



**HEADQUARTERS OFFICE
EMPLOYEES' STATE INSURANCE CORPORATION
PANCHDEEP BHAWAN, C.I.G. ROAD, NEW DELHI- 02**

No. A-11/11/10/09 Med- VI

Dated: 13/06/2011

To,
The Medical Superintendents,
Of ESIC Hospitals,
Parippally, Ezhukone, Udyogamandal, Naroda, Vapi.


Sub:- Regarding Terms of Absorption.

Sir,

Please find enclosed herewith the Terms of Absorption as approved in the 142nd Meeting of ESIC held on 22/02/2008 after amendment of Para no. 1 of these Terms of Absorption deleting "who has a minimum of 2 years service left in the leading department as on the date of absorption" approved by the Hon'ble Chairman of ESIC. The above amendment will be applicable prospectively from the date of issue of this letter.

Yours faithfully,


Encl:- As above.


(U.S Malhotra)
Jt. Director (M.A)

Copy to:-

1. All M.Ss / SSMCs/SMCs for further necessary action.
2. Med. Br.- I, II & III for further necessary action.
3. System Division with the request to upload it on the ESIC web-site.
4. Spare copy/ Guard file.

✓ Web - site Content Manager for upload it to
ESIC web - site .


Jt. Director (M.A)

WCM
D.NO. 434
4/10/11

TERMS OF ABSORPTION

- 1.) Option may be exercised by each employee for absorption in Corporation service or for repatriation to the State Govt. service. This option may be exercised by each employee.
- 2) Mere exercising of option for absorption in Corporation service shall not confer any right on any employee to claim absorption and the decision of the Corporation in the matter would be final based on consideration of due screening.
3. An employee opting for absorption has to resign from State Govt. service. His absorption in Corporation service will take effect from the date decided between ESI Corporation and the State Govt.
- 4) Seniority of an employee absorbed in the Corporation will be determined as per rules and instructions on the subject,. Before absorption, the option shall be available to different categories of employees as under:-
 - a) For group C & D employees, their cadre will be State Cadre and their seniority will be fixed as per rules. However, promotion from a Group C to a Group B post in ESI Corporation will carry, All India transfer liability.
 - b) Group A & B employees will be free to opt for either the State Level seniority or all India seniority. Doctors and Specialist opting for State level seniority will not be eligible for promotion beyond C.M.O level posts carrying pay scales of Rs. 12000 - 16500/-.
 - c) Office superintendent or other such employees who are holding posts equivalent to Insurance Inspectors in ESI Corporation opting for State level seniority will not be eligible for further promotion.
 - d) Similarly, holder of such Group C categories which have All India Transfer liability in ESIC, opting for State level seniority will not be eligible for any further promotion.
 - e) In the case of employees opting for State level seniority, they will not be transferred outside the State and their promotion will be based on the State level seniority only subject to vacancies in the State and further subject to conditions mentioned at (a) to(d) above.
- 5) Employees on absorption would continue to work at ESIC Hospital _____ (name of the State) at the discretion of the Corporation, but they would be under all India transfer liability except for those who have opted for the for State level seniority as stated in Para 4 above.

- 6) All the Medical Officers recruited on posts of various designations by the State Govt. for General Duty Medical purposes, on absorption in Corporation service shall be absorbed in the General Duty Medical Officer (Insurance Medical Officers) Sub-cadre only. However, if the doctors were recruited as specialist, irrespective of the fact whether a separate specialist cadre existing in the state Govt. or not they will be absorbed in specialist sub cadre of ESIC.
- 7) An employee, on absorption in corporation service, shall have the option to receive pro-rata retirement benefits from the State Govt. in respect of service rendered under the State Govt. service or to get his past service counted for combined pension in ESIC, if he is already governed by old pension scheme of the State Govt. provided the State Govt. pays to the corporation, the entire amount of proportionate pensionary liability as per their respective State Govt. Rules, within a reasonable period and the State Govt. gives an undertaking to this effect. Option by the employee in this regard shall be exercised within 6 months from the date of issue of absorption letter to the employee in the Corporation service. Option once exercised will be final. All other employees who either opt for encashment of State Govt. service or who are not subscribing to old pension scheme of the State Govt, shall come to the new Contributory Pension Scheme of ESIC only.
- 8) In case an employee opts in favour of counting of his past service, he will be eligible to draw pension in accordance with the Rules of the ESI Corporation for the combined service under the State Govt. and under ESI Corporation on the final retirement / superannuation/ voluntary retirement from ESI Corporation.
- 9) For recoveries of the advances in respect of house building advance, motor car/ motor cycle / scooter advance obtained by an employee from his previous employer which are outstanding as on date of absorption in the Corporation service, an employee shall have to liquidate the advance by himself before absorption and if the State Govt. desires, the balance outstanding with the interest as certified by the State Govt. can be deducted by ESIC and paid to the concerned State Govt. periodically. But in the case, the employee opts for getting full terminal benefits from the State Govt., the question of carry forward of advance will not be considered.

- 10) An official on absorption in ESI Corporation, service will be governed by ESIC (Staff & Conditions of Service) Regulations, 1959 as amended from time to time.
- 11) No employee against whom any disciplinary proceeding is pending or contemplated or who is undergoing the period of penalty, will be absorbed in the Corporation service.
- 12) Pay of an absorbed employee will be fixed as per Fundamental Rules of Govt. of India and Regulation 7(4) (a) of ESIC (Staff & Condition of Service) Regulations, 1959.
- 13) Leave accumulated in respect of the employee in the State Govt. service will not be carried forward to ESIC and the employee may either avail of their leave or get encashment of leave from the concerned State Govt. as per their Rule.
- 14) The accumulated GPF balance plus the interest thereon in respect of a deputationist shall be transferred to ESIC in his new GPF account opened in ESIC, irrespective of the fact whether the absorbee has opted to count his past service or not
- 15) Any pending bills, reimbursement claims, advances or any other liability, not paid by State govt. and if paid by the Corporation, shall be deducted from Corporation share of "On Account Payment" of State Govt. reimbursed quarterly.
- 16) Complete service records of the employees including up to date Annual Confidential Reports, Seniority lists and Vigilance clearance will be provided by the State Govt. within a period of three months of ESIC taking over the Hospital.

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