



Government Medical Officers' Association

**Government Medical Officers' &
Specialists' Transfer Scheme &
Establishment Code Provisions on Transfers**

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Message from GMOA

Our vision is to have a transparent transfer scheme. We have 3 categories of Medical Officers. Viz. Administrative, Specialists and grade medical officers of which the latter 2 categories have separate transfer schemes and printed as a booklet for reference.

GMOA has not allowed any one to politicize our transfers. This booklet will help one to understand how requests are entertained for transfers without violating laid down rules and also to safeguard members from being manipulated due to lack of knowledge in transfer procedures.

Dr. Kumar Weerasekera
President

Dr. Anuruddha Padeniya
Secretary

13.03.2005

Message from DGHS

The GMOA has always stood firmly on principles and have contributed in a very constructive manner to the health care delivery.

Let me take this golden opportunity to express my deep appreciation for the tremendous effort made by the GMOA towards the welfare and well being of doctors without disregarding their sacred vocation of patient care.

I wish the GMOA every success in all its endeavours.

Dr. Athula Kahandaliyanage
Director General Health Service

13.03.2005

General Circular No.01-22/2001

My. No. TCS/29/2001

Department of Health Services

385,"Suwasiripaya"

Baddegama Wimalawansa Mawatha,

Colombo 10

30th September 2001

To: All Provincial/Deputy Provincial Directors of Health
All directors of Teaching Hospitals
All Heads of Specialized Campaigns
Medical Superintendents of Provincial Hospitals
& District Medical Officers of Base Hospitals

Transfer Scheme for Grade Medical Officers

Hereinafter transfers and appointments of all Grade Medical Officers will be effected as per the following transfer scheme which has been prepared taking into consideration the combined services Circular No-03/97 dated 04-06-1997- please bring the contents of this circular to the notice of all Grade Medical Officers in your division/ Institution.

This circular shall replace all the previous circulars issued in relation to the transfers and appointments of Grade Medical Officers.

01. Post Intern Appointments

1.1 All vacancies for Post Intern Appointments will be all published by the Department of Health and Appointments will be given strictly according to the merit order list issued by University Grant Commission. However those whose internship has been

extended for reasons other than for approved Medical and Maternity leave will be placed at the bottom of the merit order list when appointments are given to them.

1.2 All post intern, except those mentioned in section 1.3 will have to serve for a minimum period of one year in their post intern appointments before they being eligible for any other appointments or transfers, other than for special posts.

1.3 Post Intern Officers who are appointed to the following posts will have to serve a minimum period of two years in their receptive post before being eligible for any other appointment or transfers, other than special posts.

- a) Post of HO Anaesthesia (cum ICU) whose training places will be advertise along with the post intern list.
- b) Post of DDHS/MOH/AMOH

1.4 if any Post Intern Medical Officer is selected for post graduate training by the PGIM, he/she will be released from his/her post intern appointment without considering section 1.2 and 1.3

1.5 When husband and wife who are in the same post intern appointment list, requested to be appointed to the same station, the merit position of the spouse, who is lower in the merit order list will be the criterion deciding the station.

1.6 Post Intern Medical Officers who receive their first appointment will be issued their letters of release directly by the Director General of Health Services to enable them to make up their appointments.

02. **Annual Transfers**

2.1.1 All Grade Medical Officers will be transferred out of their stations once they have completed 4 years of service in the station.

2.1.2 All Heads of institutions should provide list of existing vacancies in the approved cadre of their respective institutions. These lists should be forwarded through the respective Heads of the Decentralized units.

2.1.3 All posts of Grade Medical Officers except special posts will be advertised in the annual transfer list. If any post falls vacant during the course of the year, the Head of the institution should appoint the most suitable Medical Officer to cover up the duties, and that post will be advertised in the next annual transfer list.

2.1.4 All transfers of Grade Medical Officers will be made according to their Grade seniority.

2.1.5 Once the Medical Officer has served for 4 years in a particular station he/she will not be eligible to apply for the same station for two years, except in the case of appointments to special posts.

2.1.6 It is the responsibility of every Medical Officer to apply for annual transfers once he/she completes the period of service of 4 years or 2 years as the case may be, at the station. Those who fail to do so will be transferred to a vacant station at the discretion of the Transfer Board.

2.2 Annual Transfer List

2.2.1 All Medical Officers who will be completing 4 years or more of service in a particular station by December 31st of that particular year will be noted for transfer in the annual transfer list in that particular year.

2.2.2 All Grade Medical Officers who will be completing 2 years or more in a special post will be noted for transfer in the annual transfer list in that particular year.

2.2.3 It is the responsibility of the Heads of the institution to submit the Director General of Health Services before 15th July of the year, list of all Medical Officers attached to his institution, stating the period of service in the institution irrespective of whether they are noted for transfer or not.

2.2.4 It is obligatory on the part of respective Medical Officers to ensure that they are noted for transfer in the particular year. It is also the responsibility of every Medical Officer to inform the Department of Health if his/her name does not appear in the annual transfer list, although he/she completing his/her obligatory period of service in the respective station/post.

2.2.5 The annual transfer list i.e. the list of Medical Officers who are noted for transfers and the list of vacancies will be published annually, by 15th August of that year.

2.2.6 In addition to the Medical Officers who are noted for transfers, any other Medical Officers who complete or will be completing 2 years service in a station by 31st of December of that year is eligible to apply for a transfer in the annual transfer list.

2.2.7 Annual transfers and appeals will be finalized before 31st October of each year.

2.3 Scheme of Annual Transfers

2.3.1 The Medical Officers who apply for annual transfers should forward their applications with an adequate number of preferences stated in the application form. If the number of preferences given is

inadequate, the Transfer Board may at its discretion decide the station to which he/she should be transferred.

2.3.2 A transfer will not be given to the same station even if it is to a different post in that station.

2.3.3 Any Medical Officer who has not applies for transfer after completion of 4 years of service at a particular station, will be transferred to another station at the discretion of the Transfer Board.

2.3.4 If both husband and wife are noted for transfer, the Transfer Board may consider giving them the same station or a closer station based on the lower seniority of the spouse-

2.4 Effective date of transfer will be from 01st of January of the effective year of transfer. If any transfer is deferred, the effective date of transfer should still be considered as 01st of January of that year.

2-5 four years service in a station will be counted from 01st of January of the effective year of annual transfer, irrespective of the dates of assumptions of duties at this station.

2.6 An Officer who is already on transfer order will not be eligible to apply for any other posts before completion of 2 years, except for a special post or for a seconded post.

03. Special Transfers

3.1 A special post is a post where the Medical Officer selected will serve directly under the supervision of a consultant. The Department of Health will advertise the special posts available within the Department of Grade Medical Officers.

3.2 The period of a special post will be restricted to 2 years.

3.3 Medical Officers who have served the Department of Health for a minimum of one year but not more than ten years are eligible to apply for special posts.

3.4 A Medical Officer will be allowed to hold only one special post during his/her career in the Department.

3.5 A seconded post under any other Ministry will be considered as a special post.

3.6 It is the responsibility of the Medical Officer who completes or will be completing soon the 2 years of service in a special post in the Department to inform the respective Head of institution to include his/her name in the noted list.

3.7 If a special post is not filled after advertising once, it will be advertised in the post intern list but will not be considered as a special post defined in 3.1 above.

3.8 Withdrawal of an application made to a special post should be done before the closing date of application for that post. If a Medical Officer who is selected for special post refuses or fails to accept the appointment, he/she will not be considered for appointments of any special posts in the future.

* The Medical Officers selected for special posts should be released only after the due replacement is available (GENERAL CIRCULAR No01, 05/2004 of 29 April 2004)

04. Seconded Posts

4.1 All seconded posts to other ministries, Universities and Sri Jayewardenepura General Hospital will be advertised by way of circular by the Department of Health and such posts are considered as seconded posts on public policy.

4.2 The selection board of these posts will be constituted by a representative from the relevant Ministry or University, a representative from the Department of Health and a representative from the recognized Trade Union.

4.3 Same rules which are applicable to special posts will be applicable in respect of seconded posts as well.

4.4 All Medical Officers on completion of two years in the seconded posts should be released to their original stations, they served prior to the secondment and be noted for transfers in the next annual list. Those who do not revert back to their original post after completing their two years in the seconded posts will be considered as having vacated their posts.

4.5 it is the responsibility of the Medical Officer, who completes his/her period of service in the seconded post, to inform the Head of institution he/she served prior to the release under secondment, to include his/her name in the annual transfer list.

05. Post graduate Trainees

5.1.1 Post graduate trainees will be released without replacement to commence their training.

5.1.2 On completion of their training post graduate trainees who have been selected for MSc. Diplomas and in-service training will be given temporary attachments until the next annual transfer list is advertised.

5.1.3 Postgraduate trainees following MD and MS courses who have been unsuccessful at the first attempt or who have not sat the first eligible examination will be allowed to stay in the stations of their choice only until 3 other consecutive examinations are held. The allocation of the stations and units will be made by the DGHS on the recommendation of the Appeal Board where necessary, in such a manner that there will not be any interference to the training programme of the those trainees who are appointed by the PGIM to the respective units.

5.1.4 Those postgraduate trainees who complete their local SR training will be posted to cover-up duties of a specialist in stations determined by the Department of Health, until such time they are ready to leave for their overseas training.

06 Appeals

6.1 Annual Transfer Appeals

6.1.1 Only Medical Officers who have applied for annual transfers are eligible to appeal against an annual transfer

6.1.2 This appeal should be forwarded in a specified form through proper channels to the DGHS

6.1.3 These appeals will be considered by an Appeal Board before 15th October each year.

6.1.4 If an appeal is rejected, the Officer should report to the station on the stipulated date as given in the annual transfer list.

6.2 Special Appeals

6.2.1 The Department of Health, under very special circumstances, may entertain appeals for transfers during the course of the year. However this appeal will be considered by the Appeal Board only in March and July of that year.

6.2.2 Unless a very urgent personal problem has arisen during the course of year, a Medical Officer should not apply for a transfer through an appeal, as all Medical Officers who complete 2 years in a station are eligible to obtain a transfer through the annual transfer list.

6.2.3 When an appeal is made, the Officer should mention the DPDHS area in which he/she wants to be stationed. He/she should specify the list of institutions in the order of preference. The post will be decided by the Appeal Board depending on the seniority of the Officer and the cadre requirements of the institution.

6.2.4 If the personal problem is of a temporary nature, the transfer granted on the appeal will also be a temporary nature, not exceeding three months.

6.2.5 When appeal is made by a spouse of a Consultant to be appoint to a station in close proximity to that of the respective Consultant, the request may be considered, provided there is a vacant cadre position in that station.

6.2.6 From the special Appeal Board, the Medical Officers are appointed only as MOO, RMOO, RHO and AMOH.

07. Mutuals

7.1 Mutual transfers will not be entertained.

08. North and East Area

8.1 Medical Officers serving in the North & East may be considered for transfer to other areas once they complete one year of service in the North & East areas, based on the availability of vacant stations. However the Department of Health will not guarantee such concessions all the time.

09. Intern Appointments

9.1 Intern appointments are strictly given according to the merit order published by the UGC and in the case of foreign qualified graduates the merit order will be determined by the date of registration with the Department of Health after passing the Act 16 examinations.

9.2 Applicants should fulfill all the eligible criteria stipulated for the posts advertised by the DGHS, at the closing date for such applications.

Dr. A.M.L. Beligaswatte
Director General of Health Services
30/09/2001

Section 2

Transfers

1. General

- 1.1 A transfer should not be made as a matter of routine, but generally to accommodate the requests of an officer who has served in an unpopular station, for an opportunity to serve in a popular station or for specific administrative reasons.
- 1.2 A transfer should be effected in accordance with the Scheme of Transfers formulated by the Transfer Board taking into account the special needs of the Department and the need for review in keeping with technical changes.
- 1.3 An officer under transfer order should be allowed to leave in sufficient time to reach his new station by the date fixed.
- 1.4 Section 4 of this chapter will not apply to the Police Service and to Departments which have special Schemes of transfers.

2. Authority for ordering transfers

- 2.1 The constitution vests the cabinet of Ministers with the power of transfer of a Public Officer.
- 2.2 The Cabinet of Ministers has delegated its power to the Public Service Commission in respect of officers not appointed by the Cabinet Ministers and the Public Service Commission has delegated the power of transfer to Public Officers.

2.3	Category	Authority for Transfer
1.	Head of Department Government Agent Additional Secretary Senior Assistant Secretary to a Minister	Cabinet Minister
2.	Public Officer in a staff grade in the combined service:	
	a) Outside a Ministry	Secretary, Ministry of Public Administration
	b) Within a Ministry	Secretary to the Ministry
	c) Within a Department	Head of Department
3. a)	Public officer in a staff grade not in the combined service	Secretary to the Ministry, Head of the Department if not under the Ministry
b)	Public officer in a staff grade in the Department of Auditor General and the Department Of the Commissioner Of Elections, not in The Combined Services	Secretary to the President
4.	Public Officer not in a Staff grade in the Combined Services:	
	a) Outside a Ministry	Director, Combined Services
	b) Within a Ministry	Secretary to the Ministry
	c) Within a Department	Head of Department
5.	Public Officer not in a staff grade and not in	

the Combined Services:

- a) Within the Ministry Secretary to the Ministry
- b) Within the Department Head of Institution

2.4 A transfer of an officer of the Combined Services within a Ministry should be intimated to the Secretary, Ministry of Public Administration.

3. Transfer Boards

3.1 The authority ordering a transfer will act on the advice of a Transfer Board except in cases referred to in section 3.2 when the transfers will be ordered entirely at the discretion of the authority.

3.2 A Transfer Board will not deal with
A Transfer not involving a change of station
A transfer on disciplinary grounds
A transfer necessitated by the exigencies of the service,
A transfer in a Department having less than twenty five transferable officers

3.3 One or more Transfer Boards should be set up in every Department which has twenty five or more transferable officers.

3.4 Where the number of Transferable Officers is a large enough to warrant it, there should be a separate Board for officers belonging to different services within the Department(e.g., in the Health Department different Boards will deal with the transfer of Doctors, Nurses, etc)

3.5 A Transfer Board should consist of

- a) Two representatives of Management (i.e., a Senior Deputy and the staff officer in charge of Establishments in the

Department) other than an officer nominated for the Transfer Appeals Board.

b) One representative of either

- I. Each Trade Union in the Department of the Services in the Department having a membership of 15 percent or more of the total number of officers in that Department or Services : or
- II. Each Trade Union of which an officer has been released for full time Trade Union work.

3.6 Where there is wide disparity in the opportunities to serve in popular stations as between one Department and another within the same Ministry to effect inter-departmental transfers in order to provide to those in service for a better distribution of opportunities within the Ministry of service in popular stations.

3.7 Transfer of officers of the Combined Services from one Ministry to another will be dealt with by the Transfer Boards which will be set up by the Director of Combined Services.

3.8 Each Transfer Board should draw up a scheme of transfers taking into consideration the following among other matters.

3.8.1 Grading of station into such categories as “Highly Popular” “Popular” and “Unpopular”. A popular station would generally be one where various facilities such as schooling, housing, etc., are available or any other stations for which there is a heavy demand.

3.8.2 Fixing of the maximum period of service in each category of station (e.g., it may be two years in a highly popular station)

3.8.3 When an officer is transferred from one Department to another, his period of service in the different categories of stations in the Departments in which he has previously served should be taken

into account when he is given his posting in his new Department. This is necessary to prevent the possibility of officers continue to stay in the same station for long periods by the expedient of obtaining transfers to a sub office in another Department when their term of service in a particular sub office of one Department is due to expire.

3.8.4 In selecting officers for service in distant and unpopular stations, unmarried male officers and married officers without school going children should, where possible, be selected in preference to married officers with school going children. The number of school going children and their ages may also be considered.

3.8.5 No form rules can be laid down in regard to such special factors and each Transfer Board will have to work out its own scheme depending on the nature of the service. In some Departments it may be impracticable or inadvisable to embody such considerations in the Scheme of Transfers.

3.8.6 Generally an officer should, wherever possible, be placed in a post in his area of residence. The transfer outside his District of Residence should generally be done only in instances of established guilt after a formal disciplinary inquiry which necessitates such transfer.

3.9 The Scheme of Transfers, as well as any amendments, should be made known to all relevant officers.

3.10 A Transfer Scheme shall be subjected to the exigencies of service. The interest of smooth and efficient administration is paramount and transfers should be effected in such a manner as to cause the minimum disruption in the work of a Department.

3.11 The Transferring Authority may vary the decisions of the Transfer Board and communicate his reasons for doing so to the Board.

4. Notice of Transfer

4.1 As far as possible, all transfers should be taken effect from the 1st of January each year. At least 2 calendar months' notice of transfer should be given to enable an officer to find suitable schools for his children and to arrange housing accommodation. Where a transfer is deferred or canceled, at least one month's notice of such cancellation or deferment should be given.

4.2 If, for any reason, less than one month's notice of transfer or less than three days notice of cancellation or deferment of a transfer is unavoidable, the requirement of section 24:12 of Chapter XIV should be complied with.

4.3 The authority ordering, cancellation or deferring a transfer should bear in mind the extra cost to the government, (See Section XIV) where short notice is given and should ensure, therefore, that transfer, cancellation or deferment is not ordered at short notice except in very urgent and unavoidable circumstances. Where a transfer, cancellation or deferment at short notice could have been avoided, the officer responsible is liable to be surcharged the extra cost to the government under Section 24:13 of Chapter XIV.

5. Appeal boards

5.1 A Transfer Appeal board will consist of the head of Department and a Senior Staff Officer nominated by the Head

of Department, other than an officer who served in the Transfer Board.

- 5.2 An appeal will be entertained only on the grounds that a proposed transfer violated the Scheme of transfers or that circumstances have so changed as to justify a variation of the original transfer order or that very grave personal hardships of exceptional nature will be caused by the transfer.
- 5.3 Full and final authority is vested in the secretary of the ministry to decide in cases where a Transfer Appeal Board can not settle.

6. Time table for action connected with Transfers

- 6.1 Each year, Applications for transfer should be called for to reach the Transfer Board before the 15th August. The Board will entertain only such requests as are made in accordance with Transfer Scheme.
- 6.2 The list of Transfer as decided by the Board should be notified to the officers concerned by the 1st of October each year.
- 6.3 An appeal could be entertained by the Appeal Transfer Board up to about 15th of October.
- 6.4 The final decision of the Appeal Board should be communicated to the officers concerned before the 1st of November.

No 662/11 – FRIDAY, MAY 17, 1991

PART 1: SECTION (1) – GENERAL

Government Notification

MUNITE IN REGARD TO MEDICAL PERSONAL OF THE
HEALTH SERVICES

5.6 Specialist appointments:

5.6.1 Medical Officers with qualifications listed in Appendix 1 of Medical Services Minute as per Government Gazette Notification No: 14840 of 07th February, 1969 and appointed to specialist posts before 01.01.1980 will continue to be recognized as specialists Medical Officers.

5.6.2 Medical Officers possessing qualifications listed in Appendix 1 of No 14480 of 07th February, 1969 and appointed to the Department on or after 01.01.1980 and fulfilled the requirements of the Post Graduate Institute of Medicine of University of Colombo and have obtained Board Certification are eligible for appointments as Specialist Medical Officers.

5.6.3 Medical Officers with qualifications listed in Appendix 1 of the Medical Services Minute as per Gazette Notification No: 14840 of 07th February, 1969 and appointed to specialists posts before 01.01.1980 or

returned after 01.01.1980 within the stipulated period, who went on departmentally approved no pay leave or scholarships, will continue to be recognized as Specialist Medical Officers.

5.6.4 Medical Officers in Grade 11 who have successfully completed the appropriate post graduate training programme, and processing qualifications as listed in Appendix 1, and obtained Board Certification of the Post Graduate Institute of Medicine, University of Colombo are eligible for appointment as Specialist Medical officers.

5.6.5 Specialists Medical officers appointed after 01.01.1980 in terms of sub section 5.6.2 above will not be considered for a Teaching hospital appointment until they have completed four years of training from the date of Board Certification.

5.6.6 Specialists Medical Officers appointed in terms of sub section 5.6.2 and 5.6.4 will be paid Specialists salary from the date of Board Certification.

6. Seniority

6.1 Seniority at appointment

6.1.1 Seniority in the Health Services will be governed by the regulations of the Establishment Code.

6.1.2 Seniority among those appointed to the permanent service on the same date will be according to the order of merit in the Final Examination.

6.1.3 The seniority for specialist appointments would be Grade 11 seniority. In the case of appointments to Teaching Hospitals, it will be on the point scheme. Four points for Preliminary grade (2 points per year), 24 points for grade 11 (2 points per year), and 2 points per year for each year of service in Grade 1 and Specialist Grade.

No 1176/15 – THURSDAY, MARCH 22, 2001

PART 1: SECTION (1) – GENERAL

Government Notification

MUNITE IN REGARD TO MEDICAL PERSONAL OF THE
HEALTH SERVICES

REFERENCE is made to the above minute published in gazette No 662/11 of 17th May 1991 and amendments made in Gazette No. 818/1 of 09th May 1994.

Amendments (Specialist Medical Officers)

Section 6.1.3.1 There will be only one transfer scheme for specialists Medical Officers to teaching hospitals, specialist institutions and non teaching hospitals.

Section 6.1.3.2 Transfers of Specialists Medical Officers will be effected according to exigencies of service

Section 6.1.3.3 Transfers will be made on a point scheme as follows :

Note:- under this scheme, points will not be awarded to more than one grade at the same time. (When the officer is entitled to points more than one grade, the officer will be given points to the grade for which he/she could get the maximum number of points)

Preliminary Grade-02 per year—Maximum 04 points

Grade 11 – 02 per year

- a) Medical officers promoted to Grade 1 before 09.05.1994, date on which the Minute in regard to the Medical personnel was amended are entitled to the maximum of twenty four points.
- b) Those medical officers who were promoted to Grade 1 after 09.05.1994 the date of amendment to the Minute in regard to the Medical personnel, will be entitled to a maximum of twenty points.
- c) Those Medical Officers who had remain more than 10 years in Grade 11 on 09.05.1994 the date of Minute in regard to the Medical personnel was amended, are entitled t twenty points to the first 10 years and thereafter 0.5 points per every additional three months.

Section Grade 1-02 per year (until the officer is promoted to the specialists Grade).

Specialist Grade – 04 per year (there is no upper limit)

Section 6.1.3.4 Points will be given for each completed 03 months, (e.g. Grade 11 – 0.5 per three months. Specialist Grade 1.0 per three months.

Section 6.1.3.5 In the event of two applicants obtaining equal aggregate of points, seniority will be determined by the number of days calculated as follows: The total number

of days not exceeding 90 days which have not been utilized when calculating Grade1, Grade 11 and Specialist Grade, will be taken into consideration and the officer, who has the highest number of such unutilized days will be entitled to the appointment. When two or more officers have equal number of such days, the officer placed highest in the merit position in the appointment to the preliminary Grade will be entitled to the post.

Section 6.1.3.6 for Teaching Hospitals and Special Institutions, transfers will be effected as and when vacancies occur. Points will be calculated up to the date on which the post falls vacant, e.g. date of retirement/transfer. For Non Teaching Hospitals transfers will be made annually and points will be computed up to 31st December of the previous year. i.e. day prior to 1st of January of the year transfers come into effect.

Section 6.1.3.7 for periods of no pay leave spent within the country or abroad, the following procedure will be adopted in calculating points:-

I. No points will be awarded for no-pay leave taken by an officer except for medical reasons.

II. For medical leave, points will be given only to period supported by a proper medical certificate, (e.g. when the officer is sick overseas, the medical certificates, submitted through the respective Embassy or the High Commission), acceptable to the Department of Health Services and the Ministry of Health as at present.

III. When an officer who is abroad falls sick, it is the responsibility of the Medical Officer concerned to bring this to

notice of the Director General of Health Services. This should be done within period of two weeks.

IV. In institutions where an officer who is abroad avails himself/herself of medical leave exceeds three months, the documents related to the illness should be produced before a properly constituted Medical Board as is applicable for similar leave availed of locally. No points will be given for leave not approved by the Medical Board.

V. For periods approved as half pay leave, the officers will be entitled only half the number of points recommended for the period.

Section 6.1.3.8 Medical Officers who went on No-pay leave before the establishment of Post Graduate Institute of Medicine in Sri Lanka for the purpose of obtaining post graduate qualifications as set out in Appendix 1 of the Medical Services Minute, published in the Government Gazette No. 14840 of 17th February 1969, will be treated as for paid leave and will be given points for the period of leave, they had taken as no pay leave to obtain the stipulated Post Graduate qualification and this will be allowed once only. No-pay leave taken for any other purpose by these Medical Officers will not be calculated for the calculation of points.

Section 6.1.3.9 End Stations

- I. The following institutions are considered as end-stations. The National Hospital of Sri Lanka, De Soysa Maternity Hospital, Lady Ridgeway Hospital, Castle Street Hospital for Women, Eye Hospital-Colombo, Colombo South Teaching Hospital, Colombo North Teaching Hospital, Teaching Hospital- Karapitiya, Teaching Hospital-Mahamodara, Teaching Hospital- Peradeniya, Teaching Hospital-Kandy, Teaching Hospital-Jaffna, Cancer Institute-Maharagama, Mental Hospital-Angoda and Mulleriyawa, Chest Hospital-Welisara, Chest Clinic-Colombo, Fever Hospital-Angoda, Rehabilitation Hospital-Ragama, JMO Office-Colombo, Medical

Research Institute-Colombo, Dental Institute-Colombo, and Dental Hospital-Peradeniya.

- II. Specialists holding Consultant posts in Institutions listed in above (I) are considered as end posts. Resident posts and specialists posts in out patient department of Teaching Hospitals/Special Institutions are not considered as end posts.
- III. An officer posted to an end-station will be permitted to stay in that Hospital/Institution until his/her retirement/resignation/transfer to another end station at his/her request.
- IV. An officer serving in an end-station will be permitted to apply for a post in a Non Teaching Hospital/Institution after completing 04 years of service in the post he/she holds, and on condition that in the event of him/her loses the right to apply for a vacant post in Teaching Hospital/Institution he/she completes a period of 04 years in the post in the Non Teaching Hospital.
- V. Except for Specialist Medical Officers appointed to end-stations, specialist holding all other posts will be compulsorily transferred on completion of 04 years. However, he/she can apply for a transfer on completion of 02 years in such posts. This period of two or four years will be counted from the 1st of January of a particular year irrespective of the date of assumption of duties in the present post.

Section 6.3.1.10 Additional Points:

Additional points will be given for services as a Specialist in difficult or unpopular stations. These stations are declared by the Ministry of Health on the recommendation of the Director General of Health Services and will be notified in the annual transfer advertisements in each year. Additional points will be given for Specialists held consultant posts in such stations after their Board Certification, at the rate of 0.25 points per three months. These extra points will be calculated only for the posts held within the four years

immediately before the contemplated transfer. These additional points scheme is not applicable in case of transfer to end-station.

Section 6.3.1.11 Application for Specialists posts:

Applicable for specialist posts