



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



पंचदीप भवन, सी० आई० जी० मार्ग, नई दिल्ली
 Panchdeep Bhawan, CIG Marg, New Delhi-02
 Website : www.esic.nic.in

File No.: U/106/2025-MED-VI

Date: as e-signed

To,

The Dean,
 ESIC Medical College & Hospital,
 Rajajinagar, Bengaluru,
 Karnataka - 560010.

Sub: Revision of Manpower of ESICH & MC Rajajinagar as per ESIC HR Norm 2023 and NMC requirements -reg.

Ref.: This office letter of even No. dated 14.07.2025

Madam/Sir,

I am directed to convey the approval of the Director General, ESIC for sanction of manpower for 616 commissioned beds for in-patient care under various Broad Specialty and Super Specialty Services and for 62 ICU Beds in supersession of all earlier sanctions as per the details below: -

Table 1: For Broad Specialty Departments

Teaching Faculties {Professor (Prof.), Associate Professor (Asst. Prof.) & Assistant Professor (Asst. Prof.)}; Medical Officer (MO); Senior Resident (SR); Junior Resident (JR); and Tutor/Demonstrator (T/D)

S. No.	Department	Prof.	Asst. Prof.	Asst. Prof.	MO	SR	JR	T/D
1	Anaesthesiology	1	3	9	5	17	0	0
2	Biochemistry	1	2	2	0	4	0	4
3	Pathology	1	3	3	0	6	0	5
4	Microbiology	1	2	3	0	3	0	4
5	Chest	1	1	2	2	4	0	0
6	Dermatology	1	1	2	2	3	2	0
7	ENT	1	1	2	3	3	2	0
8	Eye	1	1	2	3	3	2	0
9	Medicine	1	4	7	9	12	10	0
10	Obstetrics & Gynaecology	1	3	5	9	11	6	0
11	Orthopaedics	1	2	3	7	9	6	0
12	Paediatrics	1	2	4	6	10	6	0

13	Radiology	1	1	4	0	6	0	0
14	Surgery	1	4	5	9	9	10	0
15	Psychiatry	1	1	1	2	2	2	0
16	Dental	0	1	3	4	1	2	0
17	Physical Medicine & Rehabilitation	0	1	1	0	2	0	0
18	Community Medicine	1	2	8	0	3	0	3
19	Reproductive Medicine and Surgery	0	0	0	0	2	0	0
20	Radiotherapy	0	0	0	0	1	0	0
21	Anatomy	1	2	3	0	3	0	5
22	Physiology	1	2	2	0	3	0	4
23	Pharmacology	1	2	3	0	3	0	4
24	Forensic Medicine	1	1	1	0	3	0	3
25	Accident & Emergency	1	1	3	11	0	0	0
26	ICU	0	0	7	0	18	15	0
27	NICU	0	0	0	0	6	0	0
28	PICU	0	0	0	0	6	0	0

Note:

- Three Teaching Faculties from the department of Medicine are to be attached with Super Speciality Departments (One each for Cardiology, Medical Oncology and Nephrology) and one Teaching Faculty from the department of Surgery is to be attached with Super Speciality Department of Surgical Oncology. The attached Teaching Faculties shall ensure the continuity of Services in the event of non-availability of Teaching Faculty in respective Super Speciality Department.
- The unit shall not engage SR if Bond SR is available in the same Broad Speciality Department and shall not engage JR or Tutor/ Demonstrator if GDMO or Bond JR is available in the same department.

S. No.	Designation	Sanction Strength
1	Assistant Professor (Statistician)*	1

*NPA to be given as per admissible rules

Table 2: For Super Specialty Department

Teaching Faculties {Professor (Prof.), Associate Professor (Asct. Prof.) & Assistant Professor (Asst. Prof.)} and Senior Resident (SR)

S. No.	Department	Prof.	Asct. Prof.	Asst. Prof.	SR
1	Anaesthesiology with Surgical Super Specialty	0	0	4*	3

2	Burns & Plastic Surgery	1	1	0	5
3	Cardiology	1	1	0	4
4	Endocrinology & Metabolism	1	1	0	2
5	Haematology	1	1	0	2
6	Gastroenterology	1	1	0	5
7	Medical Oncology	1	1	1	5
8	Nephrology	1	1	0	3
9	Neurology	1	1	0	5
10	Neurosurgery	1	1	0	5
11	Paediatric Surgery	1	1	0	2
12	Surgical Oncology	1	1	0	5
13	Urology	1	1	0	5
14	Rheumatology	1	1	0	5

*One each for Cardiac Anaesthesia; Neuro Anaesthesia; Paediatric & Neonatal Anaesthesia; Critical Care & Transplant Anaesthesia

Table 3: Other staff for ICU, NICU & PICU

S. No.	Nomenclature of the post	Sanction Strength (ICU)	Sanction Strength (NICU & PICU)
1	OT Assistant (OTA)	21	3
2	OT Technician (OTT)	8	8
3	Sr. OT Technician (Sr. OTT)	5	5
4	Sr. Technical Assistant (STA)	3	3

Table 4: Allied Healthcare Professionals

S. No.	Nomenclature of the post	Sanction Strength
1	OT Assistant	46
2	OT Technician	10
3	Senior OT Technician	4
4	Senior Technical Assistant (for OT)	2
5	Plaster Assistant	9
6	Plaster Technician	5
7	Dressers	8
8	CSSD Assistant	14
9	CSSD Technician	7

10	Senior CSR Technician	4
11	Senior Technical Assistant (for CSSD)	2
12	ECG Technician	12 ¹
13	Senior ECG Technician	4
14	Senior ECG Technical Assistant	2
15	Endoscopy Technician	2
16	Senior Technician (Endoscopy)	1
17	Junior Medical Laboratory Technologist	29 ²
18	Medical Laboratory Technologist (erstwhile Lab Technician)	11 ³
19	Technical Officer -MLT (erstwhile Senior Technical Lab Assistant)	6
20	Junior Radiographer	19
21	Radiographer	14
22	Senior Technical Assistant (Radiology)	5
23	Physiotherapist	5
24	Senior Physiotherapist	2
25	Occupational Therapist	4
26	Optometrist	3 ⁴
27	Senior Optometrist	2
28	Optometry Officer	1
29	Dental Mechanic	2
30	Dental Hygienist	2
31	Respiratory Lab Assistant	3
32	Respiratory Lab Technician	1
33	Dietician	3
34	Senior Dietician	1
35	Pharmacist	22 ⁵
36	Senior Pharmacist (NFG)	8
37	Pharmacy Officer (NFG)	2
38	Senior Pharmacy Officer (NFG)	2

39	Speech Therapist	1 ⁶
40	Audiometry Technician	1 ⁶
41	Medical Social Worker	12 ⁷
42	Clinical Psychologist	1
43	Child Psychologist	1 ⁸
44	Health Educator /Community Nurse	2
45	Jr. MRT (Medical Record Assistant)	6
46	Medical Record Technician	5
47	Medical Record Officer	3
48	Library Assistant	6 ⁹
49	Librarian Gr. II	2 ⁹
50	Librarian Gr. I	2 ⁹
51	Veterinary Officer	1 ¹⁰

¹ Inclusive of College Staff for the following:

- Non-teaching staff for Medical clinical department (General Medicine).

² Inclusive of College Staff for the following:

- Non-teaching staff for Preclinical & Paraclinical Departments (Anatomy, Physiology, Biochemistry, Pathology, Microbiology, Forensic Medicine and Community Medicine);
- Non-Teaching staff for Medical clinical departments (General Medicine, Pediatrics and Dermatology);
- RHTC and UHTC

³ Inclusive of College Staff for the following:

- Research Lab/Facilities;
- Non-Teaching staff for Surgical clinical departments (General Surgery, Orthopedics, ENT, Eye and OBG);
- Anti-Retroviral Therapy (ART) Centre

⁴ Inclusive of College Staff for the following:

- Non-teaching staff for Surgical clinical departments (Eye)

⁵ Inclusive of College Staff for the following:

- RHTC & UHTC;
- ART

⁶ Inclusive of College Staff for the following:

- Non-teaching staff for Surgical clinical department (ENT).

⁷ Inclusive of College Staff for the following:

- Research Lab/Facilities;
- Non-Teaching staff for Preclinical & Paraclinical Departments (Community Medicine);

- Non-Teaching staff for Medical clinical departments (Pediatrics and Psychiatry),
- Non-Teaching staff for Surgical clinical department (OBG);
- RHTC & UHTC and
- ART

⁸ Non-teaching college staff for Medical clinical department (Pediatrics).

⁹ Inclusive of college staff for Library & Central Photography Unit.

¹⁰ As Non-Teaching college staff for Preclinical & Paraclinical Department of Pharmacology.

Table 5: Administration (Medical & Non-Medical officers)

S. No.	Nomenclature of the post	Sanction Strength
1	Dean	1
2	Medical Superintendent	1
3	Deputy Medical Superintendent	3
4	Medical Officer (I/c Medical Stores)	1
5	Additional Commissioner	1
6	Joint Director (Admin/Academic/Finance)	2
7	Deputy Director (Admin/Academic/Establishment)	2
8	Deputy Director (Finance/Accounts)	1
9	Bio Medical Engineer	1
10	Assistant Director (DDO/Cash)	1

Table 6: Administration (Non-Medical) - OS/SSO onwards including staff for Dean

S. No.	Nomenclature of the post	Sanction Strength
1	Office Superintendent	6 ¹ +1*
2	Assistant	24 ¹
4	Upper Division Clerk	58 ² +1*
5	Lower Division Clerk	12+1*
6	Assistant Director (Official Language)	1
7	Senior Translation Officer	1

8	Junior Translation Officer	2
9	PPS for Medical Superintendent & Dean	1+1*
10	PS for Deputy Medical Superintendent	3
11	Stenographer	13 ³ +1*
12	PA for Joint Director	2
13	Multi-Tasking Staff (MTS)	39 ⁴ +1*

*Staff for Dean Office.

¹ Inclusive of staff for Medical College Building Complex catering to Students.

² Inclusive of college Staff for the following:

- Library & Central Photography Unit;
- Research Lab/Facilities;
- RHTC & UHTC;
- Non-Teaching staff for Preclinical & Paraclinical Departments (Anatomy, Physiology, Biochemistry, Pathology, Microbiology, Pharmacology, Forensic Medicine and Community Medicine);
- Non-teaching staff for Medical clinical departments (General Medicine, Pediatrics, Dermatology and Psychiatry)
- Non-teaching staff for Surgical clinical departments (General Surgery, Orthopedics, ENT, Eye and OBG);
- Office staff for other Teaching Departments (Radiodiagnosis, Anesthesia, Dentistry and Blood Bank);
- ART
- For Medical College Building Complex Catering to Students

³ Inclusive of College Staff for the following:

- Non-teaching staff for Preclinical & Paraclinical Departments (Pathology, Microbiology, Forensic Medicine and Community Medicine);
- Non-Teaching staff for Medical clinical department (General Medicine)
- Non-teaching staff for Surgical clinical departments (General Surgery, Orthopedics, ENT, Eye and OBG);
- Office staff for other Teaching Departments (Radiodiagnosis and Anesthesia);
- Medical Education Unit (MEU)
- For Medical College Building Complex Catering to Students

⁴ Inclusive of College Staff for the following:

- Library & Central Photography Unit;
- Research Lab/Facilities;
- Non-Teaching staff for Preclinical & Paraclinical Departments (Anatomy, Physiology, Biochemistry, Pathology, Microbiology, Pharmacology, Forensic Medicine);
- ART

Table 7: Engineering Division

S. No.	Nomenclature of the post	Sanction Strength
1	Assistant Engineer (Civil)	1
2	Assistant Engineer (Electrical)	1
3	Junior Engineer (Civil)	1
4	Junior Engineer (Electrical)	1

Table 8: Nursing staff

S. No.	Nomenclature of the post	Sanction Strength
1	Nursing Officer	254 ¹ +9 ²
2	Senior Nursing Officer	109
3	Assistant Nursing Superintendent	28
4	Nursing Superintendent	1
5	Chief Nursing Officer	1

¹ Inclusive of Staff for Blood Bank Centre and Outstation Blood Camps.

² Inclusive of College Staff for the following:

- RHTC and UHTC
- ART centre

Table 9: Staff for Outsourced services

S. No.	Nomenclature of the post	Sanction Strength
1	Chief Hospital Manager***	1
2	Hospital Manager	2
3	IT Manager	1
4	IT Assistant	2
5	Data Entry Operator	15
6	Staff for Facilitation Counter	2
7	Staff for Registration Counter	24
8	Quality Control Manager*	1

9	Sanitary attendant	339 ¹
10	Sanitary Supervisor	23
11	Sanitary Inspector	3 ²
12	Sanitary officer	1
13	Security Guard	256
14	Security Supervisor	17
15	Support Staff**	292 ³

***The quality control manager should be hired by the hospital at the time of initiating the process of NABH/ NABL/ NAAC Accreditation. They will be required for continuous assessment, rating and surveillance by board/ authorities. They may also be utilized by the hospital administration as per other functional requirements.**

**** For the services that were earlier being rendered by the erstwhile cadre of Nursing Orderly and allied cadres.**

*****As far as possible Officers of the rank of Major or equivalent may be engaged on contractual basis.**

¹ Inclusive of staff for Blood Bank Centre

² Inclusive of staff for RHTC and UHTC

³ Inclusive of staff for the following:

- Blood Bank Centre
- Additional staff for Outstation Blood camps
- College Staff for
 - Library & Central Photography Unit
 - Research Lab/Facilities
 - RHTC and UHTC
 - Non- Teaching Staff for Preclinical & Paraclinical Departments (Anatomy, Biochemistry, Pathology, Microbiology, Pharmacology and Forensic Medicine)
 - Non-Teaching Staff for Medical Clinical Departments (General Medicine and Pediatrics)
 - Non-Teaching Staff for Surgical clinical departments (General Surgery, Orthopedics, ENT, Eye and OBG)
 - Medical Education Unit (MEU)

Table: 10 Blood Bank Centre staff

S. No.	Nomenclature of the post	Sanction Strength
1	Professor	1
2	Associate Professor	1
3	Assistant Professor	0

4	Medical Social Worker	1
5	Medical Laboratory Technologist (erstwhile Blood Centre Technician)	5

Table 10A: Additional staff for outstation blood camps

S. No.	Nomenclature of the post	Sanction	Remark
1	Medical Personal (Medical Officer)	1	-
2	Medical Social Worker	1	-
3	Medical Laboratory Technologist (erstwhile Blood Centre Technician)	2	-

Table 11: Additional Staff for component separation

S. No.	Nomenclature of the post	Sanction Strength
1	Medical Laboratory Technologist (MLT)	2*

* Senior Most work as Supervisor

Table 11A: Staff for Apheresis

S. No.	Nomenclature of the post	Sanction Strength
1	Medical Personal	1
2	MLT	1

Staff for Research Lab/Facilities

1. Molecular Lab
2. Stem Cell Research Lab
3. Cytogenetics
4. HLA and Tissues Typing Research lab

Table: 12

Sl. No.	Nomenclature of the Post	Sanction Strength
1.	Lab Director	1
2.	Lab Supervisor	4
3.	Senior Scientific Research Officer	4

4.	Junior Research Officer	4
5.	Biostatistician	1
6.	Clinical Monitors (MBBS and above)	4 (1 per facility)

All outsourced services are to be procured through GeM only, keeping in mind the existing guidelines and circulars issued from time to time by the Hqrs office. The concerned Dean/ Medical Superintendent are directed to hire the contractual and outsource staff on actual requirement basis only and not merely based on the sanction/ release letter. The sanction given for contractual and outsource staff is upper ceiling and the engagement shall never overshoot the specified number. All contractual and outsourced staff engagement shall be duly concurred by local finance considering bed occupancy, actual workload, local incidences and other issues.

The concerned Dean/MS may utilize OS, Assistant, UDC, MTS, Support & Sanitation Staff, MLT, MSW, JMLT, Pharmacist, Stenographer, Nursing cadre employees, ECG technician, Clinical/Child psychologist, Audiometry Technician, Speech Therapist and Optometrist (Refractionist) in various Academic and Clinical departments as per the local requirement.

The Finance Division has accorded their concurrence vide their note #226 of the e-file of even number, subject to the condition that in case of any variations from the above, the unit may send the proposal after due certification by the local finance.

The revised sanction strength supersedes all previous sanctions issued in this regard.

The above sanction is inclusive of manpower required for functioning of 62 HDU beds i.e. 10% of Commissioned Beds.

This is issued with the approval of the Competent Authority.

Yours faithfully,

ASSISTANT DIRECTOR (MA)

Copy to: -

1. The Regional Director, ESIC Regional Office, Karnataka.
2. The Zonal Insurance Commissioner (South Zone).
3. The Zonal Medical Commissioner (South Zone).
4. Medical Education Cell, Headquarters, New Delhi.
5. Medical I/II/III/IV/V, ESIC Hqrs.

6. Estt. I/II/III/DPC Cell, ESIC Hqrs.
7. Website Content Manager with the request to upload on the ESIC website.
8. Guard file.