

Government of Himachal Pradesh
Department of Medical Education & Research

Comp. No.: 118911 File No.: HFW-B-Bo15/11/2023 Dated: Shimla-2, the 10-10-2025

NOTIFICATION

The Governor, Himachal Pradesh is pleased to notify new '**Resident Doctor Policy-2025**' for regulating the selection/appointments of Senior Resident/ Tutor Specialist and Junior Residents/ Tutor General in the Department of Medical Education in-supersession of earlier Resident Doctor Policy notified on 24-12-2021, with immediate effect, in the public interest, as under:-

1. Short Title:

This policy may be called '**Policy for Residency in the Government Medical Colleges/Institution in the State of Himachal Pradesh-2025**' in short '**Resident Doctor Policy-2025**'.

2. Commencement:

The Policy shall come into effect from the date of notification.

3. Definitions: Notwithstanding anything to the contrary

3.1. 'AMRU, Nerchowk at Mandi' shall mean Atal Medical & Research University, Nerchowk at Mandi.

3.2. 'CoE-AMRU' shall mean Controller of Examinations, Atal Medical & Research University, Nerchowk at Mandi.

3.3. 'Junior Resident -Academic' shall mean the doctor who is a MBBS degree holder and is pursuing a Post Graduation course [PG(MD/MS/DNB) Students].

3.4. 'Junior Resident -Non Academic' or 'Tutor General' shall mean the doctor who is a MBBS degree holder and is not pursuing a Post Graduation course.



3.5. 'New Government Medical Colleges/ Institution' shall mean Dr. YSPGMC Nahan, SLBSGMC NerChowk Mandi, Pt. JLNGMC Chamba, Dr. RKGMC Hamirpur and Atal Institute of Medical Super Specialities (AIMSS), Chamiana.

3.6. 'Senior Resident' or 'Tutor Specialist' shall mean the doctors who have completed their Post Graduation in any clinical and non-clinical specialty as recognized by National Medical Commission (NMC).

4. Number of Posts:

As notified by the State Government from time to time.

5. Classification:

Class-I (Gazetted) Tenure based post for the period of three years.

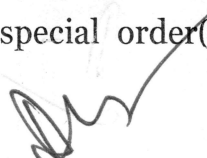
6. Age Limit:

45 Years and below.

6.1. Provided that the upper age limit will not be applicable to the candidate already in service of the Government including those who have been appointed on ad-hoc or on contract basis by the Government. However, in-service candidates must have atleast five years of service left at the time of appointment as Senior Resident/ Tutor Specialist.

6.2. Provided further that in case sufficient numbers of candidates are not available during selection process/counselling, then direct candidates more than 45 years may be considered for selection against advertised vacancies of Senior Resident/ Tutor Specialist only for new Government Medical Colleges/ Institutions i.e. Nahan, Mandi, Chamba, Hamirpur and Chamiana.

6.3. Provided further that upper age limit is relaxable for Scheduled Castes/ Scheduled Tribes/ Other categories of persons to the extent permissible under the general or special order(s) of the Government of Himachal Pradesh.



6.4. Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) are advertised for inviting application.

7. Senior Residents/ Tutor Specialist:

7.1. Essential Qualification(s)/ Eligibility:

For Clinical Subjects:

Post Graduate (MD/MS/MDS) or DNB in the concerned specialty from a University/ Institution recognized/ permitted by the National Medical Commission (NMC)/ Dental Council of India (DCI); failing which the Post Graduation Diploma (MD/MS/MDS) in the concerned specialty recognized/permitted by the NMC/DCI.

For non-clinical subjects:

Recognized MD/MS/DNB in the concerned specialty or qualifications as prescribed in the concerned specialty by the Himachal Pradesh Medical Education Service Rules notified by the State Government from time to time.

Provided that the percentage of Tutor Specialists in non-clinical subjects from non-medical backgrounds shall not exceed the limit prescribed as per the norms fixed by NMC;

Further provided that the mandatory requirement of at least one year of field posting or any such duration as may be prescribed under the PG/SS policy as notified from time to time, shall be exempted for the purpose of eligibility for appointment as Senior Resident/Tutor Specialist in all the Government Medical Colleges and AIMSS, Chamiana, Shimla across the State. This exemption is granted in view of acute shortage of faculty and Senior Resident Doctors and to address the deficiencies as per the norms prescribed by the NMC.



7.2. Method of Recruitment:

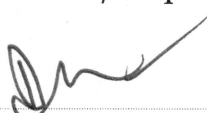
7.2.1. The Senior Resident/ Tutor Specialist shall be selected on the basis of Entrance Test/Written Test to be notified by the AMRU in respect all Government Medical Colleges/ Institution of the State on receipt of applications for the same.

7.2.2. The recruitments will be conducted thrice in a year as per the following schedule:

	First Round	Second Round	Third Round
Posts will be advertised by the AMRU for all Government Medical Colleges/ Institution of the State.	End of November	End of March	End of July
The details of vacancies to be published	Vacancies as on date + vacancies anticipated (on the basis of completion of tenure of incumbents occupying the posts) till end of January	Vacancies as on date + vacancies anticipated (on the basis of completion of tenure of incumbents occupying the posts) till end of May	Vacancies as on date + vacancies anticipated (on the basis of completion of tenure of incumbents occupying the posts) till end of September
Personal appearance for verification of documents to be conducted in	First fortnight of January	First fortnight of May	First fortnight of September

Note:-

- (1) Dates for physical verifications (institution-wise) shall be fixed by the AMRU for all Government Medical College/ Institution of the State for which AMRU will make correspondence/ request with the DME&R-HP well in time.



7.2.3. The interested and eligible candidates as per the advertisement schedule shall apply to the AMRU within the time period as stipulated by the advertisement on application form as prescribed at **Annexure-I**.

7.2.4. The AMRU shall send the list of all the candidates (including GDOs and Direct candidates) who have applied for the post(s), to the Director Health Services, Himachal Pradesh for issuance of No Objection Certificate as per the terms & conditions prescribed in the Resident Doctor Policy and to scrutinize any discrepancy in status of a candidate with respect to being a GDO or a direct candidate. Such information shall be furnished by the Director Health Services within a week of the issuance of demand letter by the AMRU. The AMRU shall simultaneously draw provisional specialty-wise merit list based on Entrance Test/Written Test.

a) The distribution of marks for Senior Resident/Tutor Specialist in terms of period of service in the State for GDOs to drawing up of merit shall be as under:-

i) A maximum of 10 marks will be awarded for service rendered by the candidate as Medical Officer/ GDOs after Post Graduation.

ii) 2 marks will be awarded for each completed year of service in teaching/ non-teaching institutions/field postings including the mandatory period prescribed for eligibility. The incentive marks, beyond the mandatory field posting, shall be awarded as pro-rata basis. However, it is clarified that the pro-rata shall be admissible only after attaining the eligibility to the post of Senior Resident/ Tutor Specialist for all purposes including the mandatory period of field posting.



iii) For the purpose of calculating the completed years of service, the cut-off date shall be taken as the date of submission of application.

iv) Certificate issued by the concerned Chief Medical Officer/ Principal Government Medical College/Institution certifying the service in his/her district/institution in respect of particular candidate shall be submitted by the candidates by the time of making applications.

b) The candidates who have done MD/MS/DNB/MDS in a particular subject shall be higher in merit than the candidates who have done PG Diploma in that particular specialty, irrespective of the marks earned. Similarly, for the non-clinical subjects, candidates belonging to non-medical side shall always be placed below in the merit to candidates of the medical side irrespective of the marks earned and the inter se merit of the candidates from non medical background shall be determined on the basis of marks obtained in the Essential Qualification examinations like M.Sc. (Medical) etc. as per essential qualification prescribed at clause 7.1 ibid.

7.2.5. The physical appearance/ counselling date for verification of documents shall be fixed by the DME&R-HP which shall be intimated by the AMRU through college official website for wide publicity amongst the candidates. The Counselling Committee shall constituted of the following members:-

Director of Medical Education & Research	Chairman
Controller of Examinations, AMRU	Member-Secretary
Director of Health Services	Member
Director of Dental Health Services	Member
All Principals of Govt. Medical Colleges/AIMSS, Chamiana, Shimla.	Member



The candidates shall be required to be mandatorily present during the verification of documents, otherwise their candidature shall be deemed rejected. However, in case candidate is unable to be present in the counselling in person due to unavoidable circumstances, then he/she may authorize any person to represent him/her alongwith his/her original educational/ academic and other supporting documents for verification.

7.2.6. After the verification of documents and after issuance of NOC by the Director Health Services, the AMRU shall allot the post of Senior Resident/ Tutor Specialist in order of merit-cum-choice in the concerned specialty/ department in the respective Medical College/Institution.

7.2.7. The AMRU shall forward the result/selection list alongwith waiting panel to the DME&R-HP within one week after completion of selection/ counselling process (in confidential manner). The DME&R-HP shall work out the entire result/ selection list of the college/ institution and recommend the names of selected candidates to the Government for appointment to the post of Senior Resident/ Tutor Specialist; and on the basis of approval conveyed by the Government, the DME&R-HP will issue appointment orders in this regard accordingly.

7.3. Terms and conditions:

7.3.1. The appointment will be ordinarily for a period of three years subject to satisfactory yearly performance appraisals which shall be brought to the notice of the Principal by the concerned Head of Department (HOD). The Principal shall intimate the Government through DME&R-HP if the services of a Senior Resident/ Tutor Specialist need to be discontinued in view of non-satisfactory performance. The post occupied by the Senior Resident/ Tutor



Specialist will fall vacant only if the tenure is completed OR he/she tenders resignation OR his/her services are terminated.

- 7.3.2.** The GDOs shall continue to draw pay admissible to him/her with due allowances and increments during the period of Senior Residency. The direct candidates including GDO (contract) who join as Senior Resident/ Tutor Specialist in all the Government Medical Colleges/ Institutions as per this policy shall be eligible to draw the stipend as fixed for Senior Resident/ Tutor Specialist by the Government.
- 7.3.3.** The salary of Senior Resident/ Tutor Specialist shall be drawn against the sanctioned post of Senior Resident/ Tutor Specialist in that Government Medical College/ Institution. However, the GDOs selected for Senior Residency will furnish their 'Last Pay Certificate' (LPC) duly issued by their last establishment for the purpose of drawing salary against the post of Senior Resident/ Tutor Specialist.
- 7.3.4.** The Senior Residents/ Tutor Specialists shall be entitled to leave as may be notified by the Government vide notification No. Health-B(15)-1/97-Loose dated 04-12-2009 and its subsequent amendments or any other notifications notified in its supersession from time to time.
- 7.3.5.** The candidates posted as Medical Officer/ Medical Officer (Specialist) in Government Medical Colleges and AIMSS Chamiana (Shimla) shall not be clubbed with Senior Residents/ Tutor Specialists for the purpose of roster etc. and it shall be ensured by the Principal concerned that no teaching responsibility is assigned to them. Such candidates shall also not be eligible for the grant of "teaching experience". However, the grant of teaching experience as Senior Resident/ Tutor Specialist to any candidate shall be strictly governed in accordance with the provisions outlined under Clause 7.5, titled "Teaching Experience".



7.3.6. Under this policy, those Medical Officers/ direct candidates after completion of their Post Graduation posted in new Government Medical Colleges/ institutions against the vacant posts of Senior Resident/ Tutor Specialist may be clubbed with Senior Resident/ Tutor Specialist; however, this period shall not be counted for “teaching experience”; but shall be counted for one year mandatory peripheral service.

7.3.7. For the purpose of field posting under this policy, the post of Casualty Medical Officers in Medical Colleges/ Institutions shall not be included as field posting. Provided further that the service rendered in the offices of Chief Medical Officer, National Health Mission, Directorate of Health Services and State Health & Family Welfare Training Institutions at Parimahal & Cheb (District Kangra) shall be counted for the purpose of field posting.

7.4. Repeat Tenure:

7.4.1. There will be no repeat tenure for any candidate as Senior Resident/ Tutor Specialist in any specialty in a particular Government Medical College/ Institution. However, candidate shall be allowed to repeat only one more tenure of Senior Residency for three years in his/her concerned speciality/ department /super-speciality in any of the other Government Medical College/ Institution.

7.5. Teaching Experience:

7.5.1. Senior Residents/ Tutor Specialists will be issued “teaching experience certificate” by the concerned Principal, which will be valid for considering promotion/ appointment as Assistant Professor in the respective speciality as per R&P Rules notified by the Government from time to time.



7.5.2. Senior Residents/ Tutor Specialists who are pursuing Senior Residency in Super-specialty departments of the Government Medical Colleges/ Institutions of the State shall be eligible to be awarded teaching experience in their own specialty; provided that the concerned specialty is the parent department of concerned Super-specialty.

7.5.3. The candidates who have availed maternity/ paternity leave during the period of Senior Residency shall be entitled to grant of teaching experience for the period of maternity/paternity leave admissible as per rules.

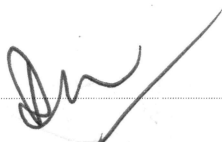
7.5.4. Only those candidates shall be granted **“teaching experience”** who are appointed/ selected under the Senior Resident/ Resident Doctor Policy notified by the Government from time to time. Besides teaching experience of any designated period served as Senior Residents/ Tutor Specialist shall not be clubbed with teaching experience to be availed under this policy for all intents and purposes.

7.6. Inter-transferability:

7.6.1. No Senior Resident/ Tutor Specialist in any institution of the State will be allowed to shift to any other institution without formal resignation from the former institution.

7.6.2. However, instances where inter-transferability is sought on couple case grounds may be given consideration subject to availability of departmental vacancy of Senior Resident/ Tutor Specialist in the institution to which transfer is being sought.

Provided further that the inter-transferability shall not be applicable after issuance of advertisement/ against the advertised post till the appointment of Senior Resident/ Tutor Specialist afresh.



Provided further that the Senior Resident/ Tutor Specialist shall not inter-transferable from new Government Medical College/ Institution to IGMCM Shimla and Dr. RPGMC Tanda who have not completed one year mandatory field posting as per provisions of the policy.

Provided further that the Senior Resident/ Tutor Specialist of IGMCM Shimla and Dr. RPGMC Tanda may be considered for inter-transferability to new Government Medical Colleges/ Institution subject to availability of departmental vacancy of Senior Resident/ Tutor Specialist in the institution to which transfer is being sought.

- 7.6.3.** No other exception will be made to clause 7.6.1. However, the State Government reserves the right to transfer/ depute a Senior Resident/ Tutor Specialist from one Government Medical College/ Institution to another, if the administrative exigencies demand so.

8. Junior Residents/ Tutor General:

8.1. Eligibility:

Direct candidates and those regularly appointed GDOs who possess a MBBS Degree as recognized by NMC will be eligible for the post of Junior Resident/ Tutor General against sanctioned posts. These posts will not be offered to any Post Graduate doctor/contractual GDOs.

8.2. Method of Selection:

- 8.2.1.** These posts will be filled up by the Principal of concerned Government Medical College/ institution through walk-in-interviews by prior notification of vacancies and inviting applications for the same.



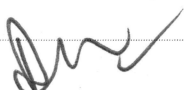
8.2.2. Walk-in-interviews for these posts shall also be conducted thrice a year as prescribed for the post of Senior Resident/ Tutor Specialist.

8.2.3. The applications received will be considered as per the following criteria:

- (a) The selection will be made purely on the basis of merit of candidate in MBBS examinations. First preference would be given to the direct MBBS doctors who are not in the employment of the Government of Himachal Pradesh.
- (b) Second preference would be given to GDOs whose spouses are working, in order of preference, as Senior Resident/ Tutor Specialist or Faculty in the respective Government Medical College/Institution or in the State/ Central Government (including semi-government/ autonomous bodies fully or partially funded by the Government). In case there is more than one applicant for particular position, the applicant having higher score in MBBS examination will be selected.

8.2.4. For the smooth conduct of patient care services, if any post of Senior Resident/ Tutor Specialist in any clinical specialty remains vacant despite advertisement in the last round of recruitment by the AMRU and recruitment of manpower against that post is absolutely necessary in public interest, the Principal of the concerned Government Medical College/ Institution may fill up the post by way of Junior Resident/ Tutor General through walk-in-interview subject to fulfilment of following conditions:

- (a) The Principal shall seek prior permission of DME&R-HP for advertising these posts of Senior Resident/ Tutor Specialist against which a Junior Resident/ Tutor General is proposed to be recruited. The DME&R-HP shall accord permission for



the same only if the said post was advertised previously but no suitable candidate could be recruited against that post.

- (b) Such Junior Residents/ Tutor Generals shall be appointed for a term of maximum of six months or till the post is filled up by Senior Resident/ Tutor Specialist. Provided further that no extension for continuing as Junior Resident/ Tutor General in such cases shall be granted.
- (c) Such Junior Resident/ Tutor General shall be payable pay and allowances as prescribed for the post of Junior Resident/ Tutor General not for the post of Senior Resident/ Tutor Specialist.

8.2.5. The Principal of concerned Government Medical College/ Institution shall forward the proposal for appointment of Junior Residents/ Tutor General to the Government through the DME&R-HP for approval and on the basis of approval conveyed by the Government, the DME&R-HP will issue appointment orders in this regard accordingly.

8.3. Terms and conditions:

8.3.1. Junior Resident/ Tutor General who will be appointed against sanctioned post for a term of one year at a time. Extension beyond one year will only be allowed in exceptional cases and with the prior concurrence of the State Government.

8.3.2. GDOs appointed on regular basis, on their selection as Junior Resident/ Tutor General will continue to draw pay and allowances/ increments as admissible to them in their pay scale. MBBS doctors appointed in the direct category will get emoluments as may be prescribed from time to time by the State Government.



9. Removal/ Resignation from post of Senior Resident/ Tutor Specialist or Junior Resident/ Tutor General:

- 9.1.** Once appointed, the incumbent can be removed from the post any time after joining in case of misconduct, misbehaviour, acts of commission/ omission, unbecoming of a public servant. The HOD will make a formal request in writing to the Principal of the concerned Government Medical College/Institution for removing the delinquent appointee. The Principal of the concerned Government Medical College/Institution will take decision in the matter after hearing both the parties. It will be necessary to give due opportunity to the concerned Senior Resident/ Tutor Specialist and Junior Resident/ Tutor General to explain his/ her position. The Principal shall forward his/her recommendations to the DME&R-HP, and the final decision shall be taken by the DME&R-HP being an appointing authority.
- 9.2.** Similarly, if the performance is non-satisfactory as reported by the Head of Department during annual performance appraisals, the Principal shall hear the parties and forward the case to the DME&R-HP for discontinuation of services, if so required, along with his/her findings and recommendations.
- 9.3.** Any Senior Resident/ Tutor Specialist or Junior Resident/ Tutor General shall have to give one month's notice or salary in lieu thereof to resign and the concerned Principal will accept the same.
- 9.4.** The selected Senior Resident/ Tutor Specialist or Junior Resident/ Tutor General on their selection the respective tenured posts shall submit an undertaking in shape of affidavit that they shall not claim for regularization against the post which they are appointed.

10. Reservation:

The reservation roster shall be applied for all sanctioned posts of Senior Resident/ Tutor Specialist as per rules applicable in the State of Himachal Pradesh. However, if candidates of reserved category are not available in any

category, then the post will be filled up from General category. Provided further that the reservation roster shall be maintained combined & fresh strictly in fair and transparent manner by the AMRU for the Cadre of DME&R-HP.

11. Power to relax/change/amend the policy:

Where the State Government is of the opinion that it is necessary or expedient to do so, it may, for reasons to be recorded in writing relax/change/amend any of the provision(s) of this policy.

By Order
-sd-
M. Sudha Devi
Secretary (Health) to the
Govt. of Himachal Pradesh

Endst. No.: As above

Dated: Shimla-2, the

10-10-2025

❖ Copy forwarded for information and necessary action, to:-

- 1) The Special Secretary (Health-A) to the Government of Himachal Pradesh.
- 2) The Deputy Secretary (Health-C) to the Government of Himachal Pradesh.
- 3) The Director, Medical Education & Research, Himachal Pradesh, Shimla-09.
- 4) The Director, Health Services, Himachal Pradesh, Shimla-09.
- 5) The Director, Dental Health Services, Himachal Pradesh, Shimla-09.
- 6) The Principal, Atal Institute of Medical Super Specialities (AIMSS), Chamiana.
- 7) The Principal, IGMCM, Shimla-01.
- 8) The Principal, Dr. RPGMC, Tanda, HP-176001.
- 9) The Principal, Dr. YSPGMC, Nahan, HP-173001.
- 10) The Principal, Pt. JLN GMC, Chamba, HP-176310.
- 11) The Principal, SLBSGMC, Mandi at Ner Chowk, HP-175021.
- 12) The Principal, Dr. RKGMC, Hamirpur, HP-177001.
- 13) The Principal, H.P. Government Dental College, Shimla-01.
- 14) The Section Officer, Health-A Section, HP Secretariat, Shimla-02.
- 15) The Section Officer, Health-C Section, HP Secretariat, Shimla-02.
- 16) The Section Officer, Health-D Section, HP Secretariat, Shimla-02.
- 17) The concerned Assistant for uploading the same to the portal of e-Rajpatra/e-Gazette, Government of Himachal Pradesh.
- 18) The concerned Assistant for uploading the same to website of Department of Health & Family Welfare/ Department of Medical Education, Himachal Pradesh, Shimla-09.
- 19) Guard File.


Special Secretary (Health) to the
Government of Himachal Pradesh

Application Form

1. Name of candidate in capital letters: _____

2. Father's/ Husband Name: _____

3. Date of Birth: _____

4. Education Qualification (Professional): _____

5. Permanent Home Address: _____

Please paste
self attested
passport size
photograph
here.

6. Correspondence address (if different, from permanent address: _____;

Mobile No.: _____; email ID : _____

7. Category: General/ SC/ ST/ OBC etc.: _____

8. Whether GDO/ Direct Candidate : _____

9. Whether the candidate is in-service GDO/Ad-hoc/Contract/RKS
appointees: _____

10. Details of Service (for GDOs only):

Adhoc/Contract/RKS basis: from _____ to _____

Regular basis: from _____ to _____

11. Detail of institutions served:

Name of Institution: from _____ to _____

from _____ to _____

from _____ to _____

from _____ to _____

12. Whether the candidate has worked as Senior Resident/ Tutor Specialist or Junior Resident/ Tutor General in the past. If yes, details thereof:

(i) Name of Medical College where served: _____

(ii) Name of Specialty/Department: _____

(iii) Period: _____ from _____ to _____

13. Details of certificates attached with application:

(i) _____ (ii) _____

(iii) _____ (iv) _____

(v) _____ (vi) _____

(vii) _____ (viii) _____

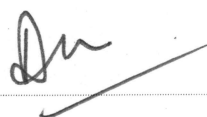
14. Medical College/ Institution applied for : _____

15. Details of marks obtained in MBBS degree:

Sr. No.	Exams	Maximum Marks	Marks Obtained
1	First Professional		
2	Second Professional		
3	Final Professional		
	Total Marks		

16. Details of marks obtained MD/MS/DNB/MDS or any other examination (as applicable):

Sr. No.	Exams	Maximum Marks	Marks Obtained
1			
2			
3			



17. Details of Bond Condition as per PG/SS policy:- _____

18. Detail of application fee:-

Bank draft/ online transaction detail:- _____

(Attach detail separately with a copy of proof).

UNDERTAKING

I, hereby, declare that, the entries made by me in the Application Form are complete and true to the best of my knowledge and based on records. I, hereby, undertake to present the original documents on the designated date of personal appearance. I shall be solely responsible for any wrong information supplied by me. I shall abide by the relevant policy/instructions/notifications regarding the appointment.

Name & Signature of the applicant

Dated : _____

Place : _____

