 2).....

*Signature of the Hony. Homoeo Physician,
(To be filled in by head of Office/ Audit Officer).*

Nomination by _____
 Designation _____
 Office _____

Signature of Head of Office/ Audit Officer

Date _____
 Designation _____