



शरीरमाद्यं खलु धर्मसाधनम्

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

NEW DELHI

AGENDA

FOR THE 5TH MEETING OF THE

CENTRAL INSTITUTE BODY

TO BE HELD ON : 15th June, 2021 (Tuesday)
TIME : 02.30 P.M.
PLACE : Conference Room, 3rd Floor
Hon'ble HFM's Office
Nirman Bhawan, New Delhi

Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F. 5-1/2020-Genl. (CIB-5)

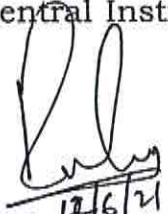
Ansari Nagar, New Delhi-29

Dated: 12.6.2021

MEMORANDUM

Subject: 5th meeting of the Central Institute Body (CIB) scheduled to be held on Tuesday the 15th June, 2021 at 02:30 P.M. in Room No.347, A-Wing, Nirman Bhawan, New Delhi.

In continuation of this office memorandum of even number dated 31.05.2021 on the above mentioned subject, the Agenda for the Central Institute Body (CIB) meeting is enclosed.


(PROF. RANDEEP GULERIA)
DIRECTOR &
MEMBER SECRETARY

Encl. As above

The Chairman and all the
Members of the Central Institute Body.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES**List of the Central Institute Body Members**

- | | |
|---|------------------------|
| 1. Dr. Harsh Vardhan
Minister of Health & Family Welfare
Nirman Bhawan, New Delhi – 110011 | President |
| 2. Dr. Anil Jain, MP (Rajya Sabha) | Member |
| 3. Shri Ramesh Bidhuri, M.P (Lok Sabha)
H.No.179, Sunpath House,
Village Tughlakabad, New Delhi-110044 | Member |
| 4. Shri Manoj Kumar Tiwari, M.P (Lok Sabha)
24, Mother Terrasa Crescent Marg,
New Delhi | Member |
| 5. Shri Amit Khare
Secretary to the Govt. of India
Department of Higher Education,
Ministry of Human Resource Development
Shastri Bhawan, New Delhi-110001 | Member |
| 6. Vacant | Member
(Expired) |
| 7. Shri Rajesh Bhushan
Secretary (H&FW)
Govt. of India
Ministry of Health & Family Welfare
Nirman Bhawan, New Delhi – 110011 | Member |
| 8. Prof. P.C. Joshi
Vice Chancellor
University of Delhi, Delhi – 110007 | Member
(Ex-Officio) |
| 9. Dr. Sunil Kumar
Director General of Health Services
Govt. of India
Nirman Bhawan, New Delhi – 110011 | Member
(Ex-Officio) |
| 10. Dr. D.S. Rana
Chairman,
Board of Management
Sir Ganga Ram Hospital, New Delhi | Member |
| 11. Dr. (Smt.) Vijay Laxmi Saxena
Former General Secretary,
Indian Sciences Congress Association,
(ISCA), Kolkata, West Bengal | Member |
| <p>Dr. (Smt.) Vijay Laxmi Saxena
Coordinator Bioinformatics
Infrastructure Facility Centre of DBT, (Govt. of India),
Head of Department of Zoology, Dayanand
Girls P.G. College, Kanpur, 7/182,
Swarup Nagar, Kanpur – 208002, U.P.</p> | |

- | | |
|--|-------------------------------|
| 12. Dr. Mahesh B. Patel
F-001, Shilalekh Society,
Opposite Police Stadium,
Shahi Baug, Ahmedabad – 38004 (Gujarat) | Member
(w.e.f. 12.02.2016) |
| 13. Dr. D.G. Mhaisekar
Vice Chancellor,
Maharashtra University of Health Sciences,
Dindori Road, Mhasrul,
Nashik – 422004 | Member
(w.e.f. 12.02.2016) |
| 14. Dr. N. Gopalkrishnan
Professor (Nephrology)
Madras Medical College,
Chennai | Member |
| 15. Dr. D.S. Gangwar
Addl. Secretary and Financial Adviser
Govt. of India,
Ministry of Health & Family Welfare,
Nirman Bhawan, New Delhi – 110011 | Member |
| 16. Dr. D.K. Verma
Professor
Deptt. Of Surgery,
Indira Gandhi Medical College, (IGMC),
Shimla, Himachal Pradesh | Member |
| 17. Dr. V.K. Paul,
Member
NITI Aayog, New Delhi | Member |
| 18. Dr. Balram Bhargava,
Secretary
DHR and DG, ICMR, New Delhi | Member |
| 19. Dr. Raman Gangalchedkar
Former Additional DG,
ICMR, New Delhi | Member |
| 20. Prof. B.N. Gangadhar,
Director and Vice Chancellor,
National Institute of Mental Health and Neuro
Sciences, Bengaluru. Karnataka. | Member |
| 21. (Prof.) Dr. Sarman Singh
Director, AIIMS,
Saket Nagar, Bhopal, M.P.-462020 | Member |
| 22. Dr. Sanjeev Misra
Director, AIIMS,
Basni Indl. Area, Phase-2, Jodhpur Rajasthan-342005 | Member |
| 23. Dr. P.K. Singh
Director, AIIMS,
Phulwari Sharif, Patna, Bihar-801507 | Member |
| 24. Dr, Nitin M. Nagarkar
Director. AIIMS.
Great Eastern Rd, AIIMS Campus, Tatibandh,
Raipur, Chhattisgarh-492099 | Member |

25. Prof. Ravi Kant Director, AIIMS, Virbhadra Rd, Near Barrage, Rishikesh, Uttrakhand-249203	Member
26. Dr. Gitanjali Batmanabane Director, AIIMS, Sijua, Patrapada, Bhubaneswar-751019	Member
27. Director AIIMS, Manglagiri, Temporary Campus, First Floor, Govt. Siddhartha Medical College, NH-16 Service Rd, Gunadala, Vijaywada- 520008, A.P.	Member
28. Dr. Vibha Dutta Director, AIIMS. Plot No.2, Sector-20, MIHAN, Nagpur-441108	Member
29. Director AIIMS, Kalyani, NH-34 Connector, Basantapur, Saguna, Kalyani, West Bengal-741245	Member
30. Director, AIIMS, Dalmau Road, Munshiganj, Raibareilly, U.P-2704400	Member
31. The Director, AIIMS Bhatinda, Punjab	Member
32. The Director, AIIMS, Bidinagar,	Member
33. The Director, AIIMS Deogarh	Member
34. The Director, AIIMS, Gorakhpur,	Member
35. The Director, AIIMS, Bilaspur	Member
36. The Director, AIIMS Madurai	Member
37. The Director, AIIMS Samba, Jammu	
38. The Director, AIIMS Rajkot	Member
39. Shri Manohar Agnani Additional Secretary, PMSSY, Nirman Bhawan, ND	Member
40. Prof. Randeep Guleria Director, AIIMS	Member Secretary

AGENDA FOR THE 5TH MEETING OF THE CENTRAL INSTITUTE BODY TO BE HELD ON 15.06.2021 AT 2:30 P.M. IN THE ROOM NO.347, A-WING, NIRMAN BHAWAN, NEW DELHI.

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NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/1

Confirmation of the minutes of 4th meeting of the Central Institute Body of AIIMS held on 27th July, 2019 in Hon'ble HFM's Conference Hall in Nirman Bhawan, New Delhi.

CIB-5/1

- 1

Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29

Dated: 28 OCT 2019

No.F. 5-2/2019-Genl. (CIB-4)

MEMORANDUM

Subject:- Minutes of the 4th meeting of the Central Institute Body held on 27th July, 2019 at 3:00 P.M. in the Hon'ble HFM's Conference Hall in Nirman Bhawan, New Delhi.

The Final Minutes of 4th meeting of the Central Institute Body held on July 27, 2019 at 3:00 P.M., in the Hon'ble HFM's Conference Hall in Nirman Bhawan, New Delhi is being circulated to Chairman and all the Members of the Central Institute Body for information.


(PROF. RANDEEP GULERIA)
DIRECTOR &
MEMBER SECRETARY

Encl: As above.

The Chairman and all the
Members of the Central Institute Body.

Minutes of 4th meeting of Central Institute Body of AIIMS held at 3:00 P.M. on 27th July, 2019.

1. The 4th meeting of Central Institute Body (CIB) of AIIMS was held at 3:00 P.M. on 27th July, 2019 in the Conference Hall (1st floor) of Nirman Bhawan, Ministry of Health and Family Welfare under the chairmanship of Dr Harsh Vardhan, Hon'ble Union Minister of Health & Family Welfare, Govt. of India. The following members of CIB were present:-

- 1) Shri Harsh Vardhan -- President
Hon'ble Union Minister of Health & Family Welfare
Government of India, Nirman Bhawan,
New Delhi - 110011
- 2) Prof. Ram Gopal Yadav -- Member
Hon'ble Member of Parliament (Rajya Sabha)
- 3) Smt. Preeti Sudan -- Member
Secretary to the Govt. of India,
Ministry of Health & Family Welfare,
Nirman Bhawan, New Delhi - 110011
- 4) Dr A K Saxena -- Member
DGHS, Nirman Bhawan, New Delhi
- 5) Dr D S Rana -- Member
Chairman, Board of Management
Sir Ganga Ram Hospital, New Delhi
- 6) Dr. D.G. Mhaisekar -- Member
Vice Chancellor, Maharashtra University of Health Sciences,
Dindori Road, Mhasrul
Nashik - 422 004.
- 7) Dr D K Verma
Professor, Department of Surgery
Indira Gandhi Medical College (IGMC)
Shimla, Himachal Pradesh
- 8) Prof. Sanjeev Misra -- Member
Director,
All India Institute Medical Sciences,
Basni Industrial Area,
Phase-2, Jodhpur, Rajasthan-342005

- | | | | |
|-----|--|----|------------------|
| 9) | Prof. P.K. Singh
Director,
All India Institute Medical Sciences,
Phulwari Sharif, Patna, Bihar-801507 | -- | Member |
| 10) | Prof. Nitin M. Nagarkar
Director,
All India Institute Medical Sciences,
Great Eastern Rd, AIIMS Campus,
Tatibandh, Raipur, Chhattisgarh-492099 | -- | Member |
| 11) | Prof. Gitanjali Batmanabane
Director,
All India Institute Medical Sciences,
Sijua, Patrapada, Bhubaneswar-751019 | -- | Member |
| 12) | Maj General (Dr) Vibha Dutta
Director,
All India Institute Medical Sciences,
Nagpur | -- | Member |
| 13) | Dr Sarman Singh
Director, All India Institute of Medical Sciences
Bhopal | -- | Member |
| 14) | Dr Ravi Kant
Director, All India Institute of Medical Sciences
Rishikesh | -- | Member |
| 15) | Dr Mukesh Tripathi
Director, AIIMS
Manglagiri | -- | Member |
| 16) | Prof. Randeep Guleria
Director,
All India Institute of Medical Sciences
Ansari Nagar
New Delhi -110 029 | -- | Member-Secretary |

Following members could not attend the meeting:-

- | | | | |
|-----|---|----|---------------|
| 17) | Member of Parliament (Lok Sabha) | - | Not nominated |
| 18) | Member of Parliament (Lok Sabha) | - | Not nominated |
| 19) | Shri R. Subrahmanyam
Secretary, Deptt. of Higher Education,
Ministry of HRD | -- | Member |

- 20) Shri D S Gangwar ⁴ -- Member
Additional Secretary and Finance Advisor
Ministry of Health & Family Welfare,
Nirman Bhawan, New Delhi - 110011
- 21) Dr M K Bhan -- Member
Former Secretary, Deptt. Of Biotechnology
M/ Science and Technology
- 22) Prof. Yogesh Kumar Tyagi -- Member
Vice Chancellor
University of Delhi
- 23) Dr. Mahesh B. Patel -- Member
F-001, Shilalekh Society
Opposite Police Stadium
Shahi Baug,
Ahmedabad-380004
- 24) Dr. (Smt.) Vijay Laxmi Saxena -- Member
Coordinator Bioinformatics Infrastructure Facility Centre of DBT
Government of India, Head of the Deptt. of Zoology
Dayanand Girls P.G. College
Kanpur - 208 002 (U.P.)
- 25) Dr. N. Gopal Krishnan -- Member
Professor (Nephrology)
Madras Medical College
Chennai
- 26) Director, -- Member
All India Institute Medical Sciences,
Kalyani, West Bengal
- 27) Dr Jagat Ram, -- Member
Director, AIIMS
Raebareli

2. Shri Arun Singhal, Additional Secretary and Shri Sunil Sharma, JS, attended the meeting as Special Invitees from MoHF&W. Dr. V.K. Bahl, Dean (Academic) AIIMS New Delhi and Dr. D.K. Sharma, Medical Superintendent AIIMS New Delhi were also present as special invitees during the meeting. Shri Subhasish Panda Dy. Director (Admn.), Shri Neeraj Kumar Sharma Sr. Financial Adviser, Dr. S Datta Gupta Dean (Exam), Dr Rajeev Kumar Associate Dean (Academic), Dr A Shariff

Professor-In-Charge Computer Facility and Dharendra Verma, Deputy Secretary of AIIMS Delhi were also present during the meeting.

3. At the outset, the President welcomed all the members and officers to the Central Institute Body meeting of AIIMS. Director AIIMS welcomed the President and all the other members present. With the permission of the President, agenda was presented for discussion by the Director, AIIMS as under:-

1. Item No.CIB-4/1: Confirmation of 3rdCIB meeting held on 24.01.2019:

The minutes of the 3rdmeeting of CIB held on 24th January, 2019 were confirmed.

2. Item No.CIB-4/2: Action Taken Note on decisions taken in 3rdCIB meeting held on 24.01.2019:

The action taken on the decisions of 3rd CIB meeting were noted along with the following directions:

- a. **Agenda 16** (Deployment of Common Hospital Management Information System): CIB observed that some of AIIMS have adopted HMIS from NIC while other AIIMS have adopted HMIS from C-DAC. Prof. Sharief, Professor-in-charge Computer Facility from AIIMS, New Delhi submitted that multiple HMIS systems can co-exist to suit the requirement of different Institutes, however all such system should be inter-operable. Prof. Sharief also informed that AIIMS Delhi is also in the process of implementing its own HMIS based on open source to meet its requirement as any customization in NIC system takes very long time. CIB decided that each AIIMS may decide at its own level the HMIS system of NIC/CDAC to be adopted by it, based on its requirement. MoH&FW will take up the issue with Ministry of Information Technology & Electronics to ensure inter-operability of the HMIS from NIC and C-DAC.

[Action: CIB Secretariat/MoH&FW, AIIMS]

- b. **Agenda 13** (Fixed date for convocation in each AIIMS): CIB decided that each AIIMS may decide a fixed date/month for annual convocation to ensure timely award of degree to its students.

[Action: AIIMS]

- c. **Agenda 14** (Transformation of Nursing College as Centre of Excellence): The CIB was informed that a committee has been proposed to be constituted by the Committee of Directors, AIIMS consisting of the Principal of Nursing College AIIMS, New Delhi, six new AIIMS, St. Johns Nursing College and Nursing College, CMC Vellore to work out a detailed plan for establishing Centres of Excellence. CIB directed that a six month supplementary course such as that offered by IGNOU should also be designed which will facilitate in creation of community workers who can work in wellness centres which are being established across the country under Ayushman Bharat.

[Action: CIB Secretariat/MoH&FW]

- d. **Agenda 16**(Reservation of EWS for admission in AIIMS): CIB directed that the reservation provision in different AIIMS must be implemented by the next academic session in all the courses.

[Action: AIIMS]

3. Item No.CIB-4/3: Review of Financial, Physical and Recruitment Progress:

The following was discussed:

- a. It was observed that many projects have been at the stage of 99% completion for a very long time and therefore all Directors must closely monitor such projects for their early completion. Some of the Directors submitted that the completion has stagnated due to delays in payment/closure of contract or disputes for which they are dependent on M/s. HSCC, the project consultant. The CIB directed that a review meeting with M/s HSCC may be held by the MoH&FW.

[Action: CIB Secretariat/MoH&FW]

- b. With regard to faculty strength, CIB observed that the faculty strength has not improved in most of the AIIMS despite multiple deliberations over the issue. Directors stated that there are challenges in recruitment of faculty in super-specialty departments. As recruitment of quality faculty may take time, sufficient time needs to be given to each AIIMS.

[Action: AIIMS]

- c. Director, AIIMS Delhi submitted that a proposal for revision of pay to contractual doctors has been submitted to the Ministry. Hon'ble President desired that the proposal may be processed expeditiously.

[Action: CIB Secretariat/MoH&FW]

- d. Director AIIMS Nagpur informed that there are super-specialist retired doctors in Indian Army who may be willing to join AIIMS and special provision may be made to attract such talented pool to AIIMS. It was clarified that Ministry has already approved scheme for engagement of retired faculty on contractual basis up to 70 years of age. The individual institutes may advertise the posts under which retired doctors of Indian Army may also be considered.

[Action: AIIMS]

- e. Additional Secretary informed that the model of Tata Memorial Hospital could be examined where charges for a proportion of the beds are kept higher (paid beds) and monies so generated are distributed amongst the faculty to incentivise them to join new AIIMS.

[Action: AIIMS]

- f. On the issue of recruitment of Director of any new AIIMS, CIB decided that the process for selection should be started in advance so that the Director/Executive Director of any new AIIMS is posted at least six months before the start of first academic session in the AIIMS.

[Action: CIB Secretariat/MoH&FW]

4. Item No.CIB-4/4(Life Cycle Cost & Wet lease in case of procurement of medical equipment): Director, AIIMS-ND informed the CIB that wet lease concept may not be adopted in the AIIMS since that would impact adversely on the learning of the students. He also informed that AIIMS-ND uses a life cycle cost process for procurement of closed systems as provided for in the GFR. The CIB approved the proposal that the life cycle cost should be worked out for procurement of equipment, especially in closed systems in all the AIIMS.

[Action: AIIMS]

5. Item No.CIB-4/5: Measures to improve faculty strength in new AIIMS: After detailed deliberations, the following decisions were taken by CIB:

a. Down-gradating of the posts of Additional/Associate Professor to the level of Assistant Professor may be carried out for a fixed period by the AIIMS with the approval of their respective Governing Body. The post of Professor may not be downgraded as it is essential to have Professor for conduct of Post Graduate course in the AIIMS.

[Action: AIIMS]

b. With regard to the proposal of temporary diversion of posts from one Department to another Department, Additional Secretary informed that the proposal would disturb the proposed standard staffing pattern. It was decided that temporary diversion may be done on loan basis for faculty which may be filled up on "contractual appointment" while keeping in mind the HR provisions in the standard staffing pattern.

[Action: AIIMS]

c. With regard to relaxation of essential teaching/research experience, it was decided that relaxation of one year for Scheduled Caste and Scheduled Tribes may be given as per Rules/Guidelines issued by DoP&T.

[Action: AIIMS]

d. It was decided that Running advertisement with one-year validity may be adopted to expedite the recruitment of faculty after which fresh running or normal advertisement may be issued again depending upon faculty strength. In the one year Running Advertisement, short advertisement or web site notices may be issued several times as may be required, depending upon actual progress of recruitment, with clear mention of cut off dates for submission of application and eligibility, each time.

[Action: AIIMS]

e. With regard to Centralised Recruitment body, Additional Secretary informed that such alternative provision has been made in the amended AIIMS Regulations which are under process for notification and same should be adopted by the new AIIMS along with the standalone recruitment exercises at each Institute level. The CIB approved the proposal.

[Action: CIB Secretariat/MoH&FW]

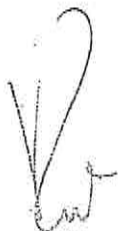
6. Item No.CIB-4/6: Amendment of Recruitment Rules for Non-Faculty Posts:

CIB approved the proposal of formation of the proposed committee consisting of DD(A), Bhubaneswar, Raipur and Jodhpur under the chairmanship of Deputy Director (Administration), Delhi. The committee will submit the report within a month. The proposal of amendment of Recruitment Rules would be temporarily applicable for 5 years.

[Action: CIB Secretariat/MoH&FW]

7. Item No.CIB-4/7:Sanction of HEFA loan for new works (other than DPR works) in six functional AIIMS:

CIB approved the proposal and decided that each new AIIMS may propose a loan up to Rs 500 Crore prioritizing their requirements. Proposal submitted by



10
AIIMS Raipur and Patna which are for less than Rs 400 Crore may also be considered as approved.

[Action: AIIMS]

8. Item No.CIB-4/8: Re-appropriation and change of nomenclature of various non-faculty posts with the approved Recruitment Rules of new AIIMS:

CIB did not agree with the proposal as it would disturb the standard staffing pattern across all AIIMS. It was informed by the Additional Secretary that such posts are provisioned under the proposed standard staffing pattern.

9. Item No.CIB-4/9: Appointing, Disciplinary and Appellate Authority for various posts as per Schedule II of AIIMS Regulation 1999:

CIB decided to maintain the status quo with regard to Group 'A' and 'C'. As far as Group 'B' is concerned, the proposal for making the Director as appointing and disciplinary authority for all penalties for all the AIIMS was approved with the President as the appellate authority. Since Group D no longer exists, the same was agreed to be deleted.

[Action: CIB Secretariat/MoH&FW]

10. Item No.CIB-4/10: Interview/skill test for the selection to the Group B & C non-faculty posts being the technical posts:

CIB decided that the OM date 29th Dec 2015 of DoPT may be followed in letter and spirit. The Computer based skill test may be adopted if required for some specific posts, with the approval of Institute's Governing Body.

[Action: AIIMS]

11. Item No.CIB-4/11: Identification of posts suitable for persons with benchmark disabilities:

CIB agreed that the proposed Committee of AIIMS Delhi may identify the posts while keeping in view provisions of the Rights of Persons with

Disabilities Act, 2016 and with consideration to patient safety and care and the same may be adopted for other AIIMS.

[Action: CIB Secretariat, AIIMS]

12. **Item No.CIB-4/12: Mandatory Senior Residency at Parent Institute for JR(Academics):**

CIB did not agree with the proposal, being legally not tenable.

13. **Item No.CIB-4/13: Revision of tuition fees for MBBS and Nursing Students:**

CIB decided that the Directors Committee chaired by Director, AIIMS Delhi may deliberate on the proposal and submit its report to the CIB for consideration.

[Action: CIB Secretariat]

14. **Item No.CIB-4/14: Fixing up uniform user-charges for patients in all new AIIMS:**

CIB decided that the Directors Committee chaired by Director, AIIMS Delhi may deliberate on the proposal and submit its report to the CIB for consideration.

[Action: CIB Secretariat]

15. **Item No.CIB-4/15: Proposal for introducing an All India Common Eligibility Examination for the purpose of recruitment of Nursing Officers in AIIMS and Central Government Hospitals:**

Hon'ble President desired that the proposal may be sent to MoH&FW for detailed examination.

[Action: CIB Secretariat, MoH&FW]

~~16. Additional Item:~~ The CIB discussed on the issue of appropriateness and requirement of female nursing staff in a number of departments/specialised wards vis-à-vis patient comfort and care. Keeping this in view, it was decided that 80% of posts may be reserved for female nursing staff while the remaining 20% posts may be filled by male nursing staff.

[Action: CIB Secretariat, MoH&FW]

The meeting ended with a vote of thanks to all those present.

NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/2

Action Taken Report on the minutes of the 4th meeting of the Central Institute Body of AIIMS held on 27th July, 2019 in Hon'ble HFM's Conference Hall in Nirman Bhawan, New Delhi.

**ALL INDIA INSTITUTE OF MEDICAL SCIENCES
GENERAL SECTION**

Item No. CIB-

ACTION TAKEN ON THE MINUTES OF THE 4TH MEETING OF THE CENTRAL INSTITUTE BODY OF NEW AIIMS HELD AT 3:00 P.M. ON 27TH DAY OF JULY, 2019 IN THE CONFERENCE HALL (1ST FLOOR) OF NIRMAN BHAWAN, MINISTRY OF HEALTH AND FAMILY WELFARE, NEW DELHI.

DECISION	ACTION TAKEN
<p align="center"><u>Item No.CIB-4/1</u></p> <p>Confirmation of 3rdCIB meeting held on 24.01.2019</p> <hr/> <p>The minutes of the 3rdmeeting of CIB held on 24th January, 2019 were confirmed.</p>	<p>Reply from AIIMS Raipur: Noted</p>
<p align="center"><u>Item No.CIB-4/2</u></p> <p>Action Taken Note on decisions taken in 3rdCIB meeting held on 24.01.2019</p> <hr/> <p>The action taken on the decisions of 3rd CIB meeting were noted along with the following directions:</p> <p>a Agenda 16 (Deployment of Common Hospital Management Information System): CIB observed that some of AIIMS have adopted HMIS from NIC while other AIIMS have adopted HMIS from C-DAC. Prof. Sharief, Professor-in-charge Computer Facility from AIIMS, New</p>	<p>Reply from AIIMS Raipur: Noted, AIIMS Raipur has implemented the Hospital Management Information System (HMIS) through C-DAC from 1st of July 2019.</p>

Delhi submitted that multiple HMIS systems can co-exist to suit the requirement of different Institutes, however all such system should be inter-operable. Prof. Sharief also informed that AIIMS Delhi is also in the process of implementing its own HMIS based on open source to meet its requirement as any customization in NIC system takes very long time. CIB decided that each AIIMS may decide at its own level the HMIS system of NIC/CDAC to be adopted by it, based on its requirement. MoH&FW will take up the issue with Ministry of Information Technology & Electronics to ensure inter-operability of the HMIS from NIC and C-DAC.

b **Agenda 13** (Fixed date for convocation in each AIIMS): CIB decided that each AIIMS may decide a fixed date/month for annual convocation to ensure timely award of degree to its students.

Reply from AIIMS Raipur: AIIMS, Raipur has conveyed the date of convocation vide letter No. Admin/Academics/2019/AIIMS.RPR/95 dated 10.07.2019. Convocation for AIIMS Raipur is planned in the last week of August of each year.

However, the Convocation could not be scheduled due to pandemic of COVID-19 since March 2020. Earlier it was planned to conduct Convocation by Virtual Mode in the second week of April 2021 but it was postponed due to resurgence of COVID cases.

Reply from AIIMS New Delhi: As far as Academic Section, AIIMS, New Delhi is concerned. The file for fix up the date of Convocation was already processed in the month of May, 2019. The date for conduct the convocation was decided for November, 2019 and an invitation was sent to Prime Minister by HFM but still Academic Section not received the confirmation from the PMO. However, Academic Section has again requested for the office of HFM for next date of conduction of convocation.

Reply from AIIMS Bhopal: The Registrar of the Institute has conveyed that the convocation of AIIMS, Bhopal will likely to be held in the month of the July 2020. However, the date of convocation is yet to be finalized. The letters to the Chief guest and guests of Honor will be sent accordingly.

c Agenda 14 (Transformation of Nursing College as Centre of Excellence): The CIB was informed that a committee has been proposed to be constituted by the Committee of Directors, AIIMS consisting of the Principal of Nursing College AIIMS, New Delhi, six new AIIMS, St. Johns Nursing College and Nursing College, CMC Vellore to work out a detailed

Reply from AIIMS Raipur: Noted

plan for establishing Centres of Excellence. CIB directed that a six month supplementary course such as that offered by IGNOU should also be designed which will facilitate in creation of community workers who can work in wellness centres which are being established across the country under Ayushman Bharat.

d Agenda 16(Reservation of EWS for admission in AIIMS): CIB directed that the reservation provision in different AIIMS must be implemented by the next academic session in all the courses.

Reply from AIIMS Raipur: Reservation of EWS for admission in various courses is being implemented as per the decision of CIB.

Reply from AIIMS New Delhi: EWS reservation has been implemented for JR/SR (Non-Acad) posts from July 2019. And EWS reservation for MBBS and PG courses will be implemented from the year 2020-2021.

No response received from this AIIMS.

Reply from AIIMS Bhopal: Reservation of EWS for admission in AIIMS, Bhopal. The Registrar conveyed that provision of reservation to EWS in admission in AIIMS, Bhopal has already implemented from the session begun in July 2019 and January 2020. The same is being applied in other advertisement also.

Item No.CIB-4/3**Review of Financial, Physical and Recruitment Progress:**

The following was discussed:

(a) It was observed that many projects have been at the stage of 99% completion for a very long time and therefore all Directors must closely monitor such projects for their early completion. Some of the Directors submitted that the completion has stagnated due to delays in payment/closure of contract or disputes for which they are dependent on M/s. HSCC, the project consultant. The CIB directed that a review meeting with M/s HSCC may be held by the MoH&FW.

(b) With regard to faculty strength, CIB observed that the faculty strength has not improved in most of the AIIMS despite multiple deliberations over the issue. Directors stated that there are challenges in recruitment of faculty in super-specialty departments. As recruitment of quality faculty may take time, sufficient time needs to be given to each AIIMS.

Reply from AIIMS Raipur: Project work of package-I, II, III and IV in AIIMS Raipur has been completed. Virtual Completion have issued to Project Packages. Virtual Completion Certificate issued to:

Package – I on 21.11.2019

Package – II on 28.02.2020

Package – III on 28.02.2020

Package – IV on 28.02.2020

Reply from AIIMS Raipur: The recruitment of faculty members on contractual basis is being conducted at regular intervals. The fresh recruitment of remaining vacant permanent posts will be issued shortly.

Reply from AIIMS Bhopal: In view of the fact that the recruitment of faculty in Super Speciality Departments is a challenging task, CIB was requested to grant sufficient time to each AIIMS. However, it is submitted that

<p>(c) Director, AIIMS Delhi submitted that a proposal for revision of pay to contractual doctors has been submitted to the Ministry. Hon'ble President desired that the proposal may be processed expeditiously.</p> <p>(d) Director AIIMS Nagpur informed that there are super-specialist retired doctors in Indian Army who may be willing to join AIIMS and special provision may be made to attract such talented pool to AIIMS. It was clarified that Ministry has already approved scheme for engagement of retired faculty on contractual basis up to 70 years of age. The individual institutes may advertise the posts under which retired doctors of Indian Army may also be considered.</p> <p>(e) Additional Secretary informed that the model of Tata Memorial Hospital could be examined where charges for a proportion of the beds are kept higher (paid beds) and monies so</p>	<p>AIIMS, Bhopal is trying its level best to man the recruitment of faculty. Recently, 49 faculty members are appointed vide result notification dated 25.01.2020.</p> <p>Reply from AIIMS Raipur: Noted</p> <p>Reply from AIIMS Raipur: Noted and implemented since the order was issued.</p> <p>Reply from AIIMS Bhopal: The proposal of the Director, AIIMS, Nagpur regarding appointment of retired doctors from Indian Army has been noted and may be practiced in future recruitments.</p> <p>Reply from AIIMS Raipur: Noted</p> <p>Reply from AIIMS Bhopal: Tata Memorial Hospital Model is being explored to be examined.</p>
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<p>generated are distributed amongst the faculty to incentivise them to join new AIIMS.</p> <p>(f) On the issue of recruitment of Director of any new AIIMS, CIB decided that the process for selection should be started in advance so that the Director/Executive Director of any new AIIMS is posted at least six months before the start of first academic session in the AIIMS.</p>	<p>Reply from AIIMS Raipur: Noted</p>
<p style="text-align: center;"><u>Item No.CIB-4/4</u></p> <p>Life Cycle Cost & Wet lease in case of procurement of medical equipment</p> <hr/> <p>Director, AIIMS-ND informed the CIB that wet lease concept may not be adopted in the AIIMS since that would impact adversely on the learning of the students. He also informed that AIIMS-ND uses a life cycle cost process for procurement of closed systems as provided for in the GFR. The CIB approved the proposal that the life cycle cost should be worked out for procurement of equipment, especially in closed systems in all the AIIMS.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>Reply from AIIMS Bhopal: Cycle of welfare in case of procurement of medical equipment, as approved by the CIB, the life cycle cost may be worked out for procurement of equipment, especially in closed system in AIIMS, Bhopal.</p>

Item No.CIB-4/5	
<p>Measures to improve faculty strength in new AIIMS</p> <hr/> <p>After detailed deliberations, the following decisions were taken by CIB:</p> <p>a. Down-gradating of the posts of Additional/Associate Professor to the level of Assistant Professor may be carried out for a fixed period by the AIIMS with the approval of their respective Governing Body. The post of Professor may not be downgraded as it is essential to have Professor for conduct of Post Graduate course in the AIIMS.</p> <p>b. With regard to the proposal of temporary diversion of posts from one Department to another Department, Additional Secretary informed that the proposal would</p>	<p>Reply from AIIMS Raipur: AIIMS Raipur has downgraded the vacant posts of Additional Professor and Associate Professor to Assistant Professor for recruitment on contractual basis. Recruitment is being conducted as per requirement.</p> <p>Reply from AIIMS Bhopal: Various measures to improve faculty strength in AIIMS Bhopal are being taken up by downgrading of posts of Addl./Asso. Professors to the level of Assistant Professor as a temporary arrangement, temporary diversion of posts on the loan basis from other departments on contractual basis only, relaxation of essential teaching/research experience upto one year to SC/ST as per guidelines of DoPT, floating running advertisement for the recruitment of faculty.</p> <p>Reply from AIIMS Raipur: Noted ISSUE MAY BE CLOSED</p>

disturb the proposed standard staffing pattern. It was decided that temporary diversion may be done on loan basis for faculty which may be filled up on "contractual appointment" while keeping in mind the HR provisions in the standard staffing pattern.

c. With regard to relaxation of essential teaching/research experience, it was decided that relaxation of one year for Scheduled Caste and Scheduled Tribes may be given as per Rules/Guidelines issued by DoP&T.

d. It was decided that Running advertisement with one-year validity may be adopted to expedite the recruitment of faculty after which fresh running or normal advertisement may be issued again depending upon faculty strength. In the one year Running Advertisement, short advertisement or web site notices may be issued several times as may be required, depending upon actual progress of recruitment, with clear mention of cut off dates

**Reply from AIIMS Raipur: Noted
ISSUE MAY BE CLOSED**

Reply from AIIMS Raipur: Noted

<p>for submission of application and eligibility, each time.</p> <p>e. With regard to Centralised Recruitment body, Additional Secretary informed that such alternative provision has been made in the amended AIIMS Regulations which are under process for notification and same should be adopted by the new AIIMS along with the standalone recruitment exercises at each Institute level. The CIB approved the proposal.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>ISSUE MAY BE CLOSED</p>
<p style="text-align: center;"><u>Item No.CIB-4/6</u></p> <p>Amendment of Recruitment Rules for Non-Faculty Posts</p> <hr/> <p>CIB approved the proposal of formation of the proposed committee consisting of DD(A), Bhubaneswar, Raipur and Jodhpur under the chairmanship of Deputy Director (Administration), Delhi. The committee will submit the report within a month. The proposal of amendment of Recruitment Rules would be temporarily applicable for 5 years.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>SEPARATE AGENDA IS BEING PLACED</p>
<p style="text-align: center;"><u>Item No.CIB-4/7</u></p> <p>Sanction of HEFA loan for new</p>	<p>Reply from AIIMS Raipur: Noted. However, sanctioning HEFA loan has been discontinued by Ministry.</p>

<p>works (other than DPR works) in six functional AIIMS</p> <hr/> <p>CIB approved the proposal and decided that each new AIIMS may propose a loan up to Rs 500 Crore prioritizing their requirements. Proposal submitted by AIIMS Raipur and Patna which are for less than Rs 400 Crore may also be considered as approved.</p>	<p>SEPARATE AGENDA IS BEING PLACED</p> <p>Reply from AIIMS Bhopal: Sanction of HEFA Loan for new works (other than DPR works) in 6 AIIMS: AIIMS, Bhopal has been sanctioned an amount of Rs.489.20 crores as HEFA Loan for new works (other than DPR works.)</p>
<p><u>Item No.CIB-4/8</u></p> <p>Re-appropriation and change of nomenclature of various non-faculty posts with the approved Recruitment Rules of new AIIMS</p> <hr/> <p>CIB did not agree with the proposal as it would disturb the standard staffing pattern across all AIIMS. It was informed by the Additional Secretary that such posts are provisioned under the proposed standard staffing pattern.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>ISSUE MAY BE CLOSED</p>
<p><u>Item No.CIB-4/9</u></p> <p>Appointing, Disciplinary and Appellate Authority for various posts as per Schedule II of AIIMS Regulation 1999</p> <hr/> <p>CIB decided to maintain the status quo with regard to Group 'A' and 'C'.</p>	

<p>As far as Group 'B' is concerned, the proposal for making the Director as appointing and disciplinary authority for all penalties for all the AIIMS was approved with the President as the appellate authority. Since Group D no longer exists, the same was agreed to be deleted.</p>	<p>Reply from AIIMS Raipur: Noted ISSUE MAY BE CLOSED</p>
<p align="center"><u>Item No.CIB-4/10</u></p> <p>Interview/skill test for the selection to the Group B & C non-faculty posts being the technical posts</p> <hr/> <p>CIB decided that the OM date 29th Dec 2015 of DoPT may be followed in letter and spirit. The Computer based skill test may be adopted if required for some specific posts, with the approval of Institute's Governing Body.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>Reply from AIIMS Bhopal: Interview/Skill Test for the selection to the Gr. B & C non-faculty posts being the technical posts. The Computer Based Skill Test has been adopted and may be applied for Gr. B & C non-faculty posts wherever required.</p>
<p align="center"><u>Item No.CIB-4/11</u></p> <p>Identification of posts suitable for persons with benchmark disabilities</p> <hr/> <p>CIB agreed that the proposed Committee of AIIMS Delhi may identify the posts while keeping in view provisions of the Rights of Persons with Disabilities Act, 2016 and with consideration to patient</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>Reply from AIIMS New Delhi: AIIMS New Delhi had constituted a committee for identification of the posts suitable for persons with benchmark disabilities in pursuance of the provisions made in the right of Persons with Disabilities Act-2016 vide office memo No.F.9-38/2019-Estt. (RCT) dated 18.07.2019/26.08.2019. The committee identified various posts to be reserved for peoples with specific type of disability for direct recruitment and Group-C promotional posts to be reserved for PWBD candidates.</p>

<p>safety and care and the same may be adopted for other AIIMS.</p>	<p>In this regard, a mail has been sent to all new AIIMS on dated 17.03.2020 for information.</p>
<p align="center"><u>Item No.CIB-4/12</u></p> <p><u>Mandatory Senior Residency at Parent Institute for JR(Academics)</u></p> <p>CIB did not agree with the proposal, being legally not tenable.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>ISSUE MAY BE CLOSED</p>
<p align="center"><u>Item No.CIB-4/13</u></p> <p><u>Revision of tuition fees for MBBS and Nursing Students</u></p> <p>CIB decided that the Directors Committee chaired by Director, AIIMS Delhi may deliberate on the proposal and submit its report to the CIB for consideration.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>Reply from AIIMS New Delhi: The CIB of six AIIMS (including AIIMS, Delhi) has decided to review tuition fees of students and also fix uniform user charges for patients in all AIIMS.</p> <p>In this regard Financial Advisor, AIIMS, New Delhi has issued an office memorandum No. FD/AIIMS-D/Budget/2019-20 dated 20.11.2019 through which he has requested to all concerned for sending the rate-chart to F&CAO by 25th November, 2019 for analysis, compilation and approval of SFC & GB.</p> <p>UNDER DELIBERATION.</p>

<p align="center"><u>Item No.CIB-4/14</u></p> <p>Fixing up uniform user-charges for patients in all new AIIMS</p> <hr/> <p>CIB decided that the Directors Committee chaired by Director, AIIMS Delhi may deliberate on the proposal and submit its report to the CIB for consideration.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>UNDER DELIBERATION.</p>
<p align="center"><u>Item No.CIB-4/15</u></p> <p>Proposal for introducing an All India Common Eligibility Examination for the purpose of recruitment of Nursing Officers in AIIMS and Central Government Hospitals</p> <hr/> <p>Hon'ble President desired that the proposal may be sent to MoH&FW for detailed examination.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>MODALITIES ARE BEING WORKED OUT.</p>
<p>Additional Item: The CIB discussed on the issue of appropriateness and requirement of female nursing staff in a number of departments/specialised wards vis-à-vis patient comfort and care. Keeping this in view, it was decided that 80% of posts may be reserved for female nursing staff while the remaining 20% posts may be filled by male nursing staff.</p>	<p>Reply from AIIMS Raipur: Noted</p> <p>Reply from AIIMS New Delhi: As per letter No. 1-8/2019-Estt. (RCT) PF dated 18.03.2020 received from Recruitment Cell they are stated that Nursed Union has represented against the decision of CIB on reservation based on gender for the post of Nursing Officer at the AIIMS, New Delhi and the matter has been referred to MoHFW</p>

	<p>for consideration and advise vide letter No.F.1-8/2019-Estt. (RCT)PF dated 25.02.2020. Advice in the matter is awaited.</p> <p>ISSUE MAY BE CLOSED</p>
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NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/3

- (i) Reagent rental model for pathological services across all the AIIMS**
- (ii) Recruitment Rules for new AIIMS**
- (iii) Enhancement of Remuneration of Assistant Professor on contract basis.**
- (iv) Standard Staffing Pattern.**

CIB-5/3

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No. Z-28016/60/2017-PMSSY-I (EO-3115898)

Government of India
Ministry of Health & Family Welfare
PMSSY-I Section

3rd Floor, Indian Red Cross Society Building,
Red Cross Road, New Delhi-110001
Dated the 17th October, 2020

To

The Director,
All India Institute of Medical Sciences,
Ansari Nagar,
New Delhi - 110029 - 3316366

Subject : Agenda No. 5/5 for next meeting of the CIB regarding proposal for uniform procurement model of Clinical Lab for pathological services across of all AIIMS in the country.

Sir,

Kindly refer to email dated 26.05.20 from DS, AIIMS Delhi, vide which the Agenda Index and draft Agenda Notes were forwarded to PMSSY for discussion in the next meeting of the Central Institute Body of AIIMS including Agenda No. 5 on "Uniform pathological model for pathological services across all the AIIMS"

2. In this regard the Modified Agenda No. 5/5 is enclosed for inclusion in the next meeting of the CIB.

Encl.: As above.

Yours faithfully,

(Jitendra Arora)
Director
Tel.011-23350008

Copy to:

DDA, AIIMS, Delhi. - 3316366 (1)

ajc

Agenda No CIB-5/5: Reagent Rental model for pathological services across all the AIIMS

I. **Introduction :**

The proposal is regarding adoption of "Reagent Rental Model" or Wet lease model, based on maintenance free installation of lab equipment at zero upfront investment and against purchase of consumables for strengthening the laboratory services at all the new AIIMS. This model is presently implemented in AIIMS, Rishikesh and details are enclosed at Annexure.

II. **Administrative Comments:**

It was noticed by AIIMS- Rishikesh that there was no "Institutional Price Review Mechanism" to judge the cost effectiveness of all diagnostic kits & reagents against prevalent Analysers. All OEM (Vendors) keep on threatening to increase the rates by 20% of their kits and reagents at every two years by taking a plea of PAC. There was no option available but to accept all such price hike in patients' care & interest.

The reagent rental model implemented at AIIMS, Rishikesh is a well-established model in vogue for lab services since over two decades in Private sector and Govt. Sector. For this AIIMS, Rishikesh invited a group of external experts from eminent medical institutions to share the knowledge to strive improvements in clinical services at fixed term rate contract. After having the "**Critical Evaluation Report**" of external experts AIIMS Rishikesh set up an emergency lab on turnkey basis including the development of paraphernalia of the lab with Zero upfront investment for pre-identified parameters that should be made available round the clock without maintenance cost or liability.

III. Key Benefits of Reagent Rental Model /Wet Lease Approach of AIIMS Rishikesh:

- i. No Capital investment is required either for lab equipment or installation, infrastructure development & paraphernalia of the lab.
- ii. No funds are required for any maintenance liability till life cycle of Analysers and for operational support, and deployment of manpower.
- iii. No funds are required for interfacing of Analysers with Hospital Information System cold chain management , lab accreditation (NABL) & ISO Certification, up-gradation or replacement of Analysers.
- iv. Cost per test will remain consistent & uniform throughout the contract period and there is no price hike scope in this model.
- v. Back up service unit is also included in the proposal and Cost break up is known to all stakeholders and all lab activities remain under administrative control of the Institute.
- vi. There are no adverse effects on teaching, training and research activities. "Operational & Functional Cost" can be evaluated critically & compared as Procurement of consumables is linked with realization of cost or number of tests performed.
- vii. It gives the flexibility pertaining to the Possibility of expansion of testing capacity depending on the present sample load at any point of time without any additional capital expenditure.

IV. Comparisons of two available Model :

AIIMS, New Delhi has also recently installed two robotic core labs at its Jhajjar and Delhi Campuses on the concept of lifecycle costing & total cost of ownership. In this model, the equipment investment and ownership is of the Institute with direct contracts for consumables and maintenance with OEM's for 10 years. The L1 has been calculated after factoring in all Capital Costs with 5-year warranty, Expected

Consumable costs over 10 years, CAMC costs from 6-10th year and any related turnkey works costs required to establish the lab. In this model, all costs are transparent and like to like comparison for the purpose of price justification is also feasible. Also, even if volumes increase over time, the Institute doesn't pay additional costs towards capex to the vendor as the said cost is fixed and has been incurred upfront. The general budget which is always in shortfall is also utilized more judiciously.

Every system has its own challenges & pre limitations. A few advantages and disadvantages of adopting various models in Govt. Sector are listed below:

A. Advantages of reagent rental model for Lab Services:

- i. Saves on upfront capital investment by the Institute. More lucrative to the private sector as they are able to pay from revenue generated rather than invest upfront
- ii. The vendor is perceived to be more responsive towards the maintenance of his equipment as the vendor's revenue is also linked to the same

B. Advantage of Outright Purchase of Analysers/Conventional Approach :

- i. OEM (vendor) is perceived to be more responsive towards the compliance of all tendered specifications and it's successful, execution, installation or commencement of Analysers as the reputation is linked to his sale only not very much confined to the concept of consistent functional, working & maintenance cost throughout the lifecycle of equipment.
- ii. Outright purchase is only preferred by those medical institutions who gets adequate budgets for purchase of medical equipment or allocation of budget every year and having adequate manpower to operate the clinical lab round the clock smoothly and efficiently.
- iii. Outright purchase of Analysers can be preferred by well established medical institution who has world class facilities, infrastructure and paraphernalia for efficient working or to provide all lab requirements in one go uninterruptedly.

- iv. In the wake of rapid changing state of art technology all OEM introduce advance version & model but it doesn't matter in conventional approach & well established medical institute.

C. Disadvantages of reagent rental model:

- i. Justification of price for 'cost per test' quoted by the vendor is not transparent as pricing depends upon assumption basis owing to the uncertainty in the patient load along with components of equipment cost and costs of various consumables in the cost per test. They don't disclose the split-up of these costs as these are part of their business model and hence it becomes very difficult to ascertain the reasonability of cost per test. Further, the cost per test calculations done by vendors are often taking the current patient load's into consideration. However, in Government institutions like AIIMS, the patient load tends to increase exponentially with time in which case, the exchequer ends up paying more to the vendor as the CAPEX costs though recovered in a certain test load, continue to be a part of the cost per test in perpetuity.
- ii. As AIIMS are also teaching institutes, the Laboratories therein often use these equipment to train their residents', technicians, etc. as well in which certain tests or quality controls etc. are used for training purpose as well. In reagent rental model, as the ownership of the machine is with the vendor, the Departments do not have freedom in their academic programmes. However, the facility can be availed from the service provider by incorporating additional clauses in the tender document.
- iii. In Institutes like AIIMS where research is often a priority, certain tests are required to be performed under intra-mural or extramural funded projects wherein the funding agencies often provision budget for only consumables and not for capital costs. In such cases, the equipment procured under this model will not be usable and the Institute or Project will have to procure additional equipment. However, the facility can be availed from the service provider by incorporating additional clauses in the tender document.

D. Disadvantages of Outright Purchase of Analysers/Conventional Approach:

- i. The specification of the equipment to be procured under outright purchase model is completely based on the present or presumed patient load of the Institution, hence, in case the patient load is exhausted or starts increasing then the Institutions are left with no other option but to make additional capital investment to meet out the requirements of increased sample load.
- ii. As the model is completely based on capital expenditure, so the payments made to the service provider is not performance linked, hence, there's a huge dependency on the service provider regarding the maintenance services rendered to the Institution.
- iii. In the present scenario the technology is evolving rapidly and advancements are made in the medical equipment on a daily basis pertaining to which it becomes very difficult for the Institutions to keep procuring upgraded equipment frequently by investing their capital.
- iv. Apart from the above, separate funds are required for infrastructure, operational manpower, furniture & fixtures, Air Conditioning etc.
- v. Additional funds are required for the provisioning of Cold Chain Management, Quality Accreditation of Labs, Quality Control, Automation & Reporting along with maintenance of equipment till life cycle.

V. Approval Sought:

Central Institute Body (CIB) may like to deliberate on uniform development & establishment of 7*24*365 Path lab based on Reagent Rental Model to save investment on setting up of Labs at all AIIMS across the India.

No.Z-28016//2021-PMSSY-IV
Government of India
Ministry of Health and Family Welfare
PMSSY-IV Section

3rd Floor, IRCS Building, New Delhi
Dated the 7th June, 2021

To
The Director
AIIMS New Delhi

Subject: Inclusion of agenda in 5th meeting of the CIB-reg.

Sir,

I am directed to AIIMS Delhi notice dated 31.05.2021 for convening of 5th meeting of the CIB on 15th June, 2021 and to request that the following issues of may be included in the 5th CIB meeting for necessary deliberations and approval of the CIB. The necessary documents for the issues have been enclosed as Annexures.

- (i) Standard Staffing Pattern; and
- (ii) RRs for new AIIMS.

Yours faithfully,

Encl. as stated above.

Signature Not Verified.

Digitally signed by SHAMBHU KUMAR
Date: 2021.06.07 18:07:56 IST

(Shambhu Kumar)
Under Secretary to the Govt. of India
Tel. 011-23736977

Agenda No CIB-5/xx: Standard Staffing pattern for new AIIMS.

I Introduction: CIB in its first meeting had approved the standard staffing - pattern (SSP) for new AIIMS (**Annexure-I**), with the condition that creation of posts would be with the approval of Department of Expenditure.

Thereafter, this Ministry had sought some clarifications from AIIMS Delhi vide its letter dated 12.09.2018. In this regard, a revised proposal from AIIMS Delhi was received furnishing the projection of staff for 750 bedded new AIIMS and 960 bedded AIIMS in response to this Ministry's letter dated 12.09.2018. In the 2nd meeting of CIB, the above said proposal from AIIMS Delhi was considered and included. Based on the SSP (**Annexure-II**) as considered and included in the 2nd meeting of the CIB, proposals for creation of various posts required for start of MBBS classes/ OPD services in new AIIMS were moved to the Department of Expenditure (DoE), M/o Finance for their concurrence.

II. Points for consideration: A consolidated proposal for Creation, up-gradation and abolition of Project Cell, Faculty & Non-Faculty Posts for 960 bedded AIIMS as well as for 750 bedded AIIMS was moved to the DoE for their concurrence. The DoE returned the proposal with the observation that the SSP for all the AIIMS needs to sent to the DoE for concurrence/approval. Thereafter, approval, separate proposals for individual AIIMS are to be moved later.

New AIIMS had pointed out discrepancies in the no. of posts to be created as approved in the 1st CIB meeting and that considered and included in the 2nd CIB meeting. For instance, no. of posts of Nursing Officer were reduced to 1050 for each 960 bedded AIIMS in the 2nd CIB meeting as opposed to 1830 posts approved in the 1st CIB meeting.

In this regard, this Ministry had held a meeting on 10.12.2019 with the DD(A), AIIMS New Delhi and DD(A), AIIMS Raipur. The SSP as amended by AIIMS Raipur (**Annexure-III**) being the nodal Institute, for 960, 750 and 610 was forwarded, vide letter dated 07.01.2020 (**Annexure-IV**), to AIIMS New Delhi for consideration and approval in the next CIB meeting. The Pattern is under review with AIIMS Delhi.

In the meantime, this Ministry has received several requests from different for sanction of various posts for smooth operation of hospital services and the Institute.

III. Approval Sought: The standard staffing pattern for 960, 750 and 610 bedded AIIMS is placed for deliberations and approval of the CIB.

Agenda No CIB-5/xx: Recruitment Rules for new AIIMS.

I. Introduction: In the 2nd meeting of the CIB, it was decided for new AIIMS to follow the RRs of AIIMS, New Delhi in future recruitments (CIB item no. 2/9)

(Annexure-I) . However, the discrepancies in context of pay scale, mode of recruitment and eligibility criteria were observed by the new AIIMS between the Recruitment rules for AIIMS, New Delhi and new AIIMS. This was brought up as item no. 04/6 in the 4th meeting of the CIB **(Annexure-II)**. For instance, most of the higher level posts in AIIMS Delhi are to be filled on promotion basis only. However, due to existence/establishment of these new AIIMS at the developing stage, such mode of recruitment was observed to be not feasible for new AIIMS.

It was decided vide item no. 4/6 of the 4th CIB meeting to amend the recruitment rules for Non-faculty posts in new AIIMS and therefore to constitute a committee of DD(A)s of AIIMS Bhubaneswar, Raipur and Jodhpur under the chairmanship of DD(A), AIIMS New Delhi to look into the matter and submit a report within month.

Further, the SSP as considered in the 2nd CIB meeting also consisted of some posts which were not sanctioned earlier for first six AIIMS. Since the RRs for the said posts were not available with this Ministry, the same were sought from AIIMS New Delhi. This Ministry vide letter dated 07.11.2019 **(Annexure-III)** had forwarded the reply received from AIIMS Delhi to DDA, AIIMS BBSR in view of item no. 4/6 of 4th CIB meeting.

II. Points for consideration: This Ministry had received the final recommendation of the Committee (report) **(Annexure-IV)** from AIIMS Delhi vide their letter dated 18.09.2020. The report is presently under submission along with observations **(Annexure-V)**

III. Approval Sought: The final recommendation of the Committee of DDAs (report) from AIIMS Delhi is placed for deliberations and approval of the CIB.

7. **Item No.CIB-2/7: Revision of the Guidelines for procurement of Medicines and Medical Equipment and Installation:** CIB approved the proposal.
8. **Item No.CIB-2/8: Proposal for approval of payment of Dress/Uniform Allowance, Nursing Allowance, Academic Allowance and Conveyance Allowance:** CIB was informed that these proposals were placed before CIB in its 1st meeting on 16.07.2018, however could not be decided. The CIB approved all the proposals in accordance with orders issued by government of India except for academic allowance, which will be taken up separately.
9. **Item No.CIB-2/9: Adoption of Recruitment Rules for new AIIMS:** CIB agreed with the proposal for adoption of Recruitment Rules of all the posts of AIIMS, New Delhi for the corresponding posts in all new AIIMS, with prospective effect. Any ongoing recruitment for which posts have been advertised may be completed on the basis of pre-revised RR. Problems encountered by any AIIMS may again be brought before CIB.
10. **Item No.CIB-2/10: Engagement of new Executive Agencies for setting up of upcoming AIIMS project under PMSSY by modifying EOI eligibility criteria:** After detailed deliberation on the options available for engagement of Executive Agency including global tenders, the CIB approved to relax the condition restricting the assignment of only upto 3 AIIMS to the empanelled PSUs – M/s NBCC, M/s HSCC and M/s HITES. CIB also desired that the users should be involved right from the beginning and there should be close monitoring of the works.
11. **Item No.CIB-2/11: Synchronization of counselling schedules of NEET/AIIMS:** AIIMS Delhi made a presentation contending that synchronization of counselling of NEET and AIIMS is already being done at present. However, as far as common counselling is concerned, it may not be possible technically as the two are separate exams and therefore have separate merit list. Secretary HF&W stated that NIC has developed the requisite algorithm/software that worked flawlessly during NEET SS counselling and AIIMS Delhi may call upon NIC for detailed deliberation.

- d. It was decided that Running advertisement with one-year validity may be adopted to expedite the recruitment of faculty after which fresh running or normal advertisement may be issued again depending upon faculty strength. In the one year Running Advertisement, short advertisement or web site notices may be issued several times as may be required, depending upon actual progress of recruitment, with clear mention of cut off dates for submission of application and eligibility, each time.

[Action: AIIMS]

- e. With regard to Centralised Recruitment body, Additional Secretary informed that such alternative provision has been made in the amended AIIMS Regulations which are under process for notification and same should be adopted by the new AIIMS along with the standalone recruitment exercises at each Institute level. The CIB approved the proposal.

[Action: CIB Secretariat/MoH&FW]

6. Item No.CIB-4/6: Amendment of Recruitment Rules for Non-Faculty Posts:

CIB approved the proposal of formation of the proposed committee consisting of DD(A), Bhubaneswar, Raipur and Jodhpur under the chairmanship of Deputy Director (Administration), Delhi. The committee will submit the report within a month. The proposal of amendment of Recruitment Rules would be temporarily applicable for 5 years.

[Action: CIB Secretariat/MoH&FW]

7. Item No.CIB-4/7:Sanction of HEFA loan for new works (other than DPR works) in six functional AIIMS:

CIB approved the proposal and decided that each new AIIMS may propose a loan up to Rs 500 Crore prioritizing their requirements. Proposal submitted by



A-11013/3/2019-PMSSY-IV
 Government of India
 Ministry of Health and Family Welfare
 PMSSY-IV Section

3rd Floor, IRCS Building, New Delhi
 Dated the 7th November, 2019

To
 The DD(A), AIIMS Bhubaneswar

Subject: Amendment of Recruitment Rules for Non Faculty posts as per 4th CIB meeting and creation of new posts in new AIIMS as per Standard Staffing Pattern as considered and recommended in the 2nd meeting of CIB-reg.

Sir,

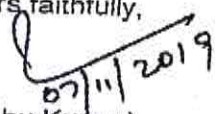
I am directed to the above subject and to state that this Ministry vide its letters dated 09.04.2019 and 31.07.2019 (copy enclosed) had sought RRs, duties/responsibilities, etc. for the new posts from AIIMS Delhi which have been considered in 2nd CIB meeting and not sanctioned earlier for six AIIMS that are needed to be created as per Standard Staffing Pattern as considered and recommended in the 2nd meeting of CIB.

2. In this regard, AIIMS Delhi has furnished only the recruitment rules only for some of the posts vide their letter dated 04.09 2019 (copy enclosed). Further, it has been ascertained from the 4th meeting of CIB that a committee of DD(A) AIIMS BBSR, AIIMS Raipur and AIIMS Jodhpur is to be constituted under chairmanship of DD(A) AIIMS Delhi to delve upon the amendment of RRs of Non-Faculty posts.

3. In this connection, the above mentioned correspondences with AIIMS New Delhi are forwarded herewith with the request to form /revisit the RRs of the remaining posts by the committee of DD(A)s.

Encl. as stated above

Yours faithfully,


 (Shambhu Kumar)
 Under Secretary to the Govt. of India
 Tel. 011-23736977

Name of the post (1)	As per AIIMS Delhi Report			Method of recruitment as per RRs, 2015 (6)	Method of recruitment as per AIIMS Delhi (7)	Observations (8)
	No. of posts proposed SSP (2)	As per AIIMS Delhi report (3)	Level as per 7 th CPC (4)			
ADMINISTRATION						
DDA	1	1	13	Deputation only.	Similar	RRs not available
Sr. AO	1	1	11	100% by promotion failing which by Deputation.	Transfer on deputation (short term contract)/ Promotion	100% by promotion failing which by Deputation.
AO	3	1	10	100% by promotion failing which by Deputation.	100% by promotion failing which by Deputation.	100% by promotion failing which by Deputation.
AAO	6	4	7	50% by promotion failing which by Deputation and 50% DR.	50% by promotion failing which by Deputation and 50% DR.	80% promotion and 40% DR.
Jr. AO/Office Assistant (N.S.) (2 posts of Office Superintendent merged with Assistant (N.S.))	35	60	6	50% DR. (ii) 25% Promotion failing which by deputation. (iii) 25% LDC E.	75% DR (ii) 25% promotion failing which by deputation/absorption. Office superintendent: 100% promotion failing which by deputation.	Office Superintendent- (i) 60% promotion. (ii) 40% LDC E. Assistant- 100% promotion
UDC	60	8	4	100% promotion	50% promotion failing which by deputation 50% DR.	75% promotion 25% LDCE.
LDC	155	39	2	80% DR, 10% LDCE, 10% promotion	85% DR, 10% from Group C based on education qual. And experience, 5% on seniority basis from Group C.	85% DR, 10% from Group C based on education qual. And experience, 5% on seniority basis from Group C.

							<p>regular service as AAO (Level 7th). This will lead to Promotion of AAO hired on DR basis to be promoted till the level of SAO with 8 years of regular service putting the promotional AAO at the disadvantage.</p> <p>Also, there is no post beyond the SAO to be filled on promotional basis as the post of DD A is to be filled up on Deputation basis only. This will put stagnation to prospects of further growth of AIMS employees.</p>
PUBLIC RELATIONS							
PRO	1	1	11	100% Deputation/absorption	100% DR	100% Deputation.	There is no provision for promotion from JRO to PRO.
Jr. reception officer	-	2	6	100% DR	DR/Deputation (absorption)	100% DR	
LEGAL CELL							
Law Officer	1	1	10	100% by promotion failing which by Deputation.	100% DR	100% DR	Legal Assistant, with age limit 21 to 35 years, to be eligible for Promotion with only 3 years of service and no promotional prospects further.
Legal Assistant	-	1	7	100% DR	100% DR	-	
SECRETARIAL							
PPS	2	2	11	100% by promotion failing which by Deputation.	100% by promotion failing which by Deputation.	100% Promotion	While the experience required to be promoted is adequately provided at each level across the whole cadre, but, the promotion from P S to PPS is from
PS	10	10	7	50% by promotion failing which by Deputation and 50% LDCE.	50% by promotion failing which by Deputation and 50% DR.	50% Promotion, 50% LDC E.	
PA	13	13	6	50% by promotion	50% by promotion	50% LDCE,	

				ion failing which by Deputation and 50% DR.	ion failing which by Deputation and 50% DR.	50% promotion.	in the level 7 to Level 11 directly.
Stenographer	34	35	4	100% DR	100% DR failing deputation	33.33% LDC E, 66.66% DR	
STORES AND PROCUREMENT							
Senior Procurement-cum-Stores officer	1	1	11	100% by promotion failing which by Deputation.	100% by promotion failing which by Deputation.		The posts of Store Keeper-cum-clerk(SKCC) are more than
Stores Officer	6	2	10	100% by promotion failing which by Deputation.	100% by promotion failing which by Deputation.	100% by promotion failing which by Deputation.	Office/Store Attendants. The posts of Store keeper are also very less than SKCC as
Assistant Stores Officer	8	6	7	50% by promotion failing which by Deputation and 50% DR.	75% by promotion failing which by Deputation and 25% DR.	33% DR 66% Promotion	50 % of the posts of Storekeeper to be filled by LDCE and 50% through DR. This would put remaining SKCC personnel at disadvantage.
Store Keeper	15	27	6	50% DR, 50% LDCE	75% DR, 25 % from lower grade based on education qual. And experience,	DR	
Store Keeper-cum-clerk		85	2	85% DR, 15 % LDCE	DR or Deputation		There is also direct promotion from Assistant Store keeper (Level 7) to Store Officer (Level 10) with only 3 years of service required and further to Senior Procurement-cum-Stores officer (Level 10) with 5 years of service required, totaling 8 years, putting Asst. Store Keepers appointed on promotional basis at disadvantage against those selected as DR.
Office/ Store Attendants		40	1	100 % DR	DR or Deputation		
ACADEMIC ADMINISTRATION							
Registrar	1	1	12	100% Deputation	100% Deputation/Absorption failing which by DR.	100% DR.	
Assistant Controller	1	1	11	100% Deputation	100% Deputation	100% Deput	

Number of Examinations			on	on	ation		
OFFICIAL LANGUAGE							
Sr. Hindi officer	-	1	7	100% by promotion failing which by Deputation.	100% DR failing which by Deputation basis.	-	There is no posts above the post at Level 7 as opposed to that proposed in SSP.
Jr. Hindi Translator	1	3	6	100% DR	100% DR	100% DR.	
FINANCE AND ACCOUNTS							
FA	1	1	13	100% Deputation	Transfer on Deputation	100% promotion failing which by deputation.	To reach to the post of Accounts Officer, three years of experience is required for promotion from AAO (Level 7) and further 6 years of experience to get promoted to the level of AAO from the JAO, totaling 9 years from JAO to Acc. Officer. Posts of Accounts Officer (5 in no.) is more than that of AAO (3 in no.) However, there is no provision of DR at the level of AAO while the same has been provided at the Accounts officer level. To reach the level of F&CAO through promotion, only 5 years of experience at the level of Accounts Officer has been sought and there is no provision of promotion beyond the post of F&CAO as the post of FA is to be filled on the deputation basis only. This will adversely
F&CAO	1 (CAO)	1	11	100% promotion failing which by deputation.	Promotion failing which by deputation.	100% promotion failing which by deputation.	
Accounts Officer	5	5	10	60% promotion failing which by deputation. (ii) 40% DR	60% promotion failing which by deputation. (ii) 40% DR	100% promotion failing which by deputation.	
Assistant Accounts Officer (Chief Cashier merged)	4	3	7	100% promotion failing which by deputation.	100% promotion failing which by deputation.	50% DR 50% by promotion	
Jr. Accounts Officer	6	6	6	50% DR, 50% by LDCE.	75% DR, 25% LDCE	100% Promotion.	
Cashier	-	13	4	100% DR	100% DR failing which by deputation.		

											affect the growth prospects of Acc. Officer Direct recruits.
NURSING COLLEGE											
Professor cum principal	1	13	100% DR								There is no promotional prospect for any of the lower posts as opposed to Medical Faculty posts.
Reader/ Associate professor	4	12	100% DR								
Lecturer in Nursing	15	7	11	100% DR							
Tutor/Clinical Instructor	15	33	10	100% DR							
AYUSH											
Sr. Medical Officer (AYUSH)	1	11	100% promotion failing which by deputation.	100% DR	NA						
Medical Officer (AYUSH)	5	10	100% DR	100% DR	NA						
Yoga Instructor	2	7	100% DR	100% DR	NA						
NURSING											
Chief Nursing Officer	1	12	100% promotion failing which by deputation-cum-absorption.	Promotion failing which by Deputation	100% promotion failing which by deputation.						The posts of Nursing officers have been shown less in comparison to that proposed in SSP. The posts of ANS and DNS are at same level.
Nursing Superintendent	3	11	100% promotion failing which by deputation.	100% promotion failing which by deputation	100% promotion.						
Deputy Nursing Superintendent (DNS)	16	16	10	100% promotion failing which by deputation.	100% promotion failing which by deputation.	100% promotion.					
Assistant Nursing Superintendent (ANS)	113	113	10	75% promotion failing which by deputation 25 % DR (posts reserved for female and male in the ratio of 80:20 as per CIB 4/16)	75% promotion failing which by deputation 25 % DR	100% promotion.					
Sr. Nursing officer (incl. public health Nurse)	510	511	8	75% promotion failing which by deputation 25 % DR (posts reserved for female and male in the ratio of 80:20 as per CIB item 4/16)	75% promotion failing which by deputation 25 % DR	100% promotion.					
Nursing Officer (incl. Maternity and Child Welfare Of	1826	1327	7	100 % DR (posts reserved for female and ma	100% DR.	100% DR.					

ficer)				le in the ratio of f 80:20 as per CIB item 4/16)			
SECURITY							
Deputy Chief Security officer	1	1	11	100% promotion failing which by deputation/absorption.	Promotion or Deputation or DR.	100% promotion failing which by deputation.	
Security Officer	1	1	10	100% promotion failing which by deputation.	Promotion or Deputation or DR.	100% promotion failing which by deputation.	
Astt. Security Officer	6	1	6	100% DR.	Promotion or Deputation or DR.	50% DR, 50% Promotion	
Security cum Fire Jamadar (may be designated as fire supervisor)	-	1	4	100% DR.	Promotion or DR.	100% Promotion.	
HOSPITAL							
Blood Transfusion Officer	1	1	11	100% DR.	100% DR.	100% DR.	
Medical Physicist	8	1	10	100% DR.	100% DR.	100% DR.	
Child Psychologist	4	1	10	100% DR.	100% DR.	100% DR.	
Clinical Psychologist	4	1	10	100% DR.	100% DR.	100% DR.	
Ante natal Medical officer	-	1	10	100% DR.	100% DR.	-	
Psychiatric Social worker	-	3	6	100% DR.	100% DR.	-	
Social Worker	-	2	4	100% DR.	100% DR.	-	
Medico Social Worker	-	3	7	100% DR.	100% DR.	-	
Bio Medical Engineer	-	1	7	100% DR.	100% DR.	-	
PACS Administrator	-	1	7	100% DR.	100% DR.	-	
Vocational Counsellor	2	1	7	100% DR.	100% DR.	100% DR.	
Radiographic technician Gr-I	15 (Technician (Radiology))	15	6	100% DR.	100% DR.	100% promotion.	
Radiotherapy Technician Gr-II	12	2	6	100% DR.	100% DR.	100% DR.	
Physiotherapist (merged with posts of multi rehabilitation worker (Physiotherapist))	16	6	6	100% DR.	100% DR.	100% promotion.	
Occupational therapist	2	2	6	100% DR.	100% DR.	100% promotion.	
Technical Assistant (ENT) Speech Therapist /Audiometry Technician (ENT) (Both posts merged as Audiologist)	2	2	6	100% DR.	100% DR.	By promotion.	

st/Speech Therapist)							
Technician Prosthetics & Orthotics (Technical Officer)	6	1	6	100% DR.	100% DR.	50% promotion, 50% DR.	
TB and Chest diseases Health Assistant		2	6	100% DR.	100% DR.	-	
Electrocardiograph Technical Assistant		1	6	100% DR.	100% DR.	-	
Health Educator (Social Psychologist)		1	6	100% DR.	100% DR.	100% DR. (Social Psychologist) 100% promotion (Health Educator)	
Technical officer (Dental Hygiene) (Separated from the post of technical officer dental Technician)	1	2	6	100% DR.	100% DR.	Promotion/transfer on deputation .	
Technical officer (Dental Mechanics) (Separated from the post of technical officer dental Technician)	1	2	6	100% DR.	100% DR.	Promotion/transfer on deputation .	
Technical officer Ophthalmology (Refractionist)		4	6	100% DR.	100% DR.	-	
Dissection Hall Attendant		8	2	100% DR.	100% DR.	-	
Medical Superintendent	1	1	14	Deputation (including short term contract)	Deputation (including short term contract)		
Dy. MS		6	11	100% DR.	100% DR.	-	
Hospital Attendant Gr-III Nursing Orderly		108	1	100% DR	100% DR	100% DR	
IT							
Senior Analyst (System Analyst)	1	1	12	Direct Recruitment	Promotion failing which by deputation failing which by Direct recruitment	100% promotion failing which by direct recruitment	No promotional avenues beyond the post of Senior Programmer despite having similar educational Qualifications desired at Senior Analyst and Programmer. Also, at the post of programmer, 2 years of experience has been
Senior programmer (Analyst)	2	1	11	Promotion failing which by deputation	Direct recruitment or promotion or deputation	Promotion	
Programmer (data processing assistant)	6	2	7	100% DR	-	DR	

							<p>sought and at the level of Senior Programmer, 7 years of experience has been sought to get considered for promotion, totaling 9 years of experience.</p> <p>While at the post of Senior Analyst, 10 years of experience has been sought for direct recruitment. Thus, the Senior Programmer is falling short of experience of only 1 year to reach the level of Senior Analyst.</p>
LAUNDRY							
Assistant Laundry supervisor	-	1	4	100% DR	Direct recruitment failing which by deputation	100% promotion	No post of Laundry Manager at Level 6 has been included in the AIIMS Delhi Report as opposed to that proposed in the SSP.
Tailor Grade-III to be merged with hospital attendant orderly.	-	4	-	-	-	-	
SANITATION							
Senior Sanitation officer	1	1	7	100% promotion failing which by deputation	100% promotion failing which by deputation	100% promotion failing which by deputation	Pay Scale of all the posts has been reduced by one level.
Sanitation officer	2	3	6	75% promotion failing which by deputation and 25 % direct recruitment	100% promotion failing which by deputation	100% promotion failing which by deputation	
Sanitary Inspector Grade-II	18	18	5	100% Direct recruitment	Direct recruitment failing which by deputation	100% Direct recruitment	
TECHNICAL							
Technical Officer (Technical Supervisor) (MLT)	41 (as Technical Officer (Technical Supervisor))	6 (separate from 12 posts of Technical Officer)	7	25% promotion failing which by deputation and 75 % direct recruitment	80% Direct recruitment failing which by deputation 20% promotion failing which by deputation	100% promotion	Ratio of No. of posts for Lab Technician to Lab Attendant Grade II is 1:41 which appears to be quite skewed considering the

		er (Technical Supervisor)				the post of Lab Technician to be filled on 100% promotional Basis.	
Technical Officer (Technical Supervisor) (OT)	7 (As Technical Officer (OT))	6 (separate from 12 posts of Technical Officer (Technical Supervisor))	7	25% promotion failing which by deputation and 75 % direct recruitment	80% Direct recruitment failing which by deputation 20% promotion failing which by deputation	100% promotion	At the same time, Technical Assistant/Technician (MLT) and Technical Assistant/Technician (OT) have mentioned to have 41 posts each while the posts of Technical Officer (Technical Supervisor) (MLT) and Technical Officer (Technical Supervisor) (OT) have 6 posts each only and to be filled up at 75% strength through DR as opposed to promotion i.e. (25%) only which will put the promotional candidates at a disadvantage.
Technical Assistant/Technician (MLT)	162 (as Technical Assistant/Technician)	41 (separate from the 82 sanctioned posts of Technical Assistant/Technician). The existing TA/Technician recruited in the domain of MLT may be adjusted against this post)	6	100% DR	80% Direct recruitment failing which by deputation 20% promotion failing which by deputation	100% promotion	
Technical Assistant/Technician (OT)	90 (As Technician (OT))	41 (separate from the 82 sanctioned posts of Technical Assistant/Technician)	6	100% DR	80% Direct recruitment failing which by deputation 20% promotion failing which by deputation	100% promotion	

				technician). The existing TA/Technician recruited in the domain of MLT may be adjusted against this post			
Lab Technician	--	1	5	100% promotion	100% DR	75% DR and 25 % promotion	
Lab Attendant Gr.-II	--	41	2	100% DR	100% Direct recruitment failing which by deputation	100% DR	
LIBRARY							
Chief Librarian	1	1	13	100% Promotion failing which by deputation	Promotion failing which by deputation	By Deputation/promotion (composite method)	No post of Sr. Library Information Assistant has been proposed in the SSP
Librarian Selection Grade(Senior Librarian) (To be changed to Library and Information officer)	2	1	11	100% promotion failing which by Deputation cum absorption	promotion failing which by Deputation	100% Promotion failing which by deputation	While no provision of promotion from Library attendant Gr. II to Librarian Grade-III has been given, experience of Librarian Grade-III only has been considered for promotion to the post of Librarian Grade-I (Documentalist) leaving no promotional prospects for Library Attendants Gr.II .
Librarian Grade-I (3 Documentalist) (To be changed to Assistant Library and Information officer)	3	2	7	50% promotion and 50 % DR	50% promotion and 50 % by deputation failing which by DR	100% Promotion failing which by deputation	
Librarian Grade-III (To be changed to Sr. Library information Assistant)		4	6	100% DR	DR failing which by deputation/absorption	100% DR	
Library Attendant Gr-II		3	3	DR	--	33% promotion, 66% by DR	Also, provision of absorption has been made at the level of L

							<p>Librarian Selection Grade. However, to reach the level Chief Librarian, promotional provision has been given only to the post of Librarian Selection Grade that too with 10 years of experience.</p> <p>In case, Librarian Selection Grade is filled up on absorption basis, then the posts below it will have their promotional prospects affected.</p> <p>Also, there is provision of promotion from Librarian Grade-I (Documentalist) (Level 7) to Librarian Selection Grade (Senior Librarian) (Level 11) directly.</p>
DIETICIAN							
Chief Dietician	1	1	11	100% promotion failing which by Deputation cum absorption	100% promotion failing which by Deputation	100% promotion	Educational Qualifications for Dietician and Senior Dietician is same with only difference of experience of 2 years only.
Senior Dietician (Assistant food Manager) (to be changed to Sr. Dietician)	3	3	10	66% promotion failing which by deputation, 33% by DR	66% promotion failing which by deputation, 33% by DR	100% promotion	
Dietician	4	12	7	100% DR	DR failing which by deputation	100% promotion	Provision of absorption has been made at the apex post. Also, the age limit for Dietician has been set at the bracket of 21 to 40 years. Promotion to Senior Dietician requires experience of only 3 years. In case of

							absorption, promotional prospects of junior level posts may get affected. Also, no post of Assistant Dietician has been mentioned in the Report as opposed to that proposed in SSP.
PHARMACY							
Chief Pharmacist	1	1	7	100% promotion failing which by Deputation cum absorption	Promotion failing which by Deputation	100% promotion	Provision of absorption has been given at the apex post. May affect promotional prospects of Lower level posts.
Sr. Pharmacist/Pharmacist Gr-I	5	14	6	75% promotion failing which by deputation, 25% by DR	Promotion failing which by Deputation	100% promotion failing which by DR	
Pharmacist Grade-II/Pharmacist/Chemist/Chemical Examiner	20	28	5	10% promotion and 90% by DR	100% DR failing which by deputation/absorption	100% DR	
Dispensing Attendants	-	4	4	100% DR	100% DR	-	
MEDICAL SOCIAL SERVICE							
Chief medical Social Service Officer	1	1	11	100% promotion failing which by Deputation cum absorption	100% promotion failing which by Deputation	100% promotion failing which by Deputation	Provision of promotion from the post of MSSO Gr-I (Level 7) to SMSSO (Level 10) directly. No. of posts for SMSSO is less in comparison to MSSO Gr-I and to that proposed in the SSP. Provision of absorption has been given at the apex post. May affect promotional prospects of Lower level posts. Also, to reach the apex post through promotion
Supervising medical Social Service Officer	3	1	10	100% promotion failing which by Deputation	100% promotion failing which by Deputation	100% promotion	
MSSO Gr-I	12	15	7	100% DR	DR failing which by deputation	100% promotion	

							n, 8 (3+5) years of experience is required for personnel at the lowest rung. The age limit for DR at the MS SO Gr-I is from 21 to 40 years.
							Also, as opposed to that proposed in the SSP, no post of M SSO Gr.II has been mentioned in the AIIMS Delhi report.
ENGINEERING							
Superintending Engineer	1	1	13	By deputation	By promotion failing which by deputation	By deputation or promotion (composite method)	
E.E.(Civil)	2	1	11	100% promotion failing which by Deputation	By promotion failing which by deputation	100% promotion failing which by Deputation	
A.E. (Civil)	4	5	7	40% promotion failing which by deputation, 60% by DR	40% promotion failing which by deputation, 60% by DR	100% promotion	
A.E. for vigilance cell (Civil)		1	7	100% Deputation	100% Deputation		
Junior Engineer (Civil)	6	6	6	100% DR	DR failing which by deputation	100% DR	
E.E.(Electrical)	1	1	11	100% promotion failing which by Deputation	By promotion failing which by deputation	100% promotion failing which by Deputation	
A.E. (Electrical)	2	2	7	50% promotion failing which by deputation, 50% by DR	50% promotion failing which by deputation, 50% by DR	100% promotion	
Junior Engineer (Electrical)	4	4	6	100% DR	DR failing which by deputation	100% DR	
Hospital Architect	-	1	11	By deputation cum absorption failing which direct recruitment	By Deputation	-	
Sr. Plumber	-	4	4	100% promotion	By promotion failing which by deputation	100% promotion	
Plumber	-	15	2	100% DR	DR failing which by deputation	25% DR, 75% promotion	

Electrician	-	6	4	50% promotion and 50% DR	DR failing which by Deputation.	100% promotion failing which by DR.
Lineman(Electrical)/Wireman	-	22	2	100% DR	DR failing which by Deputation.	25% DR, 75% Promotion based on seniority
Senior mechanic (E&M)	-	2	4	100% Promotion	promotion failing which by deputation.	100% promotion failing which by DR
Mechanic (E&M)	-	4	2	100% DR	DR failing which by deputation	25% DR, 75% Promotion based on seniority
Senior Operator (E&M)	-	7	4	50% Promotion and 50% DR	100% promotion failing which by deputation	100% promotion
Operator (E&M)/Lift operator	-	12	2	100% DR	DR failing which by deputation	25% DR, 75% Promotion based on seniority
Executive Engineer (AC & R)	1	1	11	100% promotion failing which by deputation	By promotion failing which by deputation	50% promotion failing which by deputation and 50% deputation
Assistant Engineer (AC & R)	2	2	7	50% promotion failing which by deputation, 50% by DR	50% promotion failing which by deputation, 50% by DR	promotion failing which by deputation
Junior Engineer (AC & R)	4	4	6	100% DR	DR failing which by deputation	100% DR
Foreman (AC&R)	-	3	5	100% promotion	promotion failing which by deputation	100% promotion
Senior Mechanic (AC & R)	-	6	4	50% promotion and 50% DR	promotion failing which by deputation failing both by DR	100% promotion failing which by deputation
Mechanic (AC & R)	-	6	2	100% DR	DR failing which by deputation	100% DR
TRANSPORT						
Transport supervisor	-	1	7	100% DR	50% promotion failing which by deputation, 50% by DR	
Driver (ordinary grade)	-	17	2	100% DR	100% DR	100% DR
MEDICAL GAS						
Manager/Supervisor/Gas Officer	1 post of Gas Officer. No post of Manger/Supervisor	2	7	50% promotion failing which by deputation, 50% by DR	50% promotion failing which by deputation, 50% by DR	

	or menti oned.						
Gas Steward (Gas keeper/Manifold t echnician (Gas St eward))	8	8	5	80% DR, 20% Promotion	75% DR, 25 % promotion faili ng which by de putation	100% promot ion failing whi ch by deputat ion	
Pump Mechanic/ Gas Mechanic	-	2	4	100% DR	100% DR	100% promo tion	
Manifold room Att- endant	-	1	2	100% DR	100% DR	-	
MEDICAL RECORD							
Chief Medical Rec ord Officer	1	1	10	100% Promoti on failing which h deputation um absorption	100% failing w hich by deputa tion	100% promot ion.	Provision of ab sorption has be en given at the apex post. May affect promoti onal prospects of Lower level posts.
Medical record offi cer	10	8	6	50% promotion failing which b y deputation, 5 0% by DR	50% promotio n failing which by deputation, 50% by DR	100% promot ion failing whi ch by DR	
Junior Medical rec ord Officer	12	10	5	50% promotion and 50% DR	50% promotio n failing which by deputation, 50% by DR	100% Promo tion	
Medical Record T echnician	24	38	4	100% DR	DR failing whi h by Deputatio n/absorption	100% transfe r failing whi ch by DR	
HOSTEL							
Warden (Hostel W arden)	6	5 (3 p osts r eserv ed for wom en to be de ploye d in L adies Hoste l)	6	50% LDCE an d 50% DR	100% DR failin g which by dep utation	100% promot ion	
Junior Warden (H ouse keepers)	14	10 (3 posts reserv ed for wom en to be de ploye d in L adies Hoste l)	2	100% DR	100% DR failin g by deputatio n	100% transfe r failing whi ch by DR	



No. AIIMS-RPR/DDA/RP/2019/

Raipur, Date: 26.12.2019

To

Shri S. M. Routray,
Deputy Secretary (PMSSY),
Ministry of Health and Family Welfare,
Nirman Bhawan, New Delhi.

Sub: Amendment in the proposal of Rationalization of Posts in new AIIMS
(Posts proposed for 610, 750 and 960 bedded AIIMS Hospital).

Ref: Meeting on 10.12.2019 with DDA, AIIMS New Delhi.

Dear Sir,

In pursuance to the meeting held on 10.12.2019 with DDA, AIIMS New Delhi regarding amendment in the proposal of Rationalization of Posts in new AIIMS and modification in the proposal of the posts for 610 and 750 bedded AIIMS Hospital.

Please find attached a list of proposed posts for 610, 750 and 960 bedded AIIMS Hospitals.

The list of proposed posts has been approved by Director AIIMS, Raipur.

Thanking you,

Yours faithfully,

Neeresh Sharma
Deputy Director (Admin.)
AIIMS Raipur

Copy to:

1. Director, AIIMS Raipur
2. PS to JS (PMSSY), MoHFW, New Delhi
3. DDA, AIIMS, NEW DELHI

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Administration						
Director	A	80000 (Fixed)+ NPA Maximum 85000/-	1	1	1	1
Medical Superintendent & Professor of Hospital Administration	A	37400-67000+GP 10500+NPA	1	1	1	1
Deputy Director (Administration)	A	37400-67000+GP 8700	1	1	1	1
Financial Advisor	A	37400-67000+GP 8700	1	1	1	1
Chief Administrative Officer	A	15600-39100+GP 7600	1	1	1	1
Senior Administrative Officer	A	15600-39100+GP 6600	1	1	1	1
Administrative Officer	A	15600-39100+GP 5400	4	3	3	3
Assistant Administrative Officer	B	9300-34800+GP 4800	6	6	6	6
Junior Administrative Officer	B	9300-34800+GP 4200	58	35	35	35
Senior Administrative Assistant	C	5200-20200+GP 2400	35	60	60	60
Junior Administrative Assistant	C	5200-20200+GP 1900	70	155	120	120
Faculty						
Professor	A	37400-67000+AGP 10500+NPA	50	50	42	42
Additional Professor	A	37400-67000+AGP 9500+NPA	41	41	42	42
Associate Professor	A	37400-67000+AGP 9000+NPA	79	79	60	60
Assistant Professor	A	15600-39100+AGP 8000+NPA	316	316	220	190

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	510 beds (Hospital)
Residency						
Senior Residents	A	15600-39100+GP 6600+NPA	600	600	450	400
Junior Residents	A	15600-39100+GP 5400+NPA	600	600	450	400
Tutors/Demonstrators	A	Rs.15600-39100 +GP Rs.5400 + NPA (NPA only for Medical Graduates)	70	70	50	40
Scientist Cadre						
Scientist E	A	37400-67000+GP 8700	1	1	1	1
Scientist D	A	15600-39100+GP 7600	4	4	4	3
Scientist C	A	15600-39100+GP 6600	15	15	12	10
Secretarial - Administration						
Principal Private Secretary	A	15600-39100+GP 6600	2	2	1	1
Private Secretary	B	9300-34800+GP 4600	10	10	7	5
Personal Assistant	B	9300-34800+GP 4200	13	13	10	8
Stenographer	C	5200-20200+GP 2400	34	34	25	20
Finance And Accounts						
Chief Accounts Officer	A	15600-39100+GP 7600	1	1	1	1
Senior Accounts Officer	A	15600-39100+GP 6600	1	1	1	1
Accounts Officer	A	15600-39100+GP 5400	5	5	3	3

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Assistant Accounts Officer	B	9300-34800+GP 4600	2	4	4	4
Junior Accounts Officer	B	9300-34800+GP 4200	6	6	5	5
Chief Cashier	B	9300-34800+GP 4600	1			
Cashier	C	5200-20200+GP 2400	13			
Academic Section						
Assistant Professor (Hospital Administration)	A	15600-39100+AGP 6000+NPA	6			
Registrar	A	15600-39100+GP Rs.7600 (+NPA for Med Graduates)	1	1	1	1
Assistant Controller Of Examination	A	15600-39100+GP 6600 (+NPA for Med Graduates)	2	1	1	1
Public Relations						
Public Relation Officer	A	15600-39100+GP 5400	1	1	1	1
Assistant Public Relation Officer	B	9300-34800+GP 4800	2			
Junior Public Relation Officer	B	9300-34800+GP 4200	2			
Nursing College						
Professor Cum Principal	A	37400-67000+GP 8700	1	1	1	1
Reader/Assoc. Professor	A	15600-39100+GP 7600	4	4	4	4
Lecturer in Nursing	A	15600-39100+GP 6600	7	15	10	10
Tutor/Clinical Instructor	A	15600-39100+GP 5400	33	15	15	15

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Nursing						
Chief Nursing Officer	A	15600-39100+GP 7600	1	1	1	1
Nursing Superintendent	A	15600-39100+GP 6600	3	3	2	2
Deputy Nursing Superintendent	A	15600-39100+GP 5400	16	16	7	5
Assistant Nursing Superintendent	A	15600-39100+GP 5400	113	113	55	40
Senior Nursing Officer	B	9300-34800+GP 4800	510	510	400	300
Public Health Nurse	B	9300-34800+GP 4800	1			
Nursing Officer	B	9300-34800+GP 4800	1826	1826	1400	1300
Hostel						
Warden (Hostel Wardens)	B	9300-34800+GP 4200	14	6	6	6
Junior Warden (House Keepers)	C	5200-20200+GP 1900	30	14	14	14
Stores & Procurement						
Chief Stores Officer	A	15600-39100+GP 7600	1			
Senior Stores Officer	A	15600-39100+GP 6600	1	1	1	1
Stores Officer	A	15600-39100+GP 5400	2	6	4	3
Assistant Stores Officer	B	9300-34800+GP 4800	6	8	6	5
Junior Stores Officer (Post renamed in place of Store Keeper)	B	9300-34800+GP 4200	27			

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Junior Stores Officer	B	9300-34800+GP 4600		10	8	6
Store Keeper	B	9300-34800+GP 4200		15	12	10
Store Keeper-Cum-Clerk	C	5200-20200+GP 1900	85			
Engineering Division						
Superintending Engineer	A	37400-67000+GP 8700	1	1	1	1
Executive Engineer (Civil)	A	15600-39100+GP 6600	1	2	1	1
Executive Engineer (Electrical)	A	15600-39100+GP 6600	1	1	1	1
Executive Engineer(A/C &R)	A	15600-39100+GP 6600	1	1	0	0
Assistant Engineer(A/C&R)	B	9300-34800+GP 4600	2	2	1	1
Junior Engineer(A/C&R)	B	9300-34800+GP 4200	4	4	3	2
Assistant Engineer(Civil)	B	9300-34800+GP 4600	5	4	3	3
Junior Engineer(Civil)	B	9300-34800+GP 4200	6	6	6	6
Assistant Engineer (Electrical)	B	9300-34800+GP 4600	2	2	1	1
Junior Engineer(Electrical)	B	9300-34800+GP 4200	4	4	4	4
Asst Engineer For Vigilance Cell (Civil)	B	9300-34800+GP 4600	1			
Executive Engineer (Bio Medical)	A	15600-39100+GP 5400	1			
Assistant Engineer (Bio Medical)	B	9300-34800+GP 4600	4			

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Junior Engineer (Bio Medical)	B	9300-34800+GP 4200	8			
Library						
Chief Librarian	A	37400-67000+GP 8700	1	1	1	1
Senior Library and Information Officer	A	15600-39100+GP 6600	1	1	1	1
Library and Information Officer	A	15600-39100+GP 5400	2	2	2	2
Assistant Library And Information Officer	B	9300-34800+GP 4600	3	3	3	3
Library and Information Assistant	B	9300-34800+GP 4200	6	6	6	6
Legal Cell						
Law Officer	A	15600-39100+GP 5400	1	1	1	1
Legal Assistant	B	9300-34800+GP 4600	1			
AYUSH					In case AYUSH is envisaged	In case AYUSH is envisaged
Professor (Kaya Chikitsa) (Internal Medicine)	A	37400-67000+AGP+10500+NPA	1	1	1	1
Additional Professor (Dravyagun) (Material Medicine & Pharmacology)	A	37400-67000+AGP+9500+NPA	1	1	1	1
Associate Professor (Kaya Chikitsa) (Internal Medicine)	A	37400-67000+AGP+9000+NPA	1	1	1	1
Associate Professor (PrasutiTantra-StriRoga) (Obst.&Gyn.)	A	37400-67000+AGP+9000+NPA	1	1		
Assistant Professor (Kaya Chikitsa) (Internal Medicine)	A	15600-39100+AGP 8000+NPA	1	1	1	1
Assistant Professor (PrasutiTantra-StriRoga) (Obst.&Gyn.)	A	15600-39100+AGP 8000+NPA	1	1		

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Senior Medical Officer (Ayurveda)	A	15600-39100+GP 6600+NPA (for Medical Posts Only)	1	1	1	1
Medical Officer	A	15600-39100+GP 5400+NPA (for Medical Posts Only)	5	5	5	5
Yoga Instructor	B	9300-34800+GP 4600	2	2	1	1
Hindi Section						
Rajbhasha Adhikari	A	15600-39100+GP 5400	1			
Hindi Officer	B	9300-34800+GP 4600	1	1	1	1
Senior Hindi Translator	B	9300-34800+GP 4200	3	3	2	1
Junior Hindi Translator	C	5200-20200+GP 2400	1	1	1	1
Medical Social Service (Welfare)						
Chief Medical Social Service Officer	A	15600-39100+GP 6600	1	1	1	1
Supervising Medical Social Service Officer	A	15600-39100+GP 5400	1	3	2	1
Medical Social Service Officer Grade I	B	9300-34800+GP 4600	15	12	10	8
Medical Social Service Officer Grade II	B	9300-34800+GP 4200	25	20	15	12
Pharmacy						
Chief Pharmacist	B	9300-34800+GP 4600	1	1	1	1
Pharmacist Gr. I	B	9300-34800+GP 4200	16	5	4	4
Pharmacist Gr. II	C	5200-20200+GP 2800	27	20	15	15

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Information Technology						
Senior Analyst (IT)	A	15600-39100+GP 7600	1	1	1	1
Senior Programmer	A	15600-39100+GP 6600	2	2	2	2
Programmer	B	9300-34800+GP 4600	6	6	4	3
Medical Physics						
Senior Medical Physicist	A	15600-39100+GP 6600	2	1	1	1
Medical Physicist	A	15600-39100+GP 5400	8	8	8	8
Perfusion						
Chief Perfusionist	A	15600-39100+GP 6600	1	1	1	1
Senior Perfusionist	A	15600-39100+GP 5400	2	2	2	2
Perfusionist	B	9300-34800+GP 4800	6	6	5	4
Physiotherapy						
Chief Physiotherapist	A	15600-39100+GP 5400	1	1	1	1
Senior Physiotherapist	B	9300-34800+GP 4800	4	4	3	2
Physiotherapist	B	9300-34800+GP 4200	16	16	12	10
Occupational Therapist	B	9300-34800+GP 4200	2	2	2	2
Medical Rehabilitation (Physiotherapist)	B	9300-34800+GP 4200	4			

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Medical Record Officer	B	9300-34800+GP 4800	12	10	7	6
Junior Medical Record Officer	B	9300-34800+GP 4200	10	12	9	8
Medical Record Technician	C	5200-20200+GP 2400	24	24	18	15
Statistician						
Senior Statistician	A	15600-39100+GP 6600	1	1	1	1
Statistician	A	15600-39100+GP 5400	1	1	1	1
Junior Statistician	B	9300-34800+GP 4600	2	2	2	2
ENT						
Chief Audiologist & Speech Therapist	A	15600-39100+GP 6600	1	1		
Senior Audiologist / Speech Therapist	A	15600-39100+GP 5400	2	2	1	1
Audiologist & Speech Therapist	B	9300-34800+GP 4600	2	2	1	1
Jr. Audiologist/Speech Therapist	B	9300-34800+GP 4200	4	4	3	3
Blood Transfusion						
Blood Transfusion Officer	A	15600-39100+GP 6600	1	1	1	1
Asst. Blood Transfusion Officer	A	15600-39100+GP 5400		1	1	1
Dental						
Dental Hygienist/Technical Officer	B	9300-34800+GP 4200	3	1	1	1

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
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Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Deputy Chief Security Officer	A	15600-39100+GP 6600	1	1	0	0
Security Officer	A	15600-39100+GP 5400	1	1	1	1
Assistant Security Officer	B	9300-34800+GP 4200	6	6	5	4
Fire Officer	A	15600-39100+GP 5400	1	1	1	1
Assistant Fire Officer	B	9300-34800+GP 4200	4	4	3	3
Fire Technician	C	5200-20200+GP 2800	10	10	8	7
Medical Gas & Manifold Room						
Manager/ Supervisor Manifold	B	9300-34800+GP 4800	1			
Gas Officer	B	9300-34800+GP 4600	1	1	1	1
Manifold Technicians (Gas Steward)	C	5200-20200+GP 2800	8	8	8	8
CSSD						
Superintendent (CSSD)	A	15600-39100+GP 5400	1	1	1	1
Supervisor (CSSD)	B	9300-34800+GP 4800	2	2	2	2
Senior Technician (CSSD)	B	9300-34800+GP 4600	4	4	3	3
Technicians (CSSD)	B	9300-34800+GP 4200	20	20	16	14
Medical Records Section						
Chief Medical Record Officer	A	15600-39100+GP 5400	1	1	1	1

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
PMR						
Chief Technical Officer (Prosthetics And Orthotics)	A	15600-39100+GP 6600	1	1	1	1
Technical Officer (Prosthetics And Orthotics)	A	15600-39100+GP 5400	1	1	1	1
Vocational Counselor	B	9300-34800+GP 4600	2	2	2	2
Senior Technician (Prosthetics And Orthotics)	B	9300-34800+GP 4600	3	3	2	2
Social Psychologist	B	9300-34800+GP 4200	1			
Technician (Prosthetics and Orthotics)	B	9300-34800+GP 4200	6	6	4	4
Sanitation						
Senior Sanitation Officer	B	9300-34800+GP 4800	1	1	1	1
Sanitation Officer	B	9300-34800+GP 4600	2	2	2	2
Sanitary Inspector Grade I	B	9300-34800+GP 4200	18	18	14	12
Dietetics						
Chief Dietician	A	15600-39100+GP 6600	1	1	1	1
Senior Dietician	A	15600-39100+GP 5400	3	3	2	2
Dietician	B	9300-34800+GP 4600	12	4	3	3
Assistant Dietician	B	9300-34800+GP 4200		8	6	4
Security cum Fire						

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Dental Technician Hygiene	C	5200-20200+GP 2800		2	2	2
Dental Mechanic / Technical Officer	B	9300-34800+GP 4200	3	1	1	1
Dental Technician (Mechanic)	C	5200-20200+GP 2800		2	2	2
FMT						
Mortuary Attendant	C	5200-20200+GP 1800	4	4	4	4
Laundry						
Laundry Manager	B	9300-34800+GP 4200	1	1	1	1
Laundry Supervisor	C	5200-20200+GP 2400	4	2	2	2
Nephrology						
Transplant Coordinator	B	9300-34800+GP 4600	1	1	1	1
Nuclear Medicine						
Nuclear Medicine Technologist	C	9300-34800+GP 4600	2	2	2	2
OBG						
Clinical Embryologist	A	15600-39100+GP 6600	1	1	0	0
Embryologist	B	9300-34800+GP 4200	1	1	0	0
Operation Theatre/Anesthesia						
Sr. Technical Officer (OT)	A	15600-39100+GP 6600	2	2	1	1

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Technical Officer (OT)	A	15600-39100+GP 5400	5	7	5	4
Sr. Technician (OT)	B	9300-34800+GP 4600	25	26	21	17
Technician (OT)	B	9300-34800+GP 4200	80	90	70	60
Ophthalmology						
Chief Optometrist	A	15600-39100+GP 6600	1			
Superintending Optometrist	A	15600-39100+GP 5400 (Chief Optometrist)	1	1		
Senior Optometrist	B	9300-34800+GP 4600	2	2	1	1
Optometrist	B	9300-34800+GP 4200	6	6	4	4
Psychiatry						
Clinical Psychologist	A	15600-39100+GP 5400	2	4	2	2
Child Psychologist	A	15600-39100+GP 5400	2	4	2	2
Radiology Technicians						
Chief Technical Officer (Radiology)	A	15600-39100+GP 6600	1	1		
Technical Officer (Radiology)	A	15600-39100+GP 5400	2	2	1	1
Technician (Radiology) Grade I	B	9300-34800+GP 4600	15	15	11	8
Technician (Radiology) Grade II	B	9300-34800+GP 4200	35	35	26	22
Radiotherapy / Nuclear Medicine						

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
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Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Senior Technical Officer (Radiotherapy)	A	15600-39100+GP 6600		1		
Technical Officer (Radiotherapy)	A	15600-39100+GP 5400	1	2	1	1
Technician (Radiotherapy) Grade I	B	9300-34800+GP 4600	6	6	4	3
Dosimetrist	B	9300-34800+GP 4200	2			
Technician (Radiotherapy) Grade II	B	9300-34800+GP 4200	12	12	9	8
Speciality Technician (Dialysis, Respiratory, Cath. Lab. Neurology, And Others)						
Speciality Technical Officer	A	15600-39100+GP 5400	5	5	5	5
Sr. Speciality Technician Gr. I	B	9300-34800+GP 4600	10	10	10	10
Speciality Technician Gr. II	B	9300-34800+GP 4200	26	26	20	20
Hospital Support						
Multi tasking staff (MTS)		5200-20200+GP 1800		100	75	75
Maternity & Child Welfare Officer	B	9300-34800+GP 4600	1			
Psychiatric Social Worker	B	9300-34800+GP 4600	3			
Electro Cardiograph Technical Assistant	B	9300-34800+GP 4200	4			
PACS Administrator (Technical Officer Photography)	B	9300-34800+GP 4600	1			
Antenatal Medical Officer	A	15600-39100+GP 5400+NPA	1			
TB & Chest Diseases Health Assistant	B	9300-34800+GP 4200	2			

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
Dissection Hall Attendants	C	5200-20200+GP 1900	8			
Hospital Attendant Grade III (Nursing Orderly)	C	5200-20200+GP 1800	106			
Veterinary Officer	B	15600-39100+GP 5400	1	1	1	1
Radio Pharmacist	B	9300-34800+GP 4200	1			
Technical /Technical Assistant (Endoscopic Surgery)	B	9300-34800+GP 4200	3			
Laboratory						
Senior Technical Officer	A	15600-39100+GP 6600		4	3	3
Technical Officer (Laboratory)	A	15600-39100+GP 5400	4	12	9	9
Technical Officer (Technical Supervisor)	B	9300-34800+GP 4600	12	41	31	25
Technical Assistant/Technician	B	9300-34800+GP 4200	162	162	122	100
Lab Attendants Grade II	C	5200-20200+GP 1900	41			
Transport						
Transport supervisor	B	9300-34800+GP 4600	1			
Driver (Ordinary Grade)	C	5200-20200+GP 1900	17			
		Total	5756	5622	4291	3838

No of Beds	960	750	610
Broad Specialty	500	390	325
Super Specialty	300	215	180
ICU	50	75	50
T & E	50	30	30

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended)		
Total = 5756 : for 960 bedded hospital				Total = 5622	Total = 4291	Total = 3838
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)
		AYUSH		30	30	15
		PMR		30	10	10

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
Ansari Nagar, New Delhi-29

No.F. 5-2/2019-Genl.(CIB-4)

Dated: 18 SEP 2020

To
The Joint Secretary,
Ministry of Health & Family Welfare,
PMSSY Division, Nirman Bhawan,
New Delhi

Subject:- Report of the Committee as constituted by CIB in its 4th meeting held on 27.07.2019 for amendment of Recruitment Rules.

Respected Sir,

Kindly refer to this office letter of even number dated 11.03.2020 on the subject cited above and to state that the Central Institute Body in its 4th meeting held on 27.07.2019 decided to form a Committee consisting of DD(A), Bhubaneswar, Raipur and Jodhpur under the chairmanship of Deputy Director (Administration), Delhi for recommending the amendment in Recruitment Rules for Non-Faculty posts of new AIIMS, which would be temporarily applicable for 5 years.

Accordingly, a Committee was constituted and the committee after due deliberation, submitted their final recommendation after having circulated the proposal of the DDA's Committee to all new AIIMS and incorporating their feedback. A copy of the final recommendation is enclosed.

Encl.: as above.

JS (Genl)

Pl examine and

Shew

(G.R. PILLAI)

Administrative Officer

discuss on 25/9/2020

24/9/2020

JS

21.09.2020

JS (SK)

Final Recd by DDA/Committee

73



सत्यमेव जयते

**RECRUITMENT RULES OF
NON-FACULTY POSTS FOR
NEW AIIMS, 2019**

**GOVERNMENT OF INDIA
MINISTRY OF HEALTH AND FAMILY WELFARE
PRADHAN MANTRI SWASTHYA SURAKSHA YOJANA (PMSSY)**

Recruitment Rules of Non-Faculty Posts for New AIIMS under PMSSY Division,
Ministry of Health & Family Welfare, Government of India

1. Short Title and commencement:

1.1 These rules may be called the "Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019".

1.2 These rules will come into force with effect from the date of approval of the Central Institute Body.

2. The number of posts, classification and scales of pay:

The number of posts, their classification and level in the Pay Matrix/Grade Pay with Pay Band attached thereto are specified in-respective posts as contained in Schedule I annexed to these Rules. The classification of posts as Group A, B and C will correspond to similar categories in the Level in the Pay Matrix /Grade Pay with Pay Band of Central Government.

3. Initial Constitution:

3.1 All Group A, B and C Non Faculty Officers/Staff(Administrative, Technical, Medical Support etc.) working in AIIMS as on the date of commencement of these rules shall be deemed to have been appointed to the posts corresponding to those which they were holding on regular basis on that date at the initial constitution.

3.2 The regular continuous service of the officers /staff mentioned in Rule 3.1 above on the posts corresponding to those which they were holding on regular basis prior to these rules shall count for the purpose of probation period, promotion, confirmation, Gratuity and NPS etc. as applicable under the rules.

4. Recruitment norms:

4.1 The minimum educational qualification and other eligibility criteria for all the posts shall be as specified in Schedule I. Educational qualifications of recognized University/Board/Institution, as the case may be, will only be accepted. In case of any doubt regarding educational qualification, equivalent qualification, relevant experiences etc., the decision of Appointing Authority will be final and binding.

4.2 The experience specified in Schedule I, attached to these rules for all the posts shall be the experience acquired after obtaining the minimum educational qualifications required for the post unless otherwise stated.

4.3 The cut-off date to determine maximum age, educational qualification, experiences and other eligibility criteria for direct recruitment will be the last date of receipt of application.

4.4 Recruitment shall be made by direct recruitment, promotion, deputation, deputation/absorption basis, as the case may be, as prescribed in Schedule I. Whenever, the posts are to be filled up by direct recruitment/deputation/deputation / absorption basis, the posts shall be suitably advertised by such appropriate methods as the Appointing Authority deems fit. In case of receipt of large number of

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applications in respect of those posts for which the element of interview has not been done away with, then the Director may constitute a Screening Committee or hold Screening test as deemed fit to short-list the candidates for the interviews. The Selection Committee will be competent to adopt their own evaluation criteria for selection of the candidates. The Selection Committee will be constituted by the Competent Authority based on the guidelines issued by the Ministry of Health and Family Welfare, Government of India or as approved by their respective Governing Body/Institute Body.

4.5 Vacancies caused by the incumbent being away on deputation or due to long illness or study leave or under any other circumstances, for duration of one year or more, can be filled by deputation or short term contract, as decided by Competent Authority.

5. Age limit and experience for direct recruitment:

5.1 The upper age limit for direct recruitment in each category of post shall be as specified in the Schedule I. The upper age limit in respect of Scheduled Castes, Scheduled Tribes, Other Backward Class, Ex-Servicemen and other special categories of persons etc. shall be relaxable in accordance with the orders issued by the Government of India from time to time.

5.2 Unless otherwise indicated in the recruitment rules, age relaxation of 5 years for personnel serving in Central / State Government and Autonomous Institutions of Central & State Govts and for regular employees of AIIMS who have completed three years of regular service period will be allowed. In case of contractual employees selected through the prescribed open selection process in any AIIMS, age relaxation may be provided for a period of maximum 5 years or their tenure of service, whichever is less.

6. Selection on Direct Recruitment:

6.1 The selected candidates, from the date of assuming the duties will be on probation initially for a minimum period of two years in case of direct recruitment or any other period as mentioned in Schedule-I. Any extension of probation period, if required, will be regulated as per Department of Personnel & Training (DoPT), Govt of India guidelines.

7. Method of recruitment on deputation:

Subject to the candidate having minimum qualification and experience as specified in the Schedule I, candidates from other Central Government, UT Government /State Government, Ministries/Departments, Semi-Govt. organizations, Universities, Research Institutions, Autonomous Bodies, Public Sector Undertakings, can be taken on deputation basis. The period of deputation along with other terms and conditions of the deputation will be regulated as per the DoPT instructions as amended from time to time.

8. Power to relax:

Where the duly-constituted Selection Committee of AIIMS is of the opinion that it is necessary or expedient to do so, it may for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of post mentioned in Schedule I. This will be subject to approval of the Institute Body/Governing Body.

9. Saving:

Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided to candidates belonging to the Scheduled Castes, Scheduled Tribes, Other Backward classes, Economically Weaker Section, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

10. Disqualification:

No person:

- (a) Who has entered into or contracted a marriage with a person having a spouse living, or
- (b) Who having a spouse living, has entered in or contracted a marriage with any other person, shall be eligible for appointment to any of the said posts;

Provided that the AIIMS may, if satisfied that such a marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

11. The representation of SC, ST and OBC etc. in the Selection Committee / Department Promotion Committee, shall be as per orders issued by the DOPT, Govt. of India from time to time. The posts filled earlier will not be affected by these RRs, which are being notified now.

12. The applicable rules of the DoPT, GoI will be followed in respect of those provisions which are not specifically covered under this rules or AIIMS Act, 1956/AIIMS Rules, 2019/Applicable Regulation or decision taken by the GB/IB as per the power vested with them as per the provision of the applicable Acts/Rules.

13. The equivalent qualification for a post will be as per the applicable instructions, however the decision of the Appointing Authority in this regard will be final.

Final Minutes of the Committee as constituted by CIB in its 4th meeting held on 27.07.2019 for amendment of Recruitment Rules

The CIB in its 4th meeting held on 27.07.2019 under agenda item No. CIB -4716-Amendment of Recruitment Rules for Non-faculty posts - has approved the proposal of formation of the proposed committee consisting of DD(A), Bhubaneswar, Raipur and Jodhpur under the chairmanship of Deputy Director (Administration), AIIMS, New Delhi and the proposal of amendment of Recruitment Rules would be temporarily applicable for 5 years.

Accordingly, the above constituted committee met several times and held several discussions. The Committee has examined the "Recruitment Rules of Non-faculty posts for new AIIMS, 2015" and the existing applicable Recruitment Rules of the AIIMS, New Delhi. The committee has co-opted Shri Dhirendra Verma, Deputy Secretary of AIIMS, New Delhi as special invitee to help the committee. The committee has broadly taken the following principles except for some posts to decide the maximum age limit, method of Recruitment, educational qualification & experiences and other eligibility criteria of different Non-faculty posts as per existing sanctioned posts for new AIIMS:-

1. Some of the new AIIMS have recruited some non-faculty posts whereas many new AIIMS have not yet filled up many posts. The Recruitment Rules of AIIMS, New Delhi for non-faculty posts have evolved through more than 50 years of various exercises involving creation of new posts, creation of various cadres, cadre reviews whereas the existing sanctioned posts of new AIIMS are sanctioned for the first time and patterns are different. As AIIMS, New Delhi is having various cadres involving posts at different level; their Recruitment rules provides higher posts to be filled through promotion for the career progression of direct recruited staffs taken at the entry level. The existing sanctioned posts in new AIIMS are mostly single posts or very few posts are encadred. Therefore, the Recruitment Rules for new AIIMS are drafted to help these new AIIMS to fill up more number of posts through direct recruitment as far as possible. Similarly, educational qualification & experiences are also suggested to enable new AIIMS to get experienced people who are already exposed to some sorts of work experiences in Government organization to the extent possible.

2. The mode of recruitment through direct recruitment in several posts in place of promotion have been suggested taking into consideration the necessity of these new AIIMS to get new manpower immediately through direct recruitment for their operation activities as the filling up of these posts through promotion mode will take more time.

3. The Regulation No. 32 of the AIIMS Regulation, 2019 provides that the maximum age of a candidate at the time of recruitment to the service of the Institute shall normally be thirty years for non-teaching posts or as indicated in the recruitment rules for each post (except for Senior Demonstrator or Senior Residents). Similarly, the said Regulation has also fixed the maximum age limit for teaching posts as normally fifty years. The MoH&FW, GoI has fixed the maximum age limit for the posts of Professor & Additional Professor as 55 years as a special case to make available more number of eligible candidates at these senior level posts for consideration in new AIIMS. The committee deliberated this issue and taken into consideration the requirement of experienced people in several posts for new AIIMS for smooth management of various services. Therefore, the committee has

recommended higher maximum age limit for these non-faculty post in order to make available more experienced staffs to be eligible for the selection process.

4. Accordingly, the committee has drafted the enclosed Recruitment Rules of Non-faculty posts for new AIIMS along with preface to be treated as the part of the Recruitment Rules for smooth operation of this Recruitment Rules. The committee suggest that any minor corrections/changes if required after its adoption may be referred to the said committee for any changes if required which may be placed to the CIB for their consideration.

(Neeresh Sharma)
DD(Admin)
AIIMS, Raipur
Member

(N. R. Bistnoi)
DD(Admin)
AIIMS, Jodhpur
Member

(P. K. Ray)
DD(Admin)
AIIMS, Bhubaneswar
Member

(Dhirendra Verma)
Deputy Secretary
AIIMS, New Delhi
Special Invitee

(Subhasish Panda)
DD(Admin)
AIIMS, New Delhi
Chairman

INDEX

Sl. No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No.
Administration					
1	Deputy Director (Administration)	A	37400-67000+GP 8700 (Level-13 of the Pay Matrix)	1	16
2	Senior Administrative Officer	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	17
3	Administrative Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	18
4	Assistant Administrative Officer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	4	19
5	Junior Administrative Officer /Office Assistant (NS)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	60	20
6	Upper Division Clerk /Senior Administrative Assistant (SAA)	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	8	22
7	Lower Division Clerk / Junior Administrative Assistant	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	39	23
Public Relations					
8	Public Relation Officer	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	24
9	Junior Reception Officer	B	9300-34800+GP 4200 (Level-6 of the Pay Matrix)	2	25
Legal Cell					
10	Law Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	26
11	Legal Assistant	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	27
Secretarial					
12	Principal Private Secretary	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	2	28
13	Private Secretary	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	10	29
14	Personal Assistant	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	13	30
15	Stenographer	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	35	31
Stores and Procurement					
16	Senior Procurement cum-Stores Officer	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	33
17	Stores Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	2	34
18	Assistant Stores Officer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	6	35
19	Store Keeper	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	27	36
20	Store Keeper -Cum-Clerk	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	85	37
21	Office/Stores Attendant (Multi-Tasking)	C	5200-20200+GP 1800 (Level-1 of the Pay Matrix)	40	38

Sl. No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No.
Academic Administration Section					
22	Registrar	A	15600-39100+GP 7600 (Level-12 of the Pay Matrix)	1	39
23	Assistant Controller of Examination	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	40
Official Language Section					
24	Senior Hindi Officer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	41
25	Junior Hindi Translator	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	3	42
Finance & Accounts Section					
26	Financial Advisor	A	37400-67000+GP 8700 (Level-13 of the Pay Matrix)	1	43
27	Finance and Chief Account Officer (Senior Accounts Officer)	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	44
28	Accounts Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	5	45
29	Assistant Accounts Officer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	3	46
30	Junior Accounts Officer (Accountant)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	6	47
31	Cashier	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	13	49
SR/JR/Tutor					
32	Senior Resident	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix) + NPA for Medical Graduates.	327	50
33	Junior Resident	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix) + NPA for Medical Graduates	371	51
Nursing College					
34	Professor Cum Principal	A	37400-67000 +GP 8700 (Level-13 of the Pay Matrix)	1	53
35	Reader/Assoc. Professor	A	15600-39100+GP 7600 - (Level-12 of the Pay Matrix)	4	54
36	Lecturer in Nursing	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	7	55
37	Tutor/Clinical instructor	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	33	56
AYUSH					
38	Sr. Medical Officer (AYUSH)	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix) + NPA	1	57
39	Medical Officer (AYUSH)	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix) + NPA	5	58
40	Yoga Instructor	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	59

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Sl. No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No.
Nursing					
41	Chief Nursing Officer	A	15600-39100+GP 7600 (Level-12 of the Pay Matrix)	1	60
42	Nursing Superintendent	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	3	61
43	Deputy Nursing Superintendent	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	16	63
44	Assistant Nursing Superintendent	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	113	64
45	Senior Nursing Officer	B	9300-34800+GP 4800 (Level - 8 of the Pay Matrix)	511	66
46	Nursing Officer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1327	68
Security					
47	Deputy Chief Security Officer	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	69
48	Security Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	70
49	Assistant Security Officer	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	1	71
50	Security-Cum-Fire Jamadar	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	1	72
Hospital					
51	Blood Transfusion Officer	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix) + NPA	1	73
52	Medical Physicist	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	74
53	Child Psychologist	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	75
54	Clinical Psychologist	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	76
55	Ante Natal Medical Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix) + NPA	1	77
56	Psychiatric Social Worker	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	3	79
57	Social Worker	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	2	80
58	Medico Social Worker	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	3	81
59	Bio Medical Engineer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	82
60	PACS Administrator	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	83
61	Vocational Counsellor	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	85

Sl No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No.
62	Radiography Technician Grade I	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	15	86
63	Radiotherapy Technician Grade - II	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	2	87
64	Physiotherapist/Multi Rehabilitation Worker (Physiotherapist)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	6	88
65	Occupational Therapist	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	2	89
66	Technical Assistant (ENT) Speech Therapist/Audiometry Technician (ENT)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	2	90
67	Technician Prosthetics & Orthotics (Technical Officer)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	1	91
68	TB and Chest Diseases Health Assistant	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	2	92
69	Electrocardiograph Technical Assistant	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	1	93
70	Health Educator (Social Psychologist)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	1	94
71	Technical Officer (Dental Hygiene)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	2	95
72	Technical Officer (Dental Mechanics)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	2	96
73	Technical Officer Ophthalmology (Refractionist)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	4	97
74	Modellar (Artist)	C	5200-20200+GP 2800 (Level-5 of the Pay Matrix)	14	98
75	Dissection Hall Attendant	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	8	99
76	Dark Room Assistant	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	5	100
77	Medical Superintendent	A	37400-67000+GP 10000 (Level-14 of the Pay Matrix)	1	101
78	Deputy Medical Superintendent	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix) +NPA as applicable	6	102
79	Hospital Attendant Grade -III (Nursing Orderly)	C	5200-20200+GP 1800 (Level-1 of the Pay Matrix)	108	103
Information Technology					
80	Senior Analyst (System Analyst)	A	15600-39100+GP 7600 (Level-12 of the Pay Matrix)	1	104
81	Senior Programmer (Analyst)	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	105
82	Programmer (Data Processing Assistant)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	2	106

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Sl. No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No
CSSD					
83	CSSD Officer	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	107
84	CSSD Supervisor	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	108
85	CSSD Technician	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	6	109
Laundry					
86	Laundry Manager	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	1	110
87	Assistant Laundry Supervisor	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	4	111
Sanitation					
88	Senior Sanitation Officer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	113
89	Sanitation Officer	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	3	114
90	Sanitation Inspector Gr. II	C	5200-20200+GP 2800 (Level-5 of the Pay Matrix)	18	115
Technical					
91	Technical Officer (Technical Supervisor) (MLT)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	6	116
92	Technical Officer (Technical Supervisor) (OT)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	6	117
93	Technical Assistant /Technician (MLT)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	41	118
94	Technical Assistant /Technician(OT)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	41	119
95	Lab Technician	C	5200-20200+GP 2800 (Level-5 of the Pay Matrix)	1	120
96	Lab Attendant Gr. II	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	41	121
Library					
97	Chief Librarian	A	15600-39100+GP 8700 (Level-13 of the Pay Matrix)	1	122
98	Librarian Selection Grade (Senior Librarian)	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	123
99	Librarian Grade I (Documentalist)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	2	124
100	Librarian Grade III	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	4	125
101	Library Attendant Grade II	C	5200-20200+GP 2000 (Level 3 of the Pay Matrix)	3	126

Sl. No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No.
Dietician					
102	Chief Dietician	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	127
103	Senior Dietician (Assistant Food Manager)	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	3	128
104	Dietician	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	12	129
Pharmacy					
105	Chief Pharmacist	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	130
106	Sr. Pharmacist / Pharmacist Grade - I	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	14	131
107	Pharmacist Grade II/Pharma Chemist /- Chemical Examiner	C	5200-20200+GP 2800 (Level-5 of the Pay Matrix)	28	132
108	Dispensing Attendants	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	4	133
Medical Social Services					
109	Chief Medical Social Service Officer	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	134
110	Supervising Medical Social Service Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	135
111	Medico Social Service Officer Grade I	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	15	136
Engineering					
112	Superintending Engineer	A	15600-39100+GP 8700 (Level-13 of the Pay Matrix)	1	137
113	Executive Engineer (Civil)	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	138
114	Assistant Engineer (Civil)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	5	139
115	Assistant Engineer for Vigilance Cell (Civil)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	140
116	Junior Engineer (Civil)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	6	141
117	Executive Engineer (Electrical)	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	142
118	Assistant Engineer (Electrical)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	2	143
119	Junior Engineer (Electrical)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	4	144
120	Hospital Architect	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	145
121	Senior Plumber	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	4	146
122	Plumber	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	15	147

Sl. No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No.
123	Electrician	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	6	148
124	Lineman (Electrical)/Wireman	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	22	149
125	Senior Mechanic (E & M)	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	2	150
126	Mechanic (E & M)	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	4	151
127	Senior Operator (E & M)	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	7	152
128	Operator (E & M) /Lift Operator	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	12	153
129	Executive Engineer (AC& R)	A	15600-39100+GP 6600 (Level-11 of the Pay Matrix)	1	154
130	Assistant Engineer (Air Conditioning & Refrigeration)	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	2	155
131	Junior Engineer (Air Conditioning & Refrigeration)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	4	156
132	Foreman (Air Conditioning & Refrigeration)	C	5200-20200+GP 2800 (Level-5 of the Pay Matrix)	3	157
133	Senior Mechanic (Air Conditioning & Refrigeration)	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	6	158
134	Mechanic (Air Conditioning & Refrigeration)	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	6	159
Transport					
135	Transport Supervisor	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	1	160
136	Driver (Ordinary Grade)	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	17	161
Medical Gas					
137	Manager /Supervisor/Gas Officer	B	9300-34800+GP 4600 (Level - 7 of the Pay Matrix)	2	162
138	Gas Steward (Gas Keeper/Manifold Technician (Gas Steward)	C	5200-20200+GP 2800 (Level-5 of the Pay Matrix)	8	163
139	Pump Mechanic /Gas Mechanic	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	2	164
140	Manifold Room Attendant	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	1	165
Medical Record					
141	Chief Medical Record Officer	A	15600-39100+GP 5400 (Level-10 of the Pay Matrix)	1	166
142	Medical Record Officer	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	8	167
143	Junior Medical Record Officer	C	5200-20200+GP 2800 (Level-5 of the Pay Matrix)	10	168
144	Medical Record Technician	C	5200-20200+GP 2400 (Level-4 of the Pay Matrix)	38	169

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Sl. No.	Name of the post	Gr	Pay Scale/Proposed Pay Scale (Rs) as per 6 th CPC/7 th CPC	Total No. of Posts	Page No.
Hostel					
145	Warden (Hostel Warden)	B	9300-34800+GP 4200 (Level - 6 of the Pay Matrix)	5	170
146	Junior Warden (House Keepers)	C	5200-20200+GP 1900 (Level-2 of the Pay Matrix)	10	171
Total Posts				3783	

Posts sanctioned to AIIMS

From Index (above)	3783
Director	01
Faculty Posts	305
Total	4089

Schedule-I

**“Recruitment Rules of Non-Faculty Posts
for New AIIMS, 2019”**

2006147/2020/PMSSY-DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No. 01

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Deputy Director (Administration)	1	Group 'A'	Level-13 in the Pay Matrix (Rs.123100 – 215900/-)	Not Applicable	Not Applicable	Not Applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ deputation/ absorption grades from which promotion/deputation/ absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable.	Not Applicable	On Deputation basis	<u>Deputation:</u> Officers under the Central/State / U.T. Governments / Universities / Statutory/ Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis (minimum level-13 of the Pay Matrix), OR (ii) Officers at the level of Deputy Secretary of Central Government or equivalent with 5 years regular service in the level-12 of the Pay Matrix.		Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012.Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No. 02

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Senior Administrative Officer	1 (2014)	Group 'A'	Level -11 in the Pay Matrix (Its. 67700 – 208700)	Non-Selection	Not Applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not-applicable	100% by Promotion falling which by deputation.	Promotion: Administrative Officer with 5 years of regular service in the Grade (level-10 of the Pay Level). Deputation:- Officers under the Central/State/U.T. Governments/ Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR (ii) With 5 years' regular service in the level-10 of the pay matrix or equivalent in the relevant field.		1. Director – Chairman 2. Deputy Director (Administration) – Member 3. Nominee of the Director – Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2019. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No. 03

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Administrative Officer	1 (2014)	Group 'A'	Level-10 in the Pay Matrix (Rs. 56100 - 177500)	Non-Selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	As applicable under rules	100% by Promotion failing which by deputation.	<p>Promotion: Assistant Administrative Officer with 3 years of regular service in the Grade (level-7 of the Pay Level).</p> <p>Deputation: Officers under the Central/State/U.T. Governments/Universities/Statutory/Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR (ii) With 2 years regular service in Level-8 or 3 years regular service in the Level-7 of the Pay Matrix or equivalent in the relevant field.</p>		<p>1. Director - Chairman</p> <p>2. Deputy Director (Administration) - Member</p> <p>3. Nominee of the Director- Member</p>	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No. 04

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Assistant Administrative Officer	4 (2014)	Group 'B'	Level-7 in the Pay Matrix (Rs. 44900-142400)	Non-Selection	Between 21-35 years	Degree from a recognized University/ Institution or equivalent with experience of 3 years in relevant field in Government Departments/ Institutes/ Autonomous Bodies.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/ deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable	As applicable under rules	50 % by Promotion failing which by Deputation and 50% by Direct Recruitment.		<u>Promotion</u> Office Assistant (NS)/Junior Administrative Officer with 5 years of regular service in the level - 6 of the Pay Matrix. <u>Deputation:-</u> Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations (i) Holding analogous posts on regular basis, OR (ii) With 5 years regular service in the Level 6 of the Pay Matrix or equivalent in the relevant field.		1. Deputy Director (Admin)- Chairman 2. Sr. Administrative Officer-Member 3. Nominee of the Director -Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required;

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No. 05

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Junior Administrative Officer/Office Assistant (NS) (2 posts of Office Supdt. is merged with the post of Office Assistant (NS) / JAO)	58 +2 (2 posts of Office Supdt.) (2014)	Group 'B'	Level 6 in the Pay matrix (Rs. 35400-112400)	Non-selection	Between 21-35 years	Degree from a recognized university or its equivalent and 2 years' experience in relevant field in Government Departments / Institutes / Autonomous Bodies
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	As applicable under rules.	(i) 50% by Direct Recruitment. (ii) 25% by Promotion falling which by Deputation. (iii) 25% by Limited Departmental Competitive Examination	Promotion: - UDC with 10 years of regular service in the level-4 of the Pay Matrix. Deputation:- Officers under the Central / State / U.T. Governments / Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis, OR with 6 years' regular service in the Level- 5 of the Pay Matrix or equivalent in the relevant field. OR with 10 years' regular service in the Level-4 of the Pay Matrix in the relevant field. LDCE: UDC or equivalent with 5 years of regular service in the Level - 4 of the Pay Matrix AND education qualification mentioned in the col. 7(Method of Selection: Written Test)		1. Deputy Director (Admin)-Chairman 2. Sr. Administrative Officer / Administrative Officer-Member 3. Nominee of the Director - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No.

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
OFFICE SUPERINTENDENT MERGED WITH THE POST OF OFFICE ASSISTANT / JUNIOR ADMINISTRATIVE OFFICER	2* (Subject to variation dependent on workload)	Group-B1	PB-3 Rs. 9300-34800+GP Rs. 4200/-	Not applicable	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	Not applicable	100% by Promotion-Felling which by Deputation.	Promotion UDC with 10 years of regular service in the grade pay of Rs. 2400/- Deputation Officers under the Central/State/U.T. Governments/Universities/Statutory, Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis or with 10 years regular service in the grade pay of Rs. 2400/- in the relevant field.	Deputy Director (Admin)-Chairman Sr. Administrative Officer / Administrative Officer-Member Officer-nominated by Director-Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No. 06

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Upper Division Clerk / Senior Administrative Assistant (SAA) (two posts of Data Entry Operator Gr. A are merged)	6+2(2014)	Group 'C'	Level-4 in the Pay Matrix (25500--81100)	Non-Selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	Not applicable	100% by promotion.	Promotion: LDC/JAA with 8 years of regular service in the Level-2 of the pay matrix.	1. Deputy Director (Admin)/ Senior Administrative Officer - Chairman 2. Administrative Officer - Member 3. Nominee of the Director - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Administration Sr. No. 07

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Lower Division Clerk/Junior Administrative Assistant (1 Post of Coding Clerk is merged with the post of Lower Division clerk.)	38 +1 (1 Post of Coding Clerk) (2014)	Group 'C'	Level-2 in the Pay Matrix (Rs.19900 - 63200)	Non - selection	Between 18 -30 years	12 th Class or equivalent qualification from a recognized Board or University. OR (a)Matriculation or equivalent qualification from a recognized board or University with 5 years experience in relevant field in govt organization /institution . (b)Typing speed of 35 w.p.m. in English or 30 w.p.m. in Hindi only on computer. (35 w.p.m. and 30 w.p.m. corresponding to 10500 KDPH/ 9000 KDPH on an average of 5 key depressions for each word.)	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Yes, to the extent as indicated in Col. 10	2 years	80% by Direct Recruitment, 10% by LDCE and 10% by Promotion.		Promotion: - 3 years of regular service as Office Attendant grade (level-1 of the Pay Matrix) who possess minimum educational qualification of class 12 th pass or equivalent. LDCE: Group 'C' Staff of the concerned AIIMS in the Level-1 of the Pay Matrix and who possess 12 th Class pass or equivalent qualification and have rendered 3 years' regular service in the grade through a departmental written test & skill test as required for direct recruitment.		1.Sr. Administrative Officer Chairman 2. Administrative Officer-Member 3. Nominee of the Director - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

Public Relations Sr. No. 08

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Public Relation Officer	1 (2014)	Group 'A'	Level-11 in the Pay Matrix (67700 - 208700)	Not applicable	Not applicable	Not applicable	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment.
8	9	10		11		12	13
Not applicable	Not applicable	100% by Deputation / absorption.		Deputation / absorption: - Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR 5 years' regular service in the Level-10 of the Pay Matrix or equivalent in relevant field. OR 6 years' regular service in the Level-8 of the Pay Matrix or equivalent in relevant field. OR 7 years' regular service in the Level-7 of the Pay Matrix or equivalent in relevant field. AND Possessing Degree from a recognized University with 2 years Post-graduate Diploma in Journalism/Public Relations/Mass Communication or equivalent from a recognized University/Institute or Post-Graduate degree in Journalism /Public Relation / Mass Communication or equivalent.		1. Director-Chairman 2. Medical Superintendent - Member 3. Deputy Director (Admin)- Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Public Relations Sr. No. 09

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Junior Reception Officer	2 (2014)	Group 'B'	Level-6 in the Pay matrix (Rs. 35400-112400)	Not applicable	Between 21-35 years	Degree from a recognized University with 2 years Post-graduate Diploma in Journalism/Public Relations/Mass Communication or equivalent from a recognised University/Institute. OR Post-Graduate degree in Journalism / Public Relation / Mass Communication or equivalent.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	2 years	100% by Direct Recruitment	Not applicable	Not applicable	AIIMS is an 'autonomous' body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Legal Cell Sr. No. 10

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Law Officer	1 (2014)	Group 'A'	Level 10 in the Pay Matrix (Rs. 56100 - 177500)	Non-selection	Not applicable	Not applicable	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable	Not-applicable	100% by Promotion failing which by deputation		Promotion:- 3 years' regular service as Legal Assistant (level-7 of the Pay Matrix) Deputation: Officers under the Central/State/U.T. Governments/ Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR 2 years' regular service in the Level 8 of the Pay Matrix or equivalent in relevant field OR 3 years' regular service in the Level 7 of the Pay Matrix or equivalent in relevant field AND possessing following qualification: - a) LLB Degree (three years' professional course after graduation or five years course after 10+2 examination) from a recognized University /Institution b) Enrolled as Advocates with Bar Council		1. Director-Chairman 2. Deputy Director (Admin)-Member 3. Nominee of the Director - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Legal Cell Sr. No. 11

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Legal Assistant	1 (2014)	Group 'B'	Level 7 of the pay Matrix (Rs. 44900-142400)	Not applicable	Between 21- 35 years	LLB Degree (three years' professional course after graduation or five years course after 10+2 examination) from a recognized University/Institution and 3 years of experience as practicing Advocate. The experience must be after enrolment as advocate with Bar Council. OR '3 years' experience in a Law Firm/ Organisation/ Institution as a Legal Advisor/Legal Consultant/Law Officer/Legal Assistant	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees		Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8		9	10	11		12	13
Not applicable		2 Years	100% by Direct Recruitment	Not applicable		Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Secretarial: Sr. No. 12

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Principal Private Secretary	2 (2014)	Group 'A'	Level-11 in the Pay Matrix (Rs. 67700 - 208700)	Non-Selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by Promotion/ deputation/ absorption grades from which promotion/ deputation/ absorption to be made.	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable.	As applicable under rules.	100% by Promotion falling which by Deputation	<p>Promotion: Private Secretary with 7 years of regular service in the grade (level-7 of the Pay Matrix).</p> <p>Deputation: Officers under the Central /State /U.T. Governments/ Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations</p> <p>(i) holding analogous posts on regular basis,</p> <p>OR</p> <p>(ii) 5/6/7 years' regular service in the Level-9/ Level-8 / Level-7 respectively of the Pay Matrix or equivalent in relevant field</p>	<p>1. Director-Chairman</p> <p>2. Deputy Director (Admin)-Member</p> <p>3. Nominee of the Director - Member</p>	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2018

Secretarial: Sr. No. 13

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Private Secretary	10 (2014)	Group 'B'	Level 7 in the pay Matrix (Rs 44900-142400)	Non-Selection	Not applicable	Not applicable	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of recruitment by promotion/ deputation/absorption grades from which promotion/ deputation/absorption to be made.		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable.	As applicable under rules.	50% through Promotion failing which by deputation and 50% through Limited Departmental Competitive Examination.		<p><u>Promotion:</u> Personal Assistant with 6 years of regular service in the grade (level-6 of the Pay Matrix).</p> <p><u>Deputation:-</u> Officers under the Central/State/U.T. Governments/ Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations (i) Holding analogous posts on regular basis, OR (ii) With 5 years regular service in the Level 6 of the Pay Matrix or equivalent in the relevant field.</p> <p><u>LDCE:</u> Personal Assistant with 4 years of regular service in the grade. Eligibility: Examination: <u>Part-1:</u> a qualifying shorthand test in Hindi/English at 100 w.p.m. <u>Part-2:</u> Written Test (syllabus to be decided by the Competent Authority), the selection will be based on merit who qualified the short hand test.</p>		1. Deputy Director (Admin)- Chairman 2. Sr. Administrative Officer -Member 3. Nominer of the Director - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Secretarial, Sr.No. 14

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Personal Assistant	13 (2014)	Group 'B'	Level -6 in the Pay matrix (Rs. 35400- 112400)	Non-Selection	Between 18-35 years	Graduations or equivalent qualification from a recognized University / Institute with 3 years experience in stenography in Government Departments/Government Organization. And Stenography Skill Test: as under:- 10 Minutes @ 80 WPM Transcription of the dictated passage- 50 Minutes for English or 65 Minutes for Hindi on a Computer (Test evaluation norms : As may be decided by the Competent Authority)
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation (if any)	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the Vacancies to be filled by various methods	In case of recruitment by Promotion/ deputation/ absorption grades from which promotion/deputation/absorption to be made.		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not-applicable	50% by Promotion falling which by deputation 50% by Direct Recruitment	Promotion: Stenographer with 08 years of regular service in the grade (level-4 of the Pay Matrix). <u>Deputation</u> : - Officers under the Central/State/U.T. Governments/ Universities/ Statutory/Autonomous Bodies or Research and Development Organizations Holding analogous posts on regular basis, OR With 7 years regular service in the Level 4 of the Pay Matrix or equivalent in the relevant field.		1. Deputy Director (Admin) – Chairman 2. Nominee of the Director - Member 3. Sr. Administrative Officer/Administrative Officer – Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Secretarial: Sr. No. 15

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Stenographer (1 Post of Jr. Scale Steno Hindi is merged with the post of Stenographer)	34 + 01(2014) (01 Post of Jr. Scale Steno Hindi)	Group 'C'	Level 4 in the Pay Matrix (Rs. 25500 – 81100)	Not applicable	Between 18-30 years	12th Class or equivalent qualification from a recognized Board or University. And Stenography Skill Test: as under:- Shorthand Dictation: 10 Minutes @ 80 WPM Transcription of the dictated passage– 50 Minutes for English or 65 Minutes for Hindi on a Computer (Test evaluation norms: As may be decided by the Competent Authority)
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation / absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made.		If Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable.	2 years	100% by Direct Recruitment	Not applicable		Not-applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2019. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Jr. Scale Steno(Hindi) MERGED WITH STENOGRAPHER	14 (Subject to variation depended on workload)	Group 'C'	Pay Band-1 Rs-5200-20200 -GP-Rs-2400	Not applicable	Between 21-30 years	Essential: a) 12th Class or equivalent qualification from a recognized Board or University, b) Stenography Skill Test Norms: Hindi-Short hand Dictation-10 Minutes @ 80 WPM Transcription of the dictated passage-65 Minutes for Hindi on a Computer Evaluation terms-As may be decided by the Competent Authority
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	14
Not applicable.	2 Years	100% Direct Recruitment	Not applicable	1. Senior Administrative Officer-Chairman 2. PPS-nominated by Director-Member 3. Administrative	AIIMS is an autonomous body established under AIIMS Amendment Act-2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Stores & Procurement: Sr. No. 16

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Senior Procurement-cum-Stores Officer	1 (2014)	Group 'A'	Level-11 in the Pay Matrix (Rs 67700 - 208700)	Non-selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion / deputation / absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not-applicable	100% by Promotion failing which by deputation.	Promotion: - Stores Officer with 5 years of regular service in the grade (level-10 of the Pay Matrix) Deputation: - Officers under the Central/State/U.T. Governments/ Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR 5 years of regular service in the Level 10 of the Pay Matrix or equivalent in relevant field. OR 6/7 years of regular service in Level - 8 / Level - 7 of the Pay Matrix or equivalent in the relevant field.		1. Director - Chairman 2. Deputy Director (Admin) - Member 3. Medical Superintendent - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Stores & Procurement: Sr. No. 17

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Stores Officer	2 (2014)	Group 'A'	Level - 10 in the Pay Matrix (Rs. 56100 - 177500)	Non-Selection	Not applicable	Not applicable	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made			If Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11			12	13
Not applicable	Not applicable.	100% by promotion failing which deputation	Promotion:- Assistant Stores Officer having 3 years of regular service (Level - 7 of the Pay Matrix) Deputation:- Officers under the Central/ State/ U.T. Governments/ Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts or with 2/3 years of service on regular basis in the Level-8/7 and possessing following: i. Degree of a recognized university or equivalent ii. Post Graduate Degree/Diploma in Materials Management of a recognized University/Institution or equivalent iii. 5 years' experience in a supervisory capacity in handling stores			1. Director - Chairman 2. Deputy Director (Admin) - Member 3. Sr. Procurement-cum-Stores officer - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS 2019

Stores & Procurement, Sr. No. 18

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Assistant Stores Officer	6 (2014)	Group 'B'	Level 7 in the Pay Matrix (Rs 44900-142400)	Non-Selection	Between 21-35 years	Master's Degree in Economics / Commerce / Statistics with 3 years' experience in the procurement / store division in any Govt. / PSUs / Central or State Autonomous Bodies. OR Degree from a recognized University / Institution with Post-graduate degree / Diploma in Material Management from a recognized University/Institution & 3 years' experience in the procurement / store division in any Govt. / PSUs / Central or State Autonomous Bodies. OR Bachelor's Degree in Material management from a recognized University / Institution with 3 years' experience in the procurement / store division in any Govt. / PSUs / Central or State Autonomous Bodies.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not-applicable	As applicable under rules.	50% by Promotion failing which by deputation and 50% by Direct recruitment.		Promotion:- Store Keeper with 5 years of regular service in the grade (Level-6 of the Pay Matrix). Deputation:- Officers under the Central / State / U.T. Governments / Universities / Statutory/ Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR (ii) 5 years' regular service in the Level 6 of the Pay Matrix or equivalent in relevant field		1. Deputy Director (Admin) - Chairman 2. Sr. Procurement-officer/ Stores Officer- Member 3. Sr. Administrative Officer/ Administrative Officer-Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Stores & Procurement: Sr. No. 19

Name of post 1	Number of post 2	Classification 3	Pay Band and Grade Pay 4	Whether Selection post or non-selection post 5	Age limit for direct recruits 6	Educational and other qualifications required for direct recruits 7
Store Keeper	27 (2014)	Group 'B'	Level 6 in the Pay matrix. (Rs. 35400-112400)	Non-Selection	Between 21 - 35 years	<p>Master's Degree in Economics/Commerce/Statistics with 1-year experience in the procurement/store division in any Govt./PSU/Central or State Autonomous Bodies.</p> <p>OR</p> <p>Degree from a recognized University/Institution with Post-graduate degree/ Diploma in Material Management from a recognized University/ Institution & 1-year experience in the procurement / store division in any Govt. / PSU/ Central or State Autonomous Bodies.</p> <p>OR</p> <p>Bachelor's Degree in Material management from a recognized University / Institution with 1-year experience in the procurement/store division in any Govt./PSU/Central or State Autonomous Bodies.</p> <p><i>(In case of Store Keeper in Drugs (Pharmacy))</i> Bachelor's Degree in Pharmacy with 1-year experience in the procurement/store division in any Govt./PSU/Central or State Autonomous Bodies.</p> <p>OR</p> <p>Diploma in Pharmacy from a recognised Institution/ Boards with 3 years' experience in the procurement/store division in any Govt./PSU/Central or State Autonomous Bodies.</p>
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of Probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8 Not applicable	9 2 years	10 (i) 50% by direct recruitment. (ii) 50% of the vacancies shall be filled through Limited Departmental Competitive Examination amongst Store Keeper-Cum-Clerk (level-2 of the Pay Matrix) with 5 years' regular service.		11 Not applicable	12 Not applicable	13 AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Stores & Procurement: Sr. No. 20

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Store Keeper-cum-Clerk	85 (2014)	Group 'C'	Level 2 in the Pay Matrix (Rs.19900 - 63200)	Not Applicable	Between 18 -30 years	Higher Secondary (10+2) or equivalent from any recognized Board with Diploma in Material Management/ Store Management from any recognized University/ Institution (Not less than one year course) OR Degree in Commerce/Economics/Statistics. AND A typing speed of 35 w.p.m. in English or 30 w.p.m. in Hindi only on computer (test evaluation norms: As may be decided by the Competent Authority).
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion / Deputation/ Absorption grades from which promotion/ deputation /absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11	12	13
Not applicable	2 years	a) 85% by Direct Recruitment b) 15% by Limited Departmental Competitive Examination amongst Office/Store Attendant (Multi-Tasking) with 3 years' regular service and possessing educational qualification for direct recruitment mentioned in Col. 7.		Not applicable	Not applicable.	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Stores & Procurement: Sr. No. 21

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Office/Stores Attendant (Multi-Tasking)	40	Group 'C'	Level 1 in the Pay Matrix (Rs.18000 - 56900)	Not Applicable	18 - 30 years of age	Matriculation (10th) or equivalent from a recognized Board/Institution
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11	12	13
Not applicable	2 years	100% by Direct Recruitment		Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Academic Administration: Sr. No. 22

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Registrar	1(2014)	Group 'A'	Level 12 in the Pay Matrix (Rs 78800 – 209200)	Not applicable	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation / Absorption grades from which promotion / deputation / absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not applicable	100% by Deputation	Deputation: - Officers under the Central/State/U.T. Governments / Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis, OR With 5 years' regular service in the Level 11 of the Pay Matrix or equivalent in Administration/ teaching. OR With 8 years' regular service in the Level 10 of the Pay Matrix or equivalent in Administration/ teaching. AND Having qualification as mentioned below: A Post graduate degree in any subject from a recognized University/Institution		Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

06147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Academic Administration: Sr. No. 23

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Assistant Controller of Examinations	1 (2014)	Group 'A'	Level 11 in the Pay Matrix (Rs. 67700 – 208700)	Not applicable	Not Applicable	Not Applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the Vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/ deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not applicable	100% by Deputation.	Deputation: - Officers under the Central/State/U.T. Governments / Universities/Statutory/Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis, OR at least 5 years of regular service in the Level 10 of the Pay Matrix or equivalent or higher. Desirable : Experiences in organizing college examinations /competitive' examinations for recruitment.		Not applicable.	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Official Language: Sr. No. 24

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Sr. Hindi Officer	1 (2014)	Group 'B'	Level-7 in the Pay Matrix (Rs. 44900-142400)	Non-Selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not applicable	100% by Promotion falling which by deputation.	<p>Promotion: Jr. Hindi Translators with 5 years of regular service in the grade (level-6 of the Pay Matrix)</p> <p>Deputation: Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis,</p> <p>OR</p> <p>at least 5 years of regular service in the Level 6 of the Pay Matrix or equivalent or higher as a Hindi Translator.</p> <p>AND</p> <p>Possessing the educational qualifications and other qualifications laid down for direct recruits to the post of Jr. Hindi Translator.</p>		<p>1. Deputy Director (Admin)- Chairman</p> <p>2. Sr. Administrative Officer / Administrative Officer- Member</p> <p>3. Nominee of the Director- Member</p>	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

Official Language: Sr. No. 25

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Junior Hindi Translator	3 (2014)	Group 'B'	Level 6 in the Pay matrix. (Rs. 35400-112400)	Not applicable	Between 18- 35 years	<p>Master's degree of a recognized University in Hindi or English with English or Hindi as a compulsory or elective subject or as a medium of examination at the degree level.</p> <p>OR</p> <p>Master's degree of a recognized University in any subject other than Hindi or English, with Hindi or English medium and English or Hindi respectively as a compulsory or elective subject or as a medium of examination at the degree level</p> <p>OR</p> <p>Master's degree of a recognized University in any subject other than Hindi or English, with Hindi and English respectively as a compulsory or elective subjects of either of the two as medium of examination and the other as a compulsory or elective subject at degree level.</p> <p>AND</p> <p>Recognized diploma or certificate course in translation from Hindi to English or vice-versa OR two years' experience of translation work from Hindi to English and vice-versa in Central Government or State Government offices including Government of India Undertakings.</p>
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	2 years	100% by direct recruitment	Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act, 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Finance & Accounts: Sr. No. 26

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Financial Advisor	1	Group 'A'	Level 13 in the Pay Matrix (Rs.123100 – 215900/-)	Not Applicable	Not Applicable	Not Applicable	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes.	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable.	Not Applicable	100% by deputation		Deputation: - Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis. OR With 5 Years regular service from Organized Account Services in the Level 12 of the Pay Matrix or equivalent or higher OR Officers with FIVE YEARS' of regular service at the level of Deputy Secretary of Central/State Government/PSUs/ Autonomous bodies or R & D Organizations in the Level 12 of the Pay Matrix and having minimum THREE Years' experience in the field of finance and accounts.		Not applicable.	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Finance & Accounts; Sr. No. 27

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Finance and Chief Accounts Officer (Senior Accounts Officer)	1 (2014)	Group 'A'	Level 11 in the Pay Matrix (Rs. 67700 - 208700)	Non-Selection	Not Applicable	Not Applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable.	Not-applicable	100% Promotion falling which by Deputation	<p><u>Promotion:</u> Accounts Officer in the level 10 of Pay Matrix with 5 years of regular service in the grade.</p> <p><u>Deputation:</u> Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis,</p> <p>OR</p> <p>With 5 years' regular service in the relevant field in the in the Level 10 of the Pay Matrix or equivalent.</p>		(1) Director - Chairman (2) Deputy Director (Administration) - Member (3) Financial Adviser- Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules for Non-Faculty Posts for New AIIMS, 2019

Finance & Accounts: Sr. No. 28

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits			
1	2	3	4	5	6	7			
Accounts Officer	5 (2014)	Group 'A'	Level -10 of the Pay Matrix (Rs. 56100 – 177500)	Non-Selection	Between 21-40 Years	Essential: Graduate in Commerce with at least 55% in aggregate Or CA/ICMA/ICWA/CS with 2years/3 years/5 years of regular services in the Level – 8/Level-7 /Level - 6 of the pay matrix respectively or equivalent in the relevant field under the Central/State/U.T. Governments/ Universities/ Statutory/ Autonomous Bodies/ Research and Development Organizations.			
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation(if any)	Method of Recruitment whether by direct recruitment or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of recruitment by promotion/ deputation/absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment		
8	9	10		11		12	13		
Not applicable	As applicable under rules	(i) 50% by Promotion falling which by Deputation. (ii) 40% by Direct Recruitment.		<u>Promotion:</u> Assistant Accounts Officer with 3 years of regular service in the grade (Level – 7 of the Pay Matrix) <u>Deputation:</u> Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR (ii) With 2/3/7 years regular service in Level 8/7/6 of the pay Matrix respectively in the relevant field.		1. Director – Chairman 2. Deputy Director (Administration) – Member 3. Financial Adviser – Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.		

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Finance & Accounts: Sr. No. 29

Name of Post	Number of Post	Classification	Pay Band and Grade - Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Assistant Accounts Officer (Post of Chief Cashier is merged with the post of Assistant Accounts Officer)	2 + 1 (1 Post of Chief Cashier) (2014)	Group 'B'	Level-7 in the Pay Matrix (Rs. 44900- 142400)	Non-Selection	Not applicable	Not applicable
Whether age And educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable.	Not-applicable	100% promotion failing which by deputation	Promotion: Junior Accounts Officer with 5 years of regular service in the Grade (level-6 of the Pay Matrix). Deputation: Officers under the Central/State/U.T. Governments/ Universities / Statutory / Autonomous Bodies or Research and Development Organizations (i) holding analogous posts on regular basis, OR (ii) With 5 years' regular service in the Accounts/Finance in the Level 6 of the pay Matrix in the relevant field.		1. Financial Advisor – Chairman 2. Finance and Chief Accounts Officer- Member 3. Sr. Administrative Officer/ Administrative Officer - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Finance & Accounts, Sr. No. 30

Name of Post	Number of Post	Classification	Pay In Pay Band and Grade Pay	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Junior Accounts Officer(Accountant)	6(2014)	Group 'B'	Level-6 in the Pay matrix (Rs. 35400-112400)	Not applicable	Between 21 - 35 years	Degree in Commerce from any recognized University /Institution with 5 Years' of Experience in the relevant field or CA/ICMA/ICWA/CS with 2 years of experience in relevant field in Central / State / U. T. Governments / Universities / Statutory / Autonomous Bodies / Research and Development Organizations	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of recruitment by promotion/deputation/ absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable	As applicable under rules	50 % by direct recruitment and 50% of the vacancies shall be filled through limited departmental competitive examination amongst Cashier/UDC with 5 years' regular service (Level - 4 of the Pay Matrix).		<u>Limited Departmental Competitive Examination</u> Cashier/UDC with 5 years' of regular service(level-4 of the Pay Matrix) through a written test (syllabus to be decided by the Competent Authority)		Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Name of Post	Number of Post	Classification	Pay in Pay Band and Grade Pay	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Chief Cashier TO BE MERGED WITH THE POST OF ASSISTANT ACCOUNTS OFFICER	1 ⁺ (Subject to variation depended upon the workload)	Group-B	Pay Band-21 -Rs.9300-34800 with Grade Pay of Rs.4600	Not applicable	Between 21-25 years	Qualifications: 1- Graduate in Commerce. 2- Possessing five years' Experience of handling cash and accounts work in Government Organization.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	2- years	100% by direct recruitment.	Not applicable.	1- Financial Advisor- Chairman 2- Finance and Chief Accounts Officer/ Accounts Officer nominated by Director- Member 3- Sr. Administrative Officer- / Administrative Officer- Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Finance & Accounts, Sr. No. 31

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Cashier	13 (2014)	Group 'C'	Level 4 in the Pay Matrix (Rs. 25500 – 81100)	Not applicable	Between 21-35 years	Degree in Commerce from recognized University or equivalent
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/ deputation / Absorption grades from which absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11	12	13
Not applicable	2 years	100% by Direct Recruitment		Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Senior Resident: Sr. No. 32

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Senior Resident	327 (2014)	Group 'A'	Level 11 in the Pay Matrix (Rs. 67700 – 208700) + NPA for Medical graduates.	Not applicable	As per Residency Scheme of MoHFW, Govt. of India, as amended from time to time.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
As per Residency Scheme of MoHFW, Govt. of India, as amended from time to time.				Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Junior Resident: Sr. No. 33

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Junior Resident (Demonstrator posts to be merged with Junior Resident)	301+70 (Demonstrator)	Group 'A'	Level -10 of the Pay Matrix (Rs. 56100 - 177500) + NPA for Medical graduates.	Not applicable	As per Residency Scheme of MoHFW, Govt. of India, as amended from time to time.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any.	Method of Recruitment whether by direct recruitment or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/ Absorption grades from which promotion/ deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
As per Residency Scheme of MoHFW, Govt. of India, as amended from time to time.					Not applicable	AIIMS is an autonomous body established under AllMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Tutor / Demonstrator (In Medical College) (merged with Junior Resident)	70 ^a (Subject to variation dependent on workload)	Group 'A'	Pay Band 3 (Rs. 15600-39100); with Grade Pay of Rs. 5400/- NPA for Medical graduates.	Not applicable	Not exceeding 30 years	Essential for Medical Candidates 1. A Medical qualification included in the I or II Schedule or Part II of the third Schedule to the Indian Medical Council Act of 1956 (persons possessing qualifications included in part II or third schedule should also fulfill the conditions specified in Section 13 (3) of the Act. 2. Must have completed one year of compulsory Internship. Essential for Non-Medical Candidates a. Postgraduate qualification e.g. Master's degree in the discipline/allied subject.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	Not applicable	Temporary appointment not exceeding one year	Not applicable	Selection Committee constituted by Director	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing College-Sr. No-34

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Professor cum Principal	1 (2014)	Group 'A'	Level-13 in the Pay Matrix (Rs.123100 – 215900/-)	Not Applicable	55 years	1. Master's Degree in Nursing with advanced specialization in Nursing. 2. Must be registered Nurse and Midwife. 3. 10 years' experience in the Nursing field after registration as Nurse out of which seven years must have been spent in Nursing education or administration after obtaining the prescribed postgraduate qualifications. <u>Desirable Qualification</u> - PhD in Nursing
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable.	Two years	100% by Direct Recruitment.	Not applicable	Not applicable.	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing College-Sr. No-35

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Reader/Associate Professor	4(2014)	Group 'A'	Level -12 in the Pay Matrix (Rs. 78800 – 209200/-)	Not applicable	50 years	Master's Degree in Nursing with advanced specialization in Nursing. 2. Must be registered Nurse and Midwife. 3. 7 years' experience in the Nursing field after registration as Nurse out of which five years must have been spent in Nursing education after obtaining the prescribed postgraduate qualifications. <u>Desirable Qualification-</u> PhD in Nursing
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Two years	100% by Direct Recruitment.	Not applicable		Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AllMS, 2019

Nursing College-Sr. No-36

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Lecturer in Nursing	7(2014)	Group 'A'	Level 11 in the Pay Matrix (Rs. 67700 – 208700)	Not applicable	50 years	i) Masters' Degree in Nursing from a recognized Institution/ University. ii) Must be Registered Nurse and Midwife iii) Five years experience with a minimum of two years teaching experience in Nursing. <u>Desirable Qualification: -</u> M. Phil/ PhD in Nursing
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/ Absorption grades from which promotion/ deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	Two years	100% by Direct Recruitment.	Not applicable	Not applicable	AllMS is an autonomous body established under AllMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

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Nursing College-Sr. No-37

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Tutor/Clinical Instructor	33(2014)	Group 'A'	Level 10 in the Pay matrix (Rs. 56100-177500)	Not applicable	Between 21-40 years	(i) M. Sc. (Nursing) degree from a recognized University / Institution (specialization if any to be decided by the Competent Authority) with 1 year teaching experience from a recognized Nursing College. (ii) Must be registered Nurse and Midwife.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11	12	13
Not applicable	2 years	100% by Direct Recruitment		Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

AYUSH: Sr. No. 38

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Sr. Medical Officer (AYUSH)	1 (2014)	Group 'A'	Level 11 in the Pay Matrix (Rs. 67700 – 208700) + NPA	Non-selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	As applicable under rules	100% by promotion failing which by deputation	Promotion: - Medical Officer (AYUSH) of any stream with five years of regular service in the Grade (Level-10 of the Pay Matrix).	1. Director – Chairman 2. Deputy Director (Administration) – Member 3. Medical Superintendent – Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

AYUSH: Sr. No. 39

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Medical Officer (AYUSH)	5 (2014) (one for each stream of AYUSH as decided by the Competent Authority)	Group 'A'	Level - 10 in the Pay Matrix (Rs. 56100--177500) + NPA	Not applicable	Between 21-40 years	<p>Essential:</p> <ol style="list-style-type: none"> 1. A degree in relevant stream of AYUSH from a Recognized University / Statutory State Board / Council/Faculty of Indian Medicine or equivalent recognized under the relevant council. 2. Enrolment on the Central Register of that stream in Central or State Register of Indian Medicine. 3. Experience: 3 year's clinical and / or teaching experience from a recognized hospital / teaching institution. <p>Desirable:</p> <p>A postgraduate degree in relevant stream of AYUSH from a Recognized University / Statutory / State / Board/ Council / Faculty of Indian Medicine.</p>
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	2 Years	100% by Direct Recruitment	Not applicable	Not applicable	AllMS is an autonomous body established under AllMS Amendment Act 2012. Hence consultation is not required.	

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

AYUSH: Sr. No. 40

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Yoga Instructor	1 (2014)	Group 'B'	Level 7 in the Pay Matrix (Rs. 44900- 142400)	Not applicable	Between 21-35 years	Graduate from a recognized University with Diploma in Yoga from a recognized Institution by the Government. OR Graduate in Yoga Sciences from a recognized University AND Five years' experience of teaching and training of yoga in a recognized Institution.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees		Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8		9	10	11		12	13
Not applicable		2 Years	100% by Direct Recruitment	Not applicable		Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing: Sr. No. 41

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Chief Nursing Officer	1 (2014)	Group 'A'	Level 12 in the Pay Matrix (78800 – 209200)	Non-Selection	Not Applicable	Not Applicable	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable	As applicable under rules.	100% Promotion failing which by Deputation- cum- absorption		<p>Promotion: Nursing superintendent with 5 years' regular service in the grade (level-11 of the Pay Matrix).</p> <p>Deputation/Absorption: Officers under the Central/State/U.T. Governments / Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis,</p> <p>OR</p> <p>With 5 years' regular service in the post in the relevant field in the Level-11 of the pay Matrix in the relevant field.</p> <p>OR</p> <p>With 10 years of regular service in the post in the relevant field in the level-10 of the Pay Matrix</p> <p>AND</p> <p>Possessing educational qualification of M.Sc. Nursing from an Indian Nursing Council recognized Institute/University and registered as Nurse and Midwife.</p>		<p>1. Director – Chairman</p> <p>2. Dy. Director (Admn.) – Member</p> <p>3. Principal, College of Nursing – Member</p> <p>4. Medical Superintendent – Member</p>	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing: Sr. No. 42

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Nursing Superintendent	3 (2014)	Group 'A'	Level 11 in the Pay Matrix (67700 – 208700)	Non-Selection	Not Applicable	Not Applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades, from which promotion/ deputation/ absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not applicable	100% Promotion failing which deputation	Promotion:- Deputy Nursing Superintendent with 5 years' regular service in the grade (level-10 of the Pay Matrix) Deputation:- Officers under the Central/ State/ U.T. Governments/ Universities/ Statutory / Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis, OR Deputy / Assistant Nursing Superintendent with 5 years regular service in level 10 of the pay matrix.		1. Director – Chairman 2. Deputy Director (Admin)- Member 3. Principal Nursing College - Member 4. Medical Superintendent- Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing: Sr. No., 42

		<p>Desirable : M.Sc (Nursing) from an Indian Nursing Council / State Nursing Council recognized Institute/University</p> <p><u>Remarks</u> - As Recruitment Rules of Deputy Nursing Superintendent, which is lower post, requires M.Sc. (Nursing) as a Desirable qualification for Deputation .So, Recruitment Rules of Nursing Superintendent should also have this Desirable qualification .</p>	
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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing- Sr. No. 43

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Deputy Nursing Superintendent	16 (2014)	Group 'A'	Level 10 in the Pay Matrix (Rs. 56100 - 177500)	Non-Selection	Not Applicable	Not Applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by promotion/ Deputation/ Absorption grades from which promotion/ deputation/ absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not applicable	100 % Promotion failing which by deputation	Promotion Assistant Nursing Superintendent with 2 years' regular service in the grade subject to completion of Probationary period, Deputation:- Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis, OR Assistant Nursing Superintendent with 2 years' regular service in the Level 10 of the Pay Matrix. Desirable: M.Sc. (Nursing) from an Indian Nursing Council / State Nursing Council recognized Institute / University.		1. Director- Chairman 2. Deputy Director (Admn.)- Member 3. Principal, Nursing College of AIIMS/Chief Nursing Officer of AIIMS- Member. 4. Medical Superintendent- Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing: Sr. No. 44

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Assistant Nursing Superintendent	113 (2014)	Group 'A'	Level 10 in the Pay Matrix (Rs.56100 - 177500)	Non-Selection	Between 21-40 years	B.Sc. Nursing (4 year course) from an Indian Nursing Council / State Nursing Council recognized Institute / University OR B.Sc. (Post-certificate) or equivalent such as B.Sc. Nursing (Post-Basic) (2 years course) from an Indian Nursing Council / State Nursing Council recognized Institute/ University or equivalent. and Six years' experience after B.Sc. Nursing/B.Sc (Post Certificate)/B.Sc Nursing (Post-Basic) or equivalent from a recognized University/Institute in a minimum 200 bedded hospital/health care institute as Staff Nurse out of which at least 3 years as Ward In-charge/Supervisory Capacity. And Registered as Nurses and Midwife in State / Indian Nursing Council
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation (if any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/ absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing: Sr. No. 44					
Not applicable	As applicable under rules	(i) 75% Promotion failing which by Deputation (ii) 25% Direct Recruitment (80% of the direct recruitment posts are reserved for female and 20% of DR posts are reserved for Male - As per 4 th CIB under Agenda No. 4/16)	Promotion: Senior Nursing Officer (Staff Nurse Gr. I/Nursing Sisters) with 3years' regular service in the grade (Level-8 of the Pay Matrix) Deputation Officers under the Central/State/U.T. Governments/Universities/ Statutory/ Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis. OR Senior Nursing Officer (Staff Nurse-I/ (Nursing Sisters) with 3years' regular service in the Level-8 of the Pay Matrix and Possessing educational qualifications and experience required for direct recruitment. Desirable: M.Sc. (Nursing) from an Indian Nursing Council recognized Institute /University	1. Director- Chairman 2. Deputy Director (Admin.)- Member 3. Principal, Nursing College of AIIMS/Chief Nursing Officer of AIIMS - Member 4. Medical Superintendent- Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing: Sr. No. 45

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits				
1	2	3	4	5	6	7				
Senior Nursing Officer	510+1 (1 post of Public Health Nurse) (2014)	Group 'B'	Level 8 in the Pay Matrix (Rs. 47600 – 151100)	Non-selection	Between 21-40 years.	B.Sc. Nursing (4 year course) from an Indian Nursing Council / State Nursing Council recognized Institute / University OR B.Sc. (Post-certificate) or equivalent such as B.Sc. Nursing (Post-Basic) from an Indian Nursing Council / State Nursing Council recognized Institute/ University. And Registered as Nurses and Midwife in State / Indian Nursing Council. AND Three years' experience as Staff Nurse –II) after acquiring B.Sc. Nursing / B.Sc. (Post- Certificate) / B. Sc. (Post-Basic) in a minimum 200 bedded hospital/health care institute.				
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/ Absorption grades from which promotion/ deputation/ absorption to be made		If a Departmental Promotion Committee exists what is its composition		Circumstances in which Union Public Service Commission to be consulted in making recruitment		
8	9	10		11		12		13		
Not applicable	As applicable under rules	(i) 75% Promotion failing which by Deputation (ii) 25% Direct Recruitment (80% of the direct recruitment posts are reserved for female and 20% of DR posts are reserved for Male - As per 4 th CIB under Agenda No. 4/16)		Promotion: Nursing Officer/Staff Nurse Gr. II with 3 years' regular service in the grade (level-7 of the Pay Matrix) Deputation: Officers under the Central / State / U.T. Governments / Universities / Statutory / Autonomous Bodies or Research and Development Organizations holding analogous posts on regular basis, OR Nursing Officer (Staff Nurse-II/Nursing Sisters-II) with 3 years' regular service in the Level 7 of the		1. Medical Superintendent – Chairman 2. Principal, Nursing College of AIIMS 3. Chief Nursing Officer of AIIMS – Member		AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.		

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIMS, 2019

			Pay Matrix AND Possessing educational qualifications and experience for direct recruitment		4. Senior Administrative Officer/Administrative Officer - Member	
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2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Nursing: Sr. No. 46

Name of post	Number of post	Classification	Pay Band and Grade Pay	Whether Selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Nursing Officer	1326 +1 (1 post of Maternity and Child Welfare Officer) (201+)	Group 'B'	Level 7 of the pay Matrix (Rs. 44900- 142400)	Not applicable	Between 21-35 years.	B.Sc. (Hons.) (Nursing)/B.Sc. Nursing from an Indian Nursing Council/ State Nursing Council recognized Institute/ University OR B.Sc. (Post-certificate)/Post Basis B.Sc. Nursing from an Indian Nursing Council/ State Nursing Council recognized Institute/ University & Registered as Nurses & Midwife in State/Indian Nursing Council <u>OR</u> Diploma in General Nursing Midwifery from an Indian Nursing Council recognized Institute/Board or Council & Registered as Nurses & Midwife in State/Indian Nursing Council with two years' experience in minimum 50 bedded hospital after acquiring the educational qualification mentioned above.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation (If any)	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/ absorption to be made	If a Departmental Promotion Committee exists what is its composition (for confirmation)	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	2 years	100% by Direct Recruitment (80% of the direct recruitment posts are reserved for female and 20% of DR posts are reserved for Male - As per 4 th CIB under Agenda No. 4/16)	Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Security: Sr. No. 47

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Deputy Chief Security Officer	1 (2014)	Group 'A'	Level 11 in the Pay Matrix (Rs. 67700 – 208700)	Non-Selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation (if any)	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made.		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11		12	13
Not applicable	Not applicable	100% by Promotion failing which by Deputation / Absorption	Promotion: Security Officer with 5 years' regular service in the grade (level-10 of the Pay Matrix) Deputation /Absorption: Officers of the Police Departments of the Central/ State/ UT or Officers of the Armed Forces including Para Military Forces, holding analogous posts on regular basis, OR with 5 years' regular service in a post in the level 10 of the Pay Matrix or equivalent, preferably having experience connected with security, handling agitations/strikes.		1. Director - Chairman 2. Deputy Director (Admin) – Member 3. Medical Superintendent – Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Security: Sr. No. 48

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Security Officer	1 (2014)	Group 'A'	Level -10 in the Pay Matrix (Rs. 56100 – 177500)	Non-Selection	Not applicable	Not applicable
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by Promotion/deputation/Absorption grades from which promotion/ deputation/ absorption to be made.	If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable.	As applicable under rules	100% by promotion failing which by Deputation	Promotion: Assistant Security Officer with 8 years' regular service in the grade Level-6 of the Pay Matrix. Deputation:- Officers of the Police Departments of the Central/ State/ UT OR Officers of the Armed Forces including Para Military Forces, holding analogous posts on regular basis, <u>OR</u> With 2/3 years regular service in a post in Level 8/7 of the Pay Matrix or equivalent respectively, preferably having experience connected with security, handling agitations/ strikes.	1. Director - Chairman 2. Deputy Director (Admin) – Member 3. Medical Superintendent – Member 4. Deputy Chief Security Officer - Member	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

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Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Security: Sr. No. 49

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Assistant Security Officer	1 (2014)	Group 'B'	Level -6 of the Pay matrix. (Rs. 35400 - 112400)	Not applicable	Between 18-40 Years	Degree from a recognized university/equivalent with 5 years experience on regular basis in Armed Forces/ Police/Para Military Force. And With following Physical Standards: i. Height: 170 cms. Minimum (Relax able by 5 cms. Only for residents of hill areas) ii. Chest: 81 cms (85 cms. after expansion) (relatable by 5 cms. Only for residents of hill areas) iii. Should possess sound health free from defect/deformity/disease. iv. Vision in both the eyes should be 6/12 (without glasses). v. There should be no colour blindness. (Candidates claiming relaxation in height and chest will have to produce the certificate to this effect from the competent authority viz. Deputy Commissioner/Distt. Magistrates/Tehsildars of their places of residence).	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation (if any)	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In. case of recruitment by promotion / deputation/ absorption grades from which promotion / deputation / absorption to be made.		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11	12	13		
Not applicable.	2 years	100% by Direct Recruitment	Not applicable.	Not applicable.	Not applicable.	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2012

Security: Sr. No. 50

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Security Cum Fire Jamadar (This post may be re-designated as Fire Supervisor)	1 (2014)	Group 'C'	Level-4 in the Pay Matrix (Rs. 25500 – 81100)	Not applicable	Between 18-30 Years	10 +2 from a recognized Board/University with completion of basic course on elementary Firefighting from a recognized Institute. (The duration of the basic Fire Fighting course will not be less than 06 months. The Institute must be recognized by State Govt. / Govt. of India.) And Must be Physically fit and capable of performing strenuous duties. This requirement will be tested as under:- (a) Height (Without Shoes) – 165 cms. (b) Chest (Unexpanded – 81.5 cms & Expanded – 85 cms.) (c) Weight 50 kgs minimum Note: Concession of 2.5 cms in height or chest may be allowed for the members of SC/ST candidates from hill areas. Endurance Test:- a) Carrying a man (Fireman lift of 63.5 kgs to a distance of 183 mtrs within 96 seconds), (b) Clearing 2.7 mtrs wide ditch landing on both feet (long jumps) (c) Climbing 3 mtrs. Vertical rope using hands and feet.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11	12	13		
Not applicable.	2 years	100% Direct Recruitment		Not applicable.		Not applicable.	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 51

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Blood Transfusion Officer	1(2014)	Group 'A'	Level 11 in the Pay Matrix (Rs. 67700 -- 208700) + NPA	Not applicable	Between 21-40 years	(i) A recognized medical qualification included in the Schedule I or II or Part II of the third Schedule (other than the licentiate qualifications) to the Indian Medical Council Act 1956 (persons possessing qualifications included in Part II of the third Schedule should also fulfill the conditions specified in Section 13(3) of the Act) with 5 years' experience in Blood Bank with component separator. OR M.D. in Blood Transfusion Medicine /Pathology with 1-year experience in Blood Bank with component separator. (ii) Must be registered with State Medical Council.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/ deputation / absorption to be made		If a Departmental Promotion Committee exists what is its composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable	2 Years	100% by Direct Recruitment		Not applicable		Not Applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 52

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Medical Physicist	1 (2014)	Group 'A'	Level-10 in the Pay Matrix (Rs. 56100 – 177500)	Not applicable	Between 21-35 years	<p>Essential:- (for Radiotherapy & Radiology) (i) A Post Graduate degree in Physics from a recognized University; (ii) A Post M. Sc. Diploma in Radiological/Medical Physics from recognized University/Institution, and (iii) An internship of minimum 12 months in a recognized well-equipped radiation therapy department. OR (i) A basic degree in science from a recognized University with physics as one of the main subjects; (ii) A Post Graduate Degree in Radiological/Medical Physics from recognized University; and (iii) An Internship of minimum 12 months in a recognized well equipped radiation therapy department. (for Department of Nuclear Medicine):- Essential: - (i) M.Sc. in Nuclear Medicine Technology or equivalent from a recognized University/Institution. (ii) RSO Level – II Certification recognized by AERB, and Desirable: - Ph. D in Nuclear Medicine Technology.</p>
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/ deputation/ absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11	12	13
Not applicable	2 years	100% by Direct Recruitment		Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 53

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Child Psychologist	1 (2014)	Group 'A'	Level 10 in the Pay Matrix (Rs. 56100 – 177500)	Not applicable	Between 21-35 years of age	M.A. / M.Sc. or equivalent in Psychology with Ph. D in Clinical Psychology/Child Psychology or equivalent subject. OR M.A. / M.Sc. or equivalent in Psychology with M. Phil. or equivalent in Clinical Psychology/Child Psychology having at least 2 years' experience in Child & Adolescence mental health.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11	12	13		
Not applicable	2 Years	100% by Direct Recruitment	Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.		

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 54

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Clinical Psychologist	1 (2014)	Group 'A'	Level 10 in the Pay Matrix (Rs. 56100 - 177500)	Not applicable	Between 21-35 years	Post-Graduate degree in Psychology or Clinical Psychology or Applied Psychology and a Master of Philosophy in Clinical Psychology or Medical and Social Psychology obtained after completion of a full time course of two years which include supervised clinical training from any university recognized by the UGC established under the UGC Act, 1956 and approved and recognized by the Rehabilitation Council of India Act, 1992 or Ph.D. from recognized University/Institution
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/ deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	2 years	100% by Direct Recruitment	Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 55

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Ante Natal Medical Officer	1 (2014)	Group 'A'	Level-10 in the Pay Matrix (Rs. 56100 – 177500) + NPA	Not applicable	Between 21-35 years	A recognized medical qualification included in the Schedule I or II or Part II of the third Schedule (other than the licentiate qualifications) to the Indian Medical Council Act 1956 (persons possessing qualifications included in Part II of the third Schedule should also fulfill the conditions specified in Section 13(3) of the Act).	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11		12	13
Not applicable	2 Years	100% by Direct Recruitment		Not applicable		Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

7

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Maternity and Child Welfare Officer (The post is merged with the posts of Nursing Officer)	1 (2014)	Group-B	Level-7 in the pay Matrix (Rs. 44900-142400)	Not applicable	Between 21-35 years of age	Same as Nursing Officer
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11	12	13
Not applicable	2 years	100% by Direct Recruitment		Not applicable	Not Applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 56						
Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Psychiatric Social Worker	3(2014)	Group 'B'	Level 6 in the Pay matrix (Rs. 35400-112400)	Not applicable	Between 18-35 years	Post-Graduate degree in Social Work and a Master of Philosophy in Psychiatric Social Work obtained after completion of a full time course of two years which includes supervised clinical training from any University recognized by the UGC established under the UGC Act, 1956.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10		11	12	13
Not applicable	2 years	100% by Direct Recruitment		Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 57

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Social Worker	2 (2014)	Group 'C'	Level 4 in the Pay Matrix (Rs. 25500 – 81100)	Not applicable	Between 18-30 years	Graduation or equivalent from a recognized University and 3 years' experience as social worker . OR Master degree in Social Work/Applied Sociology or equivalent, from a recognized University/ Institution	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes		Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/ absorption to be made		If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8		9	10	11		12	13
Not applicable		2 years	100% by Direct Recruitment	Not applicable		Not Applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital-Sr. No. 58

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits	
1	2	3	4	5	6	7	
Medico Social Worker	3(2014)	Group 'B'	Level 7 of the pay Matrix (Rs. 44900-142400)	Not applicable	Between 18-35 years of age	Essential: (i) MA (Social Work)/ MSW, with specialization in Medical Social Work, from a recognized University/ Institution (ii) 5 Years' Experience in a government or private sector hospital of minimum 500 beds in line with welfare or Health Agency, preferably dealing with Medical / Public Health Service. Desirable; Ability to use computers - Hands on experience in office applications, spread sheets and presentations.	
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes		Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/ Deputation/ Absorption grades from which promotion/deputation/ absorption to be made	If a Departmental Promotion Committee exists what is its Composition		Circumstances in which Union Public Service Commission to be consulted in making recruitment
8		9	10	11	12		13
Age not applicable		2 years	100% by Direct Recruitment	Not applicable	1. Medical Superintendent-Chairman 2. Officer nominated by Director- Member 3. Sr. Administrative Officer/ Administrative Officer-Member		AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2019

Hospital Sr No. 59

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
Bio Medical Engineer	1(2014)	Group 'B'	Level 7 in the pay Matrix (Rs. 44900-142400)	Not applicable	Between 21-35 years of age	B.E./B.Tech. in Bio Medical Engineering from a recognized University/Institution with 2 years experiences in the relevant field. OR Diploma in Bio Medical Engineering from a recognized Institution/organization with 5 years' experience in relevant field.
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/ absorption and percentage of the vacancies to be filled by various methods		In case of Recruitment by Promotion / Deputation / Absorption grades from which promotion/ deputation/ absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment
8	9	10	11	12	13	
Not applicable	2 Years	100% by Direct Recruitment	Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	

2006147/2020/PMSSY DIVISION

Recruitment Rules of Non-Faculty Posts for New AIIMS, 2012

Hospital Sr. No. 60

Name of Post	Number of Post	Classification	Pay Band and Grade Pay/Pay Scale	Whether Selection Post or Non-selection Post	Age limit for Direct Recruitment	Educational and other qualifications required for direct recruits
1	2	3	4	5	6	7
PACS Administrator	1(2014)	Group 'B'	Level 7 in the pay Matrix (Rs. 44900-142400)	Not applicable	Between 21-35 years	BE/B. Tech/MCA with 2 years' experience in Medical IT systems/PACS
Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Period of probation, if any	Method of Recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods	In case of Recruitment by Promotion/Deputation/Absorption grades from which promotion/deputation/absorption to be made	If a Departmental Promotion Committee exists what is its Composition	Circumstances in which Union Public Service Commission to be consulted in making recruitment	
8	9	10	11	12	13	
Not applicable	2 Years	100% by Direct Recruitment	Not applicable	Not applicable	AIIMS is an autonomous body established under AIIMS Amendment Act 2012. Hence consultation is not required.	



Enhancement of the remuneration givn to Astd. Prof. on contract basis-reg.

1 message

Shubham Goel <goel.shubham26@gov.in>
To: director aiims <director.aiims@gmail.com>
Cc: Jitendra Kumar Jangid <jk.jangid@nic.in>

Fri, Jun 5, 2020 at 5:16 PM

Sir,

Pl. find the attached.

Regards
Shubham Goel
Assistant Section Officer
PMSSY Division
Ministry of Health and Family Welfare
Government of India



letter-enhancement of the remuneration givn to Astd. Prof. on contract basis.pdf
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AO (General)

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No.Z-28016/25/2020-PMSSY-IV
Government of India
Ministry of Health and Family Welfare
PMSSY-IV Section

3rd Floor, IRCS Building, New Delhi
Dated the 5th June, 2020

To

The Director
AIIMS Delhi

Subject: Enhancement of the remuneration given to Assistant Professor on contract basis-reg.

Sir,

I am directed to refer to CIB agenda and item no. 2/25 on the above subject and to state that as per the said CIB agenda, the approval of the CIB was sought only on para (g) which pertains to AIIMS New Delhi. Further, in para (h) of the said agenda, a similar proposal was to be adopted for new AIIMS as well.

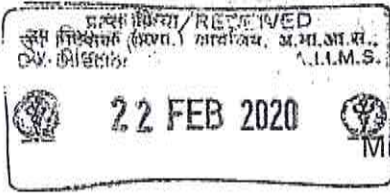
2. However, from the minutes of the 2nd CIB meeting, the decision does not speak of the new AIIMS. In this regard, this Ministry is in receipt of a similar request from AIIMS Patna.

3. In view of the above, you are requested to bring a CIB agenda for same matter for new AIIMS in the next CIB meeting.

Yours faithfully,

Digitally signed by SHAMBHU
KUMAR
Date: Fri Jun 05 16:29:31 IST
2020
Reason: Approved

(Shambhu Kumar)
Under Secretary to the Govt. of India
Tel. 011-23736977



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02/11/20
22/02/2020
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No. A-11013/3/2019-PMSSY-IV
Government of India
Ministry of Health and Family Welfare
PMSSSY-IV Section

3rd Floor, IRCS Building, New Delhi
Dated the 18th February, 2020

To
The DD(A), AIIMS New Delhi

Subject: Amendment of Recruitment Rules for Non Faculty posts as per 4th CIB meeting and creation of new posts in new AIIMS as per Standard Staffing Pattern -reg.

Sir,

I am directed to refer to this Ministry's letter of even no. dated 07.11.2019 (copy enclosed) & 07.01.2020 on the above subject and to item no. 6 of the Minutes of 4th CIB meeting regarding constitution of committee of DD(A)s to delve upon the amendment of RRs of Non-Faculty posts.

2. In this regard, following Faculty posts for AYUSH department have been considered and included in the Standard Staffing Pattern as per 2nd CIB meeting:

- Professor (Kaya Chikitsa) (Internal Medicine)
- Additional Professor (Dravyagun) (Material Medicine & Pharmacology)
- Associate Professor (Kaya Chikitsa) (Internal Medicine)
- Associate Professor (PrasutiTantra-StriRoga) (Obst.&Gyn.)
- Assistant Professor (Kaya Chikitsa) (Internal Medicine)
- Assistant Professor (PrasutiTantra-StriRoga) (Obst.&Gyn.)

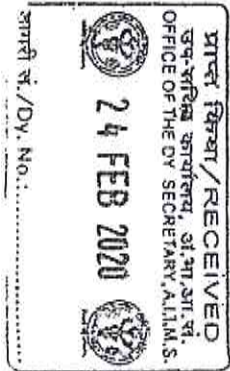
3. RRs for above mentioned Faculty posts in AYUSH Department as received from Ministry of AYUSH are forwarded for necessary action

Yours faithfully,

(Shambhu Kumar)
Under Secretary to the Govt. of India
Tel. 011-23736977

Encl. as stated above

Copy to: The DD(A), AIIMS Bhubaneswar/AIIMS Raipur/AIIMS Jodhpur.



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No.L-12011/13/2018-NI(AIIA)
Government of India
Ministry of AYUSH

AYUSH Bhawan,
B Block, GPO Complex,
INA Colony, New Delhi – 110023

Dated the 11th December, 2019

To

The Director,
Pradhan Mantri Swasthya Suraksha Yojana (PMSSY),
Ministry of Health and Family Welfare,
Nirman Bhawan,
New Delhi – 110011

Subject: Integration of AYUSH in new and upcoming AIIMS – reg.

Sir,

I am directed to refer to your O.M. No.A-11013/3/2019-PMSSY-IV dated 07.11.2019 on the above subject and to forward herewith recruitment rules for the posts of Additional Professor (Dravyagun) (Material Medicine & Pharmacology) and Assistant Professor (Kaya Chikitsa) (Internal Medicine) for further necessary action at your end.

2. This issues with the approval of the competent authority.

Yours faithfully

Encls: as above.

(A.J.J. Kennedy)

Under Secretary to the Govt. of India

19.12.2019

19.12.2019

US/SK

13/12/19
SK

20/12/19

Dr. S. S. S.

RECRUITMENT RULE FOR THE POST OF ADDITIONAL PROFESSOR (DRAVYAGUN) (MATERIAL MEDICINE & PHARMACOLOGY)

160

1	Name and Designation of the post	Additional Professor (Dravyagun) (Material Medicine & Pharmacology)									
2	No. of posts	01									
3	Classification	Group 'A' Scientific									
4	Scale of pay	Rs. 37400- 67000 +GP 9500 (PB 4) +NPA as admissible as per Central Govt. /AIIMS Rules									
5	Whether selection post or Non selection	Selection.									
6	Age limit for direct recruits	Not exceeding 55 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)									
7	Educational and other qualifications required for direct recruits	<p>Essential</p> <p>i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970</p> <p>ii. MD/MS(Ay) recognized by CCIM in the concerned subject.</p> <p>iii. Ph.D. in the concerned subject.</p> <p>iv. Minimum 18 yrs full-time teaching and or research experience after MD/MS (Ay.) out of which minimum 14 yrs experience as Associate Professor (in GP 7600 or above) or 9 yrs experience as Associate Professor (in GP 9000 or above).</p> <p>v. 14 years experience as guide at MD/MS/PhD level in the subject concerned.</p> <p>vi. High quality published works, such as research papers (min. Ten (excluding his own PhD work publications) in indexed journals.) and books or technical reports.</p> <p>Desirable</p> <p>i. Experience of undertaking Research Projects as Principal Investigator (PI).</p> <p>ii. Capacity to undertake/lead sponsored R&D consultancy and related activities</p> <p>iii. Patents filed/ obtained.</p>									
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Applicable only in respect of Educational qualification									
9	Period of probation, if any	One year for direct recruits.									
10	Method of recruitment whether by direct recruitment or by promotion/deputation/ absorption and percentage of the posts to be filled by various methods	Promotion failing which by Direct recruitment									
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	<p>Promotion:</p> <p>9 years regular service as Associate Professor or 4 years as Additional Professor in the concerned subject.</p>									
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	<table border="0"> <tr> <td>(i)</td> <td>Secretary AYUSH</td> <td>Chairman</td> </tr> <tr> <td>(ii) (iii) (iv)</td> <td>Three Experts of the concerned Subject (to be nominated by Chairman)</td> <td>Members</td> </tr> <tr> <td>(v)</td> <td>Director, AIIA</td> <td>Member</td> </tr> </table>	(i)	Secretary AYUSH	Chairman	(ii) (iii) (iv)	Three Experts of the concerned Subject (to be nominated by Chairman)	Members	(v)	Director, AIIA	Member
(i)	Secretary AYUSH	Chairman									
(ii) (iii) (iv)	Three Experts of the concerned Subject (to be nominated by Chairman)	Members									
(v)	Director, AIIA	Member									
13	Circumstances in which UPSC is to be consulted	Not required									

RECRUITMENT RULE FOR THE POST OF ASSISTANT PROFESSOR (KAYA CHIKITSA) (INTERNAL MEDICINE)

1	Name and Designation of the post	Assistant Professor (Kaya Chikitsa) (Internal Medicine)
2	No. of posts	01
3	Classification	Group 'A' Scientific
4	Scale of pay	Rs.15600- 39100 +GP 8000 (PB 3) +NPA as admissible as per Central Govt. /AIIMS Rules
5	Whether selection post or Non selection	Selection.
6	Age limit for direct recruits	Not exceeding 45 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)
7	Educational and other qualifications required for direct recruits	Essential i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970 ii. MD/MS(Ay) recognized by CCIM in the concerned subject. iii. 3 yrs full-time teaching and or research experience from any recognized Institute after MD/MS (Ay.). iv. published works, such as research papers (min. three in indexed journals) and books or technical reports. Desirable ii. Ph.D. in the concerned subject.
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Not applicable
9	Period of probation, if any	One year
10	Method of recruitment whether by direct recruitment or by promotion/deputation/ absorption and percentage of the posts to be filled by various methods	By Direct recruitment
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Not applicable
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	(i) Director, AIIA Chairman (ii) (iii) Two Experts of the concerned Subject (to be nominated by Chairman) Members (iv) Director, NIA, Jaipur Member (v) Advisor (Ay.), M/o AYSUH (nominated by Secretary, M/o AYUSH) Member
13	Circumstances in which UPSC is to be consulted	Not required

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No.L-12011/13/2018-NI(AIIA)
Government of India
Ministry of AYUSH

AYUSH Bhawan,
B Block, GPO Complex,
INA Colony, New Delhi – 110023

Dated the 13th May, 2019

To

The Director,
Pradhan Mantri Swasthya Suraksha Yojana (PMSSY),
Ministry of Health and Family Welfare,
Nirman Bhawan,
New Delhi – 110011

Subject: Integration of AYUSH in new and upcoming AIIMS – reg.

Sir,

I am directed to refer to your O.M. No.Z/28016/20/2018-PMSSY-IV dated 31.07.2018 on the subject mentioned above and to forward herewith relevant information as per the checklist to facilitate MoHFW in finalizing the proposal for creation of post in AYUSH Department of new AIIMS for its onwards transmission to the M/o Finance, D/o Expenditure for their consideration and approval.

2. This issues with the approval of the competent authority.

Yours faithfully

(A.J.J. Kennedy)

Under Secretary to the Govt. of India

Encls: as above.

Handwritten: 14.05.2019
UZCdk

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31/5/19

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Sh. S. Sankar, D.O

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RECRUITMENT RULE FOR THE POST OF PROFESSOR (KAYA CHIKITSA)

1	Name and Designation of the post	Professor (Kaya Chikitsa)									
2	No. of posts	01									
3	Classification	Group 'A' Scientific									
4	Scale of pay	Rs. 37400- 67000 +GP 10500 (PB 4) +NPA as admissible as per Central Govt. /AIIMS Rules									
5	Whether selection post or Non selection	Selection.									
6	Age limit for direct recruits	Not exceeding 55 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)									
7	Educational and other qualifications required for direct recruits	<p>Essential</p> <p>i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970</p> <p>ii. MD/MS(Ay) recognized by CCIM in the concerned subject.</p> <p>iii. Ph.D. in the concerned subject.</p> <p>iv. Minimum 18 yrs full-time teaching and or research experience after MD/MS (Ay.) out of which minimum 14 yrs experience as Associate Professor (in GP 7600 or above) or 9 yrs experience as Associate Professor (in GP 9000 or above).</p> <p>v. 14 years experience as guide at MD/MS/PhD level in the subject concerned.</p> <p>vi. High quality published works, such as research papers (min. Ten (excluding his own PhD work publications) in indexed journals.) and books or technical reports.</p> <p>Desirable</p> <p>i. Experience of undertaking Research Projects as Principal Investigator (PI).</p> <p>ii. Capacity to undertake/lead sponsored R&D consultancy and related activities</p> <p>iii. Patents filed/ obtained.</p>									
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Applicable only in respect of Educational qualification									
9	Period of probation, if any	One year for direct recruits.									
10	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	Promotion failing which by Direct recruitment									
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	<p>Promotion:</p> <p>9 years regular service as Associate Professor or 4 years as Additional Professor in the concerned subject.</p>									
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	<table border="0"> <tr> <td>(i)</td> <td>Secretary AYUSH</td> <td>Chairman</td> </tr> <tr> <td>(ii) (iii) (iv)</td> <td>Three Experts of the concerned Subject (to be nominated by Chairman)</td> <td>Members</td> </tr> <tr> <td>(v)</td> <td>Director, AIIA</td> <td>Member</td> </tr> </table>	(i)	Secretary AYUSH	Chairman	(ii) (iii) (iv)	Three Experts of the concerned Subject (to be nominated by Chairman)	Members	(v)	Director, AIIA	Member
(i)	Secretary AYUSH	Chairman									
(ii) (iii) (iv)	Three Experts of the concerned Subject (to be nominated by Chairman)	Members									
(v)	Director, AIIA	Member									
13	Circumstances in which UPSC is to be consulted	Not required									

RECRUITMENT RULE FOR THE POST OF ADDITIONAL PROFESSOR (KAYA CHIKITSA)

1	Name and Designation of the post	Additional Professor (Kaya Chikitsa)									
2	No. of posts	01									
3	Classification	Group 'A' Scientific									
4	Scale of pay	Rs. 37400- 67000 +GP 9500 (PB 4) +NPA as admissible as per Central Govt. /AIIMS Rules									
5	Whether selection post or Non selection	Selection.									
6	Age limit for direct recruits	Not exceeding 55 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)									
7	Educational and other qualifications required for direct recruits	<p>Essential</p> <p>i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970</p> <p>ii. MD/MS(Ay) recognized by CCIM in the concerned subject.</p> <p>iii. Ph.D. in the concerned subject.</p> <p>iv. Minimum 18 yrs full-time teaching and or research experience after MD/MS (Ay.) out of which minimum 14 yrs experience as Associate Professor (in GP 7600 or above) or 9 yrs experience as Associate Professor (in GP 9000 or above).</p> <p>v. 14 years experience as guide at MD/MS/PhD level in the subject concerned.</p> <p>vi. High quality published works, such as research papers (min. Ten (excluding his own PhD work publications) in indexed journals.) and books or technical reports.</p> <p>Desirable</p> <p>i. Experience of undertaking Research Projects as Principal Investigator (PI).</p> <p>ii. Capacity to undertake/lead sponsored R&D consultancy and related activities</p> <p>iii. Patents filed/ obtained.</p>									
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Applicable only in respect of Educational qualification									
9	Period of probation, if any	One year for direct recruits.									
10	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	Promotion failing which by Direct recruitment									
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	<p>Promotion:</p> <p>9 years regular service as Associate Professor or 4 years as Additional Professor in the concerned subject.</p>									
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	<table border="0"> <tr> <td>(i)</td> <td>Secretary AYUSH</td> <td>Chairman</td> </tr> <tr> <td>(ii) (iii) (iv)</td> <td>Three Experts of the concerned Subject (to be nominated by Chairman)</td> <td>Members</td> </tr> <tr> <td>(v)</td> <td>Director, AIIA</td> <td>Member</td> </tr> </table>	(i)	Secretary AYUSH	Chairman	(ii) (iii) (iv)	Three Experts of the concerned Subject (to be nominated by Chairman)	Members	(v)	Director, AIIA	Member
(i)	Secretary AYUSH	Chairman									
(ii) (iii) (iv)	Three Experts of the concerned Subject (to be nominated by Chairman)	Members									
(v)	Director, AIIA	Member									
13	Circumstances in which UPSC is to be consulted	Not required									

RECRUITMENT RULE FOR THE POST OF ASSOCIATE PROFESSOR (KAYA CHIKITSA)

1	Name and Designation of the post	Associate Professor (Kaya Chikitsa)												
2	No. of posts	01												
3	Classification	Group 'A' Scientific												
4	Scale of pay	Rs.37400- 67000 +GP 9000 (PB 4) +NPA as admissible as per Central Govt. /AIIMS Rules												
5	Whether selection post or Non selection	Selection.												
6	Age limit for direct recruits	Not exceeding 50 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)												
7	Educational and other qualifications required for direct recruits	<p>Essential</p> <p>i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970</p> <p>ii. MD/MS(Ay) recognized by CCIM in the concerned subject.</p> <p>iii. Ph.D. in the concerned subject.</p> <p>iv. Minimum 6 yrs full-time teaching and or research experience after MD/MS (Ay (in GP 7600 and above) or 9 yrs experience as Assistant Professor/Lecturer (in GP 6600 and above).</p> <p>v. 3 years experience as guide at MD/MS/PhD level in the subject concerned.</p> <p>vi. High quality published works, such as research papers (min. five (excluding his own PhD work publications) in indexed journals) and books or technical reports.</p> <p>Desirable</p> <p>i. Experience of undertaking independent Research Projects as Principal Investigator (PI).</p> <p>ii. Capacity to undertake/lead sponsored R&D consultancy and related activities</p>												
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Applicable only in respect of Educational qualification												
9	Period of probation, if any	One year for direct recruits.												
10	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	Promotion failing which by Direct recruitment												
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Promotion: Assistant Professor with 6 years of regular services in the concerned subject.												
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	<table border="0"> <tr> <td>(i)</td> <td>Secretary AYUSH</td> <td>Chairman</td> </tr> <tr> <td>(ii) (iii)</td> <td>Two Experts of the concerned Subject (to be nominated by Chairman)</td> <td>Members</td> </tr> <tr> <td>(iv)</td> <td>Advisor (Ay.), M/o AYUSH</td> <td>Member</td> </tr> <tr> <td>(v)</td> <td>Director, AIIA</td> <td>Member</td> </tr> </table>	(i)	Secretary AYUSH	Chairman	(ii) (iii)	Two Experts of the concerned Subject (to be nominated by Chairman)	Members	(iv)	Advisor (Ay.), M/o AYUSH	Member	(v)	Director, AIIA	Member
(i)	Secretary AYUSH	Chairman												
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(iv)	Advisor (Ay.), M/o AYUSH	Member												
(v)	Director, AIIA	Member												
13	Circumstances in which UPSC is to be consulted	Not required												

RECRUITMENT RULE FOR THE POST OF ASSOCIATE PROFESSOR (PRASUTI TANTRA – STRI ROGA)

1	Name and Designation of the post	Associate Professor (Prasuti Tantra – Stri Roga)												
2	No. of posts	01												
3	Classification	Group 'A' Scientific												
4	Scale of pay	Rs.37400- 67000 +GP 9000 (PB 4) +NPA as admissible as per Central Govt. /AIIMS Rules												
5	Whether selection post or Non selection	Selection.												
6	Age limit for direct recruits	Not exceeding 50 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)												
7	Educational and other qualifications required for direct recruits	<p>Essential</p> <p>i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970</p> <p>ii. MD/MS(Ay) recognized by CCIM in the concerned subject.</p> <p>iii. Ph.D. in the concerned subject.</p> <p>iv. Minimum 6 yrs full-time teaching and or research experience after MD/MS (Ay (in GP 7600 and above) or 9 yrs experience as Assistant Professor/Lecturer (in GP 6600 and above).</p> <p>v. 3 years experience as guide at MD/MS/PhD level in the subject concerned.</p> <p>vi. High quality published works, such as research papers (min. five (excluding his own PhD work publications) in indexed journals) and books or technical reports.</p> <p>Desirable</p> <p>i. Experience of undertaking independent Research Projects as Principal Investigator (PI).</p> <p>ii. Capacity to undertake/lead sponsored R&D consultancy and related activities</p>												
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Applicable only in respect of Educational qualification												
9	Period of probation, if any	One year for direct recruits.												
10	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	Promotion failing which by Direct recruitment												
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Promotion: Assistant Professor with 6 years of regular services in the concerned subject.												
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	<table border="0"> <tr> <td>(i)</td> <td>Secretary AYUSH</td> <td>Chairman</td> </tr> <tr> <td>(ii) (iii)</td> <td>Two Experts of the concerned Subject (to be nominated by Chairman)</td> <td>Members</td> </tr> <tr> <td>(iv)</td> <td>Advisor (Ay.), M/o AYUSH</td> <td>Member</td> </tr> <tr> <td>(v)</td> <td>Director, AIIA</td> <td>Member</td> </tr> </table>	(i)	Secretary AYUSH	Chairman	(ii) (iii)	Two Experts of the concerned Subject (to be nominated by Chairman)	Members	(iv)	Advisor (Ay.), M/o AYUSH	Member	(v)	Director, AIIA	Member
(i)	Secretary AYUSH	Chairman												
(ii) (iii)	Two Experts of the concerned Subject (to be nominated by Chairman)	Members												
(iv)	Advisor (Ay.), M/o AYUSH	Member												
(v)	Director, AIIA	Member												
13	Circumstances in which UPSC is to be consulted	Not required												

RECRUITMENT RULE FOR THE POST OF ASSISTANT PROFESSOR (DRAVYAGUNA)

1	Name and Designation of the post	Assistant Professor (Dravyaguna)
2	No. of posts	01
3	Classification	Group 'A' Scientific
4	Scale of pay	Rs.15600- 39100 +GP 8000 (PB 3) +NPA as admissible as per Central Govt. /AIIMS Rules
5	Whether selection post or Non selection	Selection.
6	Age limit for direct recruits	Not exceeding 45 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)
7	Educational and other qualifications required for direct recruits	<u>Essential</u> i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970 ii. MD/MS(Ay) recognized by CCIM in the concerned subject. iii. 3 yrs full-time teaching and or research experience from any recognized Institute after MD/MS (Ay). iv. published works, such as research papers (min. three in indexed journals) and books or technical reports. <u>Desirable</u> i. Ph.D. in the concerned subject.
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Not applicable
9	Period of probation, if any	One year
10	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	By Direct recruitment
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Not applicable
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	(i) Director, AIIA Chairman (ii) (iii) Two Experts of the concerned Subject (to be nominated by Chairman) Members (iv) Director, NIA, Jaipur Member (v) Advisor (Ay.), M/o AYSUH (nominated by Secretary, M/o AYUSH) Member
13	Circumstances in which UPSC is to be consulted	Not required

RECRUITMENT RULE FOR THE POST OF ASSISTANT PROFESSOR (PRASUTI TANTRA – STRI ROGA)

1	Name and Designation of the post	Assistant Professor (Prasuti Tantra – Stri Roga)		
2	No. of posts	01		
3	Classification	Group 'A' Scientific		
4	Scale of pay	Rs.15600- 39100 +GP 8000 (PB 3) +NPA as admissible as per Central Govt. /AIIMS Rules		
5	Whether selection post or Non selection	Selection.		
6	Age limit for direct recruits	Not exceeding 45 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)		
7	Educational and other qualifications required for direct recruits	<u>Essential</u> i. Degree in Ayurveda recognized under schedule-II of IMCC act 1970 ii. MD/MS(Ay) recognized by CCIM in the concerned subject. iii. 3 yrs full-time teaching and or research experience from any recognized Institute after MD/MS (Ay.). iv. published works, such as research papers (min. three in indexed journals) and books or technical reports. <u>Desirable</u> i. Ph.D. in the concerned subject.		
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Not applicable		
9	Period of probation, if any	One year		
10	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	By Direct recruitment		
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Not applicable		
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	(i)	Director, AIIA	Chairman
		(ii) (iii)	Two Experts of the concerned Subject (to be nominated by Chairman)	Members
		(iv)	Director, NIA, Jaipur	Member
		(v)	Advisor (Ay.), M/o AYSUH (nominated by Secretary, M/o AYUSH)	Member
13	Circumstances in which UPSC is to be consulted	Not required		

RECRUITMENT RULE FOR THE POST OF SR. RESIDENTS/SR. RESEARCH FELLOW (SRF)

1	Name and Designation of the post	Sr. Resident/Sr. Research Fellow (SRF)
2	No. of posts	01
3	Classification	Group A
4	Scale of pay	1. 1 st year Rs.18750/ + GP Rs.6600 + HRA +DA+NPA+ TA 2. 2 nd year Rs.19510/ + GP-Rs. 6600+ HRA+DA+NPA +TA 3. 3 rd year Rs.20300/ +GP-Rs. 6600 + HRA+DA+NPA +TA.
5	Whether selection or non -selection	Selection
6	Whether benefit of added years of service admissible under rule 30 of the Central Civil Services (Pension) Rules, 1972.	Not applicable
7	Age limit for direct recruitment	Not exceeding 40 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)
8	Educational and other qualifications required for direct recruits	i. Degree in Ayurveda recognized under Schedule II of IMCC act 1970 ii. MD/MS(Ay.) recognized by CCIM in the concerned subject iii. The candidate who has done his/her Post-Graduation six years earlier to application for the senior residentship or who has already completed senior residentship will not be eligible. Desirable: i. Good academic record and research publications in reputed journals. ii. Working experience in the filed
9	Whether age and qualifications prescribed for the direct recruitment will apply in case of deputationists /departmental candidate	No.
10	Period of probation	--
11	Method of recruitment whether by promotion or by deputation/transfer and percentage of vacancies to be filled by various methods	--
12	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	--
13	If a Departmental Promotion / Selection Committee exists, what is its composition	1. Director, AIIA, New Delhi – Chairman 2. Two experts from the related field- Member 3. A Technical Officer to Represent the Reservation Policy – Member 4. Dean, AIIA - Member 5. Joint Director (Admn) AIIA- Member Secretary Note : (2&3 to be nominated by the Head of the Institute)
14	Circumstances in which UPSC is to be consulted	Not required

RECRUITMENT RULE FOR THE POST OF JR. RESIDENTS/ JR. RESEARCH FELLOW (JRF)

1	Name and Designation of the post	Jr. Resident/Jr. Research Fellow (JRF)
2	No. of posts	01
-	Classification	Group A
4	Scale of pay	1. Rs. 15600/ + GP Rs.5,400 + HRA +DA+NPA+TA 2. Rs.16230/ + GP Rs.5400 + HRA+DA+NPA+TA 3. Rs.16880/ + GP Rs.5400 + HRA+DA+NPA +TA
5	Whether selection or non -selection	Selection
6	Age limit for direct recruitment	Not exceeding 35 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)
7	Educational and other qualifications required for direct recruits	i. BAMS Degree in Ayurveda recognised under Schedule II of IMCC act 1970 with 50% aggregate marks. Desirable: i. Good academic record and research publications in reputed journals. ii. Working experience in the filed
8	Whether age and qualifications prescribed for the direct recruitment will apply in case of deputationists /departmental candidate	No.
9	Period of probation	-
10	Method of recruitment whether by promotion or by deputation/transfer and percentage of vacancies to be filled by various methods	-
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	-
12	If a Departmental Promotion/ Selection Committee exists, what is its composition	1. Director, AIIA, New Delhi – Chairman 2. Two experts from the related field- Member 3. A Technical Officer to Represent the Reservation Policy – Member 4. Dean, AIIA- Member 5. Joint Director (Admn) AIIA- Member Secretary Note : (2&3 to be nominated by the head of the Institute)
13	Circumstances in which UPSC is to be consulted	Not required

1	Name and Designation of the post	Pharmacist
2	No. of posts	02
	Classification	Group B
4	Scale of pay	Rs. 9300-34800 +GP 4200 (PB 2)
5	Whether selection post or Non selection	NA
6	Age limit for direct recruits	Not exceeding 33 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)
7	Educational and other qualifications required for direct recruits	B.Pharma /B.Pharma (Ay.) with 3 years professional experience in a reputed Institution /Hospital OR Diploma in Ayurvedic Pharmacy (not less than 2 years duration) with 5 years professional experience in a Institution /Hospital
8	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Except age, qualification will be applicable
9	Period of probation, if any	two years for direct recruits.
10	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	Direct recruitment
11	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	NA
12	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	(i) Director, AIIA Chairman (ii) One Officer not below the rank of Director / Dy. Secretary from the Ministry of AYUSH Member (iii) Expert member from relevant field (to be nominated by the Chairman) Member (iv) Joint Director (Administration), AIIA Member
13	Circumstances in which UPSC is to be consulted	Not required

RECRUITMENT RULE FOR THE POST PANCHAKARMA TECHNICIAN

1	Name and Designation of the post	Panchakarma Technician
2	No. of posts	02 (01 Male & 01 Female)
	Classification	Group "C"
4	Scale of pay	Rs.5200-20200 +GP 2800 (PB1) as admissible as per Central Govt. Rules
5	Whether selection post or Non selection	Selection.
6	Whether benefit of added years of service admissible under rule 30 of the Central Civil Services (Pension) Rules, 1972	NA
7	Age limit for direct recruits	Not exceeding 28 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)
8	Educational and other qualifications required for direct recruits	i. Passed Higher Secondary 12 th class from any Govt. recognized Board. i. Diploma in the relevant field from recognized institute ii. 3 years experience in the relevant field
9	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Except age, qualification will be applicable
10	Period of probation, if any	Two year for direct recruits.
11	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	100% Direct recruitment
12	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Promotion: Contract: Persons working in analogues posts in any State/ Central Government Institutions with education qualification and experience as prescribed under serial No 8.
13	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	1. Director AIIA, - Chairman 2. Representative from AYUSH - not below the rank of Director/DS Member. 3. Expert from the relevant field - Member 4. Joint Director (Admn) - Member 5. An Officer to Represent the Reservation Policy - Member 6. Sr. Admn Officer, AIIA - Member Secretary (3 & 5 shall be nominated by Head of the Institute)
14	Circumstances in which UPSC is to be consulted	Not required

1	Name and Designation of the post	Panchakarma Attendant
2	No. of posts	08 (04 Male & 04 Female)
	Classification	Group "D"
4	Scale of pay	Rs.5200-20200 +GP 1900 (PB1) as admissible as per Central Govt. Rules
5	Whether selection post or Non selection	Selection.
6	Whether benefit of added years of service admissible under rule 30 of the Central Civil Services (Pension) Rules, 1972	NA
7	Age limit for direct recruits	Not exceeding 28 years (Relaxable in respect of candidates belonging to SC/ST/OBC, serving Central /State Govt / Govt Autonomous organization holding analogous post/working in related field and other categories of candidates in accordance with orders issued by the Central Government from time to time)
8	Educational and other qualifications required for direct recruits	i. Passed Matric 10 th class from any Govt. recognized Board. ii. 2-3 years experience in the relevant filed
9	Whether age and qualifications prescribed for direct recruits will apply in case of promotes	Except age, qualification will be applicable
10	Period of probation, if any	Two year for direct recruits.
11	Method of recruitment whether by direct recruitment or by promotion/deputation/absorption and percentage of the posts to be filled by various methods	100% Direct recruitment
12	In case of recruitment by promotion/deputation/absorption grades from which promotion/deputation/absorption to be made	Promotion: To the post of Panchakarma technician with 8 years regular experience Contract: Persons working in analogues posts in any State/ Central Government Institutions with education qualification and experience as prescribed under serial No 8.
13	If a Selection Committee/ Departmental Promotion Committee exists, what is its composition	1. Director AIIA, - Chairman 2. Representative from AYUSH - not below the rank of Director/DS - Member. 3. Expert from the relevant field - Member 4. Joint Director (Admn) - Member 5. An Officer to Represent the Reservation Policy - Member 6. Sr. Admn Officer, AIIA - Member Secretary (3 & 5 shall be nominated by Head of the Institute)
14	Circumstances in which UPSC is to be consulted	Not required



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अखिल भारतीय आयुर्विज्ञान संस्थान, बिलासपुर (हि०प्र०)
All India Institute of Medical Sciences, Bilaspur (H.P.)

(स्वास्थ्य एवं परिवार कल्याण मंत्रालय भारत सरकार द्वारा स्थापित एक स्वायत्त निकाय)
(An autonomous organization under the Ministry of Health & Family Welfare, Govt. of India)

Proposed agenda item for inclusion in agenda of forthcoming CIB to be held on 15th June, 2021

Introduction:- The Central Institute Body vide its decision CIB-2/9, made it mandatory to follow recruitment rules of AIIMS-Delhi for corresponding posts in new AIIMS. In addition standard staffing pattern for new AIIMSs is under active consideration of CIB.

Issues:-

- There are no issues in the RRs of faculty.
- In non faculty posts, especially senior levels, the RRs of AIIMS-Delhi provides only 100% by promotion but in new AIIMS there are no eligible feeder cadre employees to be considered for promotion.
- In some cases the nomenclature of posts differs with AIIMS Delhi, e.g. Cashier.
- The updated copies of RRs are not readily available for reference.
- In some cases, the RRs provides either 100% by promotion or failing which by deputation but for deputation, State Govt. employees have not been made eligible e.g. Accounts Officer, Financial Adviser, Superintending Engineer and Executive Engineer etc.

Approval Required:-

- Filling up of all those posts on deputation basis initially where RRs provides only promotion, till feeder cadre employees becomes eligible.
- Making State Govt. employees also eligible for deputation along with GOI employees where they are not eligible as per RRs.



Dep. (Admin)
Bilaspur (H.P.)

ALL INDIA INSTITUTE OF MEDICAL SCIENCES, BATHINDA

अखिल भारतीय आयुर्विज्ञान संस्थान, बठिंडा • ਅਖਿਲ ਭਾਰਤੀ ਆਯੁਰਵਿਗਿਆਨ ਸੰਸਥਾਨ, ਬਠਿੰਡਾ

Prof. (Dr.) D.K. Singh

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प्रो. (डॉ.) डी. के. सिंह

Executive Director & CEO

कार्यकारी निदेशक एवं मुख्य कार्यकारी अधिकारी

CIB-

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AIIMS BATHINDA/DirOffice/2K21/117

Dated 10/06/2021

Prof. Randeep Guleria

Director AIIMS, Delhi

Member Secretary, CIB, MOHFW

Sub: Regarding agenda for technical resignation of faculty and employees of AIIMS for the upcoming 5th meeting of CIB.

1. This is in reference to agenda for CIB meeting regarding giving benefits of Technical Resignation & Pay Protection should be allowed for faculty and employees who join new AIIMS from other Central Government/State Government/Autonomous Institutes.


2. This policy is already followed in AIIMS Delhi and several other new AIIMS. Following additional points should be noted in support of this agenda.

(a) High court of Delhi in the case All India Institute of Medical ... vs Ashima Nehra Wadhawan, pointed out that technical resignation and pay protection should be given on joining AIIMS.

(b) PMSSY Order No. Z-28016/32/2013-SSH, dated 11.10.2015 also stated that new AIIMS should follow the All India Institute of Medical Science Regulations, 1999. "In respect of matters not provided for in these regulations, the rules as applicable to the Central Government servants, regarding the general condition of service, pay and allowances including travelling and daily allowances, leave salary, joining time, foreign service terms and orders and decisions issued in this regard by the Central Government from time to time shall apply to the employees of the Institute"

3. I request that the matter may be seen with due attention for the benefit of employees of all AIIMS.

With warm regards


10/6/21
Prof. (Dr.) D. K. Singh
Executive Director
AIIMS Bathinda

To
Prof Randeep Guleria
Director & Member Secretary
Central Institute Body
AIIMS Ansari Nagar
New Delhi 110029

Encl - A copy of the High Court of Delhi order.
PMSSY Order Z-28016/32/2013-SSH, dated 11.10.2015.

AIIMS Bathinda, Mandi Dabwali Road, Bathinda-151001, Punjab

ਐਮਸ ਬਠਿੰਡਾ, ਮੰਡੀ ਡਬਵਾਲੀ ਰੋਡ, ਬਠਿੰਡਾ, ਪੰਜਾਬ

Residence : Director Bungalow, AIIMS Bathinda, District Bathinda-151001, Punjab

No. Z-28016/32/2013-SSH
Government of India
Ministry of Health and Family Welfare
PMSSY

New Delhi: 11th December, 2015

To

Director, AIIMS, Bhopal
Director, AIIMS, Bhubaneswar
Director, AIIMS, Jodhpur
Director, AIIMS, Patna
Director, AIIMS, Raipur
Director, AIIMS, Rishikesh

Subject: Various Matters relating to Service Conditions of Faculty/Non Faculty personnel of New AIIMS- Tenure of Deputation, Proforma Promotion, Protection of Pay, Counting of Past Service, Lien etc.

Sir,

The Ministry has been receiving references from the six New AIIMS on various issues regarding Service conditions relating to Deputation, Proforma Promotion, Protection of Pay etc. in respect of Faculty/Non-Faculty personnel of the New AIIMS and their applicability to the new Institutes.

2. At the very outset, it may be mentioned that Regulation 35 of the All India Institute of Medical Science Regulations, 1999 states as under:-

"35. Other Conditions of Service:

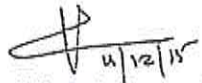
In respect of matters not provided for in these regulations, the rules as applicable to the Central Government servants, regarding the general condition of service, pay and allowances including travelling and daily allowances, leave salary, joining time, foreign service terms and orders and decisions issued in this regard by the Central Government from time to time shall apply to the employees of the Institute."

Also, the proviso to Section 25 (a) (ii) AIIMS (Amendment) Act, 2012, amending section 29 of the principal Act, states that "provided that the Regulations made by the existing Institute, before the commencement of the All India Institute of Medical Science (Amendment) Act, 2012, shall continue to be the regulations made under this section until such regulations are amended or rescinded by the existing Institutes in accordance with the provisions of this section."

In view of the above provisions, the Regulation 38 of the AIIMS Regulation, 1999 will equally apply to the six new AIIMS.

3. The various personnel issues/matters of its employees may be dealt by the new AllMS in accordance with the above guidelines. The DoPT guidelines on various personnel matters, are also available in Swamy's Compilation which can be referred to.
4. However, copies of relevant OMs on common matters such as tenure of deputation, foreign service, proforma promotion, fixation of pay, counting of past service, etc. regarding which certain employees have made representations and clarifications/guidance has been sought by some of the AllMS, are enclosed for ready guidance as below:
 - i) DoPT OM No. 6/8/2009-Estt (Pay II) dated 17th June, 2010 regarding transfer and deputation/foreign service, regulation of pay etc.
 - ii) DoPT OM No. 6/5/2012-Estt (Pay II) dated 30th November, 2012 regarding provisions relating to proforma promotion.
 - iii) DoPT OM No. 12/1/96-Estt (Pay I) dated 10th July, 1998 regarding guidelines for fixing of pay of candidates working in PSUs.
 - iv) DoPT Estt (Pay I) Section OM No. 12/3/2009 Pay I dated 30th March, 2010 regarding fixation of pay under FR 15 (a).
5. In case certain specific administrative/establishment matters appear to still remain unresolved, and clarifications are needed, the same could be referred to the Ministry for guidance.
6. All concerned are advised to follow the above instructions.

Encl. as above


(Vinod Kumar)
Under Secretary to the Govt. of India
Ph: 23061213

Copy for information to:

1. PS to HFM
2. PPS to Secretary HFW/PPS to AS (H)/PPS to JS (SS) /PS to Director (SCR), PS to Director (SS)
3. All Under Secretaries, PMSSY
4. PMSSY Sections
5. Sr. Director (Tech) NIC for uploading the same on PMSSY website.

.....
New Delhi the 17th June, 2010

OFFICE MEMORANDUM

Subject: Transfer on deputation/foreign service of Central Government Employees to ex-cadre posts under the Central Government/ State Governments/Public Sector Undertakings/Autonomous Bodies, Universities/ UT Administration, Local Bodies etc. and vice-versa – Regulation of pay, Deputation (duty) Allowance, tenure of deputation/foreign service and other terms and conditions – regarding.

.....

The undersigned is directed to refer to this Department's O.M. No.2/29/91-Estt. (Pay II) dated 5th January, 1994 as amended/revised from time to time. A need has been felt to consolidate all these orders in one place and accordingly, it has been decided, in consultation with Department of Expenditure, to bring out a self contained O.M. in supersession of OM dated 5.1.94 and subsequent amendments on the subject, incorporating the provisions of earlier orders with suitable modifications, wherever necessary.

2. Application

2.1 These orders will apply to all Central Government employees, who are regularly appointed on deputation/foreign service in accordance with Recruitment Rules of the ex-cadre posts, under the same or some other Departments of Central Government or under the State Governments/ Union Territories Administration/ Local Bodies or under Central/ State PSUs/Autonomous Bodies etc. set up or controlled by Central/State Governments provided the foreign service under such PSUs/autonomous bodies has been permitted in relaxation of appointment on immediate absorption basis. These orders will also cover the cases of regular appointment on deputation/foreign service of employees of State Government/local bodies etc. as well as PSUs/Autonomous Bodies of Central/State Governments as per recruitment rules in the Central Government.

2.2 However, the following cases shall not be covered under these orders for whom separate orders exist:-

(a) Members of the All India Services and those deputed to posts, whose terms are regulated under specific statutory rules or orders;

(b) Officers appointed on deputation to posts under the Central Staffing Scheme (CSS) for whom separate orders as issued from time to time will continue to apply;

(c) Deputation to posts operated outside India,

(d) Appointments of a specific category of employees to a specified class of posts, such as appointments made in the Personal Staff of Ministers etc., in respect of which special orders are already in existence. However, the terms and conditions set out in this O.M. will apply to those cases to the extent these are not specifically covered under such special orders.

(e) Appointments of the nature of deemed deputation or transfers to ex-cadre posts made in exigencies of service with the specific condition that no deputation (duty) allowance will be admissible – e.g. (i) interim arrangements in the event of conversion of a Government office/organisation or a portion thereof into a PSU/ autonomous body or vice-versa; and (ii) appointments to the same post in another cadre.

3. Scope of Term 'deputation/ foreign service' – Restrictions on treating an appointment as on deputation/ foreign service.

3.1 The terms deputation/foreign service will cover only those appointments that are made by transfer on a temporary basis provided the transfer is outside the normal field of deployment and is in public interest. The question whether the transfer is outside the normal field of deployment or not will be decided by the authority which controls the service or post from which the employee is transferred.

3.2 The following types of appointments will not be treated as deputation/foreign service for the purposes of these orders:

(a) appointment of serving employees made either by promotion or by direct recruitment from amongst open market candidates whether on permanent or temporary basis.

(b) permanent appointment made by transfer.

(c) Temporary appointment made on the basis of personal requests of employees.

(d) Arrangements necessitated by staff imbalances arising on re-organisation of offices on the same or different stations, subject to the specific condition that no deputation (duty) allowance will be admissible in such cases.

3.3 A person in a higher Grade Pay/scale of pay shall not be appointed on deputation to a post in lower Grade Pay/scale of pay if the deputation is from Central Government to Central Government and also in cases where the scale of pay and dearness allowance in the parent cadre post and ex-cadre post are similar.

3.4 However, no appointment on deputation/foreign service shall be made from/to Central Government/ an organisation where the pay scale and DA in the parent cadre post and ex-cadre post are dissimilar, if the basic pay in the parent cadre increased by one increment plus dearness allowance(s) including interim relief if any, admissible to a person in the parent cadre post exceeds the basic pay plus dearness allowance (s) including interim relief, if any, at the maximum of the pay scale of the ex-cadre post. In the revised pay structure, the maximum of the scale would mean the sum of the Grade Pay of the ex-cadre post and maximum of the Pay Band PB 4 i.e. Rs. 67000. For example, if the ex-cadre post

is in the Grade Pay of Rs. 4200, then the maximum would be Rs. 71200 i.e. Rs. 4200 plus Rs. 67000 (maximum of PB 4).

4. Exercise of option

4.1 An employee appointed on deputation/foreign service, may elect to draw either the pay in the scale of pay of deputation/foreign service post or his/her basic pay in the parent cadre plus deputation (duty) allowance thereon plus personal pay, if any. However, in case of Government employees on deputation/ foreign service to CPSEs, this option will not be allowed and their pay will be governed in terms of the orders issued by Department of Public Enterprises vide OM dated 26.11.2008 and clarifications issued thereafter.

4.2 The borrowing authority shall obtain the option of the employee within one month from the date of joining the ex-cadre post unless the employee has himself furnished the option.

4.3 The option once exercised shall be final.

4.4 However, the employee may revise the option under the following circumstances which will be effective from the date of occurrence of the same:

- (a) When he/she receives proforma promotion or is appointed to non-functional selection grade or up-gradation of scale in the parent cadre;
- (b) When he/she is reverted to a lower grade in the parent cadre;
- (c) When the scale of pay of the parent post on the basis of which his emoluments are regulated during deputation/foreign service or of the ex-cadre post held by the employee on deputation/foreign service is revised either prospectively or from a retrospective date.
- (d) Based on the revised/same option of the employee, in the event of proforma promotion/appointment to non-functional Selection Grade/revision/upgradation of scales of pay in the parent cadre, his/her pay will be re-fixed with reference to the revised entitlement of pay in the parent cadre. However, if the initial option was for the pay scale of the deputation post and no change in option already exercised is envisaged, the pay already drawn in deputation post will be protected if the pay re-fixed is less.

Note: Revision in the rates of DA, HRA or any other allowance either in the parent or borrowing organisation shall not be an occasion for revision of the earlier option.

4.5. If the pay of an employee in his cadre post undergoes downward revision, the pay in the ex-cadre post is also liable to be re-fixed on the basis of revised pay and in accordance with the revised option or existing option if the employee does not revise his option.

5.1 When an employee on deputation/Foreign Service elects to draw pay in the scale of pay attached to the ex-cadre post, his/ her pay may be fixed as under:

(i) Deputation from Central Government to Central Government

If the scale of pay/Grade Pay of the ex-cadre post is higher, the pay may be fixed after adding one increment to the existing pay in the Pay Band of the parent cadre post. The grade pay corresponding to the ex-cadre post would thereafter be granted in addition to this pay in the pay band. However, in cases where the fixation of pay in the ex-cadre post involves change of Pay Band also, if the pay in the pay band after adding the increment is less than the minimum of the pay band corresponding to the grade pay of the ex-cadre post, the pay in the pay band will be fixed at the minimum of the Pay Band.

In case the Grade Pay/scale of employee's cadre post and the ex-cadre post are identical, the employee would continue to draw his/her existing basic pay.

In case the Grade pay of the ex-cadre post is upto Rs 10000, the Basic Pay, from time to time after pay fixation should not exceed the maximum of the pay band PB-4 (Rs.67000) plus the grade pay of the post held on deputation. In case the ex-cadre post is in the HAG or HAG+ pay scale, the Basic Pay, from time to time after pay fixation should not exceed Rs. 79000 or Rs.80000 respectively.

(ii) In foreign service/ Reverse Foreign Service

(a) when the pay scale of the post in the parent cadre and that attached to ex-cadre post are based on the same index level and the DA pattern is also same, the pay may be fixed as under (i) above.

(b) If the appointment is made to a post whose pay structure and/ or DA pattern is dissimilar to that in the parent organisation, pay may be fixed by adding one increment to the pay in the parent cadre post in the scale of his regular parent post (and if he/she was drawing pay at the maximum of the scale, by the increment last drawn) and equating the pay so raised plus dearness allowance (and additional or ad-hoc dearness allowance, Interim relief etc., if any) with emoluments comprising of pay plus DA, ADA, Interim relief etc., if any, admissible, in the borrowing organisation and the pay may be fixed at the stage in the pay scale of the ex-cadre post at which total emoluments admissible in the ex-cadre post as above equal the emoluments drawn in the cadre.

5.2 In cases of appointment from one ex-cadre post to another ex-cadre post where the employee opts to draw pay in the scale of the ex-cadre post, the pay in the second or subsequent ex-cadre post should be fixed under the normal rules with reference to the pay in the cadre post only. However, in respect of appointments to ex-cadre posts carrying Grade Pay identical to that of the ex-cadre post(s) held on an earlier occasion(s), it may be ensured that the pay drawn in subsequent appointment should not be less than the pay drawn earlier.

5.3. In cases of appointments to a second or subsequent ex-cadre post(s) in a higher pay scale/grade pay than that of the previous ex-cadre post, the pay may be fixed with reference to the pay drawn in the cadre post and if the pay so fixed happens to be less than the pay drawn in the previous ex-cadre post, the difference may be allowed as personal pay to be absorbed in future increases in pay. This is subject to the condition that on both the occasions, the employee should have opted to draw pay in the scales of pay/Grade Pay attached to the ex-cadre posts.

Note-1: The term parent post and basic pay means the post held on regular basis in the parent organisation and pay drawn/ admissible in such a post respectively.

Note-2: An officer who may be holding a higher post on adhoc basis in the cadre at the time of proceeding on deputation/ foreign service would be considered to have vacated the post held on adhoc basis and proceeded on deputation/ foreign service from his/her regular post. During the period of deputation/ foreign service, he/she shall earn notional increments in the parent cadre post. On reversion, if he/she is re-appointed to the higher post on regular or adhoc basis his pay will get fixed with reference to the pay admissible in the lower post on the date of such re-appointment. In such cases, if his pay gets fixed at a stage lower than that of his junior(s) who continued to serve in the cadre, no stepping up will be admissible as per extant rules in so far as Central Government employees are concerned. However, if the pay so fixed is less than the pay drawn earlier while holding the post on ad-hoc basis the pay earlier drawn will be protected. Therefore, those Central Government employees who are already holding a higher post on ad-hoc basis or expecting it shortly in the parent cadre may weigh all relevant considerations before opting for deputation/foreign service. This note of caution will be applicable to employees of other organisations wishing to apply for posts on deputation in Central Government, if governed by similar rules in parent organisation.

Note-3: Pay of an officer appointed on deputation/foreign service on adhoc basis pending selection of a regular incumbent may also be regulated in accordance with provisions of Para 5.1 & 6.1 of this O.M.

Note-4: The provisions of this Para as well as Para 6 will not apply to appointments on Personal Staff of Ministers. Such appointments will be regulated by separate specific orders issued by the Government in that behalf.

6. Deputation (duty) Allowance

6.1 The deputation (duty) allowance admissible shall be at the following rates:

- (a) In case of deputation within the same station, the allowance will be paid at the rate of 5% of basic pay subject to a maximum of Rs.2000 p.m.; and
- (b) In other cases, Deputation (Duty) Allowance will be payable at the rate of 10% of the employee's basic pay subject to a maximum of Rs.4000/- p.m.

(c) The deputation (duty) allowance as above shall further be restricted as under:-

Basic Pay, from time to time, plus Deputation (Duty) Allowance shall not exceed the maximum of the pay band PB-4 (Rs.67000) plus the grade pay of the post held on deputation in case the Grade Pay of the post held on deputation is upto Rs 10000. In case the post held on deputation is in the HAG or HAG+ pay scales, the Basic Pay, from time to time, plus Deputation (Duty) Allowance should not exceed Rs. 79000 and Rs.80000 respectively.

Note: Basic Pay in the revised pay structure means the pay drawn in the prescribed pay band plus the applicable grade pay but does not include any other type of pay like special pay/allowance etc.

The rates of deputation (duty) allowance as above shall take effect from 1.9.2008.

Note: 1 The term 'same station' for the purpose will be determined with reference to the station where the person was on duty before proceeding on deputation.

Note: 2 Where there is no change in the headquarters with reference to the last post held, the transfer should be treated as within the same station and when there is change in headquarters it would be treated as not in the same station. So far as places falling within the same urban agglomeration of the old headquarters are concerned, they would be treated as transfer within the same station.

6.2 Special rates of deputation (duty) allowance may be admissible under separate orders in any particular area on account of the condition of living there being particularly arduous or unattractive. Where special rate is more favourable than that given in Para 6.1 above, employees deputed to the area will be given the benefit of the special rate.

6.3.1 If an employee with the permission of the competent authority, proceeds on deputation/foreign service from one ex-cadre post to another ex-cadre post in the same or another organisation without reverting to his parent cadre, and if the second ex-cadre post is at the same station as the first one, the rate of deputation (duty) allowance would remain unchanged.

6.3.2 In cases where a person on deputation/foreign service is transferred by the borrowing authority from one station to another without any change in the post held by him, the rate of deputation (duty) allowance will be refixed as per 6.1 (b).

7. Admissibility of pay, allowances & benefits while on deputation/foreign service

7.1 Any project allowance admissible in a project area in the borrowing organisation may be drawn in addition to deputation (duty) allowance.

7.2 Any special allowance granted to an employee in the parent Department under FR 9(25) or a corresponding rule of parent organisation should not be allowed in addition to deputation (duty) allowance. However, the borrowing department may allow in addition to deputation (duty) allowance, under special circumstances, any special allowance attached to

the post held by the employee in his/her parent Department, by suitably restricting the deputation (duty) allowance. This will require the specific and prior approval of Department of Personnel & Training.

7.3 In case special allowance is attached to the scale of pay of the ex-cadre post and the employee has opted to draw pay in that scale, then, in addition to the pay in that scale, he will also be entitled to draw such special allowance. However, such special allowance will not be admissible if he has opted to draw pay in the parent cadre scale/grade pay plus deputation (duty) allowance.

7.4 Personal pay, if any, drawn by an employee in his parent department will continue to be admissible on deputation/foreign service if he/she opts to draw pay in the parent cadre scale/grade pay plus deputation (duty) allowance. No deputation (duty) allowance on this personal pay will however, be admissible.

7.5 Increments - The employee will draw increment in the parent cadre grade or in the scale of pay /grade pay attached to the deputation post as the case may be, depending on whether he has opted for the parent cadre pay plus deputation (duty) allowance or the pay scale /grade pay of the deputation post. If he has opted for pay scale/grade pay of the deputation post, notional increments shall also continue to accrue to him in the post held on regular basis in the parent cadre/ organisation for the purpose of regulation of pay on repatriation to the parent post at the end of the tenure.

7.6 Admissibility of allowances and benefits while on deputation/ foreign service.

(a) Such allowances as are not admissible to regular employees of corresponding status in the borrowing organisation shall not be admissible to the officer on deputation/foreign service, even if they were admissible in the parent organisation.

(b) Following allowances will be regulated with mutual consent of the lending and borrowing organisation:

- (i) HRA/Transport Allowance
- (ii) Joining time and Joining Time Pay.
- (iii) Travelling Allowances and Transfer T.A.
- (iv) Children Education Allowance.
- (v) LTC.

(c) Following allowances/facilities will be regulated in accordance with the rules as explained against each:

(i) Dearness Allowance – The employee shall be entitled to dearness allowance at the rates prevailing in the borrowing organisation or in the lending organisation depending on whether he has opted to draw pay in the pay scale/grade pay of the ex-cadre post or the parent grade plus deputation (duty) allowance.

(ii) Medical Facilities – This will be regulated in accordance with the rules of the borrowing organisation.

(iii) Leave – An officer on deputation/foreign service shall be regulated by the Leave Rules of the parent organisation. If however an employee proceeds from vacation department to non-vacation department, or vice-versa, he shall be governed by Leave Rules of the borrowing organisation. At the time of reversion from the deputation post to the parent cadre, the borrowing organisation may allow him/her leave not exceeding two months. The employee should apply for further leave to his Cadre Controlling Authority.

7.7 Leave salary/Pension/NPS Contribution.

(i) As at present, allocation of leave salary and pension contribution between different Ministries/Departments of Central Government and between Central and State Government has been dispensed with. In such cases of deputation from Central Government to State Government and vice-versa, liability for bearing leave salary vests with the Department from which the officer proceeds on leave or which sanctioned leave and no contributions are payable to the lending organisation. Liability for pension/ employee's contribution to CPF will be borne by the parent department, to which the officer permanently belongs at the time of retirement and no proportionate contribution will be recovered.

(ii) In case of deputation of Central Government employees on foreign service terms to Central Public Sector Undertakings/ State Public Sector Undertakings and Autonomous Bodies/ etc., leave salary contribution (except for the period of leave availed of on foreign service) and pension contribution/CPF (Employer's share) contribution, are required to be paid either by the employee himself or by the borrowing organisation to the Central Government.

(iii) In cases of reverse deputation from Central Public Sector Undertakings/ State Public Sector Undertakings/ Autonomous Bodies/local bodies to Central Government, the question regarding leave salary and pension contribution will be decided by mutual consent.

(iv) In case of employees covered under New Pension Scheme (NPS), the borrowing department shall make matching contribution to the NPS account of the employee.

8. Tenure of deputation/foreign service.

8.1 The period of deputation/foreign service shall be as per the Recruitment Rules of the ex-cadre post or 3 years in case no tenure regulations exist for the ex-cadre post.

8.2. In case where the period of deputation/foreign service prescribed in the recruitment rules of the ex-cadre post is 3 years or less, the Administrative Ministry/borrowing organisation may grant extension upto the 4th year after obtaining orders of their Secretary (in the Central Government)/Chief Secretary (in the State Government)/ equivalent officer (in respect of other cases) and for the fifth year with the approval of the Minister of the borrowing Ministry/Department and in respect of other organisations with the approval of the Minister of the borrowing Ministry/Department with which they are administratively concerned.

8.3.1 The borrowing Ministries/Departments/Organisations may extend the period of deputation upto the fifth year where absolutely necessary in public interest, subject to the following conditions:

- (i) The extension would be subject to the prior approval of the lending organisation, the consent of the official concerned and wherever necessary, the approval of the UPSC/ State Public Service Commission and Appointment Committee of Cabinet (ACC).
- (ii) If the borrowing organisation wishes to retain an officer beyond the prescribed tenure, it shall initiate action for seeking concurrence of lending organisation, individual concerned etc. six months before the date of expiry of tenure. In no case it should retain an official beyond the sanctioned term unless prior approval of the competent authority to grant further extension has been obtained.
- (iii) No further extension beyond the fifth year shall be considered.

8.3.2 Where extension is granted up to the fifth year, the official concerned will continue to be allowed deputation (duty) allowance, if he/she has opted to draw deputation (duty) allowance.

8.4 There shall be a mandatory 'cooling off' period of three years after every period of deputation/foreign service up to Joint Secretary level posts and one year for Additional Secretary level posts.

8.5 A Central Government employee shall be eligible for deputation/foreign service to posts in State Government/ State Government Organisations/Government of UTs/ Government of UT's Organisations/ Autonomous Bodies, Trusts, Societies, PSUs etc. not controlled by the Central Government only after he has completed 9 years of service and is clear from the vigilance angle.

8.6 If during the period of deputation/ foreign service, on account of proforma promotion in the parent cadre the official concerned becomes entitled to a higher Pay Scale/ Pay Band & Grade Pay in the parent cadre vis-a-vis that of the ex-cadre post, the official shall complete his/her normal /extended tenure of deputation already sanctioned with the approval of the competent authority. The pay shall be regulated as under:

(a) If the Grade pay of the officer in the parent cadre becomes higher than that of the deputation post after getting proforma promotion, he may be allowed the pay in the pay band + Grade Pay of the post to which he is promoted till the time he completes the normal/extended period of deputation (if he gets proforma promotion in the extended period) already sanctioned, if he so opts. No extension in the period of deputation shall be allowed to him after completing the sanctioned period of deputation.

(b) If he draws the pay in the pay band + Grade pay attached to the deputation post, on reversion to his parent cadre, his pay may be fixed by allowing him notional increments in his regular post in the parent department + the Grade pay attached to it.

(c) If the Grade pay of the officer in the parent cadre becomes higher than that of the deputation post on getting financial upgradation under the ACP/MACP scheme, the officer may be allowed to draw the pay in the pay band + Grade Pay to which he becomes entitled to under the ACP/MACPS, if opted for by him, as laid down in Para 27 of Annexure I to the DOPT OM No. 35034/3/2008 -Estt. (D) dated 19th May, 2009.

9. Premature reversion of deputationist to parent cadre.

Normally, when an employee is appointed on deputation/ foreign service, his services are placed at the disposal of the parent Ministry/ Department at the end of the tenure. However, as and when a situation arises for premature reversion to the parent cadre of the deputationist, his services could be so returned after giving an advance notice of at least three months to the lending Ministry/ Department and the employee concerned.

10. Relaxation of conditions.

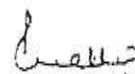
Any relaxation of these terms and conditions will require the prior concurrence of the Department of Personnel & training.

11. Date of Effect

These orders will take effect from 1.1.2006 and shall be applicable to all officers who were on deputation on 1.1.2006 or appointed thereafter except for the revised rates of deputation (duty) allowance which shall be applicable from 1.9.2008 as mentioned below Para 6.1 of this OM.

12. In so far as persons serving in the Indian Audit and Accounts Department are concerned, these orders will apply for deputation outside Indian Audit and Accounts Department as concurred in by the Comptroller and Auditor General of India.

13. Hindi version will follow.



(Rita Mathur)
Director

To

All Ministries/ Departments of the Govt. of India etc.
(As per standard list)

Copy to NIC: To upload the O.M. on the Department's website in "What's new" and also in "Establishment" sub-head "deputation".

188

No. 6/5/2012-Estt (Pay-II)
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

**

North Block,
30th Nov., 2012

OFFICE MEMORANDUM

Subject: Provisions relating to proforma promotion

Undersigned is directed to refer to this Department's OM No. 6/8/2009-Estt (Pay-II) dated the 17th June, 2010 regarding consolidated instructions on deputations. References are being received from Ministries/Departments seeking clarifications/relaxations in respect of provisions which pertain to proforma promotion in these orders or otherwise. The issues have been considered in consultation with the Department of Expenditure, and it has been decided to provide as under:

(i) Proforma promotion in the case of candidates promoted on passing a Limited Departmental Examination

The candidates passing the Limited Departmental Examination may be allowed proforma promotion as under:

In the case of candidates who have passed the LDCE and their names have been recommended for promotion, proforma promotions may be allowed from the date their juniors in the cadre in the order of merit in the LDCE have been so promoted. This may also be allowed in case there is no junior on account of such candidate being the last in the order of ranks/merit from the date he would have received such promotion if he had been in his cadre.

Provided it will be ensured that the conditions laid down in the Department of Personnel OM No.8/4/84-Estt-(Pay-I) dated the 15th July, 1985 are strictly fulfilled and the principle of NBR based on overall seniority list of cadres is followed.

(ii) Extension after the employee receives a proforma promotion:

The para 8.6 of the OM No. 6/8/2009-Estt (Pay-II) dated the 17th June, 2010 relating to regulation of pay after an officer has got proforma

promotion and extension of deputation thereafter, which reads as under:

"If the Grade pay of the officer in the parent cadre becomes higher than that of the deputation post after getting proforma promotion, he may be allowed the pay in the pay band + Grade Pay of the post to which he is promoted till the time he completes the normal/ extended period of deputation (if he gets proforma promotion in the extended period) already sanctioned, if he so opts. No extension in the period of deputation shall be allowed to him after completing the sanctioned period of deputation."

is modified as follows:

8.6 (a) If the Grade pay of the officer in the parent cadre becomes higher than that of the deputation post after getting proforma promotion, he may be allowed the pay in the pay band + Grade Pay of the post to which he is promoted, if he so opts. In such cases, extensions in deputation after an employee has received the proforma promotion may be considered as per the instructions contained in paras 8.1 to 8.3.2.



(Vibha G. Mishra)
Director

(As per attached list)

To

1. All Ministries/Departments of Government of India
2. Chief Secretaries of all State Governments.
3. The President's Secretariat, New Delhi.
4. The Prime Minister's Office, New Delhi.
5. The Cabinet Secretariat, New Delhi.
6. The Rajya Sabha Secretariat, New Delhi.
7. The Lok Sabha Secretariat, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi.
9. The Union Public Service Commission, New Delhi.
10. The Central Information Commission, New Delhi.
11. The Central Bureau of Investigation, New Delhi

Copy to :-

1. All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions.
2. Establishment Officer and Secretary, ACC (10 copies).
3. All Officers and Sections in the Department of Personnel & Training.
4. Secretary, Staff Side, National Council (JCM), 13-C, Ferozshah Road, New Delhi.
5. All Staff Members of National Council (JCM)
6. All Staff Members of the Departmental Council (JCM), Ministry of Personnel, PG and Pensions.
7. Copy to NIC: To upload the O.M. on the Department's website in "What's new" and also in "Establishment" sub-head 'deputation'.

Government of India
Ministry of Personnel, Public Grievances and Pension
(Department of Personnel and Training)

New Delhi, the 10.07.1996

OFFICE MEMORANDUM

Subject : Guidelines for fixing of pay of candidates working in Public Sector Undertakings etc. recommended for appointment by the UPSC by the method of Recruitment by Selection - Regarding.

The undersigned is directed to refer to this department's OMs No. 12/1/88- Estt. (Pay.I) dated 7.8.89, 28.2.92 and 8.6.93 on the subject mentioned above which lay down guidelines for protection of pay in respect of the candidates working in Public Sector Undertakings etc. on their appointment as Direct Recruits on selection through a properly constituted authority including Departmental authorities. The O.M dated 7.8.89 was issued on the initiative of the U.P.S.C.

2 This department has received certain cases seeking clarification as to the exact scope of this department's O.M. dated 7.8.89 and the conditions under which benefit under that O.M. is admissible. The matter has been examined in consultation with the UPSC and the position is clarified as under.

3 The benefit of pay protection is available to the Government servants on their recruitment by selection through UPSC, subject to fulfilment of certain conditions. This benefit under the O.M. dated 7.8.89 was extended to the candidates working in central PSUs / State PSUs / Universities / Semi-Government Institutions / Autonomous Bodies etc. with a view to drawing talent, which is available in those organisations. The question whether the objective underlying the above orders could be achieved through open competitive examination in which the employees from Public Sector Undertakings etc. also appear, has been considered. It is clarified that the benefit of pay protection under the above orders is available only if the selection is through interview and not through an open competitive examination. Wherever the protection under the above orders is to be given, the Commission will indicate in its recommendation letter to the Ministry concerned that pay of such candidate(s) should be fixed as per the guidelines laid down in the above orders. Further, the benefit would be available to an officer coming from IAS, etc. only if the officer has completed the period of probation successfully in the organisation / confirmed in the post in the parent organisation.

4. The Ministry of Agriculture etc are requested to keep the above clarification in mind in fixing the pay in such cases. The cases already decided otherwise in consultation with this Department need not be re-opened.

5. In so far as the persons working in the Indian Audit and Accounts Department are concerned, this clarification issues in consultation with the Comptroller & Auditor General of India.

(J. WILSON)

DEPUTY SECRETARY TO THE GOVT OF INDIA

To

All Ministries / Departments of the Govt. of India.
(As per standard list).

No.12/1/96-Esu (Pay I)

Dated the 10, 07, 1998

Copies also forwarded to

1. The Comptroller & Auditor General of India and all States under his control (with 400 spare copies) .
2. Registrar General, Supreme Court of India.
3. Secretaries to Union Public Service Commission/Election Commission/Lok Sabha Secretariat/Rajya Sabha Secretariat/Cabinet Secretariat/Central Vigilance Commission/President's Secretariat/Vice President's Secretariat/Prime Minister's Office/Planning Commission.
4. Controller General of Accounts/Controller of Accounts, Ministry of Finance.
5. Department of Personnel & Training (AJS Division)/JCA/Admn. Section
6. Additional Secretary (Home), Ministry of Home Affairs
7. Joint Secretary (Union Territories), Ministry of Home Affairs
8. Secretary, National Council (Staff Side), 13-C, Feroz Shah Road, New Delhi
9. All Officers/Sections of the Department of Personnel & Training/Department of Administrative Reforms & Public Grievances/Department of Pension & Pensioner's Welfare.
10. Joint Secretary (Per.) Ministry of Finance, Department of Expenditure
11. 100 Spare sets.

(J. WILSON)

Deputy Secretary to the Govt. of India

New Delhi dated the 30th March, 2010

OFFICE MEMORANDUM

Subject: Guidelines for fixation of pay of candidates working in Public Sector Undertakings etc., recommended for appointment by the Commission by the method of recruitment by selection - regarding.

Reference is invited to this Department's OMs No. 12/1/88-Pay-I dated 7.8.89 and 12/1/96-Pay-I dated 10.7.98, whereby guidelines for fixation of pay of candidates working in Public Sector Undertakings etc., recommended for appointment by the Commission by the method of recruitment by selection through interview only, were issued.

2. Subsequent to the implementation of the recommendations of the 6th CPC and the issue of CCS(RP) Rules 2008, the system of Running Pay Bands and Grade Pays has been introduced. Accordingly, in partial modification of this Department's OM dated 7.8.89 and 10.7.98 referred to above, the method of pay fixation in respect of those appointed on or after 1.1.2006 will be as under:

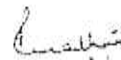
"In case of candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, who are appointed as direct recruits on or after 1.1.2006 on selection through interview by a properly constituted agency including Departmental Authorities making recruitment directly, their initial pay may be fixed by granting them the Grade Pay attached to the post. Further, their pay in the Pay Band may be fixed at a stage so that the pay in the Pay Band +Grade Pay and DA as admissible in the government, protects the pay +DA already being drawn by them in their parent organisations. The pay in the Pay Band fixed under this formulation will not be fixed at a stage lower than Entry Pay in the Revised Pay Structure (corresponding to the Grade Pay applicable to the post) for direct recruits on or after 1.1.2006 as notified vide Section II, Part A of First Schedule to CCS(RP) Rules, 2008. The pay in the Pay Band fixed under this formulation will not exceed Rs. 67000, the maximum of the Pay Band PB-4."

3. The conditions for admissibility of pay protection shall be the same as stipulated in this Department's OMs dated 7.8.89 and 10.7.98 referred to above.

4. In so far as persons serving in the India Audit and Accounts Department are concerned, these orders are issued with the concurrence of the Comptroller and Auditor General of India.

5. These orders will be applicable w.e.f. 1.1.2006

6. Hindi version will follow.



(Rita Mathur)
Director (Pay)

To

1. All Ministries / Departments of the Govt. of India, etc.

2. The Secretary, U.P.S.C., Dholpur House, Shajahan Road, New Delhi.
3. The Comptroller & Auditor General of India and all States under his control.
4. Controller General of Accounts / Controller of Accounts, Ministry of Finance.
5. Secretaries to Union Public Service Commission / Supreme Court of India / Election Commission / Lok Sabha Sectt. / Rajya Sabha Sectt. / Cabinet Sectt./ Central Vigilance Commission / President's Sectt. / Vice - President's Sectt./ Prime Minister's Office / Planning Commission.
6. Department of Personnel & Training (AIS Division) / JCA/ Administration Section.
7. Additional Secretary (Union Territory), Ministry of Home Affairs.
8. All State Governments / Union Territories.
9. Governors of all States / Lt. Governors of Union Territories.
10. Secretary, National Council (Staff Side), 13 -C, Feroz Shah Road, New Delhi.
11. All Members of the Staff Side of the National Council of JCM / Departmental Council.
12. All Officers / Sections of the Department of Personnel & Training / Department of Administrative Reforms & Public Grievances / Department of Pension & Pension Welfare.
13. Ministry of Finance, Department of Expenditure w.r.t their IC UO No. 10/1/2010 dated 16.2.2010.
14. NIC with a request to upload the OM on the website of DOPT.
15. 20 spare copies.



(Rita Mathur)
Director (Pay)

F.No. 13/9/2009-Estt(Pay-I)
 Government of India
 Ministry of Personnel, Public Grievances and Pensions
 Department of Personnel & Training
 Estt(Pay-I) Section

North Block,
 New Delhi, dated the 21st October, 2009
 21.10.09

OFFICE MEMORANDUM

Subject: Fixation of pay in case of employees who seek transfer to a lower post under FR 15(a) – clarification regarding.

The undersigned is directed to refer to instructions issued vide this Department's OM NO. 16/6/2001-Estt(Pay-I) dated 14.2.2006 on the above subject. It was clarified therein that on transfer to the lower post/scale under FR 15(a), the pay of a Government servant holding a post on regular basis will be fixed at a stage equal to the pay drawn by him in the higher grade. If no such stage is available, the pay will be fixed at the stage next below the pay drawn by him in the higher post and the difference may be granted as personal pay to be absorbed in future increments. If the maximum of the pay scale of the lower post is less than the pay drawn by him in the higher post, his pay may be restricted to the maximum under FR 22(a)(a)(3).


2. Consequent upon implementation of the revised pay structure comprising grade pays and running Pay Bands, w.e.f. 1.1.2006 in cases of appointment of Government servants to posts carrying lower Grade Pay under FR 15(a) on their own request, the pay in the pay band of the Government servant will be fixed at a stage equal to the pay in the pay band drawn by him prior to his appointment against the lower post. However, he will be granted grade pay of lower post. Further, in all cases, he will continue to draw his increments based on his pay in the pay band + grade pay (lower).

3. Where transfer to a lower post is made subject to certain terms and conditions then the pay may be fixed according to such terms and conditions.

4. In so far as persons serving in the Indian Audit & Accounts Department are concerned, these orders issue after consultation with the Comptroller & Auditor General of India.

5. This order takes effect from 1.1.2006.

6. Hindi version follows.


 (B.K. Mukhopadhyay)
 Director (Pay)

To

All Ministries and Departments of the Government of India (as per standard mailing list)

2. N/C may upload this on the website of this Department in the what's new column.

Delhi High Court

All India Institute Of Medical ... vs Ashima Nehra Wadhawan on 11 December, 2017

§-1.

* IN THE HIGH COURT OF DELHI AT NEW DELHI

+ W.P.(C) 3876/2012

ALL INDIA INSTITUTE OF MEDICAL SCIENCES..... Petitioner

Through: Mr. R.K. Gupta with Mr. A.K. Singh,
Advocates

versus

ASHIMA NEHRA WADHAWAN

..... Respondent

Through: Mr. Amit Khemka with Mr. Rishi Sehgal
and Ms. Aditi Kharpate, Advocates

CORAM:

HON'BLE MS. JUSTICE HIMA KOHLI

HON'BLE MS. JUSTICE REKHA PALLI

ORDER

% 11.12.2017

1. The petitioner/AIIMS is aggrieved by the judgment dated 31.01.2012 passed by the Central Administrative Tribunal, allowing an Original Application, registered as O.A. No.2009/2011, filed by the respondent in the year 2011. The respondent while working on the post of Assistant Professor (Clinical Psychology) in the petitioner/AIIMS, had filed the aforesaid O.A., being aggrieved by the decision taken by the Institute to the effect that the period of service rendered by her on the same post in the Post Graduate Institute of Medical Education and Research, Chandigarh (hereinafter referred to as PGIMER) would not be counted for the purpose of her promotion to the next higher post of Associate Professor in the petitioner/AIIMS.

2. By the impugned judgment dated 31.02.2012, the Tribunal had allowed the prayer of the respondent and thereby directed the petitioner/AIIMS to count the service rendered by her in the PGIMER, on the post of Assistant Professor, for the purpose of determining her eligibility for promotion to the post of Associate Professor in the petitioner/AIIMS. However, it was made clear that the respondent would not be entitled to seek seniority over others by counting the period as mentioned above only for the purposes of promotion. The petitioner/AIIMS had thereafter filed a Review Petition before the Tribunal which was also dismissed vide order dated 19.04.2012.

3. Before dealing with the arguments advanced by learned counsels for the parties, it is necessary to refer to the contours of the dispute, which are noted hereinbelow.

4. The respondent was appointed to the post of Assistant Professor at PGIMER on 26.07.2001, in the pay scale of Rs.11,625-325-15,200 plus allowances, as admissible to the Central Government employees. The letter of appointment issued by the PGIMER to the respondent had specifically stated in para 6 that she shall be governed by the Central Civil Services (Conduct) Rules, 1964 and

Central Civil Service Classification Control and Appeal Rules, 1965, as amended from time to time. Initially, the respondent was given a temporary status but later on, she was regularised and continued on the subject post upto 13.10.2005. On 04.09.2004, the respondent applied through proper channel to the petitioner/AIIMS for appointment to the post of Assistant Professor. In her covering letter as also in column 16 of her application form, she specifically stated that "protection of basic pay and work experience is requested so that I am able to qualify for my next promotion".

5. The petitioner/AIIMS appointed the respondent on the post of Assistant Professor (Clinical Psychology) in the Neuro Sciences Centre on a regular basis on 23.09.2005. The respondent was relieved from the PGIMER on 13.10.2005 and her medical record was sent to the petitioner/AIIMS, New Delhi. She joined the subject post at the petitioner/AIIMS on 14.10.2005, without any break in service and continued to serve in the said Institution. Thereafter, the respondent requested the petitioner/AIIMS to call for her service book and GPF account to be transferred from her previous employer, PGIMER to AIIMS. The said request was acceded to and the petitioner/AIIMS wrote a letter dated 20.06.2006 to the PGIMER requesting it to send the respondents entire service records, GPF, alongwith interest to AIIMS "so that facilities based on her past services and account rules could be given to her." Prior thereto, vide letters dated 03.02.2006 and 26.05.2006, the petitioner/AIIMS had also written to the respondent calling upon her to furnish a copy of the documentary evidence to establish that she had successfully completed the probation period in her parent organization viz., PGIMER "so that her protection of pay could be finalized accordingly".

6. It is an undisputed position that vide letter dated 15.09.2006, the petitioner/AIIMS granted pay protection to the respondent, based on her past experience at the PGIMER. Further, an office order dated 14.08.2010 was issued by the PGIMER sanctioning the transfer of one time lump sum prorata share of pensionary benefits in respect of the respondent, for the services rendered by her for the period between 30.08.1997 to 02.10.2005, to the petitioner/AIIMS. Pursuant to the aforesaid sanction, PGIMER forwarded to the petitioner/AIIMS a demand draft on account of unutilized earned leave in respect of the respondent under cover of its letter dated 14.09.2010. Thereafter, vide a letter dated 21.09.2010, the PGIMER also forwarded the respondents original service book to the petitioner/AIIMS for further action.

7. On 18.04.2007, the respondent requested the petitioner/AIIMS to consider her in the next Assessment Promotion Scheme (hereinafter referred as APS) for promotion to the post of Associate Professor (Clinical Psychology) but she received no response thereto. In the interregnum, as the respondents lien had been retained with the PGIMER, based upon the recommendations of the Selection Committee at PGIMER, vide order dated 13.12.2007, she was promoted as an Associate Professor (Neurosurgery Clinical Psychology) w.e.f. 01.07.2006, under the APS in the PGIMER. Though the respondent accepted the said promotion, she requested the petitioner/AIIMS to consider her for promotion to the subject post w.e.f. 01.07.2006. However, the petitioner/AIIMS rejected the said request vide letter dated 13.05.2010 on the ground that the service rendered by the respondent in another institution prior to joining AIIMS could not be counted for seniority-cum-promotion, as per the rules.

8. Aggrieved by the aforesaid order, the respondent filed an Original Application before the Tribunal that was allowed under the impugned judgment and the review application filed by the petitioner/AIIMS was also rejected vide order dated 19.04.2012. Hence, the present petition.

9. Mr. Gupta, learned counsel for the petitioner/AIIMS submits that the Tribunal erred in failing to appreciate that as per the APS, the respondent was required to put in at least a period of three years of regular service in AIIMS, which period was completed by her only on 14.12.2009 and therefore, as per the crucial eligibility of 30th June, 2009 she became eligible for consideration for grant of APS to the grade of Associate Professor only w.e.f. 10.07.2010 and was accordingly promoted from the said date. He submits that the Tribunal fell into error in applying its earlier judgment dated 04.04.2007, passed in the case of D.K. Mohapatra vs. UOI and Anr. in O.A. 562/2006 to the case in hand, whereas it has no application either on facts or in law. He further submits that the respondent was given an offer of appointment dated 23.09.2005 wherein she was clearly informed that her initial appointment shall be temporary and may be terminated at any time with one months notice, which she had duly accepted and thereafter joined the post without any demur and therefore, she had waived her right for making any such claim of continuity of service, knowing fully well that her appointment in the petitioner/AIIMS was a fresh appointment.

10. Per contra, Mr. Khemka, learned counsel for the respondent supports the impugned judgment by stating that the same is a well reasoned one and has rightly applied the decision in the case of D.K. Mohapatra (supra) to the facts of the case in hand. He also refers to the O.M. dated 11.09.1998, issued by the DoP&T, Government of India, which was the basis of the Tribunal passing the judgment in the case of D.K. Mohapatra (supra). Learned counsel refers to various orders passed by the petitioner/AIIMS including a Memorandum dated 23.09.2005, issued by the Institution to urge that the respondent was governed by the Central Civil Services (Conduct) Rules, 1964 and Central Civil Service Classification Control and Appeal Rules, 1965 not only during her employment with the PGIMER, but even after she had joined the petitioner/AIIMS, and thus contends that service in both the Institutes is governed by the same Civil Service Rules. He submits that based on her past service on the same post of Assistant Professor in the PGIMER, the respondent was not only given pay protection by the petitioner/AIIMS, but was also treated as a member of the Old Pension Scheme which was applicable only to those employees who had joined the Government service before the cut off date, i.e. 01.01.2004. In these circumstances, it is canvassed that it was no longer open to the petitioner/AIIMS to ignore the respondents past service rendered in the PGIMER, at the time of considering her request for promotion to the post of Associate Professor.

11. We have heard the arguments advanced by the counsels for the parties and with their assistance, perused the record.

12. The undisputed position which emerges from the record is that the respondent who while working as an Assistant Professor in the PGIMER had applied for the same post in the petitioner/AIIMS through proper channel with a request for protection of her basic pay and work experience so as to enable her to qualify for her next promotion to the post of Associate Professor. It is also an admitted position that upon joining the petitioner/AIIMS on 14.10.2005, not only was the respondent given pay protection but she was even made a member of the Pension Scheme under the

Central Civil Service (Pension) Rules, commonly known as the Old Pension Scheme, which was applicable only to those Central Government Employees who were appointed prior to 01.01.2004. Parties are also ad idem that both the Institutes, the PGIMER and the petitioner/AIIMS have been constituted by the Central Government under the same policy and their employees are governed by the same rules as are applicable to the Central Government employees and are thus bound by directions issued from time to time by the Central Government. Both the Institutes, though autonomous, are under the direct control of the Ministry of Health & Family Welfare, which is their nodal Ministry.

13. The Tribunal had allowed the OA of the respondent by relying on its earlier decision in the case of D.K. Mohapatra (supra) as also by referring to OM dated 01.09.1998 issued by the DoP&T, that provides for counting of past service at the time of lateral entry on direct recruitment basis, for promotion to higher grades. It would be appropriate to reproduce O.M. dated 01.09.1998, which reads as follows:

"Subject: Counting of past service at the time of lateral entry on direct recruitment basis for promotion to the higher grades-

The undersigned is directed to say that the question of counting of previous Group A service to meet the condition of minimum eligibility service prescribed in the Recruitment/Service Rules at the time of lateral entry on the higher grades has been considered by the Government and it has been decided that since all appointments by the method of direct recruitment are in the public interest, the benefit of counting of previous Group A service to meet the condition of minimum eligibility prescribed in the Recruitment / Service Rules at the time of lateral entry on direct recruitment as qualifying service for promotion to the higher grades will be admissible to an employee provided he/she has completed the prescribed eligibility service in the immediate feeder grade. However, the past service will not count for seniority in the new organization, as upheld in the Supreme Courts judgment dated November 19, 1993 in the case of Renu Mullick vs. Union of India [JT 1993 (6) SC 527]. "

14. Though Mr. Gupta, learned counsel for the petitioner/AIIMS has vehemently argued that the services rendered by the respondent in the PGIMER cannot be counted for purposes of promotion in the petitioner/AIIMS, but on pointed queries raised by us, he has neither denied the applicability of the O.M. dated 01.09.1998 to the petitioner/AIIMS, nor has he been able to give any satisfactory reply to our query as to how was the respondent given the benefit of the Old Pension Scheme by the Institute. Her appointment having been accepted by AIIMS to be from a date prior to 01.01.2004, we are of the opinion that the respondent cannot be denied the benefit of her service for purposes of promotion. Once it is admitted that employees of both, PGIMER and the petitioner/AIIMS are governed by conditions of service applicable to the Central Government employees, in our view, the respondent would automatically be entitled to the benefits flowing from the O.M. dated 01.09.1998 and as a sequel thereto, entitled to counting of her period of service in the PGIMER, for purpose of promotion to the post of Associate Professor in the petitioner/AIIMS.

15. We have also examined the decision of the Tribunal in the case of D.K. Mohapatra (supra) relied upon in the impugned judgment and find that the same squarely applies to the facts of the present case. It is noteworthy that the challenge laid by the Union of India to the Tribunal's decision in the case of D.K. Mohapatra (supra) had failed both, before this Court as also the Supreme Court. What is critical is that both, PGIMER and the petitioner/AIIMS are under the direct control of the same nodal Ministry, i.e., the Ministry of Health & Family Welfare and furthermore, the respondent has been given the benefit of pay protection and covered under the Old Pension Scheme by the petitioner/AIIMS, on counting her past service in the PGIMER. In these circumstances, we find no infirmity in the impugned judgment passed by the Tribunal, for interference.

16. The petitioner/AIIMS is directed to count the period of the respondent's past service from 26.07.2001 to 13.07.2005, in the PGIMER as an Associate Professor, for her promotion to the post of Associate Professor in AIIMS and grant her all consequential benefits including further time bound promotions, if any.

17. The writ petition is accordingly dismissed as being meritless. There shall however be no orders as to costs.

HIMA KOHLI, J REKHA PALLI, J DECEMBER 11, 2017 rkb/r/na



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A. I. I. M. S.

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ALL INDIA INSTITUTE OF MEDICAL SCIENCES
Academic Section

Creation of posts in new AIIMS as per Standard Staffing pattern (SSP)

Reference has been received from the DS/General Section inviting comments on a proposal received from Director, AIIMS, Raipur on the above subject.

The academic section had reviewed the proposal for SSP for Faculty and Residents for 960 and 750 bedded AIIMS hospitals for the 1st CIB meeting on 16.07.2018. That proposal was based on the recommendations of the committee chaired by Prof. Nagarkar. The Academic Section had concurred with the committee's proposal regarding posts for Faculty and Resident Doctors and had recommended the below numbers of posts.

	960 beds	750 beds
Total faculty	486	245
MBBS Only	315	159
Beyond MBBS	171	86
Total residents	1200	520
Sr. Residents	600	260
Jr. Residents	600	260

Our recommendations were based on a detailed analysis of existing posts at AIIMS, New Delhi and the recommendations of the MCI for a 750 bedded hospital and this analysis is given on pages 23-26 of the agenda note of the 1st CIB meeting.

The current proposal maintains the same numbers of posts for the 960 bed hospital but has proposed changes in the 750 bed hospital and added proposals for a 610 bed hospital. The differences are as below.

	750 Bed		610 Bed
	Approved	Amended	Proposed
Total faculty	245	364	334
Professor	44	42	42
Additional professor	36	42	42
Associate professor	65	60	60
Assistant professor	100	220	190
Total residents	520	900	800
Sr. Residents	260	450	400
Jr. Residents	260	450	400

From the available documents, the justification for these changes is not clear. We may ask the DDA (Raipur) to make a presentation on this at the next CIB meeting to justify the changes proposed. Further, we may provide them a copy of our approved guidelines for recruitment of resident doctors.

Associate Dean (Ac)

Dean (A)

AO (GENL. SECTION)

Saw
11/6/20
Registrar

Shaw
5/6/20
AO

REVISED GUIDELINES FOR MD/MS/MDS/DM/M.CH/ SENIOR RESIDENTS

The Committee under the Chairmanship of Prof. V. K. Paul met on 16.3.2015 in Dean's Committee Room and proposed the following guidelines for various teaching programs at AIIMS, New Delhi.

The Committee members were of the unanimous opinion that these guidelines are recommendations only and have been formulated keeping in mind that the training of residents (both Junior and Senior) has to be excellent and should not be compromised in any way. The availability of enough faculty, beds and clinical material must be ensured whenever a new course is planned and existing courses should also be reviewed periodically. It was also felt that these recommendations are being suggested only keeping the infrastructure at AIIMS New Delhi in mind and it may not be applicable to other institutions without modifications.

The proposed revised guidelines for postgraduate teaching courses are as follow:-

The broad guidelines for Resident: Faculty ratio should be based on the criteria on the type of training program the department is running. The broad guidelines based on the type of programs are as follows:-

1. For departments having only MD/MS program a ratio of 3 students for one faculty member
2. For departments having only DM/M.Ch programs; a ratio of 3 students per faculty member
3. For departments having both MD/MS and DM/M.Ch program a ratio of 5 students per faculty member (this is based on the principle that the training level of MD/MS & DM/M.Ch residents is different).
4. For departments having MD/MS and Fellowship program a ratio of 5 students per faculty member
5. For departments having MD/MS/DM/M.Ch & Fellowship program a ratio of 5 students per faculty member.
6. For departments having DM/M.Ch programs and Fellowship programs a ratio of 5 students per faculty member.

1. POSTGRADUATE SEATS (MD/MS/MDS)

- 1) To be designated as Chief Guide for MD/MS/MDS a minimum of 2 years experience as faculty is essential.
- 2) Faculty/Student Ratio:- Faculty to postgraduate student ratio of 1: 3 with a maximum ceiling of 5 students as chief guide as detailed in the

introductory segment.

It means that a department with 6 faculty members can have maximum of 18 PG students (6 per year) with the availability of sufficient clinical material/diagnostic facilities / other training faculties.

3) Bed Strength: The number of beds is an essential criteria for deciding the PG seats but this can not be decided with a universal yardstick and this should not be the only criteria. A broad guideline as below is recommended:-

a) For clinical specialties with balanced inpatient-outpatient services (e.g. Medicine, Pediatrics, Obst. & Gynaecology, Surgery, Oncology, Ophthalmology, etc.) the criteria of 20 beds for 9 PG seats (MD/MS/MDS) for the 3 year block (3 seats per year) was considered appropriate. Thus, for such departments, the number of seats would be based on the faculty: PG ratio of 1 : 3 with a ceiling of 9 PG seats for 20 beds. Thus, a department with 9 faculty and 60 beds would get a total of 27 seats (9 per year). Another department with 40 beds and 6 faculty members would get only 18 seats (6 per year).

However, these guidelines are recommendations only and if the number of beds is less in any department and the department has sufficient clinical work load (OPD/OT/Minor OT/ special clinics/field work/referrals) the number of seats can increase but with the ceiling of Faculty : PG ratio of 1:3.

b) The bed-based criteria underestimates the seats for clinical departments which cater primarily to ambulatory patients (Dermatology and Venereology, Physical Medicine and Rehabilitation, Radiotherapy, Emergency Medicine, Dental Disciplines, etc.). The Faculty: PG ratio of 1:3 would be the overriding factor for deciding the number of PG seats in these departments. However, if the department feels that although they have sufficient faculty but the clinical material for training these residents is inadequate then the number of sanctioned PG seats can be decreased in these departments depending upon the recommendation of the department concerned arrived at after consensus in the faculty meeting of the department.

c) Furthermore, bed-based criteria is not applicable to diagnostic services departments (Laboratory Medicine, Radio-diagnosis, Nuclear Medicine). The Faculty: PG ratio of 1:3 would be the overriding factor for deciding the number of PG seats in these departments.

d) Likewise disciplines such as Anaesthesiology, Emergency Medicine and

Hospital Administration have unique characteristics. For all these disciplines the criteria of 3 PG seats for one faculty member is recommended with a justification of sufficient workload in the form of OPD load/diagnostic services/OT services & other criteria.

- e) For pre- and para-clinical disciplines (including Forensic Medicine, Community Medicine and Biostatistics), the criteria of 3 PG seats for one faculty member is recommended with a justification of sufficient workload.

Note:-

It was felt by the members of the committee that the training of JR's and SR's (DM/M.Ch and Non-DM/M.Ch) are at different levels. Junior Residents of Medicine/Surgery and other department spend a significant amount of their training period (almost 1/3rd) in rotation to various super-specialty departments where they undergo a substantial part of their training. The faculty and bed strength of these super specialty department should also be taken into account for calculating the number of PG students in a particular specialty.

A ratio of 1:4 can be taken for calculation of number of beds from these super specialty departments which means 50 beds in super specialty may add 12.5 beds for PG (MD/MS) seat calculations.

- 4) In Departments where the workload is more but faculty strength is less like Emergency Medicine these departments may take Non-DM/M.Ch Senior Residents instead of Non-Academic JR's.
- 5) The committee also recommends a periodic evaluation of the number of sanctioned seats in any given department and whether sufficient clinical material is available for training of these residents. The availability of sufficient number of faculty members for training of these residents should also be ensured. If there is any deficiency the number of seats in these departments should be reduced on the basis of recommendations of the department.

Note:-

- a) To start the new course (MD/MS/MCh/ DM etc) at least three faculty members should be available in the department.
- b) The training provided by the department should be evaluated on regular basis. To evaluate the standard of training department should get feedback from the students.

- c) For the creation of new Posts of SR and JRs 1 ICU bed should be treated as equal to 3 general ward beds and 1 HDU bed should be considered as equal to 2 general ward beds.

II. THE RECOMMENDED GUIDELINES FOR DM/M.CH ARE AS BELOW:-

1. Faculty: student ratio of 1:3 with a maximum ceiling of 5 students as Chief Guide as detailed in the introductory paragraph.
2. 9 DM/M.Ch candidates for a 15 bedded super specialty unit that means a department with 6 faculty and 30 beds can have maximum of 18 DM/M.Ch students.
3. If the number of beds is less but the department has other clinical workload (special clinics) procedures/interventions/ OT's, etc.) than the number of DM/M.Ch residents can be increased but with a ceiling of faculty to PG ratio of 1:3.
4. To be designated as Chief Guide for DM/M.Ch candidates a minimum experience of 3 years as faculty is essential.

Note:-

For the creation of new Posts of SR and JRs 1 ICU bed should be treated as equal to 3 general ward beds and 1 HDU bed should be considered as equal to 2 general ward beds.

III. SENIOR RESIDENTS (NON-DM/MCH)

Senior Residents are the main stay of the clinical/diagnostic/teaching work of the departments under the supervision of the faculty. In pre-clinical departments they play a comprehensive role in teaching of students, especially the undergraduates. In para-clinical departments in addition to teaching, the senior residents are involved in providing diagnostics/services (Microbiology/Pathology/Laboratory Medicine/Nuclear/Medicine/etc.), medico-legal services (Forensic Medicine) and a mix of clinical and field services (Community Medicine). In clinical departments, besides teaching, they form the most critical layer of clinical service providers.

The primary consideration for ascertaining the number of posts of senior residents, thus, should be the clinical/teaching/diagnostic/field work load of the department concerned.

(A) CLINICAL DEPARTMENTS

For typical clinical departments, the previous recommendation was 2 SRs for a block of 25 beds. It is observed that the complexity of care has increased enormously at AIIMS. The severity of illness of typical patients is much higher given the apex referral nature of the

3 general ward beds and 1 HDU bed should be considered as equal to 2 general ward beds.

B) DEPARTMENT OF HOSPITAL ADMINISTRATION

Department of Hospital Administration provides managerial support to the vast 2200 plus bedded hospital. The increasing complexity of the working of the modern hospitals and the need for AIIMS hospital to would require creation of a strong managerial middle rung under the Faculty of the Department of Hospital Administration comprising senior residents. They should work closely and in partnership with the clinical SRs, nursing teams, support departments/facilities to deliver efficient, patient friendly service at AIIMS conforming to high national and international norms and accreditation criteria. The committee recommends 1 SR for 100 inpatient beds of AIIMS patient care services (including centre's) for the Department of Hospital Medicine.

C) PRE-AND PARA-CLINICAL DEPARTMENTS

1. The main task of the SRs in the pre-clinical departments is to teach undergraduate students. The Committee assessed the teaching load and recognized the need for small group teaching, tutorials and demonstrations to ensure high quality education at AIIMS. It also noted that the seats in the undergraduate course (s) are being increased.

The committee recommends the norm of 1 post of SR for 10 undergraduate students.

2. The Committee also recognized the need for additional SRs on a case to case basis in case the pre and para clinical departments undertake additional/innovative activities/services (eg poison information call centres, embalming services, life style counseling etc). The departments should be encouraged to submit their requirements with justification for creation of such posts.

D) DIAGNOSTIC SERVICES DEPARTMENTS

Senior Residents in these departments provide heterogenous services in addition to teaching. The Committee requested the concerned departments to provide the SR requirements based on the workload. The Committee recommended the following broad guideline.

a) Forensic Medicine:-

1 SR for 10 summons per week

5 SRs for initial 100 autopsies, then 1 SR for additional 300 autopsies each

b) Pathology

AIIMS hospital; the number of patients seen in outpatient service including specialty clinics has increased enormously, disproportionate to the increase if any, in inpatients beds; a large number of procedures are now undertaken on day care basis; there is a tremendous workload of interdisciplinary bedside referrals etc. Several departments (eg Medicine, Paediatrics) run Intensive Care Units. The Department of Anaesthesiology runs an arrays of operation theatres across the hospital.

1. The Committee therefore recommends a provision of 3 SRs for a typical clinical unit of 25 beds.
2. The committee recommends the provision of 5 SRs for an Intensive Care Unit of 6 beds each. This would ensure availability one SR per shift.
3. The Committee recommends the provision of 5 SRs for 12 high dependency beds. This would ensure availability one SR per shift for such 12 bedded unit.
4. For areas such as post operative units, dialysis units, day care units that function in some shifts, a provision of 2 SR's for 10 beds per shift.
5. The Committee recommends 1.5 SR in the Department of Anaesthesiology for one operation theatre each and other service areas like peripheral services, (CT, MRI, Endoscopy, etc.) and 5 SR's for Emergency. The ICU beds are already covered. The number of senior residents can be increased depending on the workload justification.
6. The Committee further noted that the work profile of all clinical departments is not the same, and the above recommendations have not covered other scenarios. For instance, some departments such as the Dermatology and Venereology and PMR have predominantly the outpatient load and little inpatient work. Several departments have special clinical services (such as minor OTs, IVF/Fetal Medicine facility, gamma knife, eye bank). Likewise, the emergency services offer a totally different scenario where bed based norm alone is not appropriate. Centre for Community Medicine has unique teaching and service delivery workload. It is neither possible to list all such situations in this report, nor to predict the contours of changing needs.
7. The Committee recognizes the unique and heterogenous needs of the different departments and recommends that additional SR positions be created as per the needs to cater to the individual mix and workload of services of the departments. The departments should be encouraged to submit their requirements with justification for creation of such posts. Such requests for SRs (non-DM/M.Ch) may also be made by even departments/divisions which run DM/MCh programs, but may have additional clinical/teaching load that cannot be met by academic SRs.

Note:-

For the creation of new Posts of SR and JRs 1 ICU bed should be treated as equal to

- 1 SR for 3000 surgical pathology per year
- 1 SR for 6000 cytopathology cases per year
- 1 SR for 10 undergraduate students
- 5 SRs for additional services

c) Laboratory Medicine

- 1 SR for 100 microscopic reporting per day
- 1 SR for 100 manual testing per day
- 1 SR for 100 automated investigations per day
- 1 SR for 100 patient beds (additional)
- 1 SR for 5000 outpatient attendees (additional)

d) Radio-diagnosis

- 1 SR for each ultrasound machine
- 1 SR for each X ray machine
- 1 SR for each mammograph machine
- 1 SR for each fluoroscopy unit
- 3 SRs for each CT machine
- 2 SRs for each MRI machine
- 2 SRs for each DSA machine
- 1 SR for MLC/court
- 2 SR for portable/bedside ultrasounds
- 3 SRs for the casualty in routine hours
- 1 SR for each peripheral outreach centre (presently 1 for ballabgarh and 1 for jhajjar)
- 5 SRs as relievers
- 5 SRs for casualty in emergency hours (2 in main + 2 in trauma)

iv) DENTAL SPECIALTIES

The CDER is running MDS courses in four disciplines and it has envisaged to initiate the same in other five disciplines. These courses are essentially OPD based services or day care and special procedures under local anesthesia.

The broad guidelines are as follows:

1. It is proposed that to initiate new PG courses at least 3 faculty members in that particular specialty should be available one out of them should be at least Addl. Prof. / Professor and adequate infrastructure and facilities should be available depending upon the specialty and adequate case load should be there in that particular specialty.

2. The discipline of Oral and Maxillofacial services offers a blend of OPD based services, day care and ward based services, including rotation in Trauma Center and IRCH. Therefore for the purpose of Oral Surgery bed based and faculty criteria should be applied while for the other Dental disciplines OPD case load, procedures and day care criteria would be applicable.
3. For all dental disciplines, the faculty criteria would be the overriding factor in deciding the number of postgraduate students in any given department.
4. As a further guide, one dental chair per JR should be available in all teaching department of CDER.
5. Further, as a general guide in any given teaching department, one dental chair should be available for every academic JR/SR and all faculty members.
6. The CDER runs General Dentistry services also for which staff is required at various levels. There is a rotation of academic JR's and SR's also for General Dentistry work. For running the services of General Dentistry the services of non-academic JR's is important. It is recommended to have one non-academic JR for 3 Dental Units in CDER.
7. For SR's in dental specialties, the criteria of one SR per 3 Dental Units in an academic department is the most appropriate. The number of SRs can also be increased depending upon the workload in any given department and extra SR can be asked for if proper justification of the workload is given by the department. This workload may include the work providing general dentistry services or any other super specialty service provided by the department with specified requirements.

Regarding CIB matter for faculty and SR/JR/Tutor strength in new AIIMS

2 messages

Dhirendra Verma <dhirendra.verma@gov.in>
To: Dr Rajeev Kumar Prof Urology <rajeev02@gmail.com>

Thu, May 21, 2020 at 3:00 PM

Dear Sir

Following may pl be seen. The following proposal for amendment in Faculty strength and Residents have been initiated by AIIMS Raipur. The earlier approved position by 2nd CIB is also mentioned alongwith. Your comments are required for the increased strength.

Proposal of the Committee for Rationalization of Posts at new AIIMS				Posts proposed (Amended) by AIIMS Raipur			2nd CIB Approved Strength	
Name of Post	Gr	Pay Scale as per 6th CPC	Total No. of post	960 beds (Hospital)	750 beds (Hospital)	610 beds (Hospital)	960 beds (Hospital)	750 beds (Hospital)
Professor	A	37400-67000+AGP 10500+NPA	50	50	42	42	50	44
Additional Professor	A	37400-67000+AGP 9500+NPA	41	41	42	42	41	38
Associate Professor	A	37400-67000+AGP 9000+NPA	79	79	60	60	79	65
Assistant Professor	A	15600-39100+AGP 8000+NPA	316	316	220	190	316	100
Residency								
Senior Residents	A	15600-39100+GP 6800+NPA	600	600	450	400	600	260
Junior Residents	A	15600-39100+GP 5400+NPA	600	600	450	400	600	260
Tutors/Demonstrators	A	Rs.15600-39100 +GP Rs.5400 + NPA (NPA only for Medical Graduates)	70	70	50	40		

Regards
Dhirendra Verma
DS, AIIMS
011-26594443
9888124382



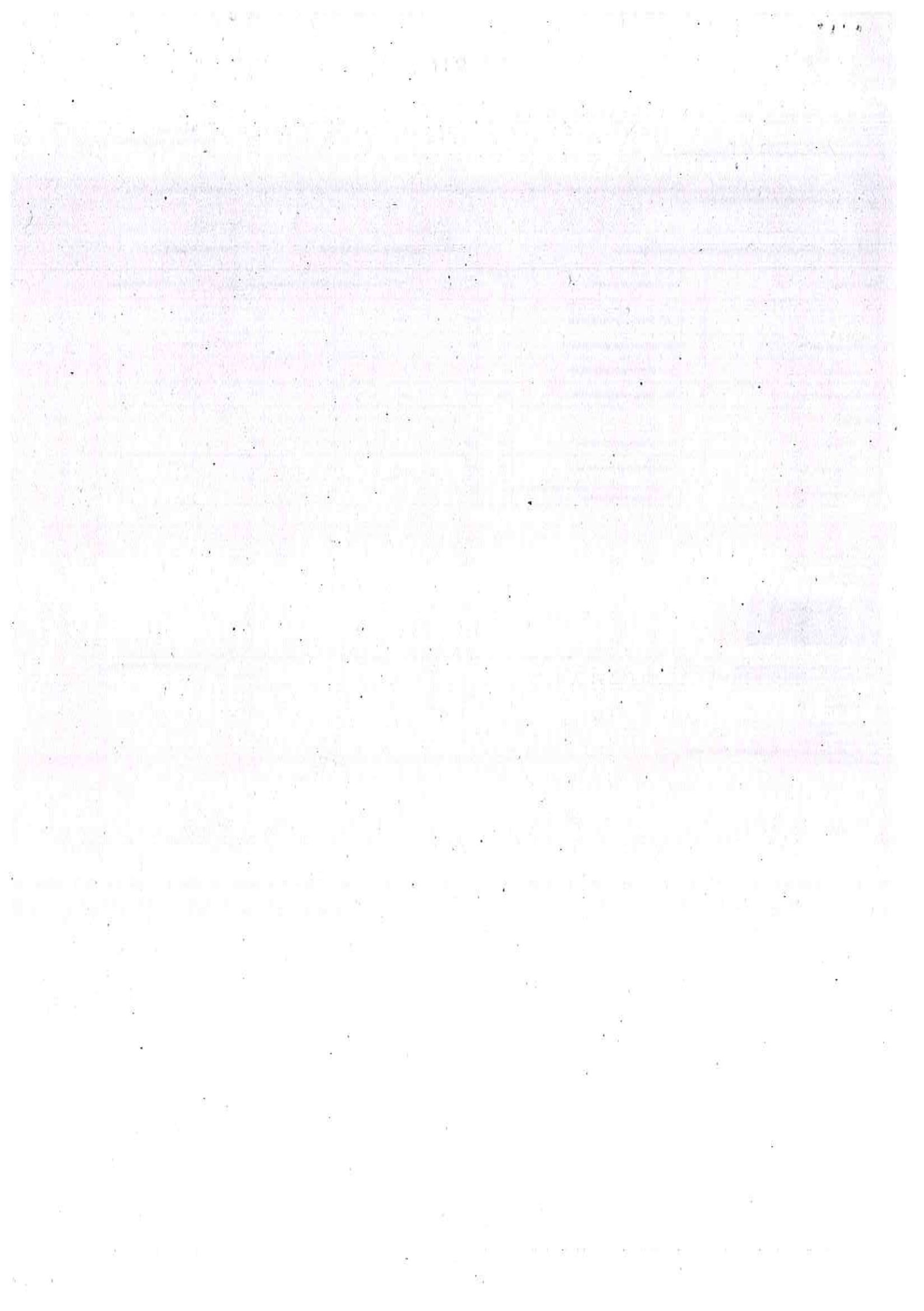
Rajeev Kumar <rajeev.urology@aiims.edu>
To: Dhirendra Verma <dhirendra.verma@gov.in>

Fri, May 22, 2020 at 4:15 PM

Thanks, Will do.

(Quoted text hidden)

Dr Rajeev Kumar, MCh
Professor of Urology
Associate Dean-Academics
All India Institute of Medical Sciences, New Delhi, India
www.aiims.edu



NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/4

- (i) Approval for Downgrading of post of Additional Professor to Associate Professor within the Departments.
- (ii) Approval for Hiring of Senior Residents against vacant Faculty posts in various departments.
- (iii) Absorption of Personnel, working on deputation basis in the new AIIMS as a one-time measure.
- (iv) Agenda for technical resignation of Faculty and Employees of AIIMS



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All India Institute of Medical Sciences
Jodhpur

CIB-5/4

Annexure-I

Agenda Items for 5th CIB Meeting to be held on 28th March, 2020

Agenda 01

✓ Approval for Downgrading of post of Additional Professor to Associate Professor within the Departments.

CIB in its 4th Meeting held on 27th July, 2019 at Hon'ble HFM's Conference Hall in Nirman Bhawan, New Delhi vide Agenda Item No. CIB-4/5 "*Measures to improve Faculty Strength in new AIIMS*" decided to downgrade the posts of Additional Professor/Associate Professor to the level of Assistant Professor with the approval of Governing Body of respective Institute.

However, there was no mention of downgrading the post of Additional Professor to Associate Professor. Therefore, it is proposed that the post of Additional Professor may also be considered for downgrading to the level of Associate Professor within the departments.

✓ Approval Sought

Central Institute Body may kindly give its approval for downgrading the post of Additional Professor to Associate Professor within the departments.



All India Institute of Medical Sciences Jodhpur

Agenda 02

✓ Approval for Hiring of Senior Residents against vacant Faculty posts in various departments.

The Ministry vide letter no. Z-28016/45/2017-PMSSY-III dated: 4th February, 2019 has sanctioned 16 posts of Senior Residents at AIIMS, Gorakhpur. A copy of the letter is placed at Annexure-C.

AIIMS, Gorakhpur has started OPD services in February, 2019 followed by starting of Academic Session from July, 2019. Since inception the hospital services continue to be utilized by around 1000 patients every day. This number is going to increase in the future with requirement of Super-Speciality departments. The present allocation of Senior Residents is woefully short to meet this requirement.

Additionally, with impending starting of next Academic Session in July, 2020, the same pool of SRs remains inadequate. Therefore, for satisfactory expansion of existing services an urgent need is felt for creation of more SR posts.

The Institute vide letter no. 3645 dated: 31st May, 2019 (Annexure-D) and letter no. 13/119-Misc.File/2019-20/18-02-2020 dated: 18th February, 2020 (Annexure-E) had requested the Ministry to increase the Sanctioned Strength of Senior Residents to 40 and for engaging Senior Residents in lieu of the vacant Faculty posts till additional posts are sanctioned.

Therefore, it is proposed that Senior Residents may be hired against the vacant Faculty post as a temporary measure till the regular incumbents joins so that the patients care and teaching continues as befitting of an Institute of National Importance.

✓ Approval Sought

Central Institute Body may kindly grant its approval for hiring of Senior Residents against vacant posts of Faculty in various departments.

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Z-28016/45/2017-PMSSY-III
 Government of India
 Ministry of Health & Family Welfare
 PMSSY Division

3rd Floor, IRCS Building, New Delhi
 Dated the 4th February, 2019.

ORDER

Sanction of the President is hereby accorded to the creation of following posts (each) for the 05 new AIIMS at Gorakhpur (Uttar Pradesh), Bathinda (Punjab), Guwahati (Assam), Bilaspur (Himachal Pradesh) and Deoghar (Jharkhand) under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) in the Ministry of Health & Family Welfare, with effect from the date of filling up of the posts:-

(i) Faculty Posts

S.No.	Name of the Post	Level as per 7 th CPC	No. of posts
1	Professor	14A	33
2	Additional Professor	13A2	26
3	Associate Professor	13A1	39
4	Assistant Professor	12	85
	Total		183 (for each of the 5 new AIIMS)

(ii) Non-Faculty Posts

S.No.	Name of the Post	Level as per 7 th CPC	No. of posts
1	Registrar	12	1
2	Senior Residents	11	16
3	Assistant Controller of Examination	11	1
4	Tutor / Demonstrators / Junior Residents	10	16
5	Account Officer	10	1
6	Staff Nurse Grade-I	8	231
7	Staff Nurse Grade-II	7	600
8	Medical Social Worker	7	1
9	Librarian Grade-I	7	1

04/02/2019

10	Assistant (NS)	6	1
11	Office Superintendent	6	1
12	Personal Assistant	6	1
13	Librarian Grade-III	6	1
14	Technical Assistant Technician	6	1
15	Store Keeper	6	2
16	Hostel Wardens	6	2
17	Lab Technician	5	8
18	Stenographer	4	1
19	Cashier	4	2
20	Upper Division Clerk	4	4
21	Driver Grade - II	4	1
22	Library Attendant Grade-II	3	1
23	Lower Division Clerk	2	1
24	Lab Attendants Grade II	2	8
25	Hospital Attendant Grade III (Nursing Orderly)	1	40
26	Professor-cum-Principal [Nursing College]	13	1
27	Associate Professor (Reader) Nursing	12	2
28	Lecturer in Nursing (Assistant Professor)	11	3
29	Nursing Superintendent	11	2
30	Tutor/Clinical Instructor	10	17
31	PA to Principal (S)	6	1
32	Assistant Administrative Officer	7	1
	Total		970 (for each of the 5 new AIIMS)
	Grand Total		183+970 = 1153 posts (for each of the 5 new AIIMS)
			1153*5 = Total 5765 posts

04/02/2019

2. The expenditure involved would be met from the Budget provision of the Ministry of Health & Family Welfare available under Head 2210-Medical and Public Health; 05-Medical Education, Training and Research; 05105-Allopathy; 41-Establishment of AIIMS type Super Specialty Hospitals-cum-Teachings Institutions and upgrading State Government Hospitals; 410036-Grant-in-Aid Salaries, in respect of Demand No.42 for Department of Health & Family Welfare (15 Digit Budget Head Account 2210-05-105-410036). These posts shall stand transferred to the strength of each AIIMS-like institute when they become fully operationalized.

3. This issues with the approval of the Ministry of Finance vide their ID No. 1022711/E.Coord.I/2019 dated 30.01.2019.

(Shambhu Kumar)

Under Secretary to the Govt. of India.

Tele No. 011-23736977

To

- I. PAO(Sectt), Ministry of Health & Family Welfare, Govt. of India
- II. PPS to HF/M/MoS
- III. PPS to Secy(HFW)
- IV. PPS to AS & MD/ PS to AS & FA/PS to AS(AS)/PPS to AS(H)/Addl. DG.(Stat.)
- V. All JSs/EA/CCA
- VI. Director(IFD)/ Director (JA)/ Director (SR)
- VII. Ministry of Finance, Deptt. of Expenditure (E-Coord.I) for information, w.r.t their ID referred to above.
- VIII. IFD/Cash Section/Coord.
- IX. Directors of all Mentor Institutes



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Annexure →

All India Institute of Medical Science Jodhpur

S.No. 3645

Date: 31st May 2019

To,

Shri Sunil Sharma
Joint Secretary (PMSSY)
Ministry of Health & Family Welfare
Nirman Bhawan, New Delhi

Subject:- Request to sanction additional number of posts for Senior Resident and Junior Resident/Demonstrator/Tutor.

Sir,

Kindly refer to the Letter No. Z-28016/45/2017-PMSSY-III dated 4th Feb. 2019 by which posts for AIIMS, Gorakhpur has been sanctioned wherein number of post sanctioned for Senior Resident and Junior Resident / Demonstrator/ Tutor are 16-16 respectively, which are very less in view of OPD services & MBBS Courses.

2. As OPD Services has already been started at AIIMS, Gorakhpur from 24th Feb. 2019 in Ayush building and now, the Institute is in planning to shift the OPD in Main building from July onwards. Further First session for MBBS Course will also starts from July 2019. In view of that number of posts sanctioned for Senior Resident and Junior Resident / Demonstrator/ Tutor are not enough for the purpose of teaching MBBS classes as well as smooth running of OPD and needs to be increased.

3. In view of above, I request you to kindly increase number of posts of Senior Resident and Junior resident / Demonstrator/ Tutor for now to teach MBBS classes as well as smooth running of OPD :-

S.No.	Name of Post	Sanctioned post	Proposed post
1.	Senior Resident	16	30
2.	Junior Resident/Demonstrator/Tutor	16	40

I would like to further intimate that this requirement is only to initially run the MBBS classes and to run OPD smoothly, which will further needs to increase later on.

Further, Sanction of these post from Department of Expenditure may take time, As such, I request you to kindly give approval for engaging Senior Resident and Junior Resident / Demonstrator/ Tutor on contractual basis against the vacant faculty posts as a temporary measure till additional posts are sanctioned.

(Dr. Sanjeev Misra)
Director



अखिल भारतीय आयुर्विज्ञान संस्थान, गोरखपुर All India Institute of Medical Sciences, Gorakhpur

कुनराघाट गोरखपुर उत्तर प्रदेश - 273008

Kunraghat, Gorakhpur, Uttar Pradesh 273008

(स्वास्थ्य एवं परिवार कल्याण मंत्रालय, भारत सरकार द्वारा स्थापित एक स्वायत्त निकाय)

(An autonomous organization under the Ministry of Health & Family Welfare, Govt. of India)

Date: 18 Feb 2020

File No. 13/119-Misc. File/2019-20/18-02-2020

Dr. Sanjeev Misra
Director
AIIMS, Gorakhpur

Subject: Request for recruitment of Senior Residents against vacant posts of regular faculty.

Dear Shri Sharma,

It is to bring to your kind notice that there are 183 post sanctioned for Faculty at AIIMS Gorakhpur. For recruitment of Faculty, three rounds have already been conducted.

For first round of recruitment, advertisement was published for filling 34 posts on 24th Dec 2018, in which 14 faculties were selected out of which 11 joined. For Second Round of recruitment, advertisement was published on 07/03/2019 for filling 43 posts, in which 19 has been selected out of which 18 have joined. In the third round of recruitment, advertisement was published for filling of 124 post on 02/08/2019 in which 40 candidates were found eligible for selection. Hence, still more than 116 posts shall remain vacant, even if all the selected candidates shall join, after third round of recruitment.

2. Further, It is to inform you that AIIMS, Gorakhpur has gained a high reputation and credibility in the Purvanchal region of Uttar Pradesh and giving OPD services to Eastern part of Uttar Pradesh, Western part of Bihar, Nepal etc. At present, 1200 to 1700 patients are being seen in OPD for which faculty members available at present is only 22 and due to the extreme crunch of Faculty/SR, several patients are to be turned back. Further, only 16 posts of senior residents are sanctioned at present for teaching the students as well as for patient care. Number of SRs are grossly inadequate for catering the load of patient care and teaching and it is extremely difficult to run OPD and teaching with the meagre number of SRs. The pressure of Faculty and SRs shall further increase from July onwards when IPD services shall start, and new batch of students shall arrive. After which it shall not be possible to run OPD and IPD services along with teaching of students.

3. It is to mention here that CIB has allowed in its 4th meeting dated 27th July, 2019 vide Item No. CIB-4/5: Measures to improve faculty strength in new AIIMS as follows: "Down-gradating of the posts of Additional/Associate Professor to the level of Assistant Professor may be carried out by AIIMS with the approval of its respective Governing Body. The post of Professor may not be downgraded as it is essential to have Professor for conduct of Post Graduate course in the AIIMS."

4. On similar lines, in view of facts mentioned above, it is requested that AIIMS, Gorakhpur may be allowed to recruit Senior Residents against the vacant posts of Professor/ Associate Professors/ Assistant Professors so that exorbitant load of patients may be taken care of.

5. I shall be grateful if the approval is conveyed at the earliest.

with warm regards

Yours Sincerely;

Sanjeev
(Dr. Sanjeev Misra)

Shri Sunil Sharma
The Joint Secretary
MoHFW, Nirman Bhawan
New Delhi



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All India Institute of Medical Sciences
Jodhpur

Agenda 02

(iv) **Absorption of Personnel, working on deputation basis in the new AIIMS as a one-time measure**

A committee has been constituted by the Central Institute Body in its 4th Meeting, under the Chairmanship of DDA, AIIMS, New Delhi for recommending the amendment in Recruitment Rules of Non – faculty Posts in new AIIMS. Comments on the recommendations of Committee were sought from Directors of all the new AIIMS.

It was observed that one major concern, which remained unaddressed while framing these Recruitment Rules, is to keep the experienced officer at Supervisory level in different cadre. Since, all new AIIMS requires experienced staff for smooth functioning of the Institute. As such, Institutes have recruited experienced personnel, working in various Departments/bodies of Central/State Government on Deputation basis in different key areas of the Institutes. In absence of experienced personnel, consistency in the flow of the services as well as in the functioning of the Institutes will be badly affected as the Institutes are finding it hard to fill these posts even after repeated advertisements for vacancies on deputation basis due to various reasons viz. geographical location, socio-cultural conditions, connectivity issues etc.

New AIIMS are facing acute shortage of experienced personnel from other Depts./Govt of India on deputation basis. It is relevant to add here that the Institutes have worked restlessly and overcome all the difficulties during Covid -19 Pandemic with the support of experienced personnel including Deputationists working in the Institutes. The Country is currently suffering second wave of Covid – 19, exponent surge in cases of Mucormycosis and third wave is also expected in near future. In the present scenario, it is necessary to keep continue services of these officers for smooth functioning and fight against Covid-19.

It is also observed that a new Institute always requires experienced personnel in its initial years of establishment and provision of absorption attracts best available talent in the country working in the different sphere of their duties. Provision of absorption at various posts, in case of an Institute of National Importance like AIIMS, would definitely help in its establishment of early stage and further development.

Some of the departments/autonomous bodies of Central Government Departments viz. National Capital Region Transport Corporation (NCRTC) etc. are taking personnel on absorption basis only for establishing their organization.

Approval Sought

It is proposed that Personnel's currently working on deputation basis in the various Institutes may be absorbed as a one-time measure subject to the condition that they are willing and considered fit for absorption on the recommendation of Director of concerned Institute and with the approval of Hon'ble Minister for Health & Family Welfare.

NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/5

- (i) Permanent downgrading of the unfilled senior faculty posts to the level of Assistant Professor at AIIMS, Raipur**
- (ii) Approval for exemption from granting lien to the faculty members of AIIMS, Raipur appointed elsewhere.**

Permanent downgrading of the unfilled senior faculty posts to the level of Assistant Professor at AIIMS Raipur

The CIB in its 4th meeting held on 27.07.2019 has approved an agenda item No. 4/5 "Measures to improve faculty strength in new AIIMS". The decision on the agenda item is as follows:

(a) *Downgrading of the posts of Additional/Associate professor to the level of Assistant Professor may be carried out for a **fixed period** by the AIIMS with the approval of their respective Governing Body. The post of Professor may not be downgraded as it is essential to have professor for conduct of Post Graduate course in the AIIMS.*

Introduction: In pursuance of above decision and with the approval of Governing Body of AIIMS Raipur, the Institute has been conducting recruitment of various required posts after downgrading the posts of Additional/Associate Professor to the level of Assistant Professor on contractual basis/fixed period. In addition to the above, the Institute has also been recruiting against faculty posts on permanent/deputation basis and retired faculty on contractual basis on regular intervals from time to time. However, the posts of Professor, Additional Professor and Associate in various specialty and super-specialty departments are still lying vacant after best efforts.

It is to submit that, AIIMS Raipur started the first MBBS session on 24.09.2012 with the faculty members recruited by MoHFW. The MoHFW vide letter dated 06.08.2013 has approved **305** faculty posts to each of six new AIIMS. On receipt of sanctioned posts of faculty, AIIMS Raipur had initiated the recruitment in October 2013 which is continuing till date.

The Governing Body of AIIMS Raipur during its 6th meeting held on 26.03.2021 and while discussing the agenda item No. 06/09 observed that various posts of senior faculty members in Specialty and Super-Specialty departments are lying vacant for the past **8 years**. The GB discussed the reasons behind not filling up the posts. After due deliberation, the GB took a decision for permanent downgrading of senior faculty posts on case to case basis instead of temporary downgrading so that faculty positions in AIIMS Raipur can be strengthened, which will be beneficial for patient care, teaching and research at AIIMS Raipur.

The minutes pertaining to the decision is below:-

Agenda Item No: GB 06/09

Ratification of the approval of President of the Institute for downgrading of the posts of Additional/Associate Professor to the level of Assistant Professor and their recruitment on contractual basis for a fixed period at AIIMS Raipur

The GB ratified the agenda.

While discussing the matter, Dr Surjit Singh raised the issue of permanent downgrading of the senior faculty posts in super-specialty departments on case-to-case basis instead of temporary downgrading. Senior posts like Professor, Additional Professor in super-specialty departments in various Institutes have not been filled up and lying vacant for a long time. Dr. Surjit Singh drew the attention of the AS&FA for taking up the matter through the right channel and help out on the matter of permanent downgrading. AS&FA informed that matter pertains to CIB. Dr. Surjit Singh further suggested that AIIMS Raipur may take an initiative and place this matter before CIB. The GB agreed on it.

Status of vacant posts in AIIMS Raipur:

Post - Professor:

Sanctioned posts to AIIMS Raipur	Total vacant as on date
54	38

S. No.	Name of Department	Sanctioned Post	Filled up	Vacant
1	Cardiology	1	0	1
2	Burns & Plastic Surgery	1	0	1
3	Cardiothoracic Surgery	1	0	1
4	Gastroenterology	1	0	1
5	Neonatology	1	0	1
6	Nephrology	1	0	1
7	Neurology	1	0	1
8	Neurosurgery	1	0	1
9	Nuclear Medicine	1	0	1
10	Surgical Gastroenterology	1	0	1
11	Pediatric Surgery	1	0	1
12	Surgical Oncology	1	0	1
13	Transfusion Medicine & Blood Bank	1	0	1
14	Trauma & Emergency	1	0	1
15	Urology	1	0	1
16	Medical Oncology/Hematology	2	0	2
17	General Surgery	3	0	3
18	ENT	1	0	1

S. No.	Name of Department	Sanctioned Post	Filled up	Vacant
19	Dermatology	1	0	1
20	Endocrinology & Metabolism	1	0	1
21	Physical Medicine & Rehabilitation	1	0	1
22	Psychiatry	1	0	1
23	Radio Therapy	1	0	1
24	Anatomy	1	0	1
25	Hospital Administration	1	0	1
26	Anesthesiology	2	1	1
27	Microbiology	2	1	1
28	Obstetrics & Gynecology	2	1	1
29	Orthopedics	2	1	1
30	Pathology & Lab Medicine	2	1	1
31	Pediatrics	2	1	1
32	Physiology	2	1	1
33	Radio Diagnosis	2	1	1
34	General Medicine	3	1	2
35	Biochemistry	1	1	0
36	Community & Family Medicine	1	1	0
37	Dentistry	1	1	0
38	Forensic Medicine/Toxicology	1	1	0
39	Ophthalmology	1	1	0
40	Pharmacology	1	1	0
41	Pulmonary Medicine	1	1	0
		54	16	38

Post - Additional Professor:

Sanctioned posts to AIIMS Raipur	Vacant as on date
45	32

S. No.	Name of Department	Sanctioned Post	Filled up	Vacant
1	Cardiology	1	0	1
2	Burns & Plastic Surgery	1	0	1
3	Cardiothoracic Surgery	1	0	1
4	Gastroenterology	1	0	1
5	Neonatology	1	0	1
6	Nephrology	1	0	1
7	Neurology	1	0	1
8	Neurosurgery	1	0	1
9	Nuclear Medicine	1	0	1
10	Surgical Gastroenterology	1	0	1
11	Surgical Oncology	1	0	1
12	Urology	1	0	1
13	Medical Oncology/Hematology	2	0	2
14	General Surgery	1	0	1

S. No.	Name of Department	Sanctioned Post	Filled up	Vacant
15	ENT	1	0	1
16	Dermatology	1	0	1
17	Endocrinology & Metabolism	1	0	1
18	Radio Therapy	1	0	1
19	Biochemistry	1	0	1
20	Obstetrics & Gynecology	1	0	1
21	Orthopedics	1	0	1
22	Pulmonary Medicine	1	0	1
23	Radio Diagnosis	2	0	2
24	Transfusion Medicine & Blood Bank	1	0	1
25	Hospital Administration	1	0	1
26	Pediatric Surgery	1	1	0
27	Anatomy	1	1	0
28	Community & Family Medicine	1	1	0
29	Forensic Medicine/Toxicology	1	1	0
30	Pharmacology	1	1	0
31	Physiology	1	1	0
32	Psychiatry	1	1	0
33	Anesthesiology	2	1	1
34	Microbiology	2	1	1
35	Pediatrics	2	1	1
36	Pathology/Lab Medicine	3	1	2
37	Ophthalmology	2	2	0
		45	13	32

Post - Associate Professor:

Sanctioned posts to AIIMS Raipur	Vacant as on date
81	51

S. No.	Name of Department	Sanctioned Post	Filled up	Vacant
1	Cardiology	1	0	1
2	Burns & Plastic Surgery	4	0	4
3	Gastroenterology	1	0	1
4	Neonatology	2	0	2
5	Nephrology	1	0	1
6	Neurology	1	0	1
7	Neurosurgery	4	0	4
8	Nuclear Medicine	1	0	1
9	Surgical Gastroenterology	4	0	4
10	Surgical Oncology	4	0	4
11	Medical Oncology/Hematology	2	0	2
12	ENT	1	0	1
13	Endocrinology & Metabolism	1	0	1
14	Physical Medicine & Rehabilitation	1	0	1

S. No.	Name of Department	Sanctioned Post	Filled up	Vacant
15	Psychiatry	1	0	1
16	Forensic Medicine/Toxicology	1	0	1
17	Radio Diagnosis	3	0	3
18	Paediatric Surgery	4	0	4
19	Hospital Administration	1	0	1
20	Biochemistry	1	1	0
21	Community & Family Medicine	1	1	0
22	Dentistry	1	1	0
23	Dermatology	1	1	0
24	Pathology Lab Medicine/Lab Medicine	1	1	0
25	Pharmacology	1	1	0
26	Pulmonary Medicine	1	1	0
27	Radio Therapy	1	1	0
28	Transfusion Medicine & Blood Bank	1	1	0
29	Anatomy	2	2	0
30	Microbiology	2	2	0
31	Obstetrics & Gynecology	2	2	0
32	Orthopedics	2	2	0
33	Pediatrics	2	2	0
34	General Medicine	2	1	1
35	Ophthalmology	2	1	1
36	General Surgery	3	3	0
37	Cardiothoracic Surgery	4	1	3
38	Physiology	4	1	3
39	Urology	4	1	3
40	Anesthesiology	5	3	2
		81	30	51

Post - Assistant Professor:

Total Sanctioned to AIIMS Raipur	Filled up	Vacant as on date
125	78	47

Currently faculty strength at AIIMS Raipur:

Sr. No.	Post	Regular	Contractual
1	Professor	16	
2	Additional Professor	13	
3	Associate Professor	30	
4	Assistant Professor	78	21
		137	

Total no. of posts filled up (Out of 305)	158 (137+21)
--	------------------------

Points for consideration:

1. All the vacant posts have been advertised by AIIMS Raipur repeatedly on regular/deputation/contractual basis and also for retired faculty on contractual basis. Most of the time, very few applications were received for the senior posts at Sr. No. 1, 2 and 3 in various departments, especially in super-specialty departments. The issues pertaining to faculty recruitment were brought to the knowledge of Ministry/CIB.
2. Following the decision of CIB for downgrading the senior posts to the level of Assistant Professor, AIIMS Raipur has recruited few faculty members in specialty and super-specialty departments on contractual basis. Due to uncertainty of the contractual job, the faculty members who joined the Institute have resigned from the post when they get an opportunity of permanent vacancy elsewhere. This results in hampering of services of the department. The problem is mainly felt in super-specialty departments which are vital services for our Institution.
3. These issues were discussed in the Governing Body meeting. To overcome these issues, the GB asked to place the matter of **permanent downgrading** of the senior faculty posts in super-specialty departments on case-to-case basis instead of temporary downgrading.
4. In AIIMS Raipur, the faculty posts at the senior level (detailed above) have been lying vacant for long. The problem may be overcome by downgrading the senior faculty post to the level of Assistant Professor, if allowed, which will result in strengthening and better functioning of the department and services to the public.

Approval Sought

The CIB is requested to deliberate upon the issue.

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Agenda Item No. 02

Approval for exemption from granting lien to the faculty members of AIIMS Raipur appointed elsewhere

AIIMS Raipur had placed an agenda item in the 5th meeting of Governing Body of AIIMS Raipur held on 01.12.2020, vide agenda item No. 05/08 for approval of exemption from granting lien to the faculty members of AIIMS Raipur appointed elsewhere.

The minutes pertaining to the decision is below:-

Agenda Item No: GB 05/08
Approval for exemption from granting the lien to the faculty members of AIIMS Raipur appointed elsewhere

The GB discussed the agenda in detail and decided that the matter may be taken up with the Central Institute Body (CIB) because it is a policy matter as per instructions issued from DoPT.

Following was submitted before the GB for discussion on the matter:

AIIMS Raipur has only 305 sanctioned posts of faculty members. After many years of functioning of the Institute, it is felt that the numbers of sanctioned posts in various departments are much less than the actual requirement. To increase the faculty posts, all AIIMS have requested the Ministry with a proposal for increasing faculty posts, which is under consideration of the Central Institute Body (CIB).

AIIMS Raipur has been continuously trying to fill up the vacant posts of faculty members by advertising the posts through various modes of recruitment. In certain specialty and super-specialty departments, more faculty posts are needed to run the departments smoothly.

AIIMS Raipur cannot afford to keep the posts vacant by granting Lien as per *DoPT Circulars issued from time to time*. If lien is granted to faculty members of departments, where there is already a shortage of sanctioned posts then the institute will be forced to keep the post vacant for two years after resignation.

The delegation of powers regarding Lien, as per AIIMS Regulations 2019, Point No. 25 at Page No. 31, issued on 18.10.2019 by Gazette of India is mentioned as under:

	Nature of Powers	Director	President	Governing Body	Institute Body	Remarks
25	Power to allow retention of lien in the Institute for employees when they are appointed elsewhere	Full powers for Group C& D posts up to a maximum of two years. One year at a time	Full powers for Group "B" Posts	Full powers for Group 'A' posts	-	-

The faculty posts are Group 'A' posts and the Governing Body is empowered to allow retention of lien for the employees when they are appointed elsewhere.

AIIMS Raipur had proposed that faculty members who shall leave the Institute on technical resignation may not be allowed to hold lien on the post at AIIMS Raipur.

Points for consideration of CIB:

1. Issues for granting of lien at AIIMS Raipur have been notified as above; CIB may please deliberate upon.
2. Various circulars have been issued by DoPT from time to time regarding lien, wherein the applicability of the said orders on Autonomous bodies is unclear.
3. The instructions/orders issued by DoPT regarding lien are referenced below which seems to be valid for Central Government servant:
 1. No.28020/2/2018-Estt(C), dated 27.08.2018 (**Annexure-1**).
 2. No.28020/1/2010-Estt(C), dated 17.08.2016 (**Annexure-2**).
4. AIIMS New Delhi has also issued a circular dated 20.01.2020 in this regard (**Annexure-3**).

5. AIIMS Raipur had sought guidelines from the Ministry regarding applicability of Technical resignation and lien, however consolidated guidelines on the matter are still awaited from the Ministry.
6. Due to ambiguity in the matter, AIIMS Raipur has not extended the benefit of lien to the employees of the Institute.
7. As AIIMS Raipur is facing difficulties in filling the faculty posts in many of its specialty and super-specialty departments and granting lien will result in the post remaining vacant until completion of two years, so the GB was requested that faculty members who shall leave the Institute on technical resignation may not be allowed to hold lien on the post at AIIMS Raipur.

Approval Sought

The CIB is requested to exempt from granting lien to the faculty members of AIIMS Raipur appointed elsewhere.

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2020

Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

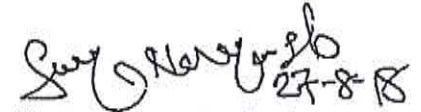
North Block, New Delhi
Dated 27th August, 2018

OFFICE MEMORANDUM

Subject: Master Circular on Technical resignation and lien in Central Services-reg.

The undersigned is directed to refer to this Department's OM No. 28020/1/2010 dated 17.08.16 on the above subject and to say that guidelines/instructions regarding lien/technical resignation have been issued from time to time. It is now proposed to further consolidate these instructions to provide clarity and ease of reference.

2. Before the Master Circular is finalized, it is requested to furnish comments/views in this regard, if any, by 10.9.2018 to the undersigned at the e-mail address: jha.sn@nic.in.


(Surya Narayan Jha)

Under secretary to the Government of India
Telefax: 23094248

To
All Secretaries of Ministries / Departments.

Copy to:

1. President's Secretariat, New Delhi.
2. Vice-President's Secretariat, New Delhi.
3. The Prime Minister's Office, New Delhi.
4. Cabinet Secretariat, New Delhi.
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi.
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi.
9. The Secretary, Union Public Service Commission, New Delhi.
10. Central Vigilance Commission, New Delhi.
11. Central Bureau of Investigation, New Delhi.
12. All Union Territory Administration

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No. 28020/3/2018-Estt.(C)
 Government of India
 Ministry of Personnel, PG and Pensions
 Department of Personnel & Training

North Block, New Delhi
 Dated: , 2018

OFFICE MEMORANDUM

Subject: Master Circular on Technical resignation and Lien in Central Services-reg .

The undersigned is directed to refer to this Department's O.M No. 28020/1/2010-Estt(C) dated 17.08.16 wherein consolidated instructions on Lien /Technical resignation were issued.

2. It has been decided to consolidate the instructions/guidelines in relation to on Lien/ Technical resignation as a Master Circular to provide clarity and ease of reference. The consolidated guidelines issued vide O.M. dated 17.08.16 has been suitably updated as on date and the same is enclosed. The list of O.Ms issued till date is at Appendix.

(N. Sriraman)
 Director (Establishment)
 Telefax: 23094637

Copy to:

All Ministries/ Departments of Government of India.

Copy to:

- (I) The President's Secretariat, New Delhi
- (II) The Vice- President's Secretariat, New Delhi
- (III) The Prime Minister's Office, New Delhi
- (IV) The Cabinet Secretariat, New Delhi
- (V) The Rajya Sabha Secretariat, New Delhi
- (VI) The Lok Sabha Secretariat, New Delhi
- (VII) The Controller and Auditor General of India, New Delhi
- (VIII) The Secretary, Union Public Service Commission
- (IX) The Secretary, Staff Selection Commission
- (X) All Attached offices under the Ministry of Personnel, Public Grievances and Pensions
- (XI) All Officers and Section in the Department of Personnel & Training

Master Circular on Lien/ Technical resignation in Central Services**TECHNICAL RESIGNATION**

1. As per the Ministry of Finance OM No. 3379-E.III (B)/65 dated the 17th June, 1965, the resignation is treated as a technical formality where a Government servant has applied through proper channel for a post in the same or some other Department, and is on selection, required to resign from the previous post for administrative reasons. The resignation will be treated as technical resignation if these conditions are met, even if the Government servant has not mentioned the word "Technical" while submitting his resignation. The benefit of past service, if otherwise admissible under rules, may be given in such cases. Resignation in other cases including where competent authority has not allowed the Government servant to forward the application through proper channel will not be treated as a technical resignation and benefit of past service will not be admissible. Also, no question of benefit of a resignation being treated as a technical resignation arises in case of it being from a post held on *ad hoc* basis.

2. This benefit is also admissible to Government servants who have applied before joining the Government service and on that account the application was not routed through proper channel. The benefit of past service is allowed in such cases subject to the fulfilment of the following conditions:-

- a. the Government servant should intimate the details of such application immediately on her joining;
- b. the Government servant at the time of resignation should specifically make a request, indicating that she is resigning to take up another appointment under Government for which she had applied before joining the Government service;
- c. the authority accepting the resignation should satisfy itself that had the employee been in service on the date of application for the post mentioned by the employee, her application would have been forwarded through proper channel.

Carry forward of Leave benefits

3 In terms of Rule 9(2) of the CCS (Leave) Rules, 1972, technical resignation shall not result in the lapse of leave to the credit of the Government servant. The balance of unutilised CCL as well as all other leaves of the kind due & admissible will be carried forward.

4 As per rule 39-D of the CCS(Leave) Rules,1972, in case of permanent absorption in PSUs/ Autonomous Bodies/ State Government etc., the Government servant shall be granted cash equivalent of leave salary in respect of EL & HPL at his credit subject to overall limit of 300 days.

Carry forward of LTC

5. Entitlement to LTC may be carried forward in case of a Central Government Servant who joins another post after having submitted Technical Resignation. In case of a Govt Servant who resigns within 8 years of his appointment and joins another post in the Government after Technical Resignation, Govt Servant will be treated as a fresh recruit for a period of 8 years from the date of his initial appointment under Government. Thus, if a Government servant joins another Department after serving in Government for 4 years, he will be treated as a fresh recruit for 4 years in the new Department.

Pay Protection, eligibility of past service for reckoning of the minimum period for grant of Annual Increment

6. In cases of appointment of a Government servant to another post in Government on acceptance of technical resignation, the protection of pay is given in terms of the Ministry of Finance OM No. 3379-E.III (B)/65 dated the 17th June, 1965 read with provisions of FR 22-B. Thus, if the pay fixed in the new post is less than his pay in the post he holds substantively, he will draw the presumptive pay of the post he holds substantively as defined in FR-9(24). Past service rendered by such a Government servant is taken into account for reckoning of the minimum period for grant of annual increment in the new post/ service/ cadre in Government under the provisions of FR 26 read with Rule 10 of CCS(RP) Rules, 2016. In case the Government servant re-joins his earlier posts, he will be entitled to increments for the period of his absence from the post.

7. GPF transfer

Transfer of GPF on technical resignation would be governed by Rule 35 of the General Provident Fund (Central Services) Rules, 1960.

8. Seniority

On technical resignation seniority in the post held by the Government servant on substantive basis continues to be protected. However, in case of a Government servant deciding to rejoin his substantive post, the period spent in the another Department which he had joined after submitting his technical resignation will not count for minimum qualifying service for promotion in the higher post.

9. Applicability of Pension Scheme

In cases where Government servants, who had originally joined government service prior to 01.01.2004, apply for posts in the same or other Departments and on selection they are asked to tender technical resignation, the past services are counted towards pension if the new post is in a pensionable establishment in terms of Rule 26(2) of CCS(Pension) Rules 1972. They will thus continue to be covered under the CCS(Pension) Rules, 1972 even if they join the new post after 01.01.2004.

10. New Pension Scheme

In case of 'Technical Resignation' of Government servant covered under National Pension System (NPS), the balance standing to their Personal Retirement Account (PRA) along-with their PRAN, will be carried forward to the new office.

11. Transfer of Service Book from parent Department to present Department.

As per SR- 198, the Service Book is to be maintained for a Government servant from the date of his/her first appointment to Government service and it must be kept in the custody of the Head of Office in which he is serving and transferred with him from office to office.

12. Need for Medical examination.

In cases where a person has already been examined by a Medical Board in respect of his previous appointment and if standard of medical examination prescribed for the new post is the same, then he need not be required to undergo a fresh examination.

13. Verification of Character & Antecedents

In the case of a person who was originally employed in an office of the Central Government, if the period intervening between date of discharge from his previous office and the date of securing a new appointment, is less than a year, it would be sufficient if the appointing authority, before making the appointment, satisfies itself by a reference to the office in which the candidate was previously employed that (a) that office have verified his character and antecedents; and (b) his conduct while in the employ in that office did not render him unsuitable for employment under Government. If, however, more than a year has lapsed after the discharge of the person from his previous office, verification should be carried out in full/afresh.

LIEN

14. Lien is defined in FR-9(13). It represents the right of a Government employee to hold a regular post, whether permanent or temporary, either immediately or on the termination of the period of absence. The benefit of having a lien in a post/service/cadre is enjoyed by all employees who are confirmed in the post/service/cadre of entry or who have been promoted to a higher post, declared as having completed the probation where it is prescribed. It is also available to those who have been promoted on regular basis to a higher post where no probation is prescribed under the rules, as the case may be.

15. The above right will, however, be subject to the condition that the junior-most person in the cadre will be liable to be reverted to the lower post/service/cadre if at any time the number of persons so entitled is more than the posts available in that cadre/service.

16. Lien on a post

A Government servant who has acquired a lien on a post retains a lien on that post—

- (a) while performing the duties of that post;
- (b) while on foreign service, or holding a temporary post or officiating in another post;
- (c) during joining time on transfer to another post; unless he is transferred substantively to a post on lower pay, in which case his lien is transferred to the new post from the date on which he is relieved of his duties in the old post;
- (d) while on leave; and
- (e) while under suspension.

A Government servant on acquiring a lien on a post will cease to hold any lien previously acquired on any other post.

17. Retention of lien for appointment in another central government office/ state government

- i. A permanent Government servant appointed in another Central Government Department/Office/ State Government, has to resign from his parent department unless he reverts to that department within a period of 2 years, or 3 years in exceptional cases. An undertaking to abide by this condition may be taken from him at the time of forwarding of his application to other departments/offices.

- ii. The exceptional cases may be when the Government servant is not confirmed in the department/office where he has joined within a period of 2 years. In such cases he may be permitted to retain the lien in the parent department/ office for one more year. While granting such permission, a fresh undertaking similar to the one indicated above may be taken from the employee.
- iii. Timely action should be taken to ensure extension/ reversion/ resignation of the employees to their parent cadres on completion of the prescribed period of 2/3 years. In cases, where employees do not respond to instructions, suitable action should be initiated against them for violating the agreement/ undertaking given by them as per (i) and (ii) above and for termination of their lien. Adequate opportunity may, however, be given to the officer prior to such consideration.
- iv. Temporary Government servants will be required to sever connections with the Government in case of their selection for outside posts. No lien will be retained in such cases.

18. Termination of Lien

A Government servant's lien on a post may in no circumstances be terminated even with his consent if the result will be to leave him without a lien upon a permanent post. Unless his lien is transferred, a Government servant holding substantively a permanent post retains lien on that post. It will not be correct to deny a Government servant lien to a post he was holding substantively on the plea that he had not requested for retention of lien while submitting his Technical Resignation, or to relieve such a Government servant with a condition that no lien will be retained.

A Government employee's lien on a post shall stand terminated on his acquiring a lien on a permanent post (whether under the Central Government or a State Government) outside the cadre on which he is borne.

No lien shall be retained:

- (a) where a Government servant has proceeded on immediate absorption basis to a post or service outside his service/ cadre/ post in the Government from the date of absorption; and
- (b) on foreign service/ deputation beyond the maximum limit admissible under the orders of the Government issued from time to time.

19. Transfer of Lien

The lien of a Government servant, who is not performing the duties of the post to which the lien pertains, can be transferred to another post in the same cadre subject to the provisions of Fundamental Rule 15.

20. Joining Time, Joining Time Pay & Travelling Allowance

Provisions relating to joining time are as follows:

20.1 For appointment to posts under the Central Government on results of a competition and/or interview open to Government servants and others, Central Government employees and permanent/ provisionally permanent State Government employees will be entitled to joining time under the CCS (Joining Time) Rules, 1979. Joining time will be included as qualifying service in the new job.

20.2 A Government servant on joining time shall be regarded as on duty during that period and shall be entitled to be paid joining time pay equal to the pay which was drawn before relinquishment of charge in the old post. He will also be entitled to Dearness Allowance, if any, appropriate to the joining time pay. In addition, he can also draw compensatory allowances like House Rent Allowance as applicable to the old station from which he was transferred. He shall not be allowed Conveyance Allowance or permanent Travelling Allowance.

20.3 For appointments to posts under the Central Government on the basis of results of a competition and /or interview open to Government servants and others, Central Government employees and permanent/ provisionally permanent State Government employees shall be entitled to Transfer Travelling Allowance (TTA). However, temporary Central Government employees with less than 3 years of regular continuous service would not be entitled for TTA, as they are not entitled joining time pay under Joining Time Rules.

APPOINTMENT OF CENTRAL GOVERNMENT SERVANTS IN CENTRAL PUBLIC ENTERPRISE ON IMMEDIATE ABSORPTION BASIS

Regarding granting terminal benefits to the Government servants going over to the Public enterprises on immediate absorption basis, the following terms and conditions may be referred:-

21. Release of the Government servants for appointment in the enterprises

A Government servant who has been selected for a post in a Central Public Enterprise may be released only after obtaining and accepting his resignation from the Government service.

22. Retention of lien/quasi-permanent status: -

No lien/quasi-permanent status of the Government servant concerned will be retained in his parent cadre. All his connections with the Government will be severed on his release for appointment in an enterprise and he will not be allowed to revert to his parent cadre.

23. Pay fixation:-

A Government servant selected for a post in a Central Public Enterprise will be free to negotiate his emoluments with the enterprise. On appointment to a post in a public sector enterprise on immediate absorption basis, a Government servant will be at par with other employees of the enterprise and will be governed by the rules of the enterprise in all respects.

24. Pension benefits:-

- i. Resignation from Government service with a view to secure employment in a Central public enterprise with proper permission will not entail forfeiture of the service for the purpose of retirement/terminal benefits. In such cases, the Government servant concerned shall be deemed to have retired from service from the date of such resignation and shall be eligible to receive all retirement/terminal benefits as admissible under the relevant rules applicable to him in his parent organization.
- ii. The officer eligible for pension should exercise an option within 6 months of the date of his resignation for either of the following two alternatives:-
 - a. Pro-rata monthly pension and death-cum-retirement gratuity admissible under the relevant rules.
 - b. Pro-rata gratuity and a lump sum amount in lieu of pension worked out with reference to the commutation tables applicable on the date of resignation.

NOTE: Where no option is exercised within the prescribed time limit, the officer will be governed by alternative (a) above. Option once exercised shall be treated as final.
- iii) Any further liberalization of pension rules decided upon by Government after the date of resignation of a Central Government servant to join the public enterprise will not be extended to him.
- iv) A Government servant who opts for pro-rata monthly pension on his resignation from Government service will not be entitled to relief on pension during his service in the public enterprise.

25. Leave:

A Government servant taking up an appointment in a Central public enterprise will be entitled to encashment of earned leave to his credit at the time of acceptance of his resignation from Government service, subject to a limit of 180 days. Half pay leave will stand forfeited.

26. Family pension:

If there is no family pension scheme in a public enterprise, or if the officer does not become eligible to join family pension scheme in the enterprise, the family pension as admissible under the Central Government will be allowed to him.

26.2. For the purpose of these instructions immediate absorption means acceptance of resignation of an officer from Government service to enable him to take up an appointment in a Central public enterprise, for which he had applied with proper permission.

26.3. Since the terminal benefits mentioned above are admissible only to those officers who leave Government service to secure employment in the enterprise, with proper permission, a case of grant of these benefits may be processed only after ascertaining from the enterprise concerned that the officer has actually joined them.

26.4. The stipulation of 'immediate absorption' will apply to all appointments of Central Government servants in the Central public enterprises, irrespective of the level of appointment, the mode of recruitment, and whether an appointment is in public interest or otherwise, but subject to the exceptions made in the OM dated 6.3.1985 referred to above.

26.5. For the purpose of these orders, a Central public enterprise is an undertaking wholly or substantially owned by the Government of India, and which is accepted as such by the bureau of Public Enterprises.

26.6. The terminal benefits etc. enumerated in para 1 above will be admissible to all Central Government servants, who secure appointments in Central public enterprises with proper permission. A Government servant selected for appointment in an enterprise on the basis of an application submitted by him before joining the Government service will be deemed to have applied with proper permission for the purpose of these orders.

26.7. All existing instructions on the subject will stand amended/ superseded to the extent indicated in the preceding paragraphs. Formal amendments in the statutory rules, where considered necessary, will be carried out in due course.

26.8. All cases of grant of pensionary benefits etc. to Government servants, who are appointed in the Central public sector enterprises on immediate absorption basis, shall be decided by the administrative Ministries/Cadre Controlling Authorities/Authorities competent to accept resignation of a Government servant in accordance with provisions of this OM All other cases not covered under the provisions of this OM or which require relaxation of any provision should continue to be referred to the Bureau of Public Enterprises with necessary service particulars. Cases of doubtful nature also should continue to be referred to the Bureau of Public Enterprises.

Appendix

S.No	O.Ms and Date	Subject
1	Ministry of Finance, Department of Expenditure O.M. No F.4(3)-E-IV/63 dated 1.10.1963	Termination of lien of Permanent Government on foreign service in the event of permanent absorption under the foreign employer
2.	Ministry of Finance O.M. No. 3379-E-III(B)/65 dated 17.6.65	Resignation
3.	Ministry of Home Affairs O.M. No 60/37/63-Estt(A) dated 14.7.1967	Forwarding of applications of Government servants working in a department /office to posts in other Central Government Department /offices - questions regarding the retention of lien in the parent Department.
4.	Department of Personnel and Administrative Reforms O.M. No 8/4/70-Estt(C) dated 6.3.74	Forwarding of applications of Government servants working in a department /office to posts under the state Governments -procedure including retention of lien.
5	Department of Personnel and Administrative Reforms O.M. No 28015/2/80-estt(C) dated 22.7.1980	Forwarding of applications of Government servants working in a department /office to posts - questions regarding the retention of lien in the parent Department.
6.	DOPT O.M. No. 18011/9(s)/78-Estt(B) dated 2.7.1982	Verification of character and antecedents of Central government servants securing new appointment.
7	DOPT O.M. No. 28016/5/85-Estt(C) dated 31.1.1986	Appointment of Central government Employees in the Central Public Enterprises on immediate absorption basis - terms and conditions including retention of lien.
8	O.M. No. 13/24/92-Estt(Pay-I) dated 22.01.1993	Benefit of past services to Central Government servants who had applied before joining the Government service and on that account application was not routed through proper channel.
9	DOPT notification No. 28020/1/96 dated 9.2.1998.	Amendments to Fundamental Rules 9(13),12,13 and 14 on lien etc.
10	DOPT O.M. no.18011/1/86-estt(D) dated 28.3.1998	The right of government employees to the benefit of having lien -clarifications.
11	Department of Pension and Pensioners welfare O.M. No. 28/30/2004-P&PW(B) dated 26.7.2005	Counting of past services of Central government employees towards pension on joining a new post in pensionable establishment.
12.	DOPT O.M. No. 31011/7/2013 - Estt A-IV dated 26.9.2014	Carry forward of LTC in cases of government servants joining a new post after tendering technical resignation.

No. 28020/1/2010-Estt.(C)
Government of India
Ministry of Personnel, Public Grievances & Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated 17th August, 2016

OFFICE MEMORANDUM

Subject: Technical Resignation & Lien- Consolidated guidelines.

The undersigned is directed to refer to this Department's OM of even number dated the 26th December, 2013 on the above subject and to say that guidelines/ instructions regarding Technical Resignation have been issued from time to time. It is now proposed to further consolidate these instructions, as the Department continues to receive frequent references on these issues.

2.1 Technical Resignation

2.1.1 As per the Ministry of Finance OM No. 3379-E.III (B)/65 dated the 17th June, 1965, the resignation is treated as a technical formality where a Government servant has applied through proper channel for a post in the same or some other Department, and is on selection, required to resign the previous post for administrative reasons. The resignation will be treated as technical resignation if these conditions are met, even if the Government servant has not mentioned the word "Technical" while submitting his resignation. The benefit of past service, if otherwise admissible under rules, may be given in such cases. Resignation in other cases including where competent authority has not allowed the Government servant to forward the application through proper channel will not be treated as a technical resignation and benefit of past service will not be admissible. Also, no question of benefit of a resignation being treated as a technical resignation arises in case of it being from a post held on *ad hoc* basis.

2.1.2 This benefit is also admissible to Government servants who have applied before joining the Government service and on that account the application was not routed through proper channel. The benefit of past service is allowed in such cases subject to the fulfillment of the following conditions:

- (i) the Government servant should intimate the details of such application immediately on their joining;
- (ii) the Government servant at the time of resignation should specifically make a request, indicating that he is resigning to take up another appointment under the Government for which he applied before joining the Government service;
- (iii) the authority accepting the resignation should satisfy itself that had the employee been in service on the date of application for the post mentioned by the employee, his application would have been forwarded through proper channel.

(DOPT's O.M.No.13/24/92-Estt(Pay-1) dated 22.01.1993)

2.2 Carry forward of Leave benefits

- (i) In terms of Rule 9(2) of the CCS (Leave) Rules, 1972, technical resignation shall not result in the lapse of leave to the credit of the Government servant. The balance of unutilized Child Care Leave (CCL) as well as all other leaves of the kind due & admissible will be carried forward.
- (ii) As per rule 39-D of the CCS (Leave) Rules, 1972, in case of permanent absorption in PSUs/ Autonomous Bodies/ State Government etc., the Government servant shall be granted cash equivalent of leave salary in respect of EL & HPL at his credit subject to overall limit of 300 days.

2.3 Carry forward of LTC

Entitlement to LTC may be carried forward in case of a Central Government Servant who joins another post after having submitted Technical Resignation. In case of a Government Servant who resigns within 8 years of his appointment and joins another post in the Government after Technical Resignation, the Government Servant will be treated as a fresh recruit for a period of 8 years from the date of his initial appointment under Government. Thus if a Government Servant joins another Department after serving in Government for 4 years, he will be treated as a fresh recruit for 4 years in the new Department.

2.4 Pay Protection, eligibility of past service for reckoning of the minimum period for grant of Annual Increment

In cases of appointment of a Government servant to another post in Government on acceptance of technical resignation, the protection of pay is given in terms of the Ministry of Finance OM No. 3379-E.III (B)/65 dated the 17th June, 1965 read with proviso to FR 22-B. Thus, if the pay fixed in the new post is less than his pay in the post he holds substantively, he will draw the presumptive pay of the pay he holds substantively as defined in FR-9(24). Past service rendered by such a Government servant is taken into account for reckoning of the minimum period for grant of annual increment in the new post/ service/ cadre in Government under the provisions of FR 26 read with Rule 10 of CCS (RP) Rules, 2016. In case the Government servant rejoins his earlier posts, he will be entitled to increments for the period of his absence from that post.

2.5 GPF transfer

Transfer of GPF on technical resignation would be governed by Rule 35 of the General Provident Fund (Central Services) Rules, 1960.

2.6 Seniority

On technical resignation, seniority in the post held by the Government servant on substantive basis continues to be protected. However, in case of a Government servant deciding to rejoin his substantive post, the period spent in another department which he had joined after submitting his technical resignation will not count for minimum qualifying service for promotion in the higher post.

2.7 Applicability of Pension Scheme

In cases where Government servants, who had originally joined government service prior to 01.01.2004, apply for posts in the same or other Departments and on selection they are asked to tender technical resignation, the past services are counted towards pension if the new post is in a pensionable establishment in terms of Rule 26(2) of CCS(Pension) Rules 1972. They will thus continue to be covered under the CCS(Pension) Rules, 1972 even if they join the new post after 1.1.2004.

(Department of Pension & Pensioners Welfare's O.M.No.28/30/2004-P&PW(B)
dated 26.07.2005)

2.8 New Pension Scheme

In case of 'Technical Resignation' of Government servant covered under National Pension System (NPS), the balance standing to their Personal Retirement Account (PRA) along-with their PRAN will be carried forward to the new office.

2.9 Transfer of Service Book from parent Department to present Department.

As per SR- 198, the Service Book is to be maintained for a Government servant from the date of his/her first appointment to Government service and it must be kept in the custody of the Head of Office in which he is serving and transferred with him from office to office.

2.10 Need for Medical examination.

In cases where a person has already been examined by a Medical Board in respect of his previous appointment and if standard of medical examination prescribed for the new post is the same, then he need not be required to undergo a fresh examination.

2.11 Verification of Character & Antecedents

In the case of a person who was originally employed in an office of the Central Government, if the period intervening between date of discharge from his previous office and the date of securing a new appointment, is less than a year, it would be sufficient if the appointing authority, before making the appointment, satisfies itself by a reference to the office in which the candidate was previously employed that (a) that office have verified his character and antecedents; and (b) his conduct while in the employ in that office did not render him unsuitable for employment under Government. If however, more than a year has lapsed after the discharge of the person from his previous office, verification should be carried out in full/afresh, in accordance with O.M.No.18011/9(s)/78-Estt(B) dated 2nd July,1982.

3.1 Lien

3.1.1 Lien is defined in FR 9(13). It represents the right of a Government employee to hold a regular post, whether permanent or temporary, either immediately or on the termination of the period of absence. The benefit of having a lien in a post/service/cadre is enjoyed by all employees who are confirmed in the post/service/cadre of entry or who have been promoted to a higher post, declared as having completed the probation where it is prescribed. It is also available to those

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who have been promoted on regular basis to a higher post where no probation is prescribed under the rules, as the case may be.

3.1.2 The above right will, however, be subject to the condition that the junior-most person in the cadre will be liable to be reverted to the lower post/service/cadre if at any time the number of persons so entitled is more than the posts available in that cadre/service.

(DOPT's O.M.No.18011/1/86-Estt (D) dated 28.03.1998)

3.2 Lien on a post

A Government servant who has acquired a lien on a post retains a lien on that post-

- (a) while performing the duties of that post;
- (b) while on foreign service, or holding a temporary post or officiating in another post;
- (c) during joining time on transfer to another post; unless he is transferred substantively to a post on lower pay, in which case his lien is transferred to the new post from the date on which he is relieved of his duties in the old post;
- (d) while on leave; and
- (e) while under suspension.

A Government servant on acquiring a lien on a post will cease to hold any lien previously acquired on any other post.

3.3 Retention of lien for appointment in another central government office/ State Government

- (i) A permanent Government servant appointed in another Central Government Department/Office/ State Government, has to resign from his parent department unless he reverts to that department within a period of 2 years, or 3 years in exceptional cases. An undertaking to abide by this condition may be taken from him at the time of forwarding of his application to other departments/offices.
- (ii) The exceptional cases may be when the Government servant is not confirmed in the department/office where he has joined within a period of 2 years. In such cases he may be permitted to retain the lien in the parent department/ office for one more year. While granting such permission, a fresh undertaking similar to the one indicated above may be taken from the employee.
- (iii) Timely action should be taken to ensure extension/ reversion/ resignation of the employees to their parent cadres on completion of the prescribed period of 2/3 years. In cases, where employees do not respond to instructions, suitable action should be initiated against them for violating the agreement/ undertaking given by them as per (i) and (ii) above and for termination of their lien. Adequate opportunity may, however, be given to the officer prior to such consideration.
- (iv) Temporary Government servants will be required to sever connections with the Government in case of their selection for outside posts. No lien will be retained in such cases.

(DOPT O.M.No.8/4/70-Estt(C) dated 06.03.1974)

3.4 Termination of Lien

3.4.1 A Government servant's lien on a post may in no circumstances be terminated even with his consent if the result will be to leave him without a lien upon a permanent post. Unless his lien is transferred, a Government servant holding substantively a permanent post retains lien on that post. It will not be correct to deny a Government servant lien to a post he was holding substantively on the plea that he had not requested for retention of lien while submitting his Technical Resignation, or to relieve such a Government servant with a condition on that no lien will be retained.

3.4.2 A Government employee's lien on a post shall stand terminated on his acquiring a lien on a permanent post (whether under the Central Government or a State Government) outside the cadre on which he is borne.

3.4.3 No lien shall be retained:

- a. where a Government servant has proceeded on immediate absorption basis to a post or service outside his service/ cadre/ post in the Government from the date of absorption; and
- b. on foreign service/ deputation beyond the maximum limit admissible under the orders of the Government issued from time to time.

(Notification No.28020/1/96-Estt(C) dated 09.02.1998)

3.5 Transfer of Lien

The lien of a Government servant, who is not performing the duties of the post to which the lien pertains, can be transferred to another post in the same cadre subject to the provisions of Fundamental Rule 15.

(Notification No.28020/1/96-Estt(C) dated 09.02.1998)

3.6 Joining Time, Joining Time Pay & Travelling Allowance

Provisions relating to joining time are as follows:

3.6.1 For appointment to posts under the Central Government on results of a competition and/or interview open to Government servants and others, Central Government employees and permanent/ provisionally permanent State Government employees will be entitled to joining time under the CCS(Joining Time) Rules,1979. Joining time will be included as qualifying service in the new job.

3.6.2 A Government servant on joining time shall be regarded as on duty during that period and shall be entitled to be paid joining time pay equal to the pay which was drawn before relinquishment of charge in the old post. He will also be entitled to Dearness Allowance, if any, appropriate to the joining time pay. In addition, he can also draw compensatory allowances like House Rent Allowance as applicable to the old station from which he was transferred. He shall not be allowed Conveyance Allowance or permanent Travelling Allowance.

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3.6.3 For appointments to posts under the Central Government on the basis of results of a competition and /or interview open to Government servants and others, Central Government employees and permanent/ provisionally permanent State Government employees shall be entitled to Transfer Travelling Allowance(TTA). However, temporary Central Government employees with less than 3 years of regular continuous service would not be entitled for TTA, as they are not entitled joining time pay under Joining Time Rules.

4. All Ministries/ Departments are requested to bring the instructions/ guidelines to the notice of all concerned.


(Mukesh Chaturvedi)
Director (Estt.)
Telefax: 23093176

To
All Secretaries of Ministries / Departments.

Copy to:

1. President's Secretariat, New Delhi.
2. Vice-President's Secretariat, New Delhi.
3. The Prime Minister's Office, New Delhi.
4. Cabinet Secretariat, New Delhi.
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi.
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi.
9. The Secretary, Union Public Service Commission, New Delhi.
10. Central Vigilance Commission, New Delhi.
11. Central Bureau of Investigation, New Delhi.
12. All Union Territory Administration
13. Secretary, Staff side, National Council (JCM), 13 C, Ferozeshah Road, New Delhi.
14. ADG (M&C), Press Information Bureau, DoP&T.
- ✓ 15. NIC Cell with request to upload it under OMs and Orders, Establishment, Lien and also 'What is New'.
16. Hindi Section, DOP&T.


(Mukesh Chaturvedi)
Director (Estt.)

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
ANSARI NAGAR, NEW DELHI - 29

F.6-16/2015-Estt.(FC)

Dated:20.01.2020

CIRCULAR

Subject:- Guidelines on counting of past services, grant of lien, acceptance of resignation, technical resignation etc. regarding.

A detail discussion was held on the service matter as incorporated in the FR SR part-I General Rules and it has been decided that:-

1. a) Application received from the confirmed employee/Faculty working in AIIMS, New Delhi for outside employment on direct basis may be forwarded with the condition that in case he/she is selected for the outside employment, their request for acceptance of technical resignation with or without lien will be considered based on needs of institution at that point of time.
- b) In case where employee is yet to be confirmed, in such case their request for being relieved with lien will not be considered.
2. In case NOC has been granted to any of the employee working in AIIMS either at the stage of NOC to apply or at the stage of NOC to appear interview, his/her case of resignation may also be treated as to be treated for technical resignation for all the purposes viz pay protection, transfer of balance of leave credit as well as counting of past service for retirement benefit.
3. Employee/Faculty who join in AIIMS on direct basis with the NOC to apply and join after submitting resignation in their organisation. They will be extended all benefits of technical resignation.
4. These benefits will however will be accruing to them on completion of probation period as per FR 22 (B) of FR SR part I General Rules.

All concerned are requested to kindly note & do needful.

This issues with the approval of the Competent Authority.

(B.K. SINGH)
Administrative Officer

All the Chief/Head of the Institute.

Copy to:

1. Professor-in-Charge, - With the request to kindly upload the above
Computer Facility, - Circular in English/Hindi version on the
AIIMS, New Delhi. - Institute's web site.
2. Sr. Hindi Officer, - With the request to kindly translate above circular
Hindi Section, - in Hindi today positively.
AIIMS, New Delhi.

Dr. Sanjeev K.

S
20/1

NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/6

- (i) Enhancement of salary of interns.
- (ii) Stipend or students of PhD, MPH and BSc allied Health Sciences.
- (iii) Nursing allowance to Nursing Tutors & Nursing Faculty.
- (iv) Salary of contractual Assistant Professor to Rs.1,42,506/- w.e.f. 09.12.2019 at par with AIIMS, New Delhi & AIIMS, Raipur\
- (v) Adoption of Fees of \$200 per month for short/long term training of foreign nationals at par AIIMS, New Delhi.



अखिल भारतीय आयुर्विज्ञान संस्थान, ऋषिकेश
All India Institute of Medical Sciences, Rishikesh - 249203

#AIIMS/Rishi/203/PMSSY-IV/ 5248 /05 June 2021

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CIB-5/6

Sri Uttam Chand,
Administrative Officer, AIIMS New Delhi
Ansari Nagar, New Delhi – 110029
Email: aiimsgeneral@gmail.com

Subject: Agenda items for Fifth (5) Central Institute Body meeting scheduled on 15 June 2021

Reference: (i) AIIMS New Delhi Office Memorandum # F.5-1/2020-Genl. (CIB-5) dated 31-5-2021, & email dated 4 June 2021 (ii) Our letter # AIIMSRISHI/DIR/5668/ 2 June 2021

Sir,

Greetings from AIIMS Rishikesh,

Many thanks for your invite to Fifth meeting of the Central Institute Body (CIB), scheduled on 15 June 2021 under the Chairmanship of Hon'ble Union Minister of Health & Family Welfare, Govt of India at Nirman Bhawan, New Delhi.

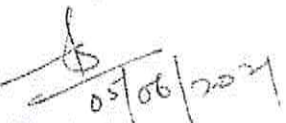
As desired, following agenda may be included for discussion in the Fifth (5) CIB meeting:

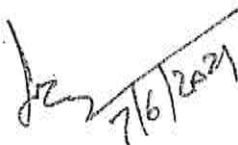
#	Agenda item
1	Enhancement of salary of Interns
2	Stipend for students of PhD, MPH and BSc Allied Health Sciences
3	Nursing Allowance to Nursing Tutors & Nursing Faculty
4	Budget allocation to new AIIMS at par with AIIMS New Delhi, PGIMER's & others INIs
5	Salary of Contractual Assistant Professors to Rs. 142506/- w.e.f. 9/12/19 at par with AIIMS New Delhi & AIIMS Raipur
6	Adoption of fees of \$200 per month for short/long term training of foreign nationals at par AIIMS AIIMS, New Delhi
7	Approval of Internal Resources generation & expenditure guidelines as approved in SFC of AIIMS Bhubaneswar

We look forward to your kind consideration.

Thanking you,

Kind regards,


(Santosh)
Administrative Officer
AIIMS Rishikesh


7/6/2021



NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/7

Enhancement of contribution of the Institute in NPS from existing 10% to 14% of basic pay and dearness allowance as per the notification dated 31.01.2019 issued by the Department of Financial Services, Ministry of Finance.

CIB-5/7

Agenda No: 248

Enhancement of Contribution of the Institute in NPS from existing 10% to 14% of Basic Pay and Dearness Allowance as per the notification dated 31.01.2019 Issued by the Department of Financial Services, Ministry of Finance

The Department of Financial Services, Ministry of Finance vide notification dated 31.01.2019 have enhanced the contribution of the Government in New Pension Scheme from 10% to 14%. On the basis of this the Institute was about to implemented the same. However, the PMSSY, Ministry of Health and Family Welfare vide their Letter No. Z-28016/104/2019-PMSSY-IV-Part (1) dated 27.12.2019 have directed to withdraw the enhancement of Government contribution in NPS from 10% to 14% of Basic Pay and Dearness Allowance and if already made applicable, to initiate recovery, if any, till further orders.

The Department of Expenditure vide their D.O. No.1(21)/EV/2018 dated 1.11.2019, in consultation with Department of Financial Services, which is the nodal department in respect of matters pertaining to PFRDA and NPS, has clarified that since the notification dated 31.01.2019 is an amendment notification to the principal notification dated 22.12.2003, it is imperative that the changes notified to NPS vide notification dated 31.01.2019 would be applicable to Central Government employee only.

DFS have further informed that adoption of any amendment to the scheme for the benefit of employees of CABs is to be decided by the respective CABs at their level in consultation with respective Ministry/Department, who may, if necessary, take up the matter with DoE for concurrence. The same has been endorsed by the Ministry of Health and Family Welfare vide letter No. Z-28016/104/2019-PMSSY-IV-Part (1) dated 16.11.2020. Further vide letter No. Z-28016/104/2019-PMSSY-IV-Part (1) dated 16.11.2020 the Ministry has directed for necessary compliance on the matter. Accordingly, it is proposed to enhance the contribution of the Institute from existing 10% to 14% of Basic Pay and

Dearness Allowance for all the employees covered under New Pension Schemes as being applicable to the other Central Government Employees w.e.f. 01.04.2019. The estimated financial implication for the financial year 2019-20 will be Rs. 56.80 lac and for financial year 2020-21 (upto December, 2020) Rs. 55.18 lac. The same will increase with the joining of new staff and faculties.

Approval Sought

As this pertains to all AIIMS, agenda is put up to CIB for approval for enhancement of contribution of the Institute in NPS from existing 10% to 14% of Basic Pay and Dearness Allowance as per the notification dated 31.01.2019 issued by the Department of Financial Services, Ministry of Finance.

NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/8

Funds Disbursal mechanism for DPR medical equipments on Appointment of Procurement Support Agency (PSA) for purchase of Medical equipments at AIIMS, Bibinagar, Hyderabad by Institute Body (IB) of the Institute.

Funds Disbursal mechanism for DPR medical equipments on Appointment of Procurement Support Agency (PSA) for purchase of Medical equipments at AIIMS, Bibinagar, Hyderabad by Institute Body (IB) of the Institute.

CIB Item no. CIB 3/ 4 : Proposal for transfer of Procurement of Medical equipment's activity from Ministry to AIIMS

AIIMS Bibinagar has executed this following the decision of the CIB.

The Ministry of Health & Family Welfare, Government of India nominated M/s. HITES as executing agency for complete planning, designing, execution/construction of buildings and estate services, furniture, IT(Networking), commissioning including maintenance etc. under EPC contract mode for AIIMS, Bibinagar vide Letter No. Z.28016/85/2017-PMSSY-III dated 25th September, 2019 to start the new Institute.

Institute Body (IB) vide Agenda No.IB 01/10 nominated M/s. HITES as Procurement Support Agency (PSA) for procurement of medical equipment at AIIMS, Bibinagar in accordance with the provision of Rule-194 of General Financial Rules, 2017. Thereafter an agreement executed 04th September, 2020 between AIIMS, Bibinagar and M/s. HITES authorities for giving continue support as PSA.

Further, the Standing Finance Committee(SFC) has also considered and approved the proposal in its 1st meeting held on 19.04.2021.

However, finalization of the fund disbursal mechanism for purchase of medical/teaching equipment's to be procured under DPR *from PMSSY, MoH&FW, Govt. of India to new AIIMS such as AIIMS Bibinagar which is in phase VII has not been decided or communicated.*

CIB is requested for consideration of approving the fund disbursal mechanism for procurement of DPR medical equipments for All India Institute of Medical Sciences, Bibinagar, Hyderabad through nominated PSA by IB / GB of the institute.

NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/9

- (i) The CIB vide its decision CIB-2/9 made it mandatory to follow recruitment rules of AIIMS, New Delhi for corresponding posts in new AIIMS. In addition standard staffing pattern for new AIIMS is under active consideration of CIB.**

- (ii) Establish department of Hospital Administration in new AIIMS.**

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
VIJAYPUR- JAMMU

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30/11/6/2021

CIB-5/9

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सामान्य अनुभाग
GENERAL SECTION
क.पा.आ.सं. नई दिल्ली-110029
A.I.I.M.S., NEW DELHI-110029

Dr. Shakti Kumar Gupta
MBBS, MHA(AIIMS), FNAMS, FIMSA, FIHE, FAHA, MACHE(USA)
EXECUTIVE DIRECTOR & CEO

F.No. ED/AIIMS/JMU/2021/030

Dated : 9th June, 2021

Sub: Proposed agenda item for inclusion in agenda of forth-coming CIB to be held on 15th June 2021

Respected Sir,

Introduction :-

We are all aware of the increasing complexities in the health care ecosystem with implementation of newer models such as PPP, outsourcing of services / rising patient awareness and consequent increasing demands, need for statutory and legal compliances, Impact of consumer protection Act and the RTI etc have increased the administrative challenges in the system. In fact there are more than **200 laws** applicable to hospitals in India besides more than **80 statutory clearances** required before commissioning a Hospital.

The Government has shown positive resolve and commitment to improve the Health-Care delivery system in the Country. It has been increasing the public expenditure and new infrastructure and facilities are being created. Along with all this comes the inherent challenge of managing the expending healthcare ecosystem as the rise in public expenditure would entail increasing need of trained healthcare professionals with expertise in human resource management, financial management, legal / statutory compliances, ethical issues, facility management, quality improvement etc. Thus, to manage all these system a Hospital Administrator is the need of the Hour.

Issues:-

- a) The existing practice of giving administrative responsibilities merely based on their seniority could prove to be counter – productive especially in the absence of professional training in administration / management. The loss of decades of clinical experience of the senior clinicians burdened with administrative responsibilities is irreplaceable.
- b) Availability of trained medical administrators are need of the hour and are required for establishing and maintaining healthcare delivery system right from the stage of policy making, planning, designing and Project Execution to operations for ensuring efficient utilization of money, manpower, handling legal and ethical issues, material and infrastructure. In all developed countries, management activities related to healthcare are entrusted to physicians, specially trained for it and in USA such specialists are recognized as **Physician Executives**.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES VIJAYPUR- JAMMU

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Dr. Shakti Kumar Gupta

MBBS, MHA(AIIMS), FNAMS, FIMSA, FIHE, FAHA, MACHE(USA)

EXECUTIVE DIRECTOR & CEO

-
- c) **The lack of trained Medical Administrators** in a Hospital Institute is a **deterrent** in accruing the following benefits:-
- i. The Hospital Administrators are full time available to facilitate the Medical College and the Hospital.
 - ii. The day to day management of operational issues in Hospital and Medical College can be done by the Hospital Administrators.
 - iii. The Hospital Administrators is able to provide a holistic view with regards to modernization, up gradation of existing facilities and creation of new facilities. Thus, he can assist in prioritizing of projects without any bias, especially in the scenario of limited availability of funds.
 - iv. He can also facilitate the clinicians in monitoring the quality of care rendered, collection of relevant data, identify bottlenecks and provide alternative solutions for smooth and better functioning of the Institution.
 - v. He can streamline the procurement and Inventory management system in a Medical Institution.
 - vi. The Hospital Administrators can effectively perform the functions of public relations, thereby improving the image of Institution.
 - vii. Lastly, in addition they can also smoothly handle the responsibilities pertaining to RTI, ethical and legal issues and can support the monitoring of Court cases.

Proposal:-

- a) AIIMS, New Delhi was the pioneer in establishing a full fledged post graduate Course of Master in Hospital Administration in the Department of Hospital Administration in year 1966. Similar, courses have been started in number of other Hospitals like PGIMER (Chandigarh), AFMC (Pune), SKIMS (Srinagar), NIMS (Hyderabad) etc.
- b) It is **proposed** that a Department of Hospital Administration be started in all new AIIMS and the upgraded state Medical Colleges to offer post graduate course in the speciality of Hospital Administration (MD) and professional management of the Hospitals.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
VIJAYPUR- JAMMU

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Dr. Shakti Kumar Gupta

MBBS, MHA(AIIMS), FNAMS, FIMSA, FIHE, FAHA, MACHE(USA)

EXECUTIVE DIRECTOR & CEO

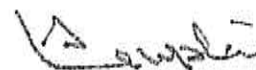
c) The proposal may be implemented in a phase - wise manner as under:-

Phase - I - Establishing Department of Hospital Administration with recruitment of faculty viz - Professor - 1, Associate Professor - 1, Assistant Professor - 3 on **immediate basis**.

Phase - II - Starting of MD (Hospital Administration) course of 3 years duration.

Submitted for consideration.

Yours sincerely,



Dr Shakti Kumar Gupta

Prof. (Dr) Randeep Guleria
Director
AIIMS, New Delhi &
Member Secretary, CIB

CC:

1. P.S. to Hon'ble Health Minister, Ministry of Health & Family Welfare, GOI
2. Dr R Gopinath, Dy. Secretary, AIIMS, New Delhi
3. Office file

**ALL INDIA INSTITUTE OF MEDICAL SCIENCES,
VIJAYPUR, JAMMU - 184120**

Proposed agenda item for inclusion in agenda of forthcoming CIB to be held on 15th June 2021

Introduction:- The Central Institute Body vide its decision CIB-2/9, made it mandatory to follow recruitment rules of AIIMS, New Delhi for corresponding posts in new AIIMS. In addition standard staffing pattern for new AIIMS is under active consideration of CIB.

Issues:-

- a) **Faculty** – As per AIIMS, New Delhi, no RRs are existing for filling up various posts (Professor / Additional professor / Associate Professor / Assistant Professor) in the Department of Neonatology. In addition nomenclature of some Teaching Departments as given for new AIIMS, are in variance to that of AIIMS, New Delhi. Few examples are as given under:-

S. No	Nomenclature of Teaching Departments in AIIMS, Jammu (As per sanction order of MOH&FW dated 18/12/2019)	Nomenclature of Teaching Departments in AIIMS, New Delhi	Remarks
1.	Dermatology	Dermatology & Venereology	
2.	Pulmonary Medicine	Pulmonary Medicine & sleep Disorder	
3.	Cardiothoracic Surgery	Cardiothoracic & Vascular Surgery (CTVS)	
4.	Transfusion Medicine & Blood Bank	Transfusion Medicine	
5.	Surgical Gastroenterology	Gastro Intestinal Surgery & Liver Transplantation	

- b) **Non-faculty** – (Administration / Secretarial / Nursing College / Nursing / Hostels):-

- i. In Non-faculty posts, the RR's of AIIMS, New Delhi provides filling up of number of posts by 100 % promotion only. However, in the New AIIMS there is no eligible feeder cadre employees available, to be considered for promotion.

**ALL INDIA INSTITUTE OF MEDICAL SCIENCES,
VIJAYPUR, JAMMU - 184120**

- ii. In some cases the nomenclature of Posts / Pay level are also different. The updated RR's of the same are not available for reference.
- iii. In some cases, the RRs provides, either 100 % by promotion or failing which by deputation but for deputation the State Govt. employees have not been made eligible e.g. Accounts Officer, Financial Adviser, Superintending Engineer and Executive Engineer etc.
- iv. The details of posts (As Sanctioned vide Ministry of Health & Family Welfare order for new AIIMS) which have the above anomalies and cannot be filled up due to the same are given as under:-

S. No	Name of post	Level (as per 7 th CPC)	Remarks / Observations
a. Administration			
(i)	Assistant Administrative Officer	Level 7	100 % by promotion
(ii)	Executive Assistant (N)	Level 6	<ul style="list-style-type: none"> Nomenclature is Junior Administrative officer as per RR's of AIIMS, New Delhi. 100 % by promotion.
(iii)	Upper division clerk	Level 4	<ul style="list-style-type: none"> Nomenclature is Senior Administrative officer as per RR's of AIIMS, New Delhi. 100 % by promotion
b. Secretarial			
(i)	PA to Director / Principal (S)	Level 6	100 % by promotion
(ii)	Personal Assistant (PA)	Level 6	-Do-
c. Nursing College			
(i)	Reader / Associate Professor	Level 12	In AIIMS, New Delhi Associate Professor is at level 11

**ALL INDIA INSTITUTE OF MEDICAL SCIENCES,
VIJAYPUR, JAMMU - 184120**

(ii)	Lecturer in Nursing	Level 11	No posts of lecturer exists in AIIMS, New Delhi
S. No			
d.	Nursing		
(i)	Senior Nursing Officer	Level 8	<ul style="list-style-type: none"> • In AIIMS, New Delhi it is 100 % by promotion. • It is proposed to be made as, 50 % by promotion and 50 % by direct recruitment.
e.	Hostels		
(i)	Warden (Hostel Warden)	Level 6	100 % by promotion

Approval Required:-

a) Faculty:-

RR's of Department of Neonatology need to be prepared. In addition, nomenclature of all Teaching Departments of new AIIMS, are proposed to be named as per AIIMS, New Delhi.

b) Non-faculty:-

(i) Initial filling up of all these posts either on **deputation cum absorption basis** or **direct recruitment basis** in new AIIMS be allowed (where, in the RR's, it is by 100 % promotion only, along with change in nomenclature as used in RR's of AIIMS, New Delhi). The RR's for these post (deputation cum absorption or direct basis) are also required to be prepared accordingly. These posts be kept filled on deputation cum absorption basis; till such time the feeder cadre employees become eligible for promotion.

(ii) **Nursing College** – Name of the posts along with pay level sanctioned for Nursing College be reviewed and made as per RR's of AIIMS, New Delhi.

**ALL INDIA INSTITUTE OF MEDICAL SCIENCES,
VIJAYPUR, JAMMU - 184120**

(iii) **Nursing** – The RR's of posts of senior Nursing Officer is **proposed to be amended to 50 % promotion and 50 % direct Recruitment (Presently it is 100 % promotion).**

- c) Making State Govt. employees also eligible for deputation along with GOI employees where they are not eligible as per RRs.

The above agenda point has been approved by the ED cum CEO, AIIMS, Jammu.



**LT COL Prabhat Sharma,
Dy. Director (Admn),
Mob. – 8899950166**

NOTE FOR THE CENTRAL INSTITUTE BODY

ITEM NO. CIB-5/10

**Rotation of headship in the
Departments/Centres at AIIMS, New Delhi.**

ACADEMIC SECTION

Ref.FR:- CIB-5/10

SUBJECT:- Submission of Proposal for "Rotation of Headship in the Department/Centre's at AIIMS, New Delhi in the Forthcoming Meeting of Central Institute Body to be held on 14.06.2021.

Reference to above cited subject and as desired by the Competent Authority, AIIMS, New Delhi the proposal with regards to the Rotation of Headship in the Department/Centre's at AIIMS, New Delhi for submission/inclusion of the Central Institute Body Meeting to be held on 14.06.2021 is placed below for kind approval after the same may be forward to AO (General)/AO (Coordination) & Concerned Official of the MOHFW for necessary action.

6/
4/6/21

[Signature]
4/6/21
REGISTRAR

Ass or. D ea
[Signature]
4/6/21

Dea (A) [Signature]
4/6/21

Director Pl.
[Signature]
4/6/21

Ref. above. Revised form note for C.I.B. meeting related to above proposal is forwarded to Ao (G) & Ao (Coordination) for taking further n.a. pl.

6/
7/6/21

Registrar
[Signature]
7/6/21

Ao (G) pl

Copy to:-

Ao (Coordination Cell)

6/21
[Signature]
7.1.2021



NOTE FOR CENTRAL INSTITUTE BODY MEETING

Item No.CIB _____

PROPOSAL: - ROTATION OF HEADSHIP IN THE DEPARTMENTS/CENTERS AT AIIMS**INTRODUCTION:-**

The Coordination Cell, AIIMS, New Delhi vide its letter no.37-10/2018/Coordn.Cell/Estt.I dated 25.09.2019 (**Annexure-I**) has requested to provide the comprehensive agenda in regarding rotation of Headship in the Department/Centers to be placed before the in the next CIB meeting.

The matter was earlier discussed in the Governing Body in its meeting held on December, 2017 (**Annexure-II**).

BACKGROUND

There have been several previous committees: Valiathan committee (2006), KK Talwar committee (2009), Sujatha Rao and Sneh Bhargav committee (2010), Pradhan committee (2013), Venketachalam committee (2014), Parliament committee (2015), Balram Airan committee (2016), who also have looked into these issues and given suggestions (Summary of Recommendations on Rotatory Headship) is enclosed as **Annexure-III** .

ADMINISTRATIVE COMMENTS

In compliance with the decision of the Governing Body, AIIMS Delhi, the Director, AIIMS, New Delhi had constituted a committee under chairmanship of Dean (Academics) (**Annexure-IV**) to look into the issue of rotating headship or alternative options of departmental Governance in totality.

A: MINUTES OF THE MEETING THAT WERE CIRCULATED TO ALL MEMBERS, AND THEIR RESPONSES TO THOSE MINUTES:

a) Minutes of meetings:

The meetings of the committee were held on 19.7.2018 and 9.8.2018 in Dean's Committee Room. Accordingly, decisions taken in both the meeting are as under:

1. Is change required in present system of governance?

There was near unanimity amongst committee members that a change is required. There have been several previous committees Valiathan committee (2006), KK Talwar committee (2009), Sugatha Rao and Sneh Bhargav committee (2010), Pradhan committee (2013), Venketachalam committee (2014), Parliament committee (2015), Balram Airan committee (2016), who also have looked into these issues and given suggestions.

Few committee members felt that before such a major change is implemented, a scientific study should be undertaken to find out deficiencies in the existing system of headship at AIIMS and any modifications that can be undertaken in the existing system itself so that no major policy change will be required. Another survey should be undertaken in Medical Institutions that have adopted the new system of heading a department to find out if any improvement in its working has been documented compared to existing system.

2. Options available

- a. Head should not be by seniority but by selection taking into account seniority as well as merit and this can be reviewed every 2 years
- b. Rotating Headship by seniority
- c. Collegium with Head as at present
- d. Collegium with rotating headship

Majority preferred the last (option d) while few preferred option c and option b and even no change in present system.

3. How many members will be there in the collegium

- a. Majority felt it should be Fifty percent of senior most Faculty members (maximum of 5 (in large departments) and minimum of 3 (in smaller departments))
- b. Restricting it to Professors or Professors with 5 years experience as professor only will create anomaly in smaller departments
- c. Any faculty member should have option to opt out from the collegium | Headship

4. Duration of Rotating headship

- a. Majority felt it should be 2 years (Longer duration would have been required if there was no collegium).
- b. In collegium system there will be continuity so shorter duration of rotation will be preferable so that everyone will have a chance to be Head
- c. Few of the committee members felt that 2 years is too short a period and it should be extended to 5 years.

5. Who will be first Head

- a. If present head has completed the years stipulated for headship, then second senior most Faculty becomes Head
- b. If present head has not completed the years stipulated for headship, then he will be Head till he completes the stipulated years
- c. Third option preferred by few of the committee members was its implementation prospectively ie present Head of the department continues for a period of 2 to 5 years

6. How will seniority decided

Majority of members felt that as matter is subjudice (APS vs Direct recruitment), we should continue to follow present system of determining seniority

7. Who will be officiating head when Head goes on leave

Immediate past Head will officiate if there is one as part of collegium, otherwise senior most will officiate (depending on what system of governance is ultimately decided)

8. How new members in the collegium will be added

- a. Majority felt that when one Faculty member out of 2 or 5 Faculty member retires, next senior most will be added
- b. Other option can be for Head to retire from collegium after completing 2 or 5 years (this will be more suitable for large department / centres)

9. Will same rules apply to departments having different units

- a. Yes same principles will apply
- b. Each Unit will not have collegium system

10. Should rotating system be applied to Centre chiefs also

- a. Majority felt that Chiefship of centres should also rotate otherwise whole purpose of rotationship will be defeated in centres (In future there will be many centres)
- b. All heads of department/division in the centre should be members of the collegium
- c. Majority preferred that 3 or 5 senior most members will be part of collegium as is envisaged for the departments
- d. Duration of rotation should be 2 or 5 years which ever option is agreed upon for the departments
- e. all departments within the centres will also have collegium for departments

11. Responsibilities of the collegium

- a. purchase of machinery
- b. academic plan including teaching schedule

- c allotment of thesis
- d. approval of research projects
- e. OPD, Indoor and Lab time allotment
- f. recommendation of names for awards. Institute committees
- g. starting any new course, fellowship
- h. any future expansion plan

12. Responsibilities of Head in the collegium

- a. Governance of Non Faculty members in the department
- b. Forwarding and record of all leave applications of Faculty
- c. Maintenance of equipment and wards
- d. writing ACR

There was no unanimity about distributions of these responsibilities for Head / Collegium and can be looked into in detail at a later date

13 How decision will be arrived at in collegium

- a. By majority decision
- b. Collegium should meet fortnightly

14. How any disputes in the departments will be solved

AIIMS should have a committee to solve grievances in any department chaired by Director

b) Responses to the minutes by members of the committee:

1. Dear Sir,

I would like to reiterate some of the points that I mentioned in the meeting since the whole exercise is being done to improve the system and make it more equitable.

One of the main reasons for the demand for rotating headship is perhaps due to the fact that people felt wronged by the injudicious use of powers vested in them. However, to assume that all heads are vile and all other members of the faculty are virtuous is not necessarily correct. In my own personal experience there have been times when the heads have been gentle while the junior faculty or the middle level faculties have tormented their seniors or their immediate juniors. I don't think heads can torment people unless the junior faculty connives and cooperates with them. They usually pick up junior people and give them out of the way favors. The juniors actively connive with them and that creates trouble for everyone. I can say that life would have much been simpler for people if their own peers/juniors had been fair and respected their rights irrespective of what the Heads did. I think it is time that this aspect of the problem is also addressed. Otherwise I doubt that we will ever achieve a peaceful co existence. If we don't change our attitude and behavior, nothing will change irrespective of the system we create. Let me give you a scenario: In a collegium system of 5 that we are proposing, what if the Head, no.4 and 5 join hands and turn down everything that 2 and 3 propose?

This is exactly what has been happening before. Take another scenario: What if no 3, 4 & 5 decide to sabotage everything proposed by Head and no 2? With the kind of math that we are talking about (majority decision) these are distinct possibilities.

I would further like to point out that the surgical departments and departments involved in the intervention procedures require a supervised training of junior faculty without which there will be chaos. So whatever system we adopt, it should take into consideration the impact it will have on training of faculty. With no one to supervise (Head is only supposed to supervise non faculty staff as per the proposal!!). There has to be someone to supervise the faculty.

In my view the following points should be considered:

1. The headship should not be of unlimited duration and there should be rotation.
2. Duration of head ship should be minimum 3 or maximum 5 years.
3. The Head should have reasonable powers to supervise and to run the department and take critical decisions.
4. Minimum experience of 5 years as a Professor should be mandatory to become the Head.
5. Review the need for unit system.

2. Dear Sir,

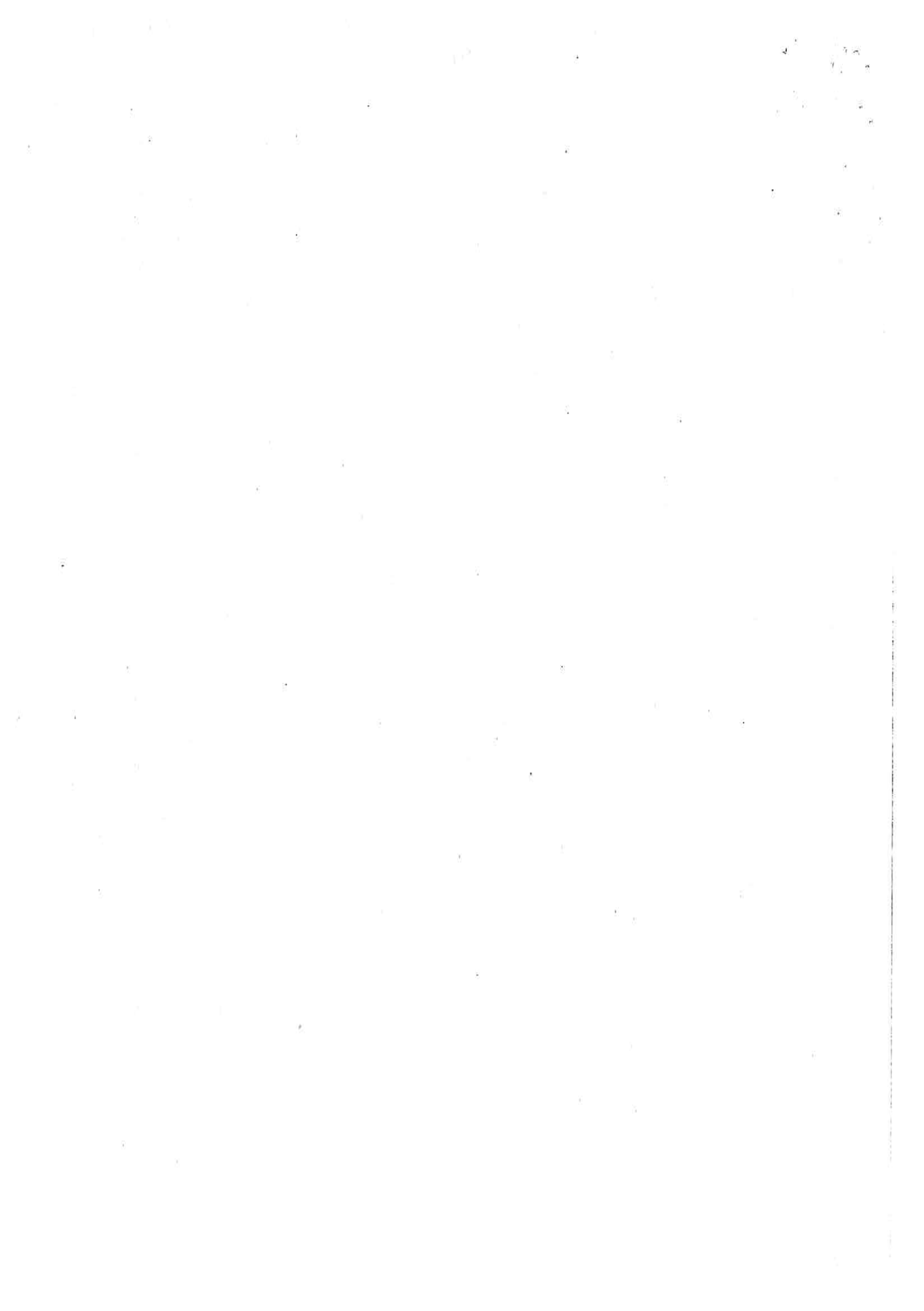
Thank you for sending me the minutes of the meeting.

I wish to put my observation on record as some of them have definitely failed to make it to the minutes.

*Is change required?

- a) I disagree with impression of "unanimity" as well as the mention of several previous committees, some of which we definitely know were of questionable credibility as the support for this contention. There was a diversity of opinion and apart from the sporadic examples in a few departments, there were no convincing arguments as to why the current system has to be debunked in a haste. For every example of poor administration or lack of coordination, there are several other departments where the current system is functioning well. I also agree that this analysis and consequent interpretation is without the necessary home work which is needed in view of the sensitive nature of the issue at hand.
- b) In the departments where the current systems is functioning well, a close scrutiny will reveal that the system in place there is the one akin to collegium with head albeit informally.

A duration of headship of 2 years is sure to throttle growth of the department as nothing substantial can be achieved in such a short period, whatever be the magnitude of the vision that the leader has. This is particularly relevant to the post of Center Chief where a person who is at the helm of affairs will be tempted to act as benefactor of his own department especially when various different departments/specialities are competing for limited resources.

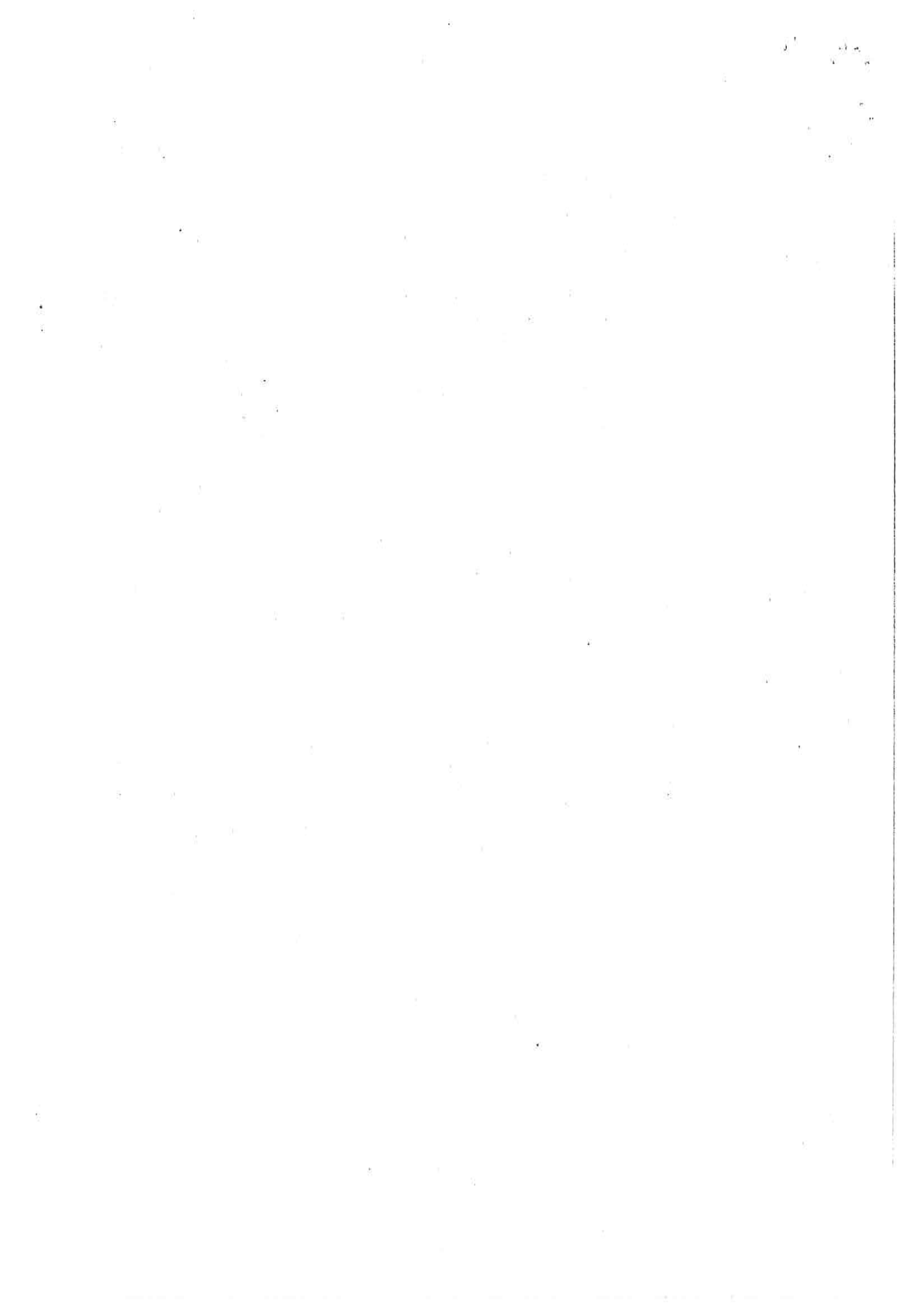


In fact, the whims and fancies of such a Chief who is in saddle for a short period only will be far more detrimental than the current system.

I would like to add a few more points here:

- 1) It will become very difficult for the senior person to point out any irregularity or mistake to anyone and if it is done, reprisal will occur at some time in future.
- 2) Polarization of Junior Faculty will occur and they will side with the next "to-be" head in case they are offended by the head who is trying to discipline them.
- 3) In surgical specialities, the Junior faculty has to be trained but with some degree of control as they are still to gain experience and they have to be discouraged from taking up reckless or even "hazardous-for-the-patient" procedures. The new system proposed will take away any hesitation on their part and they may act as they like.
- 4) There will be attrition especially in surgical specialities as there will be little incentive to continue especially when you are good in your work as there will be no dream to fulfil. It is likely that initiative follow through will be lost if the next head, with a couple of supporters to achieve requisite majority, overrules the previous Head leading to waste of effort, time and resources.
- 5) Lastly, sir, it seems that the entire campaign currently is the aftermath of ire and feeling of vengeance towards the current heads and I can support my view from the suggestions contained within the circulated document such as
 - I) that it should be effective immediately meaning thereby that the current head should be thrown away as soon as the new system is in place. I am not aware of any system where this kind of regulation is enforced retrospectively, a point which I made in the meeting also.
 - II) that the Head should retire from collegium after completing his term meaning thereby that the members do not want the senior most and the most experienced person to have any opinion and/or suggestion about the functioning of the department anymore.
 - III) If the current Head goes on leave, some of the learned members did not want the previous head to even officiate as head implying thereby that their aim is not only not to honor, recognize or consider his contribution to the department but to see him out and make sure that he remains there. All these factors led me to believe that there is hidden agenda as well as ulterior motive which is to hastily somehow dump the current system without giving due thought to what dumping the time tested system will bring in its wake .
 - IV) We are being naive by presuming that interpersonal problems in the current system will fade when there is collegium with rotating headship. Conversely, it will lead to lobbying and exercise the majority rule to block the initiative taken by the head further leading to vitiating the environment in the department.

B: RECOMMENDATIONS BY THE CHAIRMAN (PERSONAL OPINION, NOT CIRCULATED TO THE MEMBERS)



Based on the majority decision, the committee recommends that present system of governance at AIIMS needs to be changed. The departments should be governed by a collegium of senior faculty members and headship of this collegium should be rotated every 2 years. The collegium should consist of fifty percent of senior most faculty members (maximum of 5 (in large departments) and minimum of 3 (in smaller departments). The first head of this collegium should be current head of the department. In case, he has completed the years stipulated for headship, then second senior most Faculty should be the first head. As matter is subjudice (APS vs Direct recruitment), we should continue to follow present system of determining seniority. The same collegium system with rotating chiefship should also be applicable to the centres as is being recommended for departments in the main hospital.

APPROVAL SOUGHT:-

The above mentioned recommendations of the committee are place before the Central Institute Body for its consideration and decision please.

1. Dr M S Valiathan Committee (2006):-
 - Recommendation No. 17: Rotating headship every 5 years
 - Academic Committee 2008/12/16: AC-6:
 - Formed sub-committee under Prof KK Talwar
 - To consider all pros and cons
 - Academic Committee 2009/03/26: AC-3:
 - Item 17: Rotating headship: Wait for Dr Talwar's report
 - Prof K K Talwar Committee (2009)
 - Discussed with FAIIMS, PGI, others
 - Experience of non-medical institutions (IITs) not representative of medical institutions
 - Not successful in BHU, AMU
 - Successful in CMC
 - Should be tried as an experiment
 - Rotating headship, 4 year tenure
 - Professors only, at least 2 years as professor if more than 2 professors
 - Rotation limited to first 2 professors first
 - Review at 3-4 years
 - Core group of 3 senior-most faculty
 - Plan purchase, expansion

Pros of Rotation

 - Everyone gets a chance to show worth
 - May create healthy competition
 - Discouragement of autocratic attitude

More democratic and transparent functioning

Cons of Rotation

 - Person with long term vision
 - Stability-mentorship/guidance
 - Rapid shifting hampers competence
 - Rotation may lead to exodus of faculty
 - Rotation may curtail initiative of head

 - Academic Committee 2009 Dated:- 2009/04/27:
 - Agree with Dr Talwar's committee report
 - Objection by Dr Kartar Singh
 - No need to change the existing system
 - Governing Body Meeting 26/11/2009
 - Item 146/13: To consider rotation every 5 years
 - Chairman recommended review by small group
 - Head should have
 - Seniority
 - Publications
 - Capacity



- Patient care
 - Behaviour with patients etc
- Institute Body Meeting 8/12/2009
 - Deliberated entire Valiathan committee report
 - Item #17: Rotating headship
 - Dr Shyama Prasad:
 - Rotation will solve many problems, follow the Dr KK Talwar committee recommendations
 - Should be competition based for fixed tenure
 - Dr SS Agarwal:
 - Apprehension, will create danger in various institutions
 - Demotion of existing head
 - Was addressing only some disgruntled individuals
 - President:
 - Selection based post with tenure
 - System designed should be acceptable to faculty
 - DGHS:
 - Rotating headship in 24 institutions, not satisfactory
 - AIIMS problem only in 7 departments
 - Decision:
 - Accepted in principle
 - However, process required deeper consultation
 - Director and Dean should have discussions with individual faculty members in presence of JS
- 2010/2/12: Meeting with faculty, feedback collected- in favour of Rotation
- Institute Body Meeting 11/5/2010
 - Agenda Item No 143/8
 - Collegium systems: withdrawn from consideration
- Institute Body Meeting 16/1/2012
 - Agenda Item No 146/13: Consider Valiathan committee report for rotating headship every 5 years:
 - Constituted a committee to look into functioning of AIIMS and rotating headship
 - Till then, rotating headship for 4 years or 62 years of age, whichever is earlier, with collegiums systems should be brought in place.
2. Sneh Bhargava Committee (2010)
- Collegium in each Department consisting of three senior most faculty for taking all important decisions to ensure participation of faculty members in the internal administration of the Department.

3. Sujata Rao Committee (2010)
 - Recommended collegium system for all departments and Centers for departmental budgets, academic plans, recommendations of names for internal committees etc
4. Pradhan Committee (2013)
 - Recommended: Rotating headship among 3-4 senior-grade professors, 5 year tenure each
 - Dissent by Dr YK Chawla
5. Venkata Chalam Committee (2014-15)
 - Rotation of Headship for different Departments & Centres in AIIMS is not recommended. In its place, collegium system of administration is recommended
6. Rotation in Other Institutions
 - IITs:
 - Director appoints HoD, 2 + 1 year term
 - Usually by Seniority
 - UGC-Autonomous institutions:
 - Rotation optional, 3-5 year term
 - No need to change if system of headship working satisfactorily
 - JIPMER:
 - 3 year by seniority
 - Includes Additional Professors
 - All applications routed through HoD
 - APAR by MS/Dean/Director
 - Discord +, Director steps in
 - NIMHANS
 - 3 years by seniority at Professor Level Only
 -



F. No. 37-10/2018/Coordn. Cell/Estt.-I
ALL INDIA INSTITUTE OF MEDICAL SCIENCES
ANSARI NAGAR, NEW DELHI-110029
(Coordination Cell)

Dated: 25th September, 2019

Subject: Rotatory Headship-reg.


Undersigned is directed to forward herewith a letter No. V-16020/200/2018-INI-I dated 16/09/2019 on the above mentioned subject in which it has been requested to bring a comprehensive agenda in the next CIB meeting regarding the issue of Rotatory Headship discussed in the GB of the Institute in December, 2017.


It is requested to take necessary action and to furnish action taken in the matter in soft copy on the email ID: pgaiims@gmail.com as well as hardcopy to Coordination Cell may please be provided.

Encl. as above


(S.L. CHAMOLI)
ADMINISTRATIVE OFFICER

✓ A.O (Faculty cell)

Hem

18/X


26/9/2019
Registrar,
Academic Section

आर्य समाज विश्व आयुर्विज्ञान संस्थान
All India Institute of Medical Sciences
शैक्षिक अनुभाग/ACADEMIC SECTION
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आर्य समाज विश्व आयुर्विज्ञान संस्थान, नई दिल्ली-110029
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F. No. 37-10/2018/Coordn. Cell/Estt.-I
ALL INDIA INSTITUTE OF MEDICAL SCIENCES
ANSARI NAGAR, NEW DELHI-110029
(Coordination Cell)

Dated: 25th September, 2019

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Encl. as above


(S.L. CHAMOLI)
ADMINISTRATIVE OFFICER

✓ A.O (Faculty cell)

R.I.O.

Reference Above:-

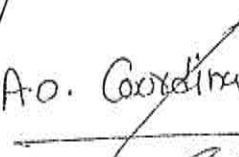
A.O. Coordination Cell is informed that the work related to Rotating Headship is being looked after by Academic Section of AIIMS, N.D. It is requested kindly pursue this matter with Academic Section, AIIMS, N.D.


17/10/19

A.O. (F.C.)
17/10/19

V.T.



✓ A.O. Coordination Cell

17/10/19
S.K.

80-607805-22

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V-16020/200/2018-INI-I

Govt. of India

Ministry of Health and Family Welfare
(INI-I Section)

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OFFICE OF THE Dy. SECRETARY, A.I.M.S.
23 SEP 2019
डा.यसी व./Dy. No.

Nirman Bhawan, New Delhi
Dated 16th September, 2019

अ.भा.आ.सं. 607805
A.I.M.S. NO. 607805
DATED 20/9/19
23/9/19

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स्वास्थ्य विभाग/RECEIVED
आ.भा.आ.सं. कार्यालय, अ.भा.आ.सं. 6
Dy. Director (Admn.) Office A.I.M.S.
23 SEP 2019

To,

The Director,
AIIMS,
Ansari Nagar,
New Delhi-29

Subject:-Rotatory Headship -reg.

Sir,

I am directed to refer to the subject mentioned above and to say that the issue of Rotatory Headship was discussed in the GB of the Institute in December, 2017. However, the progress since then is not known.

2. In view of the above, the Institute is requested to bring a comprehensive agenda in the next CIB meeting.

Yours faithfully,

(Sunita Dhaundiyal)

Under Secretary to the Govt. of India

Tel:-23061843

डा.यसी व.
23/9/19
Dy. Director
CAO (1)
CAO
Sr. AO (2)

D. Gaur
24/9
A.O. (Cowan)
24/9/19
S. K. S.

538
15.9.19

आ.सं. 607805
S. No. 607805
D. 26/9/19

dt 27/9/2019

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V-16020/200/2018-INI-I

Govt. of India
Ministry of Health and Family Welfare
(INI-I Section)

भारत सरकार/भारत सरकार
आ.सं. 607805
SECRETARY, A.I.I.M.S.
23 SEP 2019
आयसी सं./Dy. No.

Nirman Bhawan, New Delhi
Dated 16th September, 2019

To,

The Director,
AIIMS,
Ansari Nagar,
New Delhi-29

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प्राप्त किया/RECEIVED
आयसी सं. (आ.सं.) कार्यालय, अ.भा.आ.सं.,
Dy. Director (Admin.) Office A.I.I.M.S.
23 SEP 2019

Subject:-Rotatory Headship -reg.

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(Sunita Dhaundiyal)

Under Secretary to the Govt. of India

Tel:-23061843

Handwritten notes and signatures:
23/9/19
CAO (1)
Sr AO
Mr Vikram

AO (FE)
24/9/19

Handwritten signature and date: 28/9/19

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dt- 27/9/2019
fe
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V-16020/200/2018-INI-I

Govt. of India

Ministry of Health and Family Welfare
(INI-I Section)

Nirman Bhawan, New Delhi
Dated 16th September, 2019

आ.आ.सं. 6078/CS
दि. 20/9/19

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25/9/19/0402

To,

The Director,
AIIMS,
Ansari Nagar,
New Delhi-29

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23 SEP 2019
आ.आ.सं. कार्यालय, अ.पा.आ.सं.
Director (Admn.) Office A.I.I.M.S.

Subject:-Rotatory Headship -reg.

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Yours faithfully,

(Sunita Dhaundiyal)

Under Secretary to the Govt. of India

Tel:-23061843

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CAO (1)

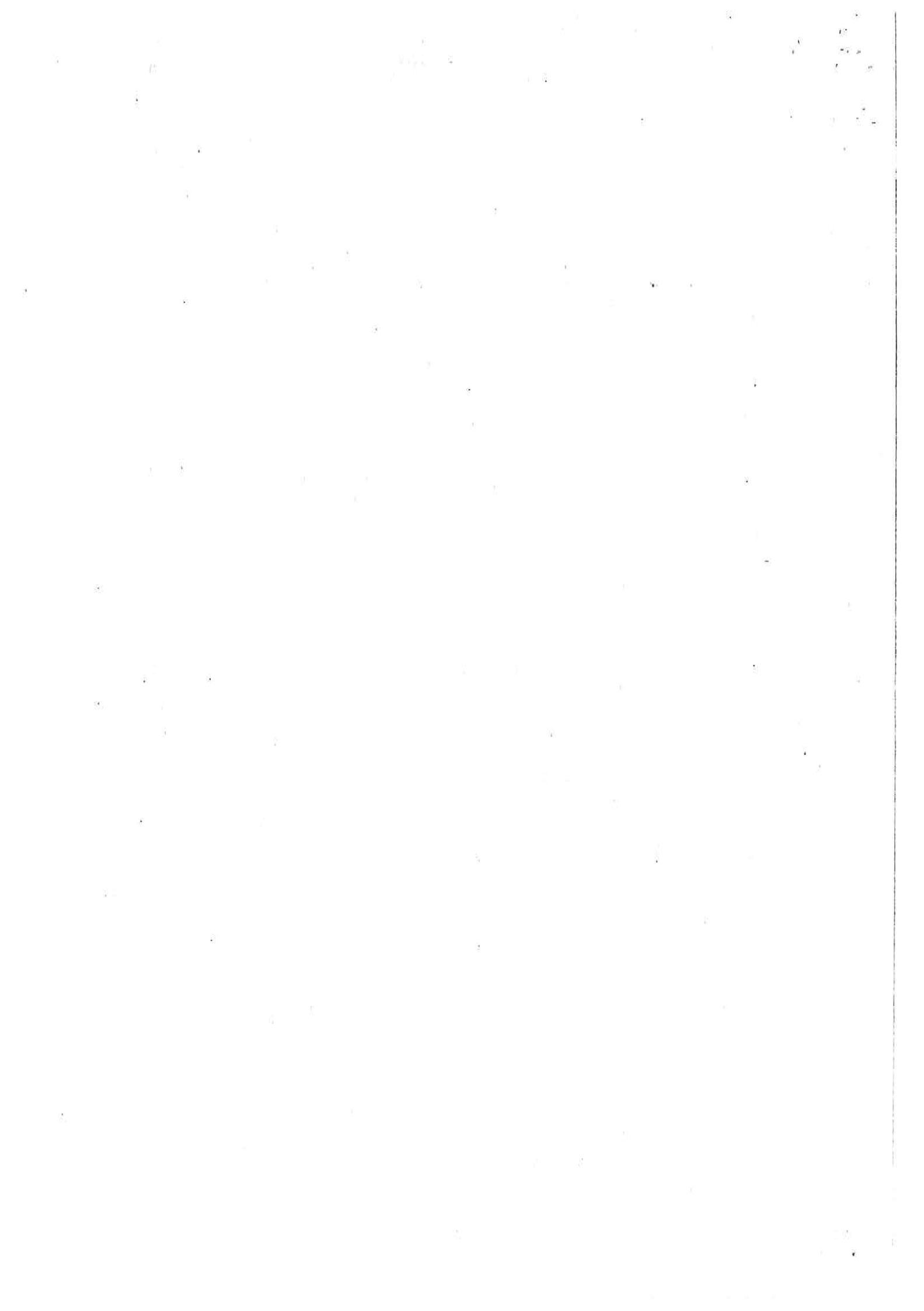
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AO (Fe) : Pl. discuss

24/9/19

24/9/19

25/9/19



ALL INDIA INSTITUTE OF MEDICAL SCIENCES

F.No. 2-2/2017-Genl.

Ansari Nagar, New Delhi-29
Dated:

05 APR 2018

MEMORANDUM

Subject:- Final Minutes of the 156th meeting of the Governing Body held on Thursday, the 21st December, 2017 at 5:00 P.M. in the Conference Room of the Hon'ble HFM's Office in Nirman Bhawan, New Delhi.

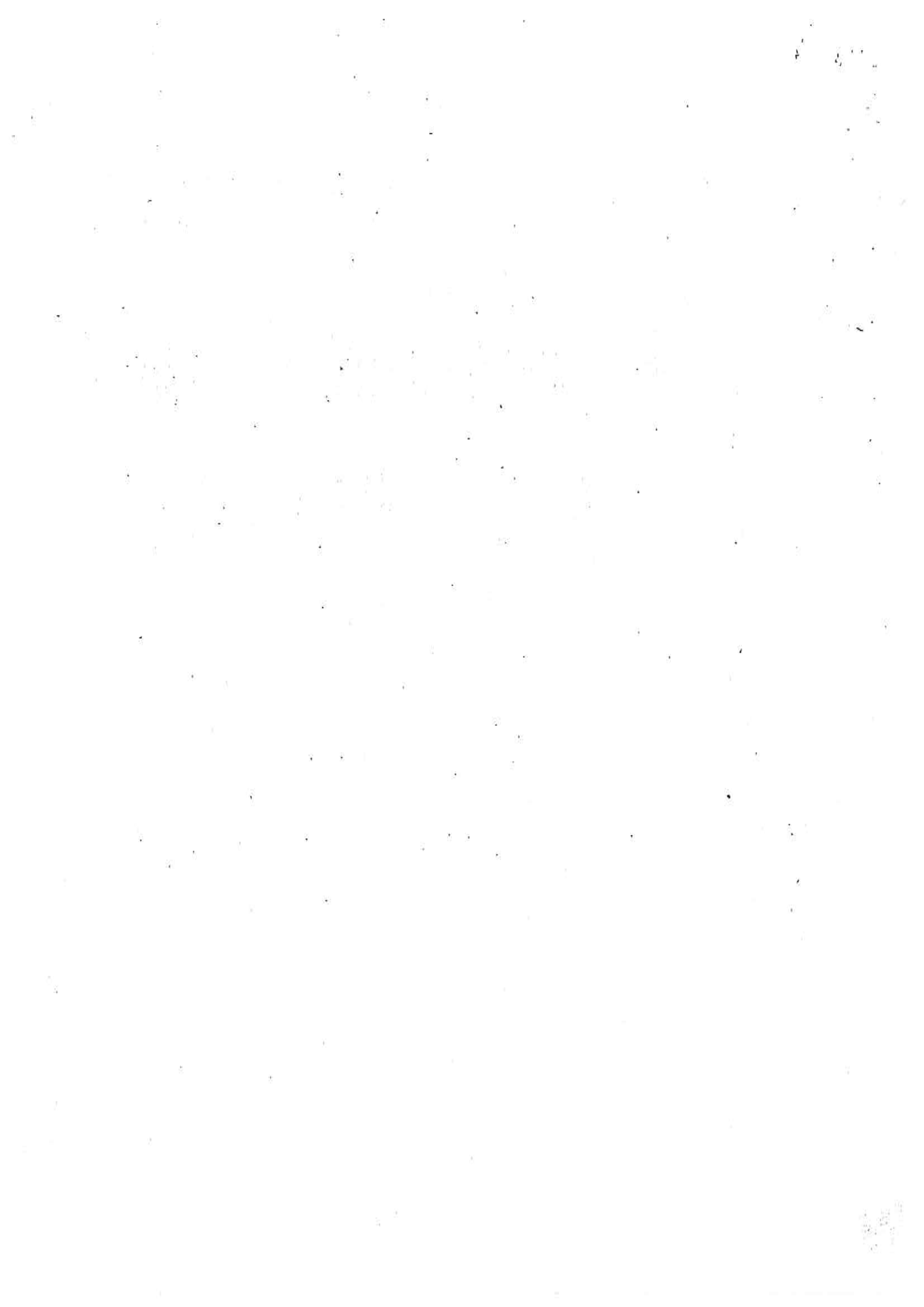
The Final Minutes of the Governing Body meeting held on 21st December, 2017 at 5:00 P.M. in the Conference Room 3rd Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi duly approved by the Chairman is being circulated to all the Members of the Governing Body for information.



(PROF. RANDEEP GULERIA)
DIRECTOR &
MEMBER SECRETARY

Encl. As above

The Chairman and all the
Members of the Governing Body.



275

Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

F.No. 2-2/2017-Genl.

Ansari Nagar, New Delhi-29

Dated: 21 MAR 2018

MEMORANDUM

Subject:- Minutes of the 156th meeting of the Governing Body held on Thursday the 21st December, 2017 at 5:00 PM in the Conference Room 3rd Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

Minutes of the 156th meeting of the Governing Body held on 21st December, 2017 at 5:00 P.M. in the Conference Room, 3rd Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi as approved by the Chairman are circulated to Chairman and all the Members of the Governing Body for information. Observations, if any, may kindly be communicated to the undersigned *within two weeks* from the date of issue of this memorandum.



(PROF. Y.K. GUPTA)
DIRECTOR (OFFICIATING)

Encl. As above

The Chairman and all the
Members of the Governing Body.



MINUTES OF THE 156TH MEETING OF THE GOVERNING BODY HELD AT 5.00 P.M. ON THURSDAY, THE 21ST DAY OF DECEMBER, 2017 IN THE MINISTRY OF HEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

Meeting of the 156th meeting of the Governing Body (GB) of AIIMS, New Delhi was held at 5.00 P.M. on Thursday, the 21st December, 2017 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi and the followings were present:-

- 1) Shri Jagat Prakash Nadda -- Chairman
Hon'ble Union Minister of Health & Family Welfare
Government of India,
Nirman Bhawan,
New Delhi – 110 011
- 2) Prof. Ram Gopal Yadav -- Member
Hon'ble Member of Parliament (Rajya Sabha)
8-A, Lodhi Estate,
New Delhi – 110 003
- 3) Shri Ramesh Bidhuri -- Member
Hon'ble Member of Parliament (Lok Sabha)
H.No.179, Sunpath House,
Village Tughlakabad
New Delhi – 110 044
- 4) Smt. Preeti Sudan -- Member
Secretary to the Govt. of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi – 110 011
- 5) Dr. Jagdish Prasad -- Member
Director General of Health Services,
Government of India,
Ministry of Health & Family Welfare
Nirman Bhawan,
New Delhi – 110 011
- 6) Smt. Vijaya Srivastava -- Member
Special Secretary & Financial Adviser
Government of India
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi – 110 011

- | | | | |
|-----|--|----|------------------|
| 7) | Dr. D.S. Rana
Chairman
Board of Management
Sir Ganga Ram Hospital,
New Delhi | -- | Member |
| 8) | Dr. Mahesh B. Patel
F-001, Shilalekh Society,
Opposite Police Stadium
Shahi Baug, Ahmedabad-380004 | -- | Member |
| 9) | Dr. D.G. Mhaisekar
Vice Chancellor,
Maharashtra University of Health Sciences,
Dindori Road, Mhasrul,
Nashik-422004 | -- | Member |
| 10) | Prof. Randeep Guleria
Chief Executive Officer & Director
All India Institute of Medical Sciences
Ansari Nagar
New Delhi -110 029 | -- | Member-Secretary |

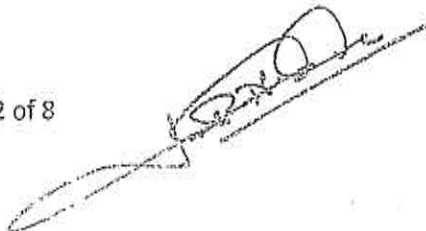
Following members could not attend the meeting:-

- 1) Shri Kewal Kumar Sharma
Secretary to the Govt. of India
Deptt. of Higher Education
Ministry of Human Resource Development
Shastri Bhawan,
New Delhi - 110 001

Prof. Balram Airan, Dean (Academic), AIIMS, New Delhi; Dr. D.K. Sharma, Medical Superintendent, AIIMS, New Delhi and Shri Arun Singhal, Joint Secretary, Ministry of Health & Family Welfare attended the meeting as Special Invitee.

Shri Ramesh Kumar Sudhanshu, Dy. Director (Admn.) and Shri Neeraj Kumar Sharma, Sr. Financial Adviser, AIIMS, New Delhi were also present.

At the outset, Director, AIIMS thanked the outgoing members of Governing Body viz. Sh. C K Mishra, Ex-Secretary, Ministry of Health & Family Welfare & Prof. M C Misra, Ex-

Director, AIIMS and welcomed Smt. Preeti Sudan, Secretary Health and Family Welfare to the Governing body of AIIMS, New Delhi.

The quorum for the meeting was fulfilled.

With the permission of the Hon'ble HFM and Chairman, Governing Body AIIMS agenda was presented for discussion by the Director, AIIMS as under:-

ITEM NO.GB-156/1

Confirmation of the final minutes of the 155th Governing Body meeting held on 10th October, 2017 in the Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

Director, AIIMS informed that no comments or objections have been received from any member of the Governing Body on the Minutes of the Governing Body meeting held on 21st October, 2016.

Minutes of Governing Body meeting held on 21st October 2017 were confirmed.

ITEM NO.GB-156/2

Action Taken Report on the final minutes of the 155th Governing Body meeting held on 10.10.2017 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi

Director, AIIMS informed that the Minutes of 156th Governing Body Meeting have been circulated just few days ago and action has been initiated on the decisions taken therein. It was noted that due to short duration of time, action taken report on the final minutes of the 155th Governing Body meeting shall be placed before the GB in the next meeting.

ITEM NO.GB-156/3

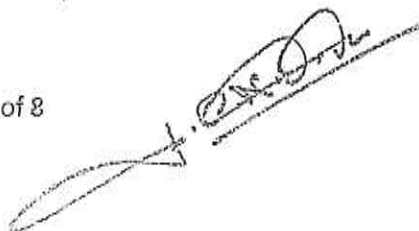
Ratification of 216th Meeting of Standing Finance Committee held on 9th October, 2017 in the Committee Room 1st Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

Governing Body ratified the minutes of 216th meeting of the Standing Finance Committee.

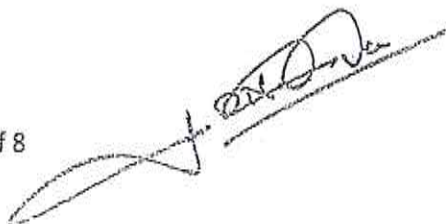
ITEM NO.GB-156/4

Submission of Dr. Balram Airan Committee report

Director, AIIMS informed the Governing Body that before discussing the agenda item, it would be prudent to enumerate a list of important committees constituted for AIIMS, New Delhi and their recommendations which are summarized as follows:

Year	Name of the Committee	Broad Terms of Reference
2006	Dr MS Valiathan	To study the functioning of AIIMS and make recommendations for further development of the Institute, particularly with a view to improve the standards of research, teaching and quality of patient care.
2010	Ms Sujatha Rao	Administrative, financial and legal implications of the seven recommendations of Valiathan Committee requiring structural changes
2010	Dr Sneh Bhargava	Recommend suitable work standards for faculty
2013	Mr Pradhan	Faculty recruitment, seniority, reservations
2014	178 TH and 212 TH reports of Committee on Subordinate Legislation, Rajya Sabha	Governance at AIIMS
2014	Mr Venkatchalam	To reply to issues raised by 178 TH and 212 TH reports of Committee on Subordinate Legislation, Rajya Sabha To consider the replies of the Ministry before the Committee on Subordinate Legislation, Rajya Sabha in their proceedings on AIIMS, New Delhi. To consider the other Reports and recommendations of Committees earlier set up on AIIMS, New Delhi and other AIIMS. To recommend reframing of Rules and Regulations for all AIIMS under the AIIMS Act.
2015	87 th report: Department related parliamentary standing committee on HFW	Governance at AIIMS
2016	Dr Balram Airan	To review the reports of previous committees for submission to the Subordinate Committee on Legislation, Rajya Sabha

It was informed that the Valiathan Committee had made 38 recommendations:

- 31 not requiring structural changes in AIIMS Act, Rules and Regulations
- 7 requiring structural changes in AIIMS Act, Rules and Regulations

The implementation of these recommendations has been discussed during the 143rd GB Meeting and during the 142nd, 143rd & 144th IB meetings of AIIMS, New Delhi. During the 144th IB Meeting on 16th January 2012, one of the members had observed that the Valiathan Committee report was the thoughts of Dr Valiathan alone as none of the other members attended the meeting and there were dissenting notes from Secretary MoHFW & DGHS. It was decided at that meeting to await the 87th report of the Standing Parliamentary Committee before further decision is taken.

The current status of the Valiathan Committee's recommendations not requiring structural changes in AIIMS Act, Rules & Regulations are as follows:

- 23 Accepted and implemented/in process of implementation
- 4 Accepted, no action taken yet
- 2 Futuristic, no action needed
- 2 Rejected, no action needed

As regards the recommendations of the Valiathan Committee requiring structural changes in AIIMS Act, Rules & Regulations, it was informed that the Ms. Sujatha Rao Committee constituted in 2010 for this purpose had accepted all 7 recommendations with modifications and had suggested detailed changes in structure of various committees and a Collegium system of Governance in departments.

Keeping in view the multiple recommendations of various committees, Dr Balram Airan Committee was formed in 2016 to review the reports of the Valiathan Committee, Sneha Bhargava Committee, Venkatathalam Committee, Pradhan Committee & Sujata Rao Committee with the objective of formulating the draft Rules & Regulations to be submitted to the Ministry of Health and Family Welfare, Government of India, for submission to the Subordinate Committee on Legislation, Rajya Sabha.

Hon'ble Member of the Governing Body, Dr Mahesh B Patel raised the issue of rotating headship recommended by the Valiathan Committee. It was discussed that there have been contrary views on this issue in the recommendations of various committees till date and the subsequent committees have been more inclined towards a collegium system of governance than for rotating headship. Hon'ble member Dr Jagdish Prasad, DGHS, opined that rotating headship was a failed system. Hon'ble Member Parliament, Sh. Ram Gopal Yadav & Dr D S Rana also opined that the concept of rotating headship is not desirable and its implementation would result in anarchy in the Institute.

It was decided that in line with the recommendation of the 87th report of the Department related Parliamentary Standing Committee on Health & Family Welfare - wherein it has been recommended that rotating headship be given a serious thought by the authorities and a well-considered decision be arrived at after discussing the pros and cons with entire array of stakeholders - an internal committee be constituted at AIIMS, New Delhi to look into the issue of rotating headship or alternative options of departmental Governance in totality. The internal




committee must consult with all stakeholders & examine its implication on all aspects before making a recommendation.

Subsequently, the Governing Body reviewed the recommendations of the Dr Balram Airan Committee and suggested that changes listed in the annexure be incorporated in the report of this committee in reply to the Subordinate Committee on Legislation, Rajya Sabha & the draft amendments to AIIMS Rules & Regulations:

It was decided that AIIMS shall incorporate the necessary changes and forward the matter on file to MoHFW for examination before putting up the final proposed amendment to AIIMS Rules & Regulations before the Governing Body for approval.

The following annexures are enclosed, detailing these changes:

1. Original report of the Balram Airan Committee
2. List of changes made in the suggestions of the Balram Airan Committee Report, based on the recommendations of this Governing Body
3. Proposed revised AIIMS Rules and Regulations (incorporating the suggestions of his Governing Body)

ITEM NO.GB-156/5

Proposal for Taking over Super Specialty Pediatrics Hospital and Post Graduate Teaching Institute, Noida, Uttar Pradesh by AIIMS, New Delhi

Item withdrawn.

ITEM NO.GB-156/6

Critical fund requirement, based on Revised Estimates for Financial Year 2017-18 for AIIMS and NCI Jhajjar projects.

Governing Body noted the proposal of AIIMS, New Delhi for additional allocation of Rs. 831.00 Crores in the revised budgetary provisions of 2017-18 and was informed that the matter is already being pursued by MoHFW with the Finance Ministry. GB also noted that without additional grant of Rs. 580.00 Crore for creation of Capital Assests, various projects including NCI Jhajjar may not be possible to be commissioned as per schedule.

Members of the GB observed that a lot of new blocks/centres are coming up or have been planned in distant locations from each other such as Masjid Moth, Trauma Centre expansion area etc which may cause difficulty to the patients for navigation and provide a hindrance in comprehensive care of patients coming to the hospital. Secretary (H&FW) desired that keeping in view the massive scale of expansion works going on at AIIMS, New Delhi, it is essential to prepare a comprehensive master plan.

Director, AIIMS informed that an exercise to prepare a detailed master plan was initiated during the tenure of Ex-Director Prof. P K Dave wherein it was envisaged to demolish part of the existing residential accommodation in East Ansari Nagar Campus of AIIMS, New Delhi and expand the patient care facilities in proximity with the existing Hospital so that the patients don't have to travel long distances between new and existing facilities. It was also informed that these residential accommodations were built over 50 years ago, required repeated repairs, and have outlived their economical shelf life. The Director suggested that the existing C-II and C-I type houses could be demolished and the area thus vacated could be a part of the extended hospital area. He suggested that the superspecialty blocks currently proposed in the trauma centre expansion area could be shifted to this area while the area in the trauma centre expansion could become residential and meet the need of additional staff. This would also decrease traffic in the trauma centre expansion area.

After deliberation, the Governing Body agreed with the proposal of the Director, AIIMS to permit AIIMS, New Delhi to prepare a comprehensive master plan for development of new facilities such that hospital areas are built close to each other to minimize patient discomfort. While doing this, pedestrian and traffic flow should be carefully analysed from the point of view of easy access and better patient care and these are segregated to the maximum extent possible. The Chairman desired that the said exercise should be completed at the earliest with a vision for at least the next 5 years (Vision : AIIMS-2022) and the master plan should be placed before the Governing Body for approval.

ITEM NO.GB-156/7

Conduct of recruitment exams. for other AIIMS regarding.

Director, AIIMS informed the Governing Body that AIIMS, New Delhi was getting overwhelmed with requests for conducting academic and recruitment examination for other new AIIMS coming up across the Country. The Chairman stressed that it was essential for AIIMS, New Delhi to shoulder this burden for sometime to ensure similar standards are maintained across new AIIMS.

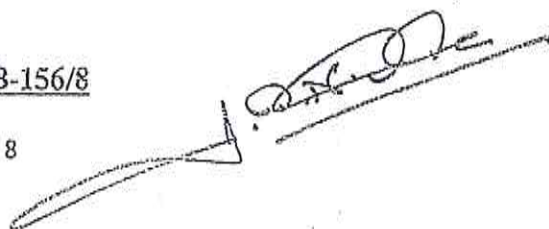
After discussion, the GB agreed to the proposal of the Director, AIIMS to the following effect:

- AIIMS, New Delhi may conduct entrance examination for other new AIIMS, when requested, for Academic Courses like MBBS, BSc, PG, DM-MCh, etc. along with its own entrance examination for similar courses
- AIIMS, New Delhi may conduct recruitment examination for other new AIIMS, when requested, for Faculty Posts & Nursing Staff along with its own recruitment process for similar posts
- AIIMS, New Delhi shall not conduct recruitment and selection process for other Institutes for any other Group A, B, C & D posts except on the directions of the President.



ITEM NO.GB-156/8

Page 7 of 8



To consider the representation of Dr. Prabhoo Dayal, Assistant Professor of Psychiatry (NDDTC) for reconsideration of his promotion to the next grade of Associate Professor of Psychiatry (NDDTC) Under Assessment Promotion Scheme at the AIIMS, New Delhi.

Governing Body reviewed the decision points of the Selection Committee of AIIMS, New Delhi on the basis of which Dr Prabhoo Dayal, Assistant Professor of Psychiatry (NDDTC) was denied promotion to the next grade of Associate Professor of Psychiatry (NDDTC) under Assessment Promotion Scheme at AIIMS, New Delhi. Governing Body was of the view that the Selection Committee has done due diligence in the said matter and agreed with the decision of Selection Committee and accordingly rejected the representation of Dr. Prabhoo Dayal in the said matter.

ITEM NO.GB-156/9

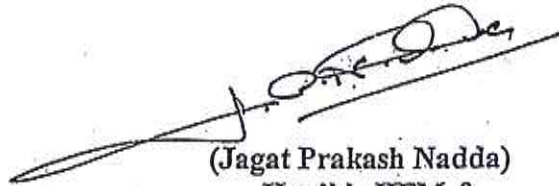
To consider the proposal for grant of voluntary retirement to Dr. Nutan Agarwal, Professor of OBST.& Gynae, from the service of the Institute w.e.f. 29.12.2017 (FN) at the AIIMS, New Delhi.

Governing body approved the proposal for grant of voluntary retirement to Dr. Nutan Agarwal, Professor of Obst.& Gynae, from the service of the Institute w.e.f. 29.12.2017 (FN) at the AIIMS, New Delhi

The meeting ended with a vote of thanks to all those present.



(Prof. Randeep Guleria)
Director &
Member Secretary
Governing Body, AIIMS



(Jagat Prakash Nadda)
Hon'ble HFM &
Chairman, Governing Body, AIIMS

1. Dr M S Valiathan Committee (2006):-

- **Recommendation No. 17: Rotating headship every 5 years**
- **Academic Committee 2008/12/16: AC-6:**
 - **Formed sub-committee under Prof KK Talwar**
 - **To consider all pros and cons**
- **Academic Committee 2009/03/26: AC-3:**
 - **Item 17: Rotating headship: Wait for Dr Talwar's report**
- **Prof K K Talwar Committee (2009)**
 - **Discussed with FAIIMS, PGI, others**
 - **Experience of non-medical institutions (IITs) not representative of medical institutions**
 - **Not successful in BHU, AMU**
 - **Successful in CMC**
 - **Should be tried as an experiment**
 - **Rotating headship, 4 year tenure**
 - **Professors only, at least 2 years as professor if more than 2 professors**
 - **Rotation limited to first 2 professors first**
 - **Review at 3-4 years**
 - **Core group of 3 senior-most faculty**
 - **Plan purchase, expansion**

Pros of Rotation

- **Everyone gets a chance to show worth**
- **May create healthy competition**
- **Discouragement of autocratic attitude**
- **More democratic and transparent functioning**

Cons of Rotation

- Person with long term vision
 - Stability-mentorship/guidance
 - Rapid shifting hampers competence
 - Rotation may lead to exodus of faculty
 - Rotation may curtail initiative of head
-
- **Academic Committee 2009 Dated:- 2009/04/27:**
 - Agree with Dr Talwar's committee report
 - Objection by Dr Kartar Singh
 - No need to change the existing system
-
- **Governing Body Meeting 26/11/2009**
 - Item 146/13: To consider rotation every 5 years
 - Chairman recommended review by small group
 - Head should have
 - Seniority
 - Publications
 - Capacity
 - Patient care
 - Behaviour with patients etc
-
- **Institute Body Meeting 8/12/2009**
 - Deliberated entire Valiathan committee report
 - Item #17: Rotating headship
 - Dr Shyama Prasad:
 - Rotation will solve many problems, follow the Dr KK Talwar committee recommendations
 - Should be competition based for fixed tenure
 - Dr SS Agarwal:

- Apprehension, will create danger in various institutions
 - Demotion of existing head
 - Was addressing only some disgruntled individuals
 - **President:**
 - Selection based post with tenure
 - System designed should be acceptable to faculty
 - **DGHS:**
 - Rotating headship in 24 institutions, not satisfactory
 - AIIMS problem only in 7 departments
 - **Decision:**
 - Accepted in principle
 - However, process required deeper consultation
 - Director and Dean should have discussions with individual faculty members in presence of JS
- 2010/2/12: Meeting with faculty, feedback collected- in favour of Rotation
- Institute Body Meeting 11/5/2010
- Agenda Item No 143/8
 - Collegium systems: withdrawn from consideration
- Institute Body Meeting 16/1/2012
- Agenda Item No 146/13: Consider Valiathan committee report for rotating headship every 5 years:
 - Constituted a committee to look into functioning of AIIMS and rotating headship

- Till then, rotating headship for 4 years or 62 years of age, whichever is earlier, with collegiums systems should be brought in place.

2. Sneh Bhargava Committee (2010)

- Collegium in each Department consisting of three senior most faculty for taking all important decisions to ensure participation of faculty members in the internal administration of the Department.

3. Sujata Rao Committee (2010)

- Recommended collegium system for all departments and Centers for departmental budgets, academic plans, recommendations of names for internal committees etc

4. Pradhan Committee (2013)

- Recommended: Rotating headship among 3-4 senior-grade professors, 5 year tenure each
- Dissent by Dr YK Chawla

5. Venkata Chalam Committee (2014-15)

- Rotation of Headship for different Departments & Centres in AIIMS is not recommended. In its place, collegium system of administration is recommended

6. Rotation in Other Institutions

- IITs:
 - Director appoints HoD, 2 + 1 year term
 - Usually by Seniority
- UGC-Autonomous institutions:
 - Rotation optional, 3-5 year term
 - No need to change if system of headship working satisfactorily
- JIPMER:

- 3 year by seniority
 - Includes Additional Professors
 - All applications routed through HoD
 - APAR by MS/Dean/Director
 - Discard +, Director steps in
- NIMHANS
- 3 years by seniority at Professor Level Only
-

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
NEW DELHI

No. F.1-2.Misc(Reg)/18-Acad-II

Dated: - 09/5/2018

MEMORANDUM

Subject: Constitution of committee to suggest policies regarding governance of departments at AIIMS New Delhi.

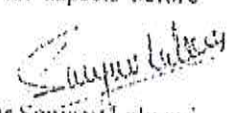
In pursuance of the decision of the Governing Body (GB) of AIIMS, New Delhi, in its 156th meeting held on 21st December, 2017 Director AIIMS is pleased to constitute the committee as under to look into the issue of rotating headship or alternative options of departmental Governance in totality.

- | | |
|---|------------------|
| 1. Dean (Academics) | Chairman |
| 2. Dean (Research) | |
| 3. Associate Dean (Academics) | |
| 4. Prof Rajesh Malhotra, Chief, JPNATC | |
| 5. Prof Nikhil Tandon, HOD, Endocrinology | |
| 6. Prof P Sahni, HOD, Surgical Gastroenterology | |
| 7. Prof Anoop Saraya, HOD Gastroenterology | |
| 8. Prof MV Padma, Neurology | |
| 9. Prof Naveet Wig, Medicine | |
| 10. Prof Sandeep Aggarwala, Paediatric Surgery | |
| 11. Prof Rajeshwari S. Anaesthesiology | |
| 12. Prof Rajinder Prashad, Surgical Disciplines | |
| 13. Prof Ritu Duggal, CDFR | |
| 14. Prof S Bakshi, Medical Oncology | |
| 15. Dr Puneet Khanna, Anaesthesiology | |
| 16. Dr Pragyan Acharya, Biochemistry | |
| 17. Dr Kapil Yadav, CCM | |
| 18. Dr Anu Sachdeva, Paediatrics | |
| 19. Dr Seema Kaushal, Pathology | |
| 20. FAIIMS Representative-1 | |
| 21. FAIIMS Representative-2 | |
| 22. Registrar | Member Secretary |

Terms of Reference:

1. To identify issues with the current system of governance and suggest if there is a need for change.
2. To review the decisions of previous committees constituted at AIIMS to look at this issue.
3. To evaluate the benefits and harms of rotating headship and collegiums system of functioning.
4. To suggest modalities for change in governance patterns.

The committee must consult with all stakeholders & examine its implication on all aspects before making a recommendation within time frame of 6 months.


Dr. Sanjeev Lalwani
Registrar Member Secretary

Copy to

1. PPS to Director PPS to Dean (Acad)/PPS to DD(Admin)MS, AIIMS/MS/RPC
2. All concerned.
3. CAO



MINUTES OF THE MEETING THAT WERE CIRCULATED TO ALL MEMBERS, AND THEIR RESPONSES TO THOSE MINUTES:

a) Minutes of meetings:

The Director, AIIMS, New Delhi constituted a committee consisting of the following members to look into the issue of rotating headship or alternative options of departmental Governance in totality:-

- | | |
|--|------------------|
| 1. Prof. V. K. Bahl, Dean (Acad.) | Chairman |
| 2. Prof. Chitra Sarkar, Dean (Res.) | |
| 3. Prof. Rajeev Kumar, Assoc. Dean (Acad.) | |
| 4. Prof. Rajesh Malhotra, Chief, JPNATC | |
| 5. Prof. Nikhil Tandon, HOD, Endocrinology | |
| 6. Prof. PeushSahni, HOD, GI Surgery | |
| 7. Prof. Anoop Saraya, HOD, Gastroenterology | |
| 8. Prof. M. V. Padma, Professor of Neurology | |
| 9. Prof. Naveet Wig, Professor of Medicine. | |
| 10. Prof. Sandeep Aggarwala, Prof. of Paediatric Surgery | |
| 11. Prof. Rajeshwari S, Professor of Anaesthesiology | |
| 12. Prof. Rajinder Prasad, Prof. of Surgical Disciplines | |
| 13. Prof. Ritu Duggal, Professor of CDER | |
| 14. Prof. S. Bakshi, Professor of Medical Oncology | |
| 15. Dr. Puneet Khanna, Anaesthesiology | |
| 16. Dr. Pragyan Acharya, Biochemistry | |
| 17. Dr. Kapil Yadav, CCM | |
| 18. Dr. Anu Sachdeva, Paediatrics | |
| 19. Dr. Seema Kaushal, Pathology | |
| 20. FAIIMS Representative -1 | |
| 21. FAIIMS REpresentative-2 | |
| 22. Prof. Sanjeev Lalwani | Member Secretary |

The meetings of the committees were held on 19.7.2018 and 9. 8. 2018 in Dean's Committee Room. Following suggestions were approved in regard governance of departments at AIIMS, New Delhi

1. Is change required in present system of governance

There was near unanimity amongst committee members that a change is required. There have been several previous committees i.e. Valiathan committee (2006), KK Talwar committee (2009), Sugatha Rao and Sneha Bhargava committee (2010), Pradhan committee (2013), Venketachalam committee (2014), Parliament committee (2015), Balram Airan committee (2016), who also have looked into these issues and given suggestions.

Few committee members felt that before such a major change is implemented, a scientific study should be undertaken to find out deficiencies in the existing system of headship at AIIMS and any modifications that can be undertaken in the existing system itself so that no major policy change will be required. Another survey should be undertaken in Medical Institutions that have adopted the new system of heading a department to find out if any improvement in its working has been documented compared to existing system.

2. Options available

- Head should not be by seniority but by selection taking into account seniority as well as merit and this can be reviewed every 2 years
- Rotating Headship by seniority
- Collegium with Head as at present



d. Collegium with rotating headship

Majority preferred the last (option d) while few preferred option c and option b and even no change in present system.

3. How many members will be there in the collegium

A Majority felt it should be Fifty percent of senior most Faculty members (maximum of 5 (in large departments) and minimum of 3 (in smaller departments)

b Restricting it to Professors or professors with 5 years experiences as professor only will create anomaly in smaller departments

c. Any faculty member should have option to opt out from the collegium | Headship

4. Duration of Rotating headship

a. Majority felt it should be 2 years (Longer duration would have been required if there was no collegium.

b. In collegium system there will be continuity so shorter duration of rotation will be preferable so that everyone will have a chance to be Head

c Few of the committee members felt that 2 years is too short a period and it should be extended to 5 years.

5. Who will be first Head

a. If present head has completed the years stipulated for headship, then second senior most Faculty becomes Head

b. If present head has not completed the years stipulated for headship, then he will be Head till he completes the stipulated years

c Third option preferred by few of the committee members was its implementation prospectively ie present Head of the department continues for a period of 2 to 5 years

6. How will seniority decided

Majority of members felt that as matter is subjudice(APS vs Direct recruitment), we should continue to follow present system of determining seniority

7. Who will be officiating head when Head goes on leave

Immediate past Head will officiate if there is one as part of collegium, otherwise senior most will officiate (depending on what system of governance is ultimately decided

8. How new members in the collegium will be added

a. Majority felt that when one Faculty member out of 2 or 5 Faculty member retires, next senior most will be added

b. Other option can be for Head to retire from collegium after completing 2 or 5 years (this will be more suitable for large department / centres

9. Will same rules apply to departments having different units

a. Yes same principles will apply

b. Each Unit will not have collegium system

10. Should rotating system be applied to Centre chiefs also

a. Majority felt that Chiefship of centres should also rotate otherwise whole purpose of rotationship will be defeated in centres (In future there will be many centres)

b. All heads of department | division in the centre should be members of the collegium

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry should be supported by a valid receipt or invoice. This ensures transparency and allows for easy verification of the data.

In the second section, the author details the various methods used to collect and analyze the data. This includes both manual and automated processes. The goal is to ensure that the data is as accurate and reliable as possible.

The third part of the document focuses on the results of the analysis. It shows that there is a clear trend in the data, which is consistent with the initial hypothesis. This finding is significant as it provides strong evidence for the proposed model.

Finally, the document concludes with a summary of the findings and some recommendations for future research. It suggests that further studies should be conducted to explore the underlying causes of the observed trends.

APPENDIX A: DATA SUMMARY

Year	Q1	Q2	Q3	Q4	Total
2018	120	150	180	200	650
2019	130	160	190	210	690
2020	140	170	200	220	730
2021	150	180	210	230	770
2022	160	190	220	240	810

- c. Majority preferred that 3 or 5 senior most members will be part of collegium as is envisaged for the departments
- c. Duration of rotation should be 2 or 5 years which ever option is agreed upon for the departments
- c all departments within the centres will also have collegium for departments

11. Responsibilities of the collegium

- a. purchase of machinery
- b. academic plan including teaching schedule
- c allotment of thesis
- d. approval of research projects
- e OPD, Indoor and Lab time allotment
- f recommendation of names for awards. Institute committees
- g starting any new course, fellowship
- h any future expansion plan

12. Responsibilities of Head in the collegium

- a. Governance of Non Faculty members in the department
- b. Forwarding and record of all leave applications of Faculty
- c Maintenance of equipment and wards
- d writing ACR

There was no unanimity about distributions of these responsibilities for Head / Collegium and can be looked into in detail at a later date

13 How decision will be arrived at in collegium

- a. By majority decision
- b. Collegium should meet fortnightly

14. How any disputes in the departments will be solved

AIIMS should have a committee to solve grievances in any department chaired by Director

The minutes were circulated to all the members. The comments received from Dr Rajinder Prashad and Dr Rajesh Malhotra are enclosed.

) Responses to the minutes by members of the committee:**1. Prof. Rajinder Parshad**

Dear Sir,

I would like to reiterate some of the points that I mentioned in the meeting since the whole exercise is being done to improve the system and make it more equitable.

One of the main reasons for the demand for rotating headship is perhaps due to the fact that people felt wronged by the injudicious use of powers vested in them. However, to assume that all heads are vile and all other members of the faculty are virtuous is not necessarily correct. In my own personal experience there have been times when the heads have been gentle while the junior faculty or the middle level faculties have tormented their seniors or their immediate juniors. I don't think heads can torment people unless the junior faculty connives and cooperates with them. They usually pick up junior people and give them out of the way favors. The juniors actively connive with them and that creates trouble for everyone. I can say that life would have much been simpler for people if their own peers/juniors had been fair and respected their rights irrespective of what the Heads did. I think it is time that this aspect of the problem is also addressed. Otherwise I doubt that we will ever achieve a peaceful co existence. If we don't change our attitude and behavior, nothing will change irrespective of the system we create. Let me give you a scenario: In a collegium system of 5 that we are proposing, what if the Head, no.4 and 5 join hands and turn down everything that 2 and 3 propose? This is exactly what has been happening before. Take another scenario: What if no 3, 4 & 5 decide to sabotage everything proposed by Head and no2? With the kind of math that we are talking about (majority decision) these are distinct possibilities.

I would further like to point out that the surgical departments and departments involved in the intervention procedures require a supervised training of junior faculty without which there will be chaos. So whatever system we adopt, it should take into consideration the impact it will have on training of faculty. With no one to supervise(Head is only supposed to supervise non faculty staff as per the proposal!!). There has to be someone to supervise the faculty.

In my view the following points should be considered:

1. The headship should not be of unlimited duration and there should be rotation.
2. Duration of head ship should be minimum 3 or maximum 5 years.
3. The Head should have reasonable powers to supervise and to run the department and take critical decisions.
4. Minimum experience of 5 years as a Professor should be mandatory to become the Head.
5. Review the need for unit system.

2. Prof. Rajesh Malhotra

Dear Sir,

Thank you for sending me the minutes of the meeting.

I wish to put my observation on record as some of them have definitely failed to make it to the minutes.

***Is change required?**

- a) I disagree with impression of "unanimity" as well as the mention of several previous committees, some of which we definitely know were of questionable credibility as the support for this contention. There was a diversity of opinion and apart from the sporadic examples in a few departments, there were no convincing arguments as to why the current system has to be debunked in a haste. For every example of poor administration or lack of coordination, there are several other departments where the current system is functioning well. I also agree that this analysis and consequent interpretation is without the necessary home work which is needed in view of the sensitive nature of the issue at hand.
- b) In the departments where the current systems is functioning well, a close scrutiny will reveal that the system in place there is the one akin to collegium with head albeit informally.

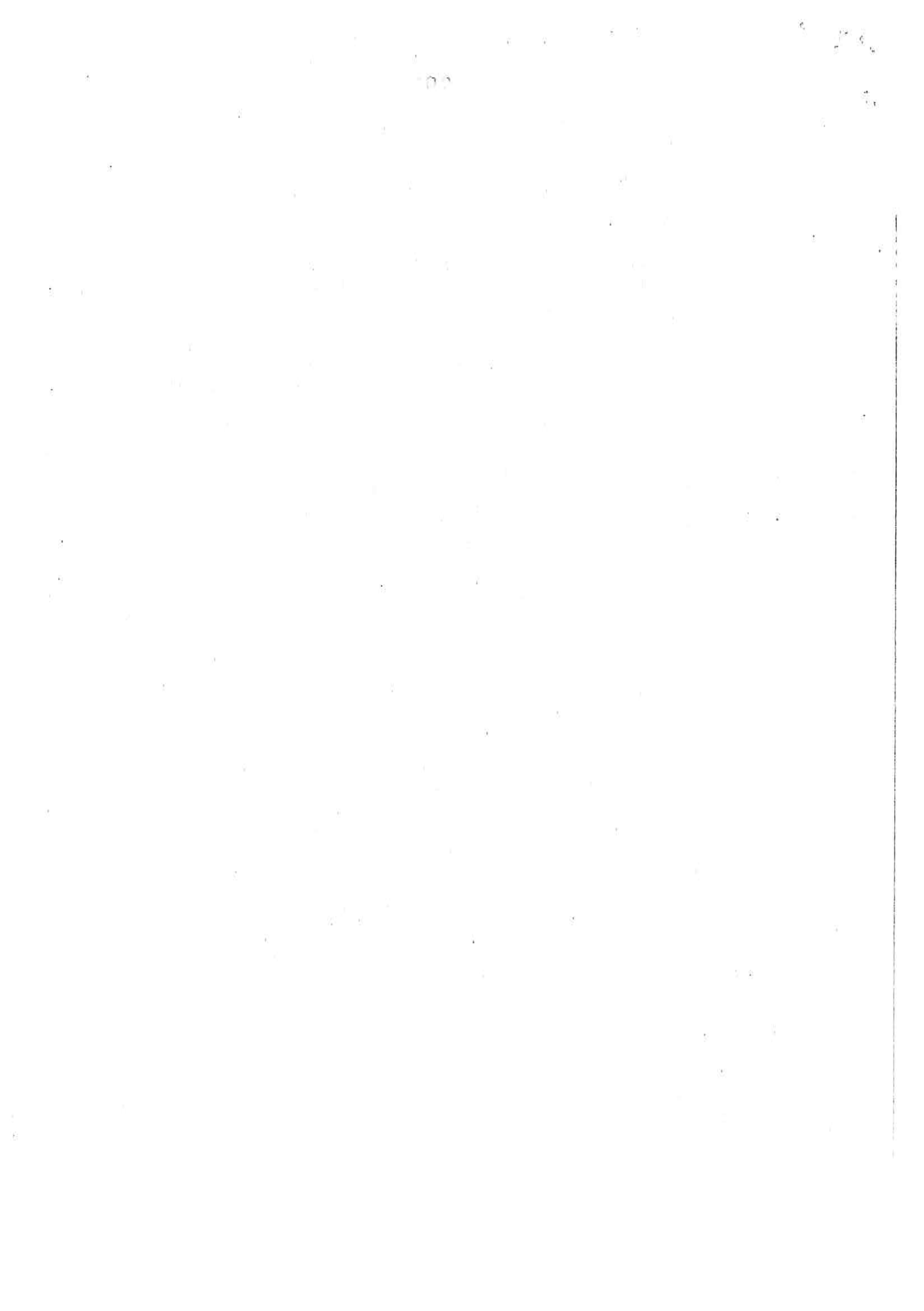
A duration of headship of 2 years is sure to throttle growth of the department as nothing substantial can be achieved in such a short period, whatever be the magnitude of the vision that the leader has. This is particularly relevant to the post of Center Chief where a person who is at the helm of affairs will be tempted to act as benefactor of his own department especially when various different departments/specialities are competing for limited resources.

Infact, the whims and fancies of such a Chief who is in saddle for a short period only will be far more detrimental than the current system.

I would like to add a few more points here:

- 1) It will become very difficult for the senior person to point out any irregularity or mistake to anyone and if it is done, reprisal will occur at some time in future.
- 2) Polarization of Junior Faculty will occur and they will side with the next "to-be" head in case they are offended by the head who is trying to discipline them.
- 3) In surgical specialities, the Junior faculty has to be trained but with some degree of control as they are still to gain experience and they have to be discouraged from taking up reckless or even "hazardous-for-the-patient" procedures. The new system proposed will take away any hesitation on their part and they may act as they like.
- 4) There will be attrition especially in surgical specialities as there will be little incentive to continue especially when you are good in your work as there will be no dream to fulfil. It is likely that initiative follow through will be lost if the next head, with a couple of supporters to achieve requisite majority, overrules the previous Head leading to waste of effort, time and resources.
- 5) Lastly, sir, it seems that the entire campaign currently is the aftermath of ire and feeling of vengeance towards the current heads and I can support my view from the suggestions contained within the circulated document such as

- I) that it should be effective immediately meaning thereby that the current head should be thrown away as soon as the new system is in place. I am not aware of any system where this kind of regulation is enforced retrospectively, a point which I made in the meeting also.
- II) that the Head should retire from collegium after completing his term meaning thereby that the members do not want the senior most and the most experienced person to have any opinion and/or suggestion about the functioning of the department anymore.
- III) If the current Head goes on leave, some of the learned members did not want the previous head to even officiate as head implying thereby that their aim is not only not to honor, recognize or consider his contribution to the department but to see him out and make sure that he remains there. All these factors led me to believe that there is hidden agenda as well as ulterior motive which is to hastily somehow dump the current system without giving due thought to what dumping the time tested system will bring in its wake .
- IV) We are being naive by presuming that interpersonal problems in the current system will fade when there is collegium with rotating headship. Conversely, it will lead to lobbying and exercise the majority rule to block the initiative taken by the head further leading to vitiating the environment in the department.



B: RECOMMENDATIONS BY THE CHAIRMAN (PERSONAL OPINION, NOT CIRCULATED TO THE MEMBERS)

Based on the majority decision, the committee recommends that present system of governance at AIIMS needs to be changed. The departments should be governed by a collegium of senior faculty members and headship of this collegium should be rotated every 2 years. The collegium should consist of fifty percent of senior most faculty members (maximum of 5 (in large departments) and minimum of 3 (in smaller departments)). The first head of this collegium should be current head of the department. In case, he has completed the years stipulated for headship, then second senior most Faculty should be the first head. As matter is subjudice (APS vs Direct recruitment), we should continue to follow present system of determining seniority. The same collegium system with rotating chiefship should also be applicable to the centres as is being recommended for departments in the main hospital.

