

X. MEDICAL OFFICERS

UNIFORM TERMS AND CONDITIONS OF SERVICE OF MEDICAL OFFICERS IN SBI



Scales of pay :

As from 01.11.2007 the Scale of Pay for Medical Officers will be as under:

Permanent Part time Medical Officer- I (PPMO- I)

₹. 14,500 600/7 18700 700/2 20100 (w.e.f. 1.11.2007).

Permanent Part time Senior Medical Officer- II (PPSMO- II)

₹. 20,900 800/9 28100 (w.e.f. 1.11.2007).

Permanent Part time Senior Medical Officer- III (PPSMO- III)

₹. 28,900 800/1 29700 - 900/6 - 35100 (w.e.f. 1.11.2007)

NOTE:-

- Those who have reached the maximum of scale at ₹. 22,160/- (old scale) and have stagnated for atleast one year but not received the stagnation increment of ₹. 680/- before 1.11.2007 will be upgraded to PPSMO- III, on or after 1.11.2007. However, their fitment shall be stage to stage, in the pay scale of PPSMO- III and their increment shall fall on the anniversary date as usual.
- Those who have reached the maximum of scale at ₹. 22,160/- (old scale) and have received stagnation increment of ₹. 680/- before 1.11.2007 will be upgraded to PPSMO- III, on or after 1.11.2007. Their fitment shall be stage to stage in the pay scale of PPSMO- III and their increment shall fall on the anniversary date as usual.
- Those who have reached the maximum of scale at ₹. 22,160/- (old scale) and have stagnated for atleast one year after 1.11.2007, will be upgraded to PPSMO- III. However, their fitment shall be stage to stage in the pay scale of PPSMO- III and their increment shall fall on the anniversary date as usual.
- Those who have reached the maximum of scale at ₹. 22,160/- (old scale) and received stagnation increment of ₹. 680/- after 1.11.2007, will be upgraded to PPSMO- III. However, their fitment shall be stage to stage in the pay scale of PPSMO- III and their increment shall fall on the anniversary date as usual.

Full time Medical Officer:-

₹. 30,600 900/4 - 34200 1000/2 36200 (w.e.f. 1.11.2007).

Full time Chief Medical officer:-

₹. 36200 1000/2 38200 1100/2 40400 (w.e.f. 1.11.2007).

Please note that fitment shall be stage to stage i.e. on corresponding stages from 1st stage onwards and the increments shall fall on the anniversary date as usual.

DEARNESS ALLOWANCE

On and from 1.11.2007, Dearness Allowance shall be payable for every rise or fall of 4 points over 2836 points in the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960 = 100 at 0.15% of Pay.

CITY COMPENSATORY ALLOWANCE

City Compensatory Allowance as payable to Supervising staff w.e.f. 1.11.2007 will be applicable to Medical Officers w.e.f. 1.11.2007.

MEDICAL FACILITIES

Reimbursement of medical expenses is permissible to self and his family. Family includes Medical Officer's wife or husband and eligible dependent children and parents ordinarily residing with him and wholly dependent on him provided that where the Medical Officer's spouse is also employed elsewhere and is eligible for reimbursement of medical expenses from that employer, the Medical Officer's claim will be reduced to the extent of his/ her spouse's entitlement under his/ her employer's rules. Children shall mean the legitimate children of the Medical Officer who ordinarily reside with and are wholly dependent on him/ her. Male children above the age of 24 years will not be deemed eligible. Further, earning children or parents (singly or jointly) having income upto ₹. 3,500/- p.m. will be deemed dependent on the officer. Reimbursement of family bills of the Medical Officers will be sanctioned by the officer not below the rank of Dy. General Manager. The other terms and conditions of reimbursement will be as per the extant guidelines. The reimbursement of such expenses incurred in respect of his family shall be restricted to 75% of the expenses so incurred. However, in case of Permanent Full time Medical Officers / permanent part time Medical Officers, no reimbursement towards medical expenses on account of domiciliary treatments will be made where the medical Officer's spouse is practicing or undertaking any medical professional consultation. But they will be reimbursed medical bills for hospitalization charges only for their spouse even if the spouse is a medical practitioner

CONSULTATION AND VISITING FEES

- i) From employees, pensioners of the Bank or their family members :
Consultation in the Bank's dispensary; **No Fees**
- ii) If an employee of the Bank or his family member consults a Medical Officer with MBBS or similar qualification at his consulting room or at his private dispensary;
 - a) Consultation fee, valid for one month for the same complaint; ₹. 150/-
 - b) Subsequent Consultations, where treatment is continued beyond one month (each consultation valid for one month); ₹. 80/-

- iii) If an employee of the Bank or his family member consults a Medical Officer with MD/MS or higher qualification(s), and who is a practicing consultant, at his consulting room or private dispensary;
 - a) Consultation fee, valid for one month for the same complaint; ₹. 250/-
 - b) Subsequent Consultations, where treatment is continued beyond one month (each consultation valid for one month); ₹. 120/-
- iv) If an employee of the Bank or his family member consults a Medical Officer with DGO/DCH qualification for examining lady patient for P.V. examination;
 - a) Consultation fee, valid for one month for the same complaint; ₹. 200/-
 - b) Subsequent Consultations, where treatment is continued beyond one month (each consultation valid for one month); ₹. 100/-
- v) If the Medical Officer visits the residence of the employee during day time;
 - a) if such residence is in the same building another block or adjacent premises - ₹. 150/-
 - b) In cases other than (a) ₹. 200/- if the Medical Officer is MBBS; and ₹. 250/- if he has MD/MS or any other higher qualification
- vi) The actual conveyance charges incurred on taxi or other means of transport will be paid. If he is using his own vehicle, reimbursement shall be made on the same basis as done to other officers on km. basis while travelling on official duty; alternatively, the Medical Officer may opt to claim Rs.80/- as consolidated conveyance expenses per visit along with visiting fee.
- vii) If the Medical Officer visits the residence of employee during night, i.e., between 7.00 p.m. - 7.00 a.m.- ₹. 250/- if the medical officer is MBBS; and ₹. 350/- if he has MD/MS or any other higher qualification, plus conveyance charges as stated in sub-item (vi) above.
- viii Medical Examination Fees at the time of Appointment/ promotion etc.
 - a) For Subordinate and Clerical Staff: To be borne by the candidates at the time of their appointment in the Bank- ₹. 150/-
 - b) For Supervising Staff : To be borne by the Bank for promotees from one cadre to another and by the candidates in case of initial appointment ₹. 300/-

LEAVE FARE CONCESSION:

Permanent Part time Medical Officers (PPMO- I) may be permitted to visit along with their family members any place in India by the shortest route once in each block of 4 years by air in the lowest fare economy class in which case the reimbursement will be the actual fare or the fare applicable to AC 1st class fare by train for the distance traveled, whichever is less. The same rule shall apply to a Medical Officer in PPSMOII and PPSMO- III while availing LFC where

the distance is less than 1000 kms. Alternatively, an officer, may by exercising an option anytime during a 4 year block, surrender and encash his LTC (other than travel to place of domicile) upon which he shall be entitled to receive an amount equivalent to 75% of the eligible fare for the class of travel by train to which he is entitled upto a distance of 4500 kms. (one way) for officers in PPMO-I, PPSMO- II and PPSMO-III; and 5500 kms (one way) for Full time Medical Officer and Chief Medical Officer. An officer opting to encash his LTC shall prefer the claim for himself / herself and his / her family members, as defined for this purpose, only once during the block term in which such encashment is availed of. The facility of encashment of privilege leave while availing of Leave Fare Concession is also available while encashing the facility of LFC. The date of effect of such changes in LFC will be the date of approval by the ECCB. The other terms and conditions will be same as applicable to the Bank's officer employees.

DEFINITION OF FAMILY FOR LFC:

Family includes Medical Officer's wife or husband and eligible children and parents ordinarily residing with him and wholly dependent on him. Children shall mean the legitimate children of the medical officer who ordinarily reside with and are wholly dependent on him/her. Male children above the age of 24 years will not be deemed eligible. Further, earning children having income or parents' (singly or jointly) income upto ₹. 3,500/- p.m. will be deemed dependent on the officer.

LOANS/ADVANCES:

The Medical Officers may be considered eligible for the following loans/ advances .

- i) Festival advance equivalent to one month's gross salary (up to completed thousands in rupees) once in a calendar year can be sanctioned. The same would be repayable in 10 monthly installments..
- ii) Housing, Conveyance and Personal loans as per extant terms and conditions with the provision that when they retire from the Bank's service on superannuation, all loans and advances except housing loan shall have to be liquidated.
- iii) As regards Housing loan, the repayment may be permitted by the sanctioning authority, beyond superannuation, until he/she attains the age of 75 years, subject to following conditions:
 - a) The total repayment period of the loan including principal and interest does not exceed 240 months as provided in the scheme.
 - b) Installment towards principal or interest should not be more than 60% of notional pension and DA thereon
 - c) Where necessary, the repayment schedule should be readjusted to satisfy the conditions. A letter of authority for deducting the loan instalments from pension should be taken

