

**Mr. P. K. Mohapatra, IAS**  
Principal Secretary to Govt



**GOVERNMENT OF ODISHA**  
**HEALTH & FAMILY WELFARE DEPARTMENT**  
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Letter No. 14939 / H, Dated 17<sup>th</sup> May 2013  
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To

The Director, Health Services, Odisha, Bhubaneswar  
The Director, Medical Education and Training, Odisha, Bhubaneswar  
The Director, AYUSH, Odisha, Bhubaneswar  
The Director, Family Welfare, Odisha, Bhubaneswar  
The Director, Nursing, Odisha, Bhubaneswar  
The Director, Public Health, Odisha, Bhubaneswar  
The Drugs Controller, Odisha, Bhubaneswar  
The Director, Capital Hospital, Odisha, Bhubaneswar  
The Director, State Institute of Health & Family Welfare, Odisha, Bhubaneswar  
All Principal of Government Medical Colleges of the State  
All Superintendents of Government Medical College & Hospital of the State  
All Chief District Medical Officers  
The Chief Medical Officer, RGH Rourkela

Sub: **Prolonged absence of doctors.**

**Sir,**

It has come to the notice of Government that Doctors working in the periphery and Medical Colleges of the State are continuing on leave for months and years together. This is particularly happening when a doctor is transferred from one station to the other. After being relieved, leave applications are usually being submitted by the doctors concerned to their authorities at their new place of posting or to the head of office of the previous station or the DHS or the DMET. No action is taken on such leave applications as a result of which the doctors comfortably continue on leave. Such prolonged absence causes serious dislocation in the field in managing the health institutions. At times, the general public ventilate their grievances by way of agitation and road blockade demanding posting of doctors and this causes a lot of embarrassment for the Government.

As you are aware of, leave cannot be claimed as a matter of right. In the exigencies of public service, the authorities can always refuse leave and recall a Government servant to resume duty. When continuance of a doctor on leave is on

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health ground, the authorities can also direct the concerned doctor to appear before the standing medical board. But, there is hardly any action as a result of which the doctors continue on leave.


There are also instances that after continuing on leave for years together, joining reports are submitted with medical certificate in support of absence along with fitness certificate with a prayer to regularize the period of absence. Ultimately, leave is sanctioned with all consequential service benefits.

Health being an essential service sector, prolonged absence of a doctor should not be encouraged. Henceforth, it is impressed upon all concerned to follow the instructions below:

1. While application for any kind of leave with permission to leave headquarters is received from a doctor, the authority competent to grant such permission shall ensure that the leave address is available in the leave application.
2. In case the doctor does not resume duty after expiry of leave, he shall be recalled to resume duty and the communications in this regard shall invariably be issued by Registered/Speed Post in the leave address given in the leave application.
3. When a doctor avails leave either after his relief on transfer or otherwise on health ground for a long period, he shall be directed to appear before the **standing medical board**. The communication in this regard shall also be issued by Registered/Speed Post.
4. When a doctor avails leave for a period exceeding one month on any other ground, such leave shall ordinarily be refused in the exigencies of public service and the doctor concerned shall be directed to resume duty.
5. If the doctors do not resume duty after being declared fit by the **Standing Medical Board** and after being recalled to resume duty, charges may immediately be framed against them and sent to Government for further action.

The aforesaid instructions will mutatis mutandis apply to all other Government servants who avail long leave.


Yours faithfully,

 17/05/2013

Principal Secretary to Government

Memo No. 14940/H Dated 17<sup>th</sup> May 2013

Copy to All Officers /All Sections of Health & Family Welfare Department for information.

 17.05.2013

Additional Secretary to Government