KVSSA NEWS LETTER

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SECRETARY'S MESSAGE

നിയമാനുസൃത സ്വകാര്യ പ്രാക്ടീസ്

നിയമാനുസൃതമായി ഓഫീസിനു പുറത്ത് കർഷകന്റെ വീട്ടിൽ പോയി ചികിത്സാ സേവനം നടത്തിയ വെറ്ററിനറി ഡോക്ടർക്കെതിരെ വിജിലൻസ് അഴിമതിക്കേസ് ചുമത്തിയത് തീർത്തും വിചിത്രവും അപലപനീയവുമായ നടപടിയാണ്. സ്വകാര്യ പ്രാക്ടീസ് സംബന്ധിച്ച് സുപ്രീംകോടതിയുടെ വിധികളും വെറ്ററിനറി ഡോക്ടർമാർ മുൻകാലങ്ങളിൽ വിവിധ കോടതികളിൽ നിന്നും നേടിയിട്ടുള്ള വിധികളും സ്വകാര്യ പ്രാക്ടീസ് നിയമ വിധേയമായതാണെന്നും സംസ്ഥാന സർക്കാരിന്റെ ചട്ടങ്ങൾ പാലിച്ചുകൊണ്ട് പ്രൊഫഷണൽ സേവനം കൊടുക്കുന്നതിന് ഫീസ് സ്വീകരിക്കാവുന്നതാണെന്നും ഇത് അഴിമതിയല്ല എന്നും വ്യക്തമാക്കിയിട്ടുള്ളതാണ്. ഈ അവകാശം സ്ഥാപിച്ചെടുക്കുന്നതിനായി KVSSA യുടെ ലീഗൽ സെൽ DGP യ്ക്ക് ഇതുമായി ബന്ധപ്പെട്ട് ഒരു മെമ്മോറാണ്ടം സമർപ്പിക്കുകയും ഹൈക്കോടതി ഡിവിഷൻ ബഞ്ചിൽ അടിയന്തിര റിട്ട് ഹർജി ഫയൽ ചെയ്യുകയുമാണ്. ഈ കേസിൽ ഡോക്ടർക്കെതിരെ അഴിമതിക്കേസ് ചുമത്തുകയോ വകുപ്പ്തല നടപടികൾ ഉണ്ടാവുകയോ പാടില്ല എന്നും, അല്ലാത്തപക്ഷം ശക്തമായ പ്രതിഷേധം അസ്സോസിയേഷന്റെ ഭാഗത്തുനിന്ന് ഉണ്ടാകുമെന്നും വകുപ്പുമന്ത്രിയോട് സംഘടന ആവശ്യപ്പെടുന്നു.

അതേസമയം ഇത് വെറ്ററിനറി ഡോക്ടർമാരുടെ സ്വകാര്യ പ്രാക്ടീസും വകു

പ്പിലെ പ്രവർത്തനവും പ്രശ്നരഹിതവും അന്തസ്സുയർത്തുന്ന രീതിയിലുള്ളതും ആക്കുന്നതിനുള്ള അവസരമായി വേണം കാണുവാൻ. മൊബൈൽ ഫോൺ വഴിയുള്ള ചികിത്സകളും ഏതസുഖത്തിനും വിവരം പറഞ്ഞുകേട്ട് മരുന്ന് കുറിക്കുന്ന രീതികളും പ്രൊഫഷണൽ സമീപനത്തിന് ചേർന്നതല്ല. ഹോസ്പിറ്റലിൽ രോഗിയെ കാണിക്കാതെ ഒരു ചെറിയ പ്രശ്നത്തിനു പോലും ഏതെങ്കിലും ഒരു മെഡിക്കൽ ഡോക്ടർ മരുന്ന് കുറിക്കുമെന്ന് തോന്നുന്നില്ല. കേരളത്തിൽ ഇന്ന് സ്വകാര്യ പ്രാക്ടീസ് നടത്തുന്ന എത്ര വെറ്ററിനറി ഡോക്ടർമാർക്ക് വീട്ടിലോ ഓഫീസിലല്ലാതെ എവിടെയെങ്കിലുമോ സ്വന്തമായി ചെറിയ സൗകര്യങ്ങളെങ്കിലുമുള്ള കൺസൾട്ടിംഗ് റൂം ഉണ്ടെന്നുള്ളത് സ്വയം പരിശോധനയ്ക്ക് വിധേയമാക്കേണ്ടതാണ്. ഇങ്ങനെ സ്വകാര്യ പ്രാക്ടീസ് ചെയ്യുന്ന എത്രപേർ രസീത് കൊടുക്കുകയോ ചെറിയ തുകയെങ്കിലും IT return - ൽ പ്രൊഫഷണൽ ഫീസ് എന്ന രീതിയിൽ മറ്റ് സ്രോതസ്സുകളിൽ നിന്നുമുള്ള വരുമാനം ആയി കാണിക്കുന്നുണ്ട് എന്നതും ശ്രദ്ധിക്കേണ്ടതാണ്. എന്തായാലും ഇത് വിരലിലെണ്ണാവുന്ന എണ്ണത്തിലോ ശതമാനത്തിലോ മാത്രമേ ഉണ്ടാവൂ.

ഓഗസ്റ്റ് 28-ാം തീയതി നടക്കുന്ന Combined executive commitee യിൽ ഈ വിഷയം ചർച്ച ചെയ്യുവാനും ഗവൺമെന്റ് വെറ്ററിനറി ഡോക്ടർമാരുടെ സ്വകാര്യ പ്രാക്ടീസിന് കൃത്യമായ നിർവ്വചനം സർക്കാരിനോട് ആവശ്യപ്പെടുവാനും ഇതിന്റെ രണ്ടിന്റേയും അടിസ്ഥാനത്തിൽ വെറ്ററിനറി ഡോക്ടർമാരുടെ സ്വകാര്യ പ്രാക്ടീസിനുള്ള Norms തയ്യാറാക്കുവാനും സംഘടന തീരുമാനിച്ചിട്ടുണ്ട്.

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From Editor's desk

KNOWLEDGE IS POWER

Knowledge is something that differentiates man from animals. In a physician's perspective, it differentiates a doctor from a quack or a vet from his patient. Since the beginning of human history, it was the quest for knowledge that led to great inventions and shaped civilizations. Kingdoms and nations which encouraged knowledge improvement of their people flourished; others struggled for existence with muscle power for a short period and vanished.

Let me come to my point. We, the Veterinarians of Kerala, majority of us, got the basic Veterinary education from Veterinary College, Mannuthy. Quiet often, we complain about the lacunae in practical training facilities of our campus and it is an accepted fact…Let me make it singular hereafter, since it holds true only with me… During my internship training programme, I got exposure to several farms spread throughout the state and to enough number of clinical cases of all types, which was just sufficient to fill all the gaps. But unfortunately, I never recognized the significance of gaining practical knowledge during that period. Nobody told me, what is demanded from me when I will be appointed as a Veterinary Surgeon of Animal Husbandry department.

Very fortunately, I got appointed in AHD and simultaneously became the proud member of KVSSA. In addition to the numerous diseases and syndromes which were taught from the college, I got exposed to few more critical conditions affecting those human beings treating animals. But it does not fall under the category of zoonotic diseases either. And it is highly infectious too. It is getting transmitted from man to man in multiple progression at an unimaginable speed. Since I am unaware of the way to treat these new generation syndromes, let me tell you the major symptoms I noticed.

Avanavanism syndrome: In this condition, the affected person can see only his image in front of a mirror. All other reflected objects and persons fade away from his sight. The pathognomonic sign is that, when his colleague or family member is arrested by vigilance accusing him of fake corruption charges, this individual will take his mobile phone and call his friend and storm his brain about the logicality of the incident and will indulge in the analysis of pedigree of the prey. Prognosis is very very grave.

ABC syndrome : Also known as Antibiotic- B Complex syndrome. In this condition, the individual develops a brain-environment barrier. No new knowledge inputs can enter his brain. Though the doctors in Veterinary College prescribe him more than 300 different types of medicines for various symptoms manifested, he will not accept it. He will continuously talk about an antibiotic and B complex alone and never bothers about the outcome. Prognosis – Quack syndrome will flourish as secondary infection.

8 kilometre syndrome: This individual behaves perfectly normal within 8 km radius of his house. Symptoms appear when he is displaced beyond 8 kms. He develops a condition called "farmerophobia". Any poor farmer coming

in front of him or calling him over phone frantically will be considered as an enemy. Depression, confusion, complaining nature and shouting behaviour are characteristic features. Prognosis – Parity strike postures exhibited by him will be torn by farmers, the very next hour.

Schemomania: The individual develops an inner feeling that he is a person supposed to act differently and gets associated with situations totally strange to him. Multiple personality syndrome is a more intense form. Though this patient is provided with an attender and paid salary for sitting in an honourable gazetted chair, he never sits there. Instead he will roam around through panchayat verandas, treasury benches, bank manager cabins, insurance offices and peon's area in DAHO. More recently a peculiar symptom of climbing on lorry driver's seat is also noticed. Prognosis – Gazetted peon label develops.

For all these syndromes, there is a common symptom. If a six letter word starting with 'P' and ending with 'Y' is said in their presence, hyperexcitability can be visualized.

If there is a single solution to most of the issues faced by Veterinary community of Kerala, it is knowledge improvement. "Knowledge is power". No body can resist the upliftment of an individual or community with a strong urge for knowledge. Let us strive hard to put aside all hectic non professional activities and show some more commitment to our basic duty. Let us not believe that some one else will come to make inventions in Veterinary medical field in Kerala. Let us not think that we will read and learn from articles and case studies published by some North Indian "genius". Let us not be mislead and disappointed by the enemies of this profession demoralizing us in every way they could. Maintain the attitude of a fresh graduate at least in those rarest moments when a chance is given to you to play the role of a doctor. Be a proud Veterinarian.

We are starting a new series namely "Help Desk" from this issue of our newsletter. Any issues pertaining to scheme implementation can be brought to the notice of Dr. Sajeev Kumar, Associate editor and North Zone Secretary of KVSSA. Replies of common interest and relevant G.Os/circulars will be published in the subsequent issues.

KVSSA editorial team wishes you all a happy and prosperous ONAM.

Thought for the month

Client is Always Right

Dr. Chandramohanan Nair
SVS,VPC,Chengannur

He came into the office and introduced himself. "Sebastian, Lecturer in English at ——————College. Your predecessor was a great friend of mine". I asked him to sit down. And he started. "Doctor it is just this. Ron, my spitz, won't eat a thing, it is 2 days. A nice dog, from my wife's student. By the by, she is my colleague. So, can you see it tomorrow, it is a holiday for us. You have to come to my house. He doesn't like car journey, otherwise I would have brought him." I got a slight pause in the dialogue and started the customary questions but the owner had nothing much to offer except that he had fed a piece of mouldy cake one week back. Mr.Sebastian rose to leave and, as an afterthought struck him, he turned back and said." Dr, please bring any medicine that may be required. I will take care of the bill. So ok, see you tomorrow morning. Please don't forget"

I was new to the place and so I drove to the Lecturer's along with my attendant. The owner greeted us and led us to the side courtyard. The RCC kennel was painted in bright colours and spoke of a rich occupant. The spitz was dozing off and our presence was not much for him. Must have seen more of life!

I closed in near the kennel and bent to look down on Mr.Ron. Something sprang somewhere in my mind. I looked in again and then asked the owner whether the Rabies shot was current. Mr.Sebastian seemed offended and confused about the new doctor's competency. "Rabies? This dog has never left this gate in its lifetime. And a good compound wall you see! So why should he get the shot? Anyway, you are not saying that the dog is rabid? And obedience is his second nature! I will let him out and show you how he behaves. Rabies! Nothing else in the world! See for yourself". He started towards the kennel door. I blocked him. "Yes Yes no need to let him out." Mr.Sebastian proceeded as if he was deaf. As he threw open the door, a shuffling sound and soft bark, and Ron sprang out .The dog charged on to my leg and bit my leg, cloth and bare skin separately attended to. Then it ran out of the gate.

The owner shook off his shock and said in a casual tone. "Must have gone to urinate."

Same day, next week, my attendant rushed in. "Sir, did that Sebastian Sir contact you?" "No, no news till now" "Sir, That dog died on the third day. It had also bitten the maid servant. I saw her today. All of them have started Post Exposure treatment."…… Those were not days of easy phone connectivity. So I drove up to ……College and then to Dept. of English and faced the owner. The feeble wave of recognition on his face was enough. But then he was the Lecturer again. "Hello Doctor, Why are you here, any programme? That dog died. Very tragic. Now I am looking for a pup. We must have one dog always, is it not?

Client is the king of the show. And this profession can surely boast of an enviable number of such friends. Client is Always Right….

ADVANCED LEADERSHIP TRAINING CAMP CONDUCTED

Kerala Veterinary Surgeons Service Association organized an advanced leadership training camp for the budding leaders on 20th and 21st August, 2011 at Thrisangu Haven resort, Kuttikanam. The camp was inaugurated by Dr.Arunkumar, President, IVA. 'The effectiveness of leadership camps conducted since 2003 could now be visualized in the work pattern of our associations' he said. Dr. Joby George, General Secretary, KVSSA also attended the function.

The training sessions were led by Mr. Rajilan, Master Trainer, Junior Chamber International. The residential programme that commenced by 11 am on Saturday ended by 5 pm on Sunday. The focus of the day was on Effective Public Speaking. Associated to the subject, there were group discussions, training on organizing public functions, speeches, topic presentations and variety entertainments. Trainer emphasized the importance of dress code, use of public addressing system, avoiding unnecessary gestures, proper pronunciation of words etc.

30 members from all over the state participated in the camp. Participants in their feed back thanked the trainer for enabling them to realize the serious errors they used to commit while speaking in public. In the concluding session, Mr. Rajilan, reiterated the fact that, leaders are born out of self will and such trainings can only catalyze that process. He also told that our association should have a logo, a slogan and a dream. Without dreams, any organization perishes once its immediate goals are achieved.

It was such a mind blowing experience in the midst of mist pouring down abundantly. The participants expressed their gratitude to our present leadership for organizing such a beautiful programme with a great vision for a better future of association and our profession.

Relevant points for Veterinarians in the 9th Pay Revision Order

Prepared by
Dr. Sheena Grace Koshy
Veterinary Surgeon
DVC Pathanamthitta

REFERENCE KIT

Revised Allowances for Employees of Animal Husbandry Department, Govt.of Kerala

Order No-G.O.(P) No.85/2011/fin dated 26/02/2011

HOUSE RENT ALLOWANCE

Existing Rate

Pay Range (Rs.)	B2 Class City (Rs.)	C Class City/Town (Rs.)	Cities not in B2 &C Class (Rs.)	Other Places (Rs.)
4300-4589	250	190	190	150
4590-7299	400	280	280	
7300-13699	600	390	340	
13700-17099	750	500	380	
17100-20199	1000	680	380	
20200 & above	1200	790	380	

Revised Rate

Pay Range (Rs.)	B2 Class City (Rs.)	C Class City/Town (Rs.)	Cities not in B2 &C Class (Rs.)	Other Places (Rs.)
8500-8729	350	270	270	250
8730-12549	560	390	390	
12550-24039	840	550	480	
24040-29179	1050	700	530	
29180-33679	1400	950	530	
33680& above	1680	1110	530	

1) B2 Class city for the purpose of HRA means the cities of Thiruvananthapuram, Kollam, Kochi, Thrissur and Kozhikode

a) Government institutions situated within a radius of 3km from Civil Station Kakkanad will be considered as B2 Class city for the purpose of granting House Rent Allowance and City Compensatory Allowance

b) The employees working in Forest Complex at Mathottam (Kozhikkode)is eligible for HRA at the rates applicable to the city limits of Kozhikkode

2)"C Class city/Town " includes the cities/towns of Alapuzha, Changanassery, Kanhangad, Kannur,Kasaragod, Kayamkulam, Kunnamkulam,Kottayam, Malappuram,Manjeri,Nedumangad, Neyyattinkara, Palakkad, Payyannur,Ponnani, Quilandi, Thalassery, Thaliparamba,Thiruvalla,Thirur,Vadakara

3)"Cities not in the B2 & C Class" include all other Municipal areas and townships as well as District and Taluk head quarters not coming under B2/C Class city/town

RECOVERY OF RENT FOR OCCUPYING GOVERNMENT QUARTERS

Revised Rate

Sl .No	Range	Rate
1.	Those who draw the Scale of Pay between Rs.8500-13210 and Rs.20740-36140	Nil
2.	Those who are in the Scale of Pay and above Rs.21240-37040	2% of basic pay

CITY COMPENSATORY ALLOWANCE

Existing Rate

Sl.No	Pay Range	Rate per Month
1.	Below Rs.4990	Rs.30/-
2.	Rs.4990 and above but below Rs.7480	Rs.40/-
3.	Rs.7480 and above but below Rs.9590	Rs.65/-
4.	Rs.9590 and above	Rs .120/-

Revised Rate

Sl.No	Pay Range	Rate per Month
5.	Below Rs.9440	Rs.200/-
6.	Rs.9440 and above but below Rs.13540	Rs.250/-
7.	Rs.13540 and above but below Rs.16980	Rs.300/-
8.	Rs.16980 and above	Rs .350/-

SPECTACLE ALLOWANCE

Cost of Spectacles: At present the reimbursement limit for the cost of Spectacles is Rs.500 once in service. This is enhanced to Rs.1000/-which can be claimed once in 10 years of service.

SPECIAL ALLOWANCE

Designation	Existing Rate(Rs.)/month	Revised Rate(Rs.) /month
Veterinary Surgeon and Senior Instructor qualified in Chick Sexing, working in Regional /Dist. Poultry Farms/chick sexing schools	70	110
Junior Instructor, Chick –sexing Schools	50	90
Poultry Assistant of Regional /Dist. Poultry Farms	40	80
Veterinary Surgeon, Veterinary Dispensary, Thrissur	50	100
Veterinary Surgeon, Regional Poultry Farm, Malampuzha	50	100
Veterinary Surgeon, Dist.Veterinary Centre, S.P.C.A. Hospital, Thiruvananthapuram	50	100
Live Stock Inspector /Assistant Field Officer attached to ICDP	Nil	110

COMPENSATORY ALLOWANCE

Designation	Existing Rate(Rs.)/month	Revised Rate(Rs.)/month
Livestock Inspector, Assistant Field Officer/Cross Breeding Scheme, Artificial Insemination C entre and Key Village Block	40	80
Poultry Assistant in Poultry Farms, District Poultry Farms and IPD Blocks	40	80
Livestock Inspector/Assistant Field Officer in Livestock Farms, Jersey Farms,Pig Farm Units and Livestock Farms	40	80
Livestock Inspectors/ Assistant Field Officer Regional A.I.Centres	40	80

RISK ALLOWANCE

Designation	Exiting Rate (Rs.)/month	Revised Rate (Rs.)/month
X-Ray Technician	30	60
Institute of Animal Health and Veterinary Biological & Chief Disease Investigation Office Palode		
Director	90	270
Chief Disease Investigation Officer	90	270
Standardization Officer	90	270
Research Officer/Quality Control Officer	60	180
Assistant Director/Disease Investigation Officer	60	180
Assistant Research Officer	60	180
Reaserch Assistant/Toxicologist/ Veterinary Surgeon in Laboratory	60	180
Chemist/Laboratory Supervisor	30	90
Laboratory Technician/Laboratory Assistant	30	90
Laboratory Attender	20	60
Clinical Institutions including Veterinary Dispensaries, District Veterinary Clinic etc		
Chief Veterinary Officer	Nil	270
Senior Veterinary Surgeon	Nil	270
Rabies Eradication		
Assistant Director/Disease Investigation Officer	60	180
Veterinary Surgeon	60	180
Livestock Inspector	30	90
Veterinary Surgeon working in Elephant Squad	Nil	270

HILL TRACT/WARM CLOTH ALLOWANCE

Existing Rates

Sl.No.	Categorization of Officials	Rate per month Rs./
1	Officers whose pay is Rs.9190/- and above	140
2	Officers whose pay is Rs.5780 but below Rs.9190/-	130
3	Officers whose pay is up to and including Rs.5780/-	100
4	Part-time Contingent Employees	100

Revised Rates

Sl.No.	Categorization of Officials	Rate per month Rs./
1	Officers whose pay is Rs16180/- and above	280
2	Officers whose pay is Rs.10210 but below Rs.16180/-	260
3	Officers whose pay is up to and including Rs.10210/-	200
4	Part-time Contingent Employees	200

ADDITIONAL SPECIAL ALLOWANCE

Designation	Existing Rate(Rs)/month	Revised Rate(Rs)/month
Veterinary Surgeons working in rural areas	Nil	1200
Veterinary Surgeons working in difficult rural areas	Nil	1600

PERMANENT CONVEYANCE ALLOWANCE

Designation	Existing Rate	Area of Jurisdiction	Revised Rate
Veterinary Surgeon in charge of Veterinary Dispensaries and Hospitals	60	Jurisdiction of Veterinary Hospitals and Dispensaries	90

TRAVELLING ALLOWANCE

Class of officers	Existing Categorisation	Revised
Grade I	All officers who draw an actual basic pay of Rs.14900/ and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the pay drawn by them	All officers who draw an actual basic pay of Rs.25280/ and above and Heads of Departments, Private Secretary to Ministers and All India Service Officers irrespective of the pay drawn by them
Grade II(a)	Officers with actual basic pay of Rs.12400/ and above but below Rs.14900/-	Officers with actual basic pay ofRs.21240/ and above but below Rs.25280/-
Grade II(b)	Officers with actual basic pay of Rs .8000/ and above but below Rs.12400/,N.G.Os, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Grade 11(b)	Officers with actual basic pay of Rs .13900/and above but below Rs.21240/,N.G.Os, other Last Grade Servants when they accompany the Governor and Ministers will be treated as Grade 11(b)
Grade III	Officers with actual basic pay of Rs.5000/- and above , but below RS.8000/-	Officers with actual basic pay of Rs.8960/- and above ,but below RS.13900/-and
Grade IV	Officers with actual basic pay below Rs.5000/-	Officers with actual basic pay below Rs.8960/-

NB: Kindly excuse any printing errors and please verify with the original G.O.

KVSSA Help Desk

Dear members, as per the decision of the 10th central executive held at Veterinarian's square, Thrissur, KVSSA has constituted a help desk with Dr. Sajeev Kumar, Joint Secretary (North Zone) as the convenor. Any clarifications relating to implementation of People's Planning Programmes may be communicated to 9447322969. G.Os or circulars demanded by the members will be published by the help desk in the subsequent issues of the newsletter.

MANUAL OF ANIMAL HUSBANDRY DEPARTMENT

(Under the Authority of Government of Kerala)

Second Edition -1970

Chapter I, Section 12, Page No. 44-45, Para Nos. 71 to 75

PRIVATE PRACTICE

71. Veterinary surgeons and other officers in the same grade are **allowed to take up private** practice without detriment to their official duties

    (Order D. Dis. 6084/50, Fd. D., dated 10-4-1951)

    Senior Gazetted officers in the department above the rank of veterinary surgeons are not entitled to engage in private professional practice as of right, but are ordinarily permitted to do so subject to such conditions as may be laid down from time to time by the Government. Any officer may be prohibited from engaging in private practice if such practice is likely to interfere with efficient discharge of his official duties

72. Veterinary officers may make free use for such private work, instruments or appliances in Government hospitals and dispensaries, but the cost of any medicines, dressing materials and other materials supplied from Government stock for such cases must be recovered from the officers concerned and may be credited to the Government

73. It will not be the concern of the head of office or controlling officers to collect fees due by way of private practice of any member of the service

74. Any fees charged for private attendance shall be reasonable and shall confirm to normal professional conduct.

75. **Private practice should be undertaken only outside office hours without causing public interest to suffer on any account.**

    (Director's L. Dis. 209/59, dated 31-1-1958)

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