



कर्मचारी राज्य बीमा निगम
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)
EMPLOYEES' STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Govt. of India)



मुख्यालय
Headquarters
पंचदीप भवन सी०आई०जी रोड, नई दिल्ली-110002
PANCHDEEP BHAWAN, C.I.G. MARG, NEW DELHI-110 002
Phone: 011-23604700 Email : dir-gen@esic.nic.in
Website : www.esic.nic.in / www.esic.in

File No. A-22/3/2024-MED-VI-Part(2)

Date: .04.2025

To,
All Zonal Medical Commissioners
All MS/Deans/ RDs

Subject: Assignment of additional charge/ nominating Medical Officers as Medical Referees reg.

Sir/Madam,

With reference to cited subject, it is to inform that as per Administrative powers listed in Part A, Annexure-II of Delegation of Powers to Medical Commissioner (Zonal), the ZMCs have been delegated with powers for assignment of additional charge/ nominating Medical Officer posted within the zone as Medical Referee for pending benefit related cases.

Further, DoP has also been provided to ZMCs for the appointment of part-time Medical Referees as per policy/guidelines of HQ on recommendations of SMO in absence of a regular Regional Director. In this regard, Hqrs letter F. No. Z-17/11/1/2007/Med. IV (Pt. file) dated 13.04.2022 may be referred for consolidated remuneration of PTMR. (Copy enclosed)

Accordingly, it is informed that to meet the requirement of MR, necessary action as per aforesaid DoP may be taken, keeping in view the administrative and functional requirement.

This issues with the approval of Competent Authority.

Enclosure: As stated above

Digitally signed by
Sarika
Date: 17-04-2025
Assistant Director(MA)
11:07:46

Copy for information and necessary action to:-

1. Director (Medical) Delhi/ Director (Medical) Noida
2. WCM with the request to upload the letter on ESIC website.



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मुख्यालय/HEADQUARTERS
पंचदीप भवन, सीआईजी मार्ग, नई दिल्ली-02
Panchdeep Bhawan, CIG Marg, New Delhi- 02
Phone: 011-23215489, VOIP: 10011074
Email: med6-hq@esic.nic.in
Website: www.esic.nic.in / www.esic.in

F. No. Z-17/11/1/2007/Med. IV (Pt. file)

Date: 13.04.2022

OFFICE MEMORANDUM

Subject: Revision of consolidated remuneration of Teaching Faculty/ Doctors/ Medical/ Para-Medical/ Nursing/ Ministerial staff hired on contract

ESI Corporation in its 176th meeting approved the rates for contractual engagement of Teaching Faculty/Medical/Paramedical & Nursing/Technical/Ministerial Staff which was implemented vide Hqrs. letter no. A-12/16/6/2018 (Contractual)-Exam, dated 23rd January 2018. These rates were initially applicable only in ESIC Medical Colleges. Subsequently, these rates were implemented in respect of contractual doctors in ESIC Hospitals w.e.f. 01/08/2020 vide ESIC Hqrs letter No. Z-17/11/1/2007/M-IV dated 28/07/2020. Further, these orders of consolidated remuneration were granted to contractual Nursing and Paramedical cadres in Hospitals w.e.f. 01/01/2021 vide ESIC Hqrs letter No. Z-17/11/1/2007/M-IV dated 29/09/2020.

2. A committee was constituted under the chairmanship of Medical Commissioner (ME) to consider revision in these rates in order to bring-in uniformity in remunerations of different category of doctors having similar qualification and enhancement in dearness allowance rates. The Corporation has accepted the recommendations of the Committee and approved the implementation of the recommended Consolidated Remuneration w.e.f. 01.04.2022 across all medical institutions of the ESIC. The Corporation has authorized Director General, ESIC to define the terms & conditions for such contractual engagements.

3. The consolidated remuneration for contractual engagement approved by the Corporation is enclosed at Annexure-I, II, III & IV. The terms and conditions of such contractual engagement as approved by Director General, ESIC are enclosed at Annexure V.

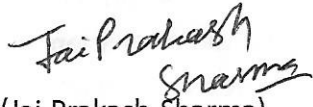
4. The Corporation has approved a dynamic system regarding the revision of the rates so that the amount of remuneration for contractual staff is revised automatically in accordance with proportionate change in rate of pay and allowances of equivalent category of employees at regular intervals as per Govt. policies. Accordingly, whenever there is revision in rate of Dearness Allowance, the same shall be made effective in case of contractual remunerations too from the date of notification of Govt. orders for categories of staff included in Annexure II and III. However, unlike regular employees, arrears of pay & allowances shall not be admissible to

contractual employees for any rate revision with retrospective effect. Arrears of remuneration shall be payable as per provisions of Minimum Wages Act in case of remuneration to the category of contractual workers as included in Annexure IV.

5. The consolidated remuneration for contractual engagement will be applicable from 01.04.2022 in respect of all posts mentioned in Annexure II to IV. Contracts being entered into from 01.04.2022 onwards would specify the revised remunerations along with other standard terms and conditions. Dean/MSs may get a fresh contract agreement signed for the remaining period of existing contracts with the concerned medical officers.

6. So far as existing running contracts with manpower agencies are concerned, the revised consolidated remuneration will be payable for the remaining period of contract with the condition that the agency agrees in writing to pay the revised remuneration to the hired staff. Extension of the existing contract shall not be permissible and the concerned authorities shall take timely action to issue fresh tender with the revised consolidated remuneration to enable finalisation before expiry of the existing contract.

This issues with the approval of Director General.


(Jai Prakash Sharma)
Deputy Director (MA)

Copy to for information and necessary action: -

1. All Regional Directors, ESIC Regional Offices.
2. All Dean/Medical Superintendents, ESIC PGIMSR/Medical Colleges/Hospitals.
3. All Branches of ESIC Headquarters.
4. Rajbhasha Cell for Hindi translation.
5. WCM with the request to upload on Headquarters' website.

Annexure - I

S. No.	Name of Post	Consolidated Remuneration
1	Full Time Super Specialist (Contractual) -1 year: Entry Level	200000
2	Full Time Super Specialist (Contractual) -1 year: Consultant/Senior Level	240000
3	Part Time Specialists with no case to case - Option 1	60000 + (15000 for visiting charge in case of emergency call); additional remuneration Rs. 800 for every additional hour beyond 16 Hrs/week
4	Part Time Specialists with no case to case - Option 2	60000 + fixed % of CGHS rates on case-to-case basis as already specified in HQrs ESIC letter dt. 02.02.2021
5	Part Time Super Specialists (4 hrs/ per day & 4 days week) Entry Level) - Option 1	100000 + (20000 for visiting charge in case of emergency call); additional remuneration Rs. 1200 for every additional hour beyond 16 Hrs/week
6	Part Time Super Specialists (4 hrs/ per day & 4 days week) Consultant Sr. Level) - Option 1	150000 + (20000 for visiting charge in case of emergency call); additional remuneration Rs.1500 for every additional hour beyond 16 Hrs/week
7	Part Time Super Specialists (4 hrs/ per day & 4 days week) Entry Level) - Option 2	100000 + fixed % of CGHS rates on case-to-case basis as already specified in HQrs ESIC letter dt. 02.02.2021
8	Part Time Super Specialists (4 hrs/per day & 4 days week) Consultant Sr. Level) - Option 1	150000 + fixed % of CGHS rates on case-to-case basis as already specified in HQrs ESIC letter dt. 02.02.2021
9	Part Time Medical Referee	35000

Jai Prakash
Singh
 13/09/22

Annexure - II

S. No.	Name of Post	Equivalent Pay Level as per 7th CPC	Total Consolidated Pay for the class of city with NPA@ 20%, DA @34% and HRA @27%, 18% and 9% for X, Y and Z class cities respectively		
			X	Y	Z
1	Dean/Principal (Medical/Dental)	14	278595	263021	247448
2	Director Professor/Sr. Professor (Medical)	14	278595	263021	247448
3	Professor Medical/Dental	13	228942	216144	203346
4	Associate Professor (Medical/Dental) or Specialist (Sr.) Full Time	12	152241	143731	135220
5	Assistant Professor (Medical/Dental) or Specialist (Junior) Full Time	11	130797	123485	116174
6	Jr. Residents (1 year)/Tutor	10	108385	102327	96268
7	Sr. Residents (1 Year)	11	130797	123485	116174

Note: In addition to the pay above, the Medical Officers as included in the list above will be entitled for transport allowance with DA on transport allowance as per rules. DA on transport allowance will be revised from time to time as per rules.

Jai Prakash
Srinivas
 13/04/22

Annexure – III

S. No.	Name of Post	Total Consolidated Remuneration
1.	Principal cum Professor Nursing College	89780
2.	Professor cum Vice Principal Nursing College	84420
3.	Associate Professor Nursing	72628
4.	Astt. Professor Nursing	60166
5.	Nursing Tutor	51054
6.	Bio Medical Engineer	56414
7.	Staff Nurse	48106
8.	Dialysis Technician	27336
9.	Dresser	23316
10.	Jr. Medical Record Tech	21306
11.	OT Assistant	23316
12.	Lab Assistant	23316
13.	Jr. Radiographer	23316
14.	ECG Technician	27336
15.	Boiler Attendant	27336
16.	Social Guide/Social Worker/Medical Social Worker	27336
17.	Dental Technician/Dental Mechanic	31356
18.	Blood Bank Technician	31356
19.	Pharmacist cum Store Keeper (Allopathic/Homeopathic/Ayurveda)	31356
20.	Respiratory Lab Technician	31356
21.	Audiometric Technician	31356
22.	Optometrist/Refractionist	37922
23.	Occupational Therapist	37922
24.	Dental Hygienist	37922
25.	Dietician	48106
26.	Physiotherapist	37922
27.	Store Keeper/Pharmacist cum clerk	31356

Sanjiv Prakash
Sharma
 13/04/22

S. No.	Name of Post	Total Consolidated Remuneration
28.	Dental Chair Assistant	21306
29.	Photographer	27336
30.	Dissection Hall Attendants	21306
31.	JE (Civil/Electrical)	37922
32.	UDC	27336
33.	Stenographer	27336
34.	House Keeper	27336
35.	Lady Health Visitor	31356
36.	CSSD Assistant	21306
37.	Statistician	37922
38.	Vocational Counsellor	48106
39.	Audio Visual Technician	27336
40.	Documentalist	37922
41.	Veterinary Officer	56950
42.	Physical Instructor	37922
43.	Cataloguer	48106
44.	Artist Modeller	27336
45.	Psychiatric Social Worker	27336
46.	Artist	27336
47.	Jr. Scientific Officer	47838
48.	Child Psychologist	47838
49.	Clinical Psychologist	47838
50.	Health Inspector/Visitor	37922
51.	Health Educator	37922
52.	Speech Therapist	37922
53.	EEG Technician	37922
54.	Sr. Scientific Officer	56950
55.	TB & Chest Diseases Health Visitor	37922
56.	Physicist	48106
57.	Workshop Worker	27336
58.	Multi rehabilitation Worker (MRW)	27336

Jai Prakash
Sharma
13/04/22

Annexure - IV

CONSOLIDATED REMUNERATION FOR THE POSTS TO BE HIRED ON THE RATES PRESCRIBED UNDER MINIMUM WAGES ACT FOR INDUSTRIAL WORKERS (CONSTRUCTION & MAINTENANCE) FOR TYPE A CITIES issued vide Order No. F. No. /1/4(3)/2022-LS-II dated 31.03.2022

Sl. No.	Name of Post	Skill Category	Revised Consolidated remuneration
1	ANM	Highly-skilled	22776
2	Cook/Cook Mate	Semi-Skilled	19084
3	Laundry Operator	Semi-Skilled	19084
4	Tailor	Semi-Skilled	19084
5	Mazdoor	Semi-Skilled	19084
6	Electrician	Skilled	20956
7	Jr. Tech. (Orthotic)	Skilled	20956
8	Library Astt.	Skilled	20956
9	Van Driver	Skilled	20956
10	Animal Attendant	Semi-Skilled	19084
11	Dhobi/Washer man	Semi-Skilled	19084
12	Carpenter	Semi-Skilled	19084
13	Blacksmith	Semi-Skilled	19084
14	Orthotic Tech/Prosthetic	Skilled	20956
15	Packer	Semi-Skilled	19084
16	Nursing Orderly/ Stretcher Bearer	Semi-Skilled	19084
17	MTS	Semi-Skilled	19084

*Jaiprakash
Sharma
13/04/22*

ANNEXURE-V**TERM & CONDITIONS/GUIDELINES FOR CONTRACTUAL ENGAGEMENT**

- i) The revised remunerations for the posts at Sl. No. 1 to 8 in Annexure I will continue to be governed by ESIC Hqrs. Letter no. U-13/14/38/2020Med-I (ESIC/SC) dated 02.02.2021. Further, part-time engagement of one contractual employee in two ESIC hospitals at the same time shall not be permissible.
- ii) As and when the orders for revision of rates of DA are issued by GoI, the consolidated pay in respects of posts included in Annexure II shall be raised by an amount equal to DA on the sum of the minimum pay of the pay level mentioned against the post plus 20 per cent NPA thereon, in consultation with local finance and orders to this effect will be issued by the concerned Dean/MS from time to time.
- iii) The consolidated pay in respects of posts included in Annexure III shall be revised from time to time taking into account the prevailing rates of DA and orders to this effect will be issued by ESIC Hqrs. from time to time.
- iv) Consolidated remuneration for the posts for which staff is to be hired on the rates prescribed under Minimum Wages Act is at Annexure-IV. This has been calculated on the basis of rates for Industrial Workers (Construction & Maintenance) for Type A Areas issued by Office of Chief Labour Commissioner (Central), Ministry of Labour & Employment, GoI vide Order No. F. No. /1/4(3)/2022-LS-II dated 31.03.2022 and multiplying rates of wages per day with 26 for arriving at the rates of monthly wages. As approved by the Corporation, the Type A Areas rates as per skill category of workers will be applicable for all locations and will be revised as explained in para 4 of this OM by the concerned hiring authority. The aforesaid contractual engagement may be done only in unavoidable circumstances against the sanctioned strength which could not be filled up.
- v) The contractual engagement with respect to teaching faculty (Medical/Dental/Nursing) will be filled as per MCI requirements and should not exceed total sanctioned strength.
- vi) The number of contractual nursing and paramedical staff to be engaged will be regulated by the relevant instructions issued in this regard vide Hqrs. letter no. Z-17/11/1/2007/M-IV/ dated 29.09.2020.
- vii) The engagement in respect of dying cadre posts may only be done if already sanctioned and found absolutely required for ensuring proper medical facilities.
- viii) It will be the responsibility of the concerned Dean/MS to ensure transparency, fairness, equitability and competitiveness in hiring of contractual staff.
- ix) The above engagement will be for a maximum period of one year or appointment of regular incumbents whichever is earlier. Other terms & conditions will be applicable as issued by the competent authority from time to time. As far as the contractual engagement

Sai Prakash Sharma
17/04/22

of teaching faculties is concerned, the relevant instructions issued by ME Cell from time to time will be followed.

- x) Certain specialties are there for which non-medical officers are hired for teaching colleges like Statistics, Anatomy, Physiology, Pharmacology etc. Such faculties may be engaged at same rates as for medical teaching faculty except that their consolidated remuneration will be arrived after reducing the element of NPA.
- xi) The Deans/MSs may engage Group B & C para-medical, Nursing, medical & ministerial staff through outsourcing agency against regular vacancy with regard to post sanctioned for their office/institutions after following the due procedure/GFR. Engagement of ministerial staff shall be carried out in consultation with concerned Regional Director with reference to reservation and vacancy position.
- xii) All the engagement on contractual basis will be made as per RRs of the respective posts with regard to fulfilling of educational qualification, experience etc. as required therein. Wherever RRs of any post in the above list doesn't exist, the RRs of Central Govt. to be followed and in case of non-availability of same, state Govt. RRs will be applicable for deciding the eligibility criteria and qualification & experience etc. for the respective post.
- xiii) Where such engagement is for more than a period of 45 days, the reservation policy of DOP&T, GOI is to be followed as per instructions.

Jai Prakash
Sharma
13/04/22