

# GOVERNING BODY

FOR THE 149<sup>TH</sup> MEETING OF

AGENDA

ALL INDIA INSTITUTE OF MEDICAL SCIENCES



TO BE HELD ON

: 19<sup>TH</sup> JULY, 2013

TIME

: 12.00 Noon

PLACE

: 3<sup>rd</sup> Floor, Committee Room,  
Ministry of Health & Family  
Welfare, Nirman Bhawan,  
New Delhi.

Through Special Messenger  
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29  
Dated: 25 JUN 2013

MEMORANDUM

Subject:-

149<sup>th</sup> Meeting of the Governing Body scheduled to be held on Friday the 19<sup>th</sup> July, 2013 at 12:00 Noon in the Committee Room, 3<sup>rd</sup> Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

The Chairman, Governing Body, AIIMS is pleased to convene the meeting of the Governing Body as under:

Date	:	Friday, 19 <sup>th</sup> July, 2013
Time	:	12:00 Noon
Venue	:	Committee Room, 3 <sup>rd</sup> Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

The Chairman and all the members of the Governing Body are requested to kindly make it convenient to attend the meeting.

The Agenda for the meeting is also enclosed.

The Chairman and all the Members of the Governing Body.

MEMBER SECRETARY

DIRECTOR &  
(PROF. R.C. DEKA)

*Ramesh Chandra*

18/6/13

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

List of Governing Body Members

1.	Shri Ghulam Nabi Azad Union Minister for Health & Family Welfare Nirman Bhawan, New Delhi-110011	Chairman
2.	Smt. Sushma Swaraj, M.P (Lok Sabha) 8, Sardarjung Lane, New Delhi-110011	Member
3.	Shri Motilal Vora, MP (RS) 33, Lodhi Estate, New Delhi-110011	Member
4.	Shri Ashok Thakur Secretary to the Govt. of India Department of Higher Education, Ministry of Human Resource Development Shastri Bhawan, New Delhi-110001	Member
5.	Shri Keshav N. Desiraju, Secretary to the Govt. of India Ministry of Health & Family Welfare Nirman Bhawan, New Delhi-110011	Member
6.	Prof. K.K. Talwar Chairman, Board of Governors Pocket-14, Sector-8, Dwarka, Phase-I, New Delhi.	Member
7.	Dr. R.A Badwe Director Tata Memorial Hospital, Dr. E. Borges Road, Lower Parel, Mumbai	Member
8.	Dr. Jagdish Prasad Director General of Health Services Govt. of India/Nirman Bhawan, New Delhi-110011	Member (Ex-Officio)
9.	Dr. S.P. Agarwal Secretary General, Indian Red Cross Society. Rafi Marg, New Delhi	Member
10.	Shri S.K. Srivastava Addl. Secretary and Financial Adviser Govt. of India Ministry of Health & Family Welfare Nirman Bhawan, New Delhi-110011	Member
11.	Prof. R. C. Deka Director, AIIMS	Member Secretary

AGENDA FOR THE 149<sup>TH</sup> GOVERNING BODY MEETING TO BE HELD ON FRIDAY THE 19<sup>TH</sup> JULY, 2013 AT 12:00 NOON IN THE COMMITTEE ROOM, 3<sup>RD</sup> FLOOR, MINISTRY OF HEALTH AND FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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Confirmation of the minutes of the 148<sup>th</sup> Governing  
Body meeting held on 22<sup>nd</sup> October, 2012 in the  
Ministry of Health and Family Welfare, Nirman  
Bhawan, New Delhi.

ITEM NO. GB-149/1

NOTE FOR THE GOVERNING BODY



## NOTE FOR THE GOVERNING BODY

ITEM NO. GB/149-1

**CONFIRMATION OF THE MINUTES OF THE 148<sup>th</sup> GOVERNING  
BODY MEETING HELD ON 22<sup>nd</sup> October, 2012 IN THE MINISTRY  
OF HEALTH AND FAMILY WELFARE, NIRMAN BHAWAN, NEW  
DELHI.**

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The minutes of the 148<sup>th</sup> Governing Body meeting held on  
22<sup>nd</sup> October, 2012 were circulated vide Memo No. 2-2/2012-  
Genl. dated 11<sup>th</sup> December, 2012 to the Chairman and all the  
members of the Governing Body for observation if any, to be  
forwarded within two weeks from the date of issue of the  
memorandum.

No observation on the minutes has been received within  
the stipulated time.

The said minutes are placed before the Governing Body  
for confirmation.



Through Special Messenger  
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29  
Dated: 11<sup>th</sup> December, 2012

F. No. 2-2/2012-Genl.

MEMORANDUM

Subject:-

Minutes of the 148<sup>th</sup> Meeting of the Governing Body held on Monday, the 22<sup>nd</sup> October, 2012 at 11:00 A.M in the Committee Room, 3<sup>rd</sup> Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

Minutes of the Governing Body meeting held on 22<sup>nd</sup> October, 2012 at 11:00 A.M. in the Committee Room, 3<sup>rd</sup> 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, kindly be communicated to the undersigned within two weeks from the issue of this memorandum.

*Ramesh Mishra*  
(PROF. R.C. DEKA)  
DIRECTOR &  
MEMBER SECRETARY

11/12/12

Encl. As above

The Chairman and all the  
Members of the Governing Body.

MINUTES OF THE 148<sup>TH</sup> MEETING OF THE  
GOVERNING BODY HELD ON 22<sup>ND</sup> OCTOBER, 2012  
AT 11.00 A.M. IN THE MINISTRY OF HEALTH &  
FAMILY WELFARE, NIRMAN BHAWAN,  
NEW DELHI.

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The 148<sup>th</sup> meeting of the Governing Body of AIIMS, New Delhi was held on Monday, the 22<sup>nd</sup> October, 2012 at 11.00 A.M. in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi. The following were present:-

1) Shri Ghulam Nabi Azad  
Union Minister of Health & Family Welfare,  
Nirman Bhawan,  
New Delhi-110 011.  
Chairman

2) Smt. Sushma Swaraj,  
Member of Parliament (Lok Sabha),  
8, Safdarjung Lane,  
New Delhi-110 011  
Member

3) Shri Motilal Vora  
Member of Parliament (Rajya Sabha)  
33, Lodhi Estate,  
New Delhi-110 003  
Member

4) Shri P.K. Pradhan,  
Secretary to Govt. of India,  
Ministry of Health & Family Welfare,  
Nirman Bhawan,  
New Delhi-110 011  
Member

5) Dr. K.K. Talwar  
Chairman,  
Medical Council of India,  
Pocket - 14, Sector - 8,  
Dwarika Phase - I  
New Delhi-110 077  
Member

6) Dr. S.P. Agarwal  
Secretary General,  
Indian Red Cross Society,  
Rafi Marg,  
New Delhi-110 011.  
Member

The minutes of the 147<sup>th</sup> meeting of Governing Body was confirmed.

Confirmation of the Minutes of the 147<sup>th</sup> meeting of the Governing Body held on 14<sup>th</sup> April, 2012 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

Item No. GB 148/1

with the permission of the Chair, the agenda was taken up for discussion as under:-

The Director also welcomed all the members to the 148<sup>th</sup> meeting of the Governing Body and

Body and requested the Director to initiate discussions on the agenda.

The Chairman welcomed all Members and the officials to the 148<sup>th</sup> meeting of the Governing

AIIMS also attended the meeting.

Dr. Shashi Wadhwa, Dean (Academic), AIIMS and Shri Sandeep Lall, Sr. Financial Advisor,

as Special Invitee.

Dr. Vishwas Mehta, Joint Secretary, Ministry of Health & Family Welfare attended the meeting

could not attend the meeting.

Dr. R.A. Badwe, Director, Tata Memorial Hospital, Mumbai and Dr. Jagdish Prasad, DGHS  
Shri Ashok Thakur, Secretary to the Govt. of India, Ministry of Human Resource Development;

New Delhi-110 029

Ansari Nagar,

All India Institute of Medical Sciences,

Director,

8) Prof. R.C. Deka,

Member-Secretary

New Delhi-110 011

Nirman Bhawan,

Ministry of Health & Family Welfare,

Add. Secretary & Financial Adviser,

Member

7) Shri Rajiv Takur

Item No. GB 148/2

Action Taken Report on the Minutes of the 146<sup>th</sup> Meeting of the Governing Body held on 16.01.2012 in respect of those items consideration of which was deferred to the 147<sup>th</sup> Meeting of the Governing Body held on 14.04.2012.

Shri Sandeep Lall, Sr. Financial Advisor informed that the issues under this agenda were those which could not be taken up for discussion during the 146<sup>th</sup> meeting of the Governing Body and were deferred to the 147<sup>th</sup> meeting. The issues discussed were as under:-

Item No. GB 144B(2):- National Cancer Institute

The Health Secretary opined that "National Cancer Institute" was a long pending issue which should be expedited. The Governing Body took note of the Action Taken in this regard and desired that it should be set up at the earliest. The Chairman desired that the National Cancer Institute should be setup within the 12<sup>th</sup> Five Year Plan. He suggested that the National Cancer Institute should come up with state of the art technology.

Item No. GB 144/6:- Mentoring of AIIMS like Institutions

Noted.

Item No. GB 144/16(b):- Amendments in Recruitment Rules for the faculty posts in Super-specialty departments

Governing Body noted that Recruitment Rules have already been amended.

Item No. GB 144/16(c) Utilization of 300 acres land at Jhajjar

i) The Governing Body was informed that the construction of building for the Outreach OPD is almost complete. A two day eye camp was also organized there on 10<sup>th</sup> & 11<sup>th</sup> October, 2012.

ii) Chairman desired that the remaining work including the installation of machines and equipments should be done at the earliest in order to make it functional. He hoped that once the Outreach OPD at Jhajjar become functional, it would decrease some load of patients coming to AIIMS from the region.

- iii) The issue of availability of Doctors was also discussed and it was decided that :
- (a) The SRS/JRS with the Faculty from AIIMS would visit the Jhajjar Campus and decided by the Institute according to their availability.
  - (b) to meet the shortfall of required number of doctors, possibility of employing retired faculty from AIIMS & PGI should also be explored.
- In view of aforesaid deliberation, the action taken report on the 146<sup>th</sup> meeting of the Governing Body was noted.

Item No. GB 148/3

**Action Taken Report on the minutes of the 147<sup>th</sup> meeting of the Governing Body held on 14<sup>th</sup> April, 2012 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.**

Governing Body was informed that some correction was required in the minutes and after correction the minutes were circulated to the members for inviting observations/comments. It was further informed that these minutes contained the action taken on the issue of promotion of 39 faculty members of which 4 faculty members could not be promoted as 3 faculty members had resigned from the service and a penalty of "Censure" was imposed on one of the faculty member. The issue of "Censure" of the faculty member who could not be promoted was placed as a separate agenda for consideration of the Governing Body as Item No. GB 148/8. The issue of representation of Dr. A.K. Bisoi for fixation of his seniority to the post of Professor of CTVS was also included as a separate agenda as Item No. GB 148/18 for consideration of the Governing Body, because of his further representation.

In view of the aforesaid, the action taken report on the 147<sup>th</sup> meeting of the Governing Body was noted.

The Governing Body felt that in view of : (i) number of construction activities going on simultaneously inside AIIMS campus; (ii) a number of representations & news items against the

the Private Ward was approved by the SFC, which has now been deferred. creation of posts, OPD at Ballabhgarh and Jhajjar, starting of Pulmonary Medicine Department, minutes/decisions which were mainly concerned with the purchase of various equipments, approved by him. The Governing Body was apprised about the salient features of these Committee were held under the Chairmanship of the Health Secretary and these minutes were Shri Sandeep Lall, Sr. Financial Advisor informed that the meetings of the Standing Finance

together.

The aforesaid three items viz. GB 148/4, GB 148/5 and GB 148/6 were taken up for consideration

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 Bhawan, New Delhi.  
 Room, 1<sup>st</sup> Floor, Ministry of Health & Family Welfare, Nirman  
 Finance Committee held on 28<sup>th</sup> May, 2012 in the Committee  
 Consideration of the minutes of 20<sup>th</sup> meeting of the Standing

Item No. GB 148/6

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 Bhawan, New Delhi.  
 Room, 1<sup>st</sup> Floor, Ministry of Health & Family Welfare, Nirman  
 Finance Committee held on 28<sup>th</sup> May, 2012 in the Committee  
 Consideration of the minutes of 20<sup>th</sup> meeting of the Standing

Item No. GB 148/5

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 Welfare, Nirman Bhawan, New Delhi.  
 Committee Room, 1<sup>st</sup> Floor, Ministry of Health & Family  
 Standing Finance Committee held on 16<sup>th</sup> March, 2012 in the  
 Consideration of the minutes of the 20<sup>th</sup> meeting of the

Item No. GB 148/4

demolition of Private Ward and; (iii) increasing patient load, specially during winter, it was better to postpone the demolition of Private Ward for the time being.

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Director emphasised upon the fact that the 'Old Private Ward' building is a relatively new building when compared to the 'New Private Ward' which actually is an older building. Smt. Sushma Swaray opined that in the light of the fact mentioned by the Director, the 'New Private Ward' which actually is the older building, should be demolished first. Dr. S.P. Agarwal agreed and opined that the demolition plan should be revisited.

The Chairman, after listening to the discussions desired that possibility of demolition of New Private Ward may also be explored. He also desired that proposal with respect to the:

- i) Number of rooms to be available after new construction;
- ii) number of cars which could be parked at the basement and;
- iii) expenditure involved

should be prepared for both the options i.e. Old and the New Private Ward locations, and then it should be placed before the Governing Body for decision.

The Chairman also desired that in future the agenda before the Governing Body for considering the minutes of various Standing Committee Meetings should reflect the salient features of each such meetings briefly.

With the aforesaid deliberation, the minutes of the aforesaid agenda items were approved.

### Item No. GB 148/7

**Ratification of the recommendations of the Standing Selection Committee meetings held in different phases and appointments made thereon at the AIIMS, New Delhi.**

The Recommendations of the Standing Selection Committee with respect to posts of Assistant Professors/Lecturer in Nursing was placed before the Governing Body for consideration and ex-post-facto approval and also for ratification of the appointments made with the approval of the President, AIIMS.

revoke the penalty of 'Censure' imposed on him.

In view of gravity of misconduct on part of Dr. O.P. Murty, the Governing Body decided not to

However a penalty of 'Censure' was imposed on him by the competent authority. contractual obligation. This matter was examined by vigilance and major penalty was proposed. again instructed in this regard which he did not follow. He returned only on completion of his office, but, he did not do so with the excuse that he was under contractual obligation. He was went to Saudi Arabia without any approval from AIIMS. He was asked to return to his parent went to Malaysia with due approval from the competent authority of the Institute. From there he The Director briefed the members about the facts of the case and stated that Dr. O.P. Murty

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**Request of Dr. O.P. Murty, Additional Professor of Forensic  
 Medicine & Toxicology to expunge the penalty of 'Censure'.**

Item No. GB 148/8

Director Prof. Deka, and Health Secretary, Shri Pradhan, brought to the notice of Governing Body that the Parliamentary Petition committee called them for giving oral evidence before the Committee on complaints from 2 unsuccessful candidates who applied for the posts of Assistant Professors. Besides oral submission by the Director and the Health Secretary on the issue, necessary reply to the questions raised by the committee was sent through the ministry to the Committee.

The Governing Body approved the recommendations of the Standing Selection committee and ratified the appointments to the posts of Assistant Professors/Lecturer in Nursing made on the basis of appointment letter issued with the pleasure of President, AIIMS in his capacity as Chairman, Governing Body, AIIMS based on the recommendations of the Standing Selection Committee.



The Director informed that due to unauthorized absence of Ms. Sneh Lata on different occasions, Disciplinary Proceeding was initiated against her and as a result she was imposed the penalty of Compulsory Retirement from August, 2011.

Appeal of Ms. Sneh Lata, Ex-ANS against the penalty of "Compulsory Retirement" imposed on her under Rule 14 of the CCS(CCA) Rules, 1965.

Item No. GB 148/10

In view of above deliberation, Governing Body decided not to make any change in the penalty of 'Censure' which has already been imposed.

The Director informed that the issue had already been examined by the Sexual Harassment Committee of the Institute and the Committee concluded that it was not a case with Sexual connotation and recommended a minor penalty to be imposed on the offender faculty.

The Chairman wanted to know if this was a case of Sexual Harassment and if it was, then was the penalty of 'Censure' sufficient? Smt. Sushma Swaraj was also of the view that if it was a case of harassment of subordinate lady officer, the penalty of 'Censure' was not sufficient for such offence.

The Director informed the Governing Body about the facts of the case. He explained that a Committee for the purpose had examined the issue and recommended penalty to be imposed on Dr. Sarman Singh. Penalty of 'Censure' was imposed on him by the competent authority.

Appeal of Dr. Sarman Singh, Professor in the Department of Lab. Medicine, AIIMS against the penalty of 'Censure' imposed on him under CCS(CCA) Rules, 1965.

Item No. GB 148/9

The Members desired various information such as remaining period of service left before her retirement, exact period of her unauthorized absence, details of notices issued to her, details of warning issued to her previously etc.

Accordingly, the consideration of the matter was deferred with the observation that complete facts of the case including the queries mentioned above should be placed before the Governing Body in its next meeting.

Item No. GB 148/11

**Additional requirement of funds under Non-Plan for the  
Financial Year 2012-13.**

Sh. Sandeep Lall, Sr. Financial Advisor briefed the members and said that the issue was earlier placed before the Standing Finance Committee and it was decided by the Standing Finance Committee that the Health Secretary would take up the matter with the Secretary, Deptt. of Expenditure. The Health Secretary wrote a letter to the Secretary, Deptt. of Expenditure and in response thereof, a letter was received from the Deptt. of Expenditure stating that AIMS should prioritize their spending and meet the additional requirement from within their budgetary provision.

Smt. Sushma Swaraj wanted to know as to how much additional fund was required. Sh. Sandeep Lall, Sr. Financial Advisor informed that Rs.154 Crore was required under Non-Plan.

The Chairman expressed that he would take up the issue of additional allocation of Rs. 154 crore to AIMS, with the Finance Minister.

The item was accordingly approved.

Item No. GB 148/12

Construction of New OPD Block at Masjid Moth.

The Chairman informed the members that every bit of clearance/approval for construction of OPD Block was ready except the height of the building. He added that while the building was recommended for Ground + 8 floors, the Archeological Society and the Delhi Fire Service had put some restrictions including the limit of 30.m height.

Smt. Sushma Swaraj suggested that for the time being the Institute should proceed as per the approval of these bodies with provision for vertical expansion in future.

Keeping in view the suggestion of Smt. Sushma Swaraj, the item was approved accordingly.

Item No. GB 148/13

Proposal for grant of voluntary retirement to Dr. S.C. Mahapatra, Professor of Physiology and Dr. Suneta Mittal, Professor & Head, Obst. & Gynae. at the AIIMS, New Delhi.

The Director informed that the approval was obtained from the President, AIIMS on the two issues of voluntary retirement.

The Governing Body granted ex-post-facto approval to the proposal of Voluntary Retirement of Dr. S.C. Mahapatra [ w.e.f. 14.09.2012(AN)] and Dr. Suneta Mittal [w.e.f. 15.09.2012(A.N.)], which had earlier been accepted by the President, AIIMS & Chairman, Governing Body and the same had been acted upon and conveyed to them.

Institute.

Smt. Sushma Swaraj was of the view that if the present system of computing the experience is changed to the last date of receipt of application, the senior resident doctors of AIIMS would be deprived from applying for such entry level post of Assistant Professor for which the essential qualification of MD or MS with 3 years Teaching/Research experience were required. The senior resident doctors of other medical colleges/institutions will get an advantage as their term of residency period come to an end earlier than that of AIIMS. She suggested that either the possibility should be explored to ensure that the term of residency of AIIMS senior residents come to end with the term of residency of senior residents of other institutions/medical colleges or the present date of computing the experience should be extended by one month, (i.e. 31 July and 31 January as requested by the resident doctors) to accommodate the senior resident doctors of the

June and 31 December.

with the request that the time limit may be extended upto 31 July and 31 January in place of 30 June and 31 December. Director mentioned that the Resident Doctors' Association has also represented about this matter, of Assistant Professor at the Institute should have been the last date for receipt of application. The of the Petition Committee of the Parliament, the last date for counting the experience for the post between the period from January to June of the same year. He added that as per the observation period July to December of the preceding year and 31<sup>st</sup> December for the advertisement released Professor's post under direct recruitment was 30<sup>th</sup> June for the advertisement released between the practice the last date for counting the required 3 years experience for recruitment to Assistant recruitment to the post of Assistant Professor at the Institute. He briefed that as per the present The Director informed that the issue was regarding the last date of counting experience for

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 Matter regarding the existing systems of effective date up to which requisite experience must be completed for faculty posts advertised for making regular appointment under the mode of direct recruitment at the AIIMS, New Delhi.

Item No. GB 148/14

He added that in this behalf, the Ministry of Health & Family Welfare constituted Dr. Sneh Bhargava Committee and the report of the Committee was circulated for opinion to AIIMS/others. He suggested that since the report contained good suggestion, the same may be accepted. The Health Secretary was of the view that since these were general recommendations of the Committee, AIIMS should give their specific comments on these recommendations along with proposed changes, if any. Smt. Sushma Swaraj suggested that the consideration of this item should be deferred for want of specific proposal from the Institute.

The Director informed that with the advent of the 6<sup>th</sup> CPC, the Ministry of Health & Family Welfare instructed to streamline the guidelines for promotion under the Assessment Promotion Scheme with respect to the faculty of AIIMS. Accordingly, the APS Guidelines with respect to autonomous bodies like AIIMS, New Delhi; PGIMER, Chandigarh; JIPMER, Pondicherry and NIMHANS, Bangalore were revised and the requisite years of services at each level were revised from 4 years to 3 years for promotion from Asstt. Professor to the grade of Assoc. Professor; from 4 years to 3 years for promotion from Assoc. Professor to the grade of Addl. Professor and from 7 years to 4 years for promotion from Addl. Professor to the grade of Professor. Now a total of 10 years service was required for promotion from Asstt. Professor to Professor's grade in place of erstwhile 15 years of service for such a promotion.

**Report of the Sneh Bhargava Committee set up by MoHFW for determining work standards for Faculty of Autonomous Institutions of Medical Education under the Department of Health & Family Welfare, Government of India.**

**Item No. GB 148/15**

In view of aforesaid deliberation, the Governing Body decided that the last date for computing the experience should be fixed as 31<sup>st</sup> July for the advertisement released between July to December of the preceding year and 31<sup>st</sup> January for the advertisement released between January to June of the preceding year for recruitment to the post of Assistant Professor at AIIMS.

The Director informed that the Minutes of the Estate Committee meeting held on 20<sup>th</sup> March, 2012 were being placed before the Governing Body for its information. He requested Dr. S.P.

Minutes of the 136<sup>th</sup> meeting of the Standing Estate Committee held on 20<sup>th</sup> March, 2012 at AIIMS, New Delhi – Ratification of Minutes.

Item No. GB 148/17

In view of above deliberation, the Governing Body decided not to accept the proposal for Amendment to Schedule-II of AIIMS Regulations, 1999 and decided that, Group 'D' posts now upgraded to Group 'C' posts henceforth, shall be brought within the jurisdiction of concerned authorities meant for Group 'C' posts.

Smt. Sushma Swaray opined that classification of the posts was the same and only the Group 'D' posts were abolished and upgraded to Group 'C' posts. Since, the Appointing Authority, Disciplinary Authority and Appellate Authority were already existing in respect of Group 'C' posts, the erstwhile Group 'D' posts now upgraded and merged in Group 'C' posts should be brought within the jurisdiction of concerned authorities meant for Group 'C' posts.

The Director informed that with the introduction of the 6<sup>th</sup> CPC, the then Group 'D' posts were upgraded to Group 'C' posts and there were changes in classification of other posts. Hence, this item was brought before the Governing Body.

Proposal for Amendment of Schedule II of AIIMS Regulations, 1999 regarding the Appointing, Disciplinary and Appellate Authority at AIIMS.

Item No. GB 148/16

In view of above deliberation, the consideration of the item was deferred with the observation that the Institute should place its specific suggestions/comments on the recommendations of the Committee, before the Governing Body in its next meeting.

Agarwal, Chairman, Estate Committee to brief the Governing Body on the minutes of the Estate Committee.

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Dr. S.P. Agarwal informed that the issue for consideration and guidance of the Governing Body was regarding the jurisdiction of the Estate Committee according to the Regulations of the Institute. He said that this issue was deliberated upon in the Estate Committee meeting and the administration of the Institute was of the view that the Estate Committee had no jurisdiction on new constructions and as per Regulation the Estate Committee was only supposed to consider addition and alterations to the existing buildings belonging to the Institute. His own view was that as per the interpretation of the Regulation, any addition of building in AIIMS campus and addition & alteration to the existing buildings were very much within the jurisdiction of the Estate Committee. Dr. Agarwal added that the Estate Committee was of the view that if a new building was to be constructed, the same was also within the purview of the Estate Committee.

The Chairman, Governing Body was of the view that the Estate Committee should have jurisdiction over any new plan for construction work. The Chairman also desired that reduction of floors in the new OPD Building at Masjid Moha as approved under Item No. GB 148/12 and also proportionate reduction of its cost should also be revisited by the Estate Committee. The Governing Body decided that all new projects should be placed before the Estate Committee for its consideration in the first instance and only thereafter it should be placed before the Standing Finance Committee and the Governing Body. The Governing Body also authorized the Estate Committee to co-opt the services or call the technical/engineering other experts on the issue of any upcoming projects, in their meetings.

### Item No. GB 148/18

Revised Action Taken Report only in respect of Item No. GB 147/6, on the minutes of the 147<sup>th</sup> Meeting of the Governing Body held on 14<sup>th</sup> April, 2012 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi being placed as Item No. GB 148/3.

The Director informed that the issue was considered by the Governing Body in its earlier meeting and the decision was conveyed to the person concerned, but, Dr. A. K. Bisoi has again made a representation.

*Ram Sushma Swaraj*  
11/12

The Chairman desired that a power point presentation should be prepared about the status of major works & achievements of the Institute. It should include: i) Details of completed projects; ii) Progress of Projects under constructions & in pipeline; and iii) proposals for new projects/ideas. Status of New AIIMS like Institutes should also be included in it. The presentation should be made in the next meeting of the Governing Body.

The meeting ended with a vote of thanks to the Chairman and Members.

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Any other item with the permission of the Chair.

Item No. GB 148/19

Smt. Sushma Swaraj was of the view that the issue should be re-visited. She suggested that a Committee consisting of Health Secretary and the Director, AIIMS should be constituted to look into the matter. Dr. S.P. Agarwal expressed concern that if this issue was re-visited, then there may be large number of representations for revisiting other similar issues. Smt. Sushma Swaraj opined that the Governing Body should consider and decide the issue for a logical conclusion.

In view of the above deliberations, it was decided by the Governing Body that a Committee consisting of i) Health Secretary; ii) Director, AIIMS; and iii) Dr. S.P. Agarwal would examine the facts/records and place their report before the Governing Body.



ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-110029

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No.F-2-2/2012-Genl.(GB-148)

Dated:

07 JUN 2013

CORRIGENDUM

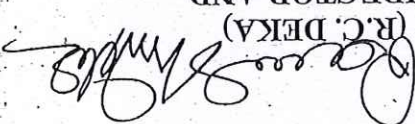
Subject: Minutes of the 148<sup>th</sup> meeting of the Governing Body held on Monday, the 22<sup>nd</sup> October, 2012 at 11:00 A.M. in the Committee Room, 3<sup>rd</sup> Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi - issuance of "CORRIGENDUM" regarding.

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In continuation of this Institute OM of even number dated the 11<sup>th</sup> December, 2012 circulating

the minutes of the 148<sup>th</sup> meeting of the Governing Body held on Monday, the 22<sup>nd</sup> October 2012 at 11:00 A.M. in the Committee Room, 3<sup>rd</sup> Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi, for inviting observations, if any, of the Chairman and all Members of the Governing Body; it is notified for information of all concerned that the date of 20<sup>th</sup> meeting of the Standing Finance Committee under Item No. GB-148/6 in the minutes of the said 148<sup>th</sup> meeting of the Governing Body held on 22<sup>nd</sup> October, 2012 has been inadvertently mentioned as "28<sup>th</sup> May, 2012" which may be substituted by and read as "18<sup>th</sup> September, 2012" since the 20<sup>th</sup> meeting of the Standing Finance Committee was actually held on 18<sup>th</sup> September, 2012.

Inconvenience caused in this regard is regretted.

  
(R.C. DEKA)  
DIRECTOR AND  
MEMBER-SECRETARY

The Chairman and  
All Members of the Governing Body.

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-149/2**

Action Taken Report on the minutes of the 148<sup>th</sup> Governing Body meeting held on 22<sup>nd</sup> October, 2012 in the Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

**ACTION TAKEN ON THE MINUTES OF THE 148<sup>TH</sup> GOVERNING BODY MEETING HELD ON 22<sup>ND</sup> OCTOBER, 2012 IN THE COMMITTEE ROOM, 3<sup>RD</sup> FLOOR, MINISTRY OF HEALTH AND FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.**

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ACTION TAKEN	DECISION
<p>Since March 2012 the EFC is being re examined by MOHFW and has been modified as desired. In the meeting taken by the Special Secretary Health in January 2013 it was decided to modify the manpower requirement presuming that the DR.BRAIRCH at Delhi shall continue to function even after establishment of NCI. The revised EFC at an estimated cost of Rs.2061 crore has been resubmitted to Ministry on 02.02.2013 Ministry of Health and Family Welfare has constituted a technical committee vide order No. T-20015/15/2010-CR dated 30.05.2013 to vet and review the DPR of NCI, Thajjar. The meeting of the said committee under Dr.</p>	<p><u>Item No.GB 148/2</u></p> <p>Action Taken Report on the Minutes of the 146<sup>th</sup> Meeting of the Governing Body held on 16.01.2012 in respect of those items consideration of which was deferred to the 147<sup>th</sup> Meeting of the Governing Body held on 14.04.2012.</p> <hr/> <p>Shri Sandeep Lall, Sr. Financial Advisor informed that the issues under this agenda were those which could not be taken up for discussion during the 146<sup>th</sup> meeting of the Governing Body and were deferred to the 147<sup>th</sup> meeting. The issues discussed were as under:-</p> <p><u>Item No.GB 144/3(2):-National Cancer Institute</u></p> <p>The Health Secretary opined that "National Cancer Institute" was a long pending issue which should be expedited. The Governing Body took note of the Action Taken in this regard and desired that it should be set up at the earliest. The Chairman desired that the National Cancer Institute should be setup within the 12<sup>th</sup> Five Year Plan. He suggested that the National Cancer Institute should come up with state of the art technology.</p>

<p>Chandershakher, Chief Architect, was held on 11<sup>th</sup> June, 2013. Some changes have been suggested which the consultant shall incorporate in the DPR. The EFC shall be circulated thereafter.</p> <p>Nothing to report</p> <p>Nothing to report</p>	<p><u>Item No.GB 144/6.-Mentoring of AIIMS like Institutions</u></p> <p>Noted.</p> <p><u>Item No.GB 144/16(b):-Amendments in Recruitment Rules for the faculty posts in Super-specialty departments</u></p> <p>Governing Body noted that Recruitment Rules have already been amended.</p> <p><u>Item No.GB 144/16(c)Utilization of 300 acres land at Jhajjar</u></p> <p>i) The Governing Body was informed that the construction of building for the Outreach OPD is almost complete. A two day eye camp was also organized there on 10<sup>th</sup> &amp; 11<sup>th</sup> October, 2012.</p> <p>ii) Chairman desired that the remaining work including the installation of machines and equipments should be done at the earliest in order to make it functional. He hoped that once the Outreach OPD at Jhajjar become functional, it would decrease some load of patients coming to AIIMS from the region.</p> <p>iii) The issue of availability of Doctors was also discussed and it was decided that :</p> <p>(a) The SRS/JRS with the Faculty from AIIMS would visit the Jhajjar Campus as decided by the Institute according to their availability.</p>
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<p>are functional from Monday to Saturday except for ENT which functions on Tuesdays, Thursdays and Saturdays.</p> <p>01 Senior Resident each from the Department of Surgery, Obst. &amp; Gynae., Pediatrics, ENT, Ophthalmology, Psychiatry (OPD only on Wednesdays), Radiology and 02 Senior Residents from Orthopedics are posted on a daily basis at the OPD from Monday to Saturday. In addition, 01 Junior Resident each from Department of Obst. &amp; Gynae. and Ophthalmology are also posted daily in the OPD.</p> <p>Noted</p>	<p>(b) to meet the shortfall of required number of doctors, possibility of employing retired faculty from AIIMS &amp; PGI should also be explored.</p> <p>In view of aforesaid deliberation, the action taken report on the 146<sup>th</sup> meeting of the Governing Body was noted.</p>
<p>Nothing to report</p>	<p><u>Item No. GB 148/3</u></p> <p>Action Taken Report on the minutes of the 147<sup>th</sup> meeting of the Governing Body held on 14<sup>th</sup> April, 2012 in the Ministry of Health &amp; Family Welfare, Nirman Bhawan, New Delhi.</p> <p>Governing Body was informed that some correction was required in the minutes and after correction the minutes were circulated to the members for inviting observations/comments. It was further informed that these minutes contained the action taken on the issue of promotion of 39 faculty members of which 4 faculty members could not be promoted as 3 faculty members had resigned from the service and a penalty of "Censure" was imposed on one of the faculty member. The issue of "Censure" of the faculty member who could not be promoted was placed as a separate agenda for</p>

<p>Nothing to report</p>	<p>consideration of the Governing Body as Item No.GB 148/8. The issue of representation of Dr. A.K. Bisoi for fixation of his seniority to the post of Professor of CTVS was also included as a separate agenda as Item No.GB 148/18 for consideration of the Governing Body, because of his further representation. In view of the aforesaid, the action taken report on the 14<sup>th</sup> meeting of the Governing Body was noted.</p> <p style="text-align: center;"><u>Item No. GB 148/4</u></p> <p>Consideration of the minutes of the 200<sup>th</sup> meeting of the Standing Finance Committee held on 16<sup>th</sup> March, 2012 in the Committee Room, 1<sup>st</sup> Floor, Ministry of Health &amp; Family Welfare, Nirman Bhawan, New Delhi.</p> <p style="text-align: center;"><u>Item No. GB 148/5</u></p> <p>Consideration of the minutes of 201<sup>st</sup> meeting of the Standing Finance Committee held on 28<sup>th</sup> May, 2012 in the Committee Room, 1<sup>st</sup> Floor, Ministry of Health &amp; Family Welfare, Nirman Bhawan, New Delhi.</p> <p style="text-align: center;"><u>Item No. GB 148/6</u></p> <p>Consideration of the minutes of 202<sup>nd</sup> meeting of the Standing Finance Committee held on 28<sup>th</sup> May, 2012 in the Committee Room, 1<sup>st</sup> Floor, Ministry of Health &amp; Family Welfare, Nirman Bhawan, New Delhi.</p> <p>The aforesaid three items viz. GB 148/4, GB 148/5 and GB 148/6 were taken up for consideration together. Shri Sandeep Lall, Sr. Financial Advisor informed that the meetings of the Standing Finance Committee were held under the Chairmanship of the Health Secretary and</p>
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these minutes were approved by him. The Governing Body was apprised about the salient features of these minutes/decisions which were mainly concerned with the purchase of various equipments, creation of posts, OPD at Ballabhgarh and Jhajjar, starting of Pulmonary Medicine Department, package charges in CT Centre etc. The Health Secretary added that an item about demolition of the Private Ward was approved by the SFC, which has now been deferred.

The Governing Body felt that in view of : (i) number of construction activities going on simultaneously inside AIIMS campus; (ii) a number of representations & news items against the demolition of Private Ward and; (iii) increasing patient load, specially during winter, it was better to postpone the demolition of Private Ward for the time being.

Director emphasised upon the fact that the 'Old Private Ward' building is a relatively new building when compared to the 'New Private Ward' which actually is an older building. Smt. Sushma Swaraj opined that in the light of the fact mentioned by the Director, the 'New Private Ward' which actually is the older building, should be demolished first. Dr. S.P. Agarwal agreed and opined that the demolition plan should be revisited.

The Chairman, after listening to the discussions desired that possibility of demolition of New Private Ward may also be explored. He also desired that proposal with respect to the:

- i) Number of rooms to be available after new construction;
- ii) number of cars which could be parked at the basement and;
- iii) expenditure involved should be prepared for both the options i.e.

A proposal on the subject is being placed before Governing Body in this meeting vide agenda item No. GB-149/15.

	<p>Nothing to report</p>
<p>Old and the New Private Ward locations, and then it should be placed before the Governing Body for decision.</p> <p>The Chairman also desired that in future the agenda before the Governing Body for considering the minutes of various Standing Committee Meetings should reflect the salient features of each such meetings briefly.</p> <p>With the aforesaid deliberation, the minutes of the aforesaid agenda items were approved.</p>	<p><b>Item No. GB 148/7</b></p> <p><b>Ratification of the recommendations of the Standing Selection Committee meetings held in different phases and appointments made thereon at the AIIMS, New Delhi.</b></p> <p>The Recommendations of the Standing Selection Committee with respect to posts of Assistant Professors/Lecturer in Nursing was placed before the Governing Body for consideration and ex-post-facto approval and also for ratification of the appointments made with the approval of the President, AIIMS.</p> <p>The Governing Body approved the recommendations of the Standing Selection committee and ratified the appointments to the posts of Assistant Professors/Lecturer in Nursing made on the basis of appointment letter issued with the pleasure of President, AIIMS in his capacity as Chairman, Governing Body, AIIMS based on the recommendations of the Standing Selection Committee.</p> <p>Director Prof. Deka, and Health Secretary, Shri Pradhan, brought to the notice of Governing Body that the Parliamentary Petition committee called them for giving oral evidence before the Committee on complaints</p>



	<p>from 2 unsuccessful candidates who applied for the posts of Assistant Professors. Besides oral submission by the Director and the Health Secretary on the issue, necessary reply to the questions raised by the committee was sent through the ministry to the Committee.</p>
	<p style="text-align: center;"><u>Item No. GB 148/8</u></p> <p><b>Request of Dr. O.P. Murty, Additional Professor of Forensic Medicine &amp; Toxicology to expunge the penalty of 'Censure'.</b></p> <p>The Director briefed the members about the facts of the case and stated that Dr. O.P. Murty went to Malaysia with due approval from the competent authority of the Institute. From there he went to Saudi Arabia without any approval from AIIMS. He was asked to return to his parent office, but, he did not do so with the excuse that he was under contractual obligation. He was again instructed in this regard which he did not follow. He returned only on completion of his contractual obligation. This matter was examined by vigilance and major penalty was proposed. However a penalty of 'Censure' was imposed on him by the competent authority.</p> <p>In view of gravity of misconduct on part of Dr. O.P. Murty, the Governing Body decided not to revoke the penalty of 'Censure' imposed on him.</p>
	<p style="text-align: center;"><u>Item No. GB 148/9</u></p> <p><b>Appeal of Dr. Sarman Singh, Professor in the Department of Lab. Medicine, AIIMS against the penalty of 'Censure' imposed on him under CCS(CCA) Rules, 1965.</b></p> <p>The Director informed the Governing Body about the facts of the case. He</p>

<p>explained that a Committee for the purpose had examined the issue and recommended penalty to be imposed on Dr. Sarman Singh. Penalty of 'Censure' was imposed on him by the competent authority.</p> <p>The Chairman wanted to know if this was a case of Sexual Harassment and if it was, then was the penalty of 'Censure' sufficient? Smt. Sushma Swaraj was also of the view that if it was a case harassment of subordinate lady officer, the penalty of 'Censure' was not sufficient for such offence.</p> <p>The Director informed that the issue had already been examined by the Sexual Harassment Committee of the Institute and the Committee concluded that it was not a case with Sexual connotation and recommended a minor penalty to be imposed on the offender faculty.</p> <p>In view of above deliberation, Governing Body decided not to make any change in the penalty of 'Censure' which has already been imposed.</p>	<p>Dr. Sarman Singh, Professor, Department of Laboratory Medicine has been informed vide order dated 09.03.2013.</p>
<p>Item No. GB 148/10</p> <p>Appeal of Ms. Sneh Lata, Ex-ANS against the penalty of "Compulsory Retirement" imposed on her under Rule 14 of the CCS(CCA) Rules, 1965.</p>	<p>The Director informed that due to unauthorised absence of Ms. Sneh Lata on different occasions, Disciplinary Proceeding was initiated against her and as a result she was imposed the penalty of Compulsory Retirement from August, 2011.</p> <p>The Members desired various information such as remaining period of service left before her retirement, exact period of her unauthorised absence, details of notices issued to her, details of warning issued to her previously etc.</p>

<p>Accordingly, the consideration of the matter was deferred with the observation that complete facts of the case including the queries mentioned above should be placed before the Governing Body in its next meeting.</p>	<p><u>Item No. GB 148/11</u></p> <p><b>Additional requirement of funds under Non-Plan for the Financial Year 2012-13.</b></p> <p>Sh. Sandeep Lall, Sr. Financial Advisor briefed the members and said that the issue was earlier placed before the Standing Finance Committee and it was decided by the Standing Finance Committee that the Health Secretary would take up the matter with the Secretary, Dept. of Expenditure. The Health Secretary wrote a letter to the Secretary, Dept. of Expenditure and in response thereof, a letter was received from the Dept. of Expenditure stating that AIIMS should prioritize their spending and meet the additional requirement from within their budgetary provision.</p> <p>Smt. Sushma Swaraj wanted to know as to how much additional fund was required. Sh. Sandeep Lall, Sr. Financial Advisor informed that Rs.154 Crore was required under Non-Plan.</p> <p>The Chairman expressed that he would take up the issue of additional allocation of Rs. 154 crore to AIIMS, with the Finance Minister.</p> <p>The item was accordingly approved.</p>
<p>The issue of additional allocation was taken up with the Finance Ministry an additional allocation of Rs.154 crore was made in Revised Estimate by the Ministry of Health in the Financial Year 2012-13.</p>	<p><u>Item No. GB 148/12</u></p> <p><b>Construction of New OPD Block at Masjid Moth.</b></p>
<p>Delhi Fire Services has as a general principle</p>	<p>The Chairman informed the members</p>

<p>agreed to allow for height of proposed building for 37 mts. for all hospital blocks. Hence the cost of the said proposal did not require revisiting. The drawing already submitted to NDMC who have further referred it to Delhi Fire Services and Delhi Urban Arts Commission on 09.05.2013, for grant of clearances. EFC memorandum of MOHFW on 06.11.2012 and same has been circulated vide memo No.V-16020/25/2012-ME-I dated 16.05.2013 by Ministry of Health and Family Welfare. The cost index of the plinth area rates has increased since then. Revised cost of the OPD Block is now Rs.532 crores against the earlier approved by GB for Rs.481.00 crores.</p>	<p>Proposal for grant of voluntary retirement to Dr. S.C. Mahapatra, Professor of Physiology and Dr. Suneta Mittal, Professor &amp; Head, Obst. &amp; Gynaec. at the AIIMS, New Delhi.</p> <p>The Director informed that the approval was obtained from the President, AIIMS on the two issues of voluntary retirement.</p> <p>The Governing Body granted ex-post-facto approval to the proposal of Voluntary Retirement of Dr. S.C. Mahapatra [ w.e.f. 14.09.2012(AN)] and Dr. Suneta Mittal [w.e.f. 15.09.2012(A.N.)], which had earlier been accepted by the President, AIIMS &amp; Chairman, Governing Body and the same had been acted upon and conveyed to them.</p>	<p>Item No. GB 148/13</p>
<p>that every bit of clearance/approval for construction of OPD Block was ready except the height of the building. He added that while the building was recommended for Ground + 8 floors, the Archeological Society and the Delhi Fire Service had put some restrictions including the limit of 30 m height.</p> <p>Smt. Sushma Swaraj suggested that for the time being the Institute should proceed as per the approval of these bodies with provision for vertical expansion in future.</p> <p>Keeping in view the suggestion of Smt. Sushma Swaraj, the item was approved accordingly.</p>	<p>Item No. GB 148/14</p> <p>Matter regarding the existing systems of effective date up to which requisite experience must be completed for faculty posts advertised for making regular</p>	<p>Nothing to report</p>

	<p>recruitment at the AIIMS, New Delhi.</p> <p>The Director informed that the issue was regarding the last date of counting experience for recruitment to the post of Assistant Professor at the Institute. He briefed that as per the present practice the last date for counting the required 3 years experience for recruitment to Assistant Professor's post under direct recruitment was 30<sup>th</sup> June for the advertisement released between the period July to December of the preceding year and 31<sup>st</sup> December for the advertisement released between the period from January to June of the same year. He added that as per the observation of the Petition Committee of the Parliament, the last date for counting the experience for the post of Assistant Professor at the Institute should have been the last date for receipt of application. The Director mentioned that the Resident Doctors' Association has also represented about this matter, with the request that the time limit may be extended upto 31 July and 31 January in place of 30 June and 31 December.</p> <p>Smt. Sushma Swaraj was of the view that if the present system of computing the experience is changed to the last date of receipt of application, the senior resident doctors of AIIMS would be deprived from applying for such entry level post of Assistant Professor for which the essential qualification of MD or MS with 3 years Teaching/Research experience were required. The senior resident doctors of other medical colleges/institutions will get an advantage as their term of residency period come to an end earlier than that of AIIMS. She suggested that either the possibility should be explored to ensure that the term of residency of AIIMS senior residents come to end with the term of residency of senior residents of other institutions/medical colleges or the present</p>
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<p>The decision of the Governing Body has been made effective by issuing a corrigendum in respect to the faculty posts of Assistant Professor/Lecturer in Nursing advertised vide Advt. No.03/2012-(FC), 04/2012-(FC) &amp; 05/2012-(FC) whereby the last date of submission of online application in respect of these vacant faculty posts had been extended up-to 31.01.2013. The decision has been noted for future also.</p>	<p>In view of aforesaid deliberation, the Governing Body decided that the last date for computing the experience should be fixed as 31<sup>st</sup> July for the advertisement released between July to December of the preceding year and 31<sup>st</sup> January for the advertisement released between January to June of the preceding year for recruitment to the post of Assistant Professor at AIIMS.</p>
<p>A committee consisting of following officers was constituted by the Director, AIIMS to examine the recommendations of Dr. Sneh Bhargava Committee:</p> <p>1. Prof. Shashi Wadhwa, - Chairperson          Dean (Academic)          2. Prof. A.B. Dey, - Member</p>	<p><b>Item No.GB 148/15</b></p> <p>Report of the Sneh Bhargava Committee set up by MoHFW for determining work standards for Faculty of Autonomous Institutions of Medical Education under the Department of Health &amp; Family Welfare, Government of India.</p> <p>The Director informed that with the advent of the 6<sup>th</sup> CPC, the Ministry of Health &amp; Family Welfare instructed to streamline the guidelines for promotion under the Assessment Promotion Scheme with respect to the faculty of AIIMS. Accordingly, the APS Guidelines with respect to autonomous bodies like AIIMS, New Delhi; PGIMER, Chandigarh; JIPMER, Pondicherry and NIMHANS, Bangalore were revised and the requisite years of services at each level were revised from 4 years to 3 years for promotion from Asstt. Professor to the grade of Assoc. Professor; from 4 years to 3 years for promotion from Asstt. Professor to the grade of Assoc. Professor; from 7 years to 4 years for promotion from Addl. Professor to the grade of Addl. Professor and from 10 years to 7 years for promotion from Addl. Professor to the grade of Professor. Now a total of 10 years service was required for promotion from Asstt. Professor to Professor's grade in place of erstwhile 15 years of service for such a</p>

<p>He added that in this behalf, the Ministry of Health &amp; Family Welfare constituted Dr. Sneha Bhargava Committee and the report of the Committee was circulated for opinion to AIIMS/others. He suggested that since the report contained good suggestion, the same may be accepted. The Health Secretary was of the view that since these were general recommendations of the Committee, AIIMS should give their specific comments on these recommendations along with proposed changes, if any. Smt. Sushma Swaraj suggested that the consideration of this item should be deferred for want of specific proposal from the Institute.</p> <p>In view of above deliberation, the consideration of the item was deferred with the observation that the Institute should place its specific suggestions/comments on the recommendations of the Committee, before the Governing Body in its next meeting.</p> <p>In the mean time, the Ministry of Health and Family Welfare vide its letter no. V-6020/57/2008-ME-1(Pt.) dated 15.05.2013 based on recommendations of Dr. Sneha Bhargava Committee has circulated the standards for faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare with the approval of Secretary, Department of Health and Family Welfare as guidelines for adoption.</p>	<p>promotion.</p>
<p>3. Prof. C.S. Pandav - Member  HOD, Comm. Medicine  4. Prof. V.K. Behl - Member  HOD, Cardiology  5. Registrar, AIIMS - Member-Secy.</p>	<p>Item No. GB 148/16</p> <p>Proposal for Amendment of Schedule II of AIIMS Regulations, 1999 regarding the Appointing, Disciplinary and Appellate Authority at AIIMS.</p> <p>The Director informed that with the introduction of the 6<sup>th</sup> CPC, the then "Group D" posts were upgraded to Group "C" posts and there were changes in classification of other posts. Hence, this item was brought</p>

<p>before the Governing Body.</p> <p>Smt. Sushma Swaraj opined that classification of the posts was the same and only the Group "D" posts were abolished and upgraded to Group "C" posts. Since, the Appointing Authority, Disciplinary Authority and Appellate Authority were already existing in respect of Group "C" posts, the erstwhile Group "D" posts now upgraded and merged in Group "C" posts should be brought within the jurisdiction of concerned authorities meant for Group "C" posts.</p> <p>In view of above deliberation, the Governing Body decided not to accept the proposal for Amendment to Schedule-II of AIMS Regulations, 1999 and decided that, Group "D" posts now upgraded to Group "C" posts henceforth, shall be brought within the jurisdiction of concerned authorities meant for Group "C" posts.</p> <p>Decision implemented vide Memorandum No. 9-124/2012-Estt.(RCT) dated 26.02.2013</p>	<p>Item No. GB 148/17</p> <p>Minutes of the 136<sup>th</sup> meeting of the Standing Estate Committee held on 20<sup>th</sup> March, 2012 at AIMS, New Delhi -</p> <p><u>Ratification of Minutes.</u></p>
	<p>The Director informed that the Minutes of the Estate Committee meeting held on 20<sup>th</sup> March, 2012 were being placed before the Governing Body for its information. He requested Dr. S.P. Agarwal, Chairman, Estate Committee to brief the Governing Body on the minutes of the Estate Committee.</p> <p>Dr. S.P. Agarwal informed that the issue for consideration and guidance of the Governing Body was regarding the jurisdiction of the Estate Committee according to the Regulations of the Institute. He said that this issue was deliberated upon in the Estate Committee meeting and the</p>



<p>administration of the Institute was of the view that that the Estate Committee had no jurisdiction on new constructions and as per Regulation the Estate Committee was only supposed to consider addition and alterations to the existing buildings belonging to the Institute. His own view was that as per the interpretation of the Regulation, any addition of building in AIIMS campus and addition &amp; alteration to the existing buildings were very much within the jurisdiction of the Estate Committee. Dr. Agarwal added that the new building was to be constructed, the same was also within the purview of the Estate Committee.</p> <p>The Chairman, Governing Body was of the view that the Estate Committee should have jurisdiction over any new plan for construction work. The Chairman also desired that reduction of floors in the new OPD Building at Masjid Moth as approved under Item No.GB 148/12 and also proportionate reduction of its cost should also be revisited by the Estate Committee.</p> <p>The Governing Body decided that all new projects should be placed before the Estate Committee for its consideration in the first instance and only thereafter it should be placed before the Standing Finance Committee and the Governing Body. The Governing Body also authorized the Estate Committee to co-opt the services or call the technical/engineering other experts on the issue of any upcoming projects, in their meetings.</p>	<p style="text-align: center;"><u>Item No.GB 148/18</u></p> <p>Revised Action Taken Report only in respect of Item No. GB 147/6, on the minutes of the 147<sup>th</sup> Meeting of the Governing Body held on 14<sup>th</sup> April, 2012 in the Ministry of Health &amp; Family Welfare,</p>
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<p>Nirman Bhawan, New Delhi being placed as Item No. GB 148/3.</p> <p>The Director informed that the issue was considered by the Governing Body in its earlier meeting and the decision was conveyed to the person concerned, but, Dr. A. K. Bisoi has again made a representation.</p> <p>Smt. Sushma Swaraj was of the view that the issue should be re-visited. She suggested that a Committee consisting of Health Secretary and the Director, AIIMS should be constituted to look into the matter. Dr. S.P. Agarwal expressed concern that if this issue was re-visited, then there may be large number of representations for revisiting other similar issues. Smt. Sushma Swaraj opined that the Governing Body should consider and decide the issue for a logical conclusion.</p> <p>In view of the above deliberations, it was decided by the Governing Body that a Committee consisting of i) Health Secretary; ii) Director, AIIMS ; and iii) Dr. S.P. Agarwal would examine the facts/records and place their report before the Governing Body.</p>	<p><u>Item No. GB 148/19</u></p> <p>Any other item with the permission of the Chair.</p> <p>The Chairman desired that a power point presentation should be prepared about the status of major works &amp; achievements of the Institute. It should include: i) Details of completed projects; ii) Progress of Projects under constructions &amp; in pipeline; and iii) proposals for new projects/ideas. Status of New AIIMS like Institutes should also be included in it. The presentation should be made in the next meeting of the Governing Body.</p>
<p>As per the decision of the Governing Body, a Committee consisting of Secretary (Health), Director, AIIMS and Dr. S.P. Agarwal, Member, Institute Body, AIIMS to look into the issue of seniority amongst the faculty members of the Department of CTVS was constituted vide office memorandum No.F.13-2/73(2010)-Estt.I dated 15.01.2013. The committee met on 23.01.2013 and 29.01.2013. The committee, after detailed examination, has since submitted its report with further instruction to place the same before the Governing Body in its next meeting. Accordingly, the same has been placed as a separate agenda vide item no. GB-149/6 in this meeting.</p>	<p>A Power Point Presentation on status of ongoing projects and upcoming projects at AIIMS will be made by SE and HSCC on the day of the meeting.</p>

To approve the recommendations of the Standing Selection Committee based on the meetings held from 12<sup>th</sup> to 14<sup>th</sup> April, 2013 and from 18<sup>th</sup> to 20<sup>th</sup> April, 2013 under Assessment Promotion Scheme (APS) at the AIIMS.

ITEM NO. GB-149/3

**NOTE FOR THE GOVERNING BODY**

TO APPROVE THE RECOMMENDATIONS OF THE STANDING  
SELECTION COMMITTEE BASED ON THE MEETINGS HELD  
FROM 12<sup>TH</sup> TO 14<sup>TH</sup> APRIL, 2013 AND FROM 18<sup>TH</sup> TO 20<sup>TH</sup>  
APRIL, 2013 UNDER ASSESSMENT PROMOTION SCHEME  
(APS) AT THE AIMS.

Item No. G.B/ 3

NOTE FOR THE GOVERNING BODY

No.F.11-1/2012-Estt. I

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1. INTRODUCTION

1.1 The existing Assessment Promotion Scheme (APS) provides as  
under:-

i) Assistant Professors with 3 years of service will be eligible for  
appointment to the post of Associate Professor, subject to the  
clearance of the prescribed selection process.

ii) Associate Professors with 3 years of service will be eligible for  
appointment to the post of Additional Professor, subject to the  
clearance of the prescribed selection process.

iii) Additional Professors with 4 years of service will be eligible  
for appointment to the post of Professors, subject to the  
clearance of the prescribed selection process.

ELIGIBILITY:-

Assistant Professors & Associate Professors with 3 years and  
Additional Professors with 4 years of regular service in the  
respective grade in AIMS are eligible for promotion as Associate  
Professor, Additional Professor and Professor respectively. No  
other conditions, e.g. higher qualifications as for direct recruits,  
need be fulfilled.

PERIODICITY AND CRUCIAL DATE:-

The Assessment Board will meet once a year and considered the  
fitness of all persons who have completed the requisite eligibility  
service as a on 30<sup>th</sup> June, of that year. All promotions under the  
Scheme will be effective from 1<sup>st</sup> July.

ASSESSMENT PROCESS:-

The Assessment Board shall take into consideration its recommendations of the Head of the Department/Unit, the performance of the faculty members with reference to annual confidential reports and his/her performance in the interview for deciding his/her fitness for promotion to the next higher grade. However, the Board may consider in absentia the candidature of such faculty members as are unable to present themselves for interview.

NUMBER OF CHANGES:-

A faculty member could avail of a total of three changes at each level for being considered for promotion under the Scheme. The time interval between the first and second change would be two years and between second and third changes three years.

1.2 It is stated that faculty members eligible as per the Assessment Promotion Scheme were promoted to the next higher grade up-to the batch of 01.07.2010.

1.3 Faculty members have become eligible under Assessment Promotion Scheme (APS) for the batches of 01.07.2011 and 01.07.2012, as per details given below:-

Grades	2011	2012	Total
	Level II to III (Associate Professor to Additional Professor)	12	66
Level III to IV (Additional Professor to Professor)	42	38	80
<b>GRAND TOTAL</b>	<b>54</b>	<b>104</b>	<b>158</b>

2. ADMINISTRATIVE COMMENTS:-

2.1 The meetings of the Standing Selection Committee were held in two phases from 12<sup>th</sup> to 14<sup>th</sup> April, 2013 and from 18<sup>th</sup> to 20<sup>th</sup> April, 2013 and considered the candidature of the aforesaid eligible faculty members for promotion to the grade of Additional Professor and Professors for the batches of 01.07.2011 and 01.07.2012 under Assessment Promotion Schemes (APS).

- 2.2 A copy of the guidelines of Assessment Promotion Scheme (APS) and the lists of such eligible Associate Professors and Additional Professors are enclosed at Annexure-I, II, III, IV & V.
- 2.3 **COURT ORDERS**
- Dr. Sarman Singh filed a PIL Vs UOI & Ors. in the Hon'ble High Court of Delhi on the issue of regular selections of Assistant Professors made in the year 2003 & subsequent promotions of those who were appointed on regular basis. The Hon'ble High Court of Delhi while hearing the Writ Petition (Civil) No. 7236/2003 in the case of Dr. Sarman Singh Vs. U.O.I. & Ors. on 24.11.2010 has also passed the following interim orders:-
- "Any promotion given shall be subject to the result of the Writ Petition."
- The said matter is still pending in the Hon'ble High Court of Delhi.
- 2.4 The Governing Body is the Appointing Authority for faculty posts in accordance with Item No. 19 (ii) of Scheduled-I of the AIMS Regulations, 1999 (as amended). The recommendations of the Standing Selection Committee requires the approval of the Governing Body for implementation.
- 2.5 The promotions will however, be subject to outcome of the Writ Petition (Civil) No. 7236/2003 as directed by the Hon'ble High Court of Delhi in respect of case in which ad-hoc appointment was in question.
- 2.6 The Government of India, Ministry of Health & Family Welfare vide their letter No. V.16020/16/2013-ME.II dated the 25<sup>th</sup> April, 2013, conveyed that the matter regarding promotion to next higher grade under Assessment Promotion Scheme (APS) has been examined in the Ministry and it has been decided with the approval of the Hon'ble HFM, that the current process of Assessment Promotion Scheme (APS) in AIMS, New Delhi may be stayed till such time as the recommendations of the Parliamentary Standing Committee (PSC) on the subject of reservation/ad-hoc appointment in AIMS are received (Annexure-VI).

2.7 Further, the Government of India, Ministry of Health & Family Welfare vide their letter No.V-16020/16/2013-MB-1 dated the 6<sup>th</sup> June, 2013, conveyed that the matter has been re-considered in the Ministry and it has been decided with the approval of the Hon'ble HFM that APS process must be completed before direct intake at higher levels is considered and that in the interest of optimum functioning of the Institute, AIIMS may immediately complete the process of APS promotions by placing the matter before the Governing Body for consideration and approval at the earliest. The final decision in this regard can be taken in Governing Body (Annexure-VII).

2.8 The recommendations of the Standing Selection Committee will be placed on the table.

### 3. APPROVAL SOUGHT:-

In view of the above, the approval of the recommendations of the Standing Selection Committee for Assessment Promotion Scheme (APS) for the batches of 2011-2012 through Meetings held from 12<sup>th</sup> to 14<sup>th</sup> April, 2013 and from 18<sup>th</sup> to 20<sup>th</sup> April, 2013 in respect of faculty at the AIIMS, New Delhi may be accorded. However, promotions will be subject to outcome of the Writ Petition (Civil) No. 7236/2003 in respect of cases whose period of ad-hoc appointment is in question.

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LIST OF ELIGIBLE CANDIDATES FOR PROMOTION UNDER ASSESSMENT  
PROMOTION SCHEME W.E.F. 01.07.2011.

FROM LEVEL III TO IV (ADDITIONAL PROFESSOR TO PROFESSOR)

Sl. No.	Name	Department	Date of joining
01	Dr. Sandeep Aggarwal	Paediatric Surgery	01.07.2007
02	Dr. Ravinder Goswami	Endo. & Metab.	01.07.2007
03	Dr. Ajoy Roy Chowdhary	Dental Surgery	01.07.2007
04	Dr. S. Iboyima Singh	Hospital Administration	01.07.2007
05	Dr. Taposh K. Das	Electron Microscope (Anatomy)	01.07.2007
06	Dr. Varinder Kr. Mohan	Anaesthesiology	01.07.2007
07	Dr. Binod Kumar Khaitan	Derm. & Vene.	01.07.2007
08	Dr. Dipendra Kr. Mitra	Histocompatibility & Immunogenetics	01.07.2007
09	Dr. S.L. Yadav	Phy. Med. & Rehab.	01.07.2007
10	Dr. Seema Sen	Ocular Pathology, RPC	01.07.2007
11	Dr. Sushma Bhatnagar	Anaesthesiology, IRCH	01.07.2007
12	Dr. Mehar Chand Sharma	Neuro-Pathology	01.07.2007
13	Dr. V. Seenu	Surgical Disciplines	01.07.2007
14	Dr. Sanjay Sharma	Radio-Diagnosis (RPC)	01.07.2007
15	Dr. Pramod-Kumar Garg	Gastroenterology	01.07.2007
16	Dr. Parthaprasad Chattopadhyaya	Tissue & Organ Culture (Biochem.)	01.07.2007
17	Dr. Punit Kaur	Biophysics	01.07.2007
18	Dr. S.V. Suryanarayana Deo	Surgical Oncology, IRCH	01.07.2007
19	Dr. Sanjay Prayagraj Thulkar	Radio-Diagnosis, IRCH	01.07.2007
20	Dr. Lakshmy Ramakrishnan	Biochemistry (C.T. Centre)	01.07.2007
21	Dr. Sanjay Gupta	Nephrology	01.07.2007
22	Dr. Dipankar Bhowmik	Nephrology	01.07.2007
23	Dr. Kalpana Luthra	Biochemistry	01.07.2007
24	Dr. Seema Kashyap	Ocular Pathology (RPC)	01.07.2007
25	Dr. Rakesh Kumar	Nuclear Medicine	01.07.2007
26	Dr. Sandeep Seth	Cardiology	01.07.2007
27	Dr. Alok Thaker	E.N.T.	01.07.2007
28	Dr. M. Srinivas	Paediatric Surgery	01.07.2007
29	Dr. Ravi Mittal	Orthopaedics	01.07.2007
30	Dr. C.S. Yadav	Orthopaedics	01.07.2007



31	Dr. Neena Malhotra	Obst. & Gynaec.	01.07.2007
32	Dr. Neeti Makhija	Cardiac Anaesthesia	01.07.2007
33	Dr. Poonam Malhotra	Cardiac Anaesthesia	01.07.2007
34	Dr. Sanjay Kumar Arya	Hospital Administration	01.07.2007
35	Dr. Anju Dhawan	Psychiatry	01.07.2007
36	Dr. Dharam Vir Singh Arya	Pharmacology	01.07.2007
37	Dr. Naveet Wig	Medicine	01.07.2007
38	Dr. Ashutosh Biswas	Medicine	01.07.2007
39	Dr. Imaculata Xess	Entomology (Microbiology)	01.07.2007
40	Dr. Manjari Tripathi	Neurology	01.07.2007
41	Dr. Rajesh Sagar	Psychiatry	01.07.2007
42	Dr. S.S. Kale	Neurosurgery	01.07.2007

LIST OF ELIGIBLE CANDIDATES FOR PROMOTION UNDER ASSESSMENT  
PROMOTION SCHEME W.E.F. 01.07.2011.

FROM LEVEL II TO III ( ASSOCIATE PROFESSOR TO ADDITIONAL PROFESSOR )

Sl. No.	Name	Department	Date of joining
01	Dr. P.K. Chaturvedi	Reproductive Biology	01.07.2008
02	Dr. Vivek P. Jyotsna	Clinical Endocrinology	01.07.2008
03	Dr. Rajesh Khadgawat	Endo. & Metab.	01.07.2008
04	Dr. Rakesh Kumar	E.N.T.	01.07.2008
05	Dr. Naval K. Vikram	Medicine	01.07.2008
06	Dr. Anant Mohan	Medicine	01.07.2008
07	Dr. Rohit Saxena	Ophthalmology	01.07.2008
08	Dr. Vinay Gupta	Ophthalmology	01.07.2008
09	Dr. Anyana Talwar	Physiology	01.07.2008
10	Dr. Anita Dhar	Surgery	01.07.2008
11	Dr. Sonali Jhanjee	Psychiatry (NDDTC)	01.07.2008
12	Dr. Sushmita Pathy	Radioterhapy	01.07.2008

**LIST OF ELIGIBLE CANDIDATES FOR PROMOTION UNDER  
ASSESSMENT PROMOTION SCHEME W.E.F. 01.07.2012.**

**FROM LEVEL III TO IV (ADDITIONAL PROFESSOR TO PROFESSOR)**

Sl. No.	Name	Department	Date of joining
01	Dr. O.P. Murthy	Forensic Medicine.	01.07.2000
02	Dr. P. Sharat Chandra	Neurosurgery	01.07.2008
03	Dr. Benu Dhawan	Microbiology	01.07.2008
04	Dr. Sandeep Kr. Mishra	Cardiology	01.07.2008
05	Dr. Vatsala Dadhwal	Obst. & Gynae.	01.07.2008
06	Dr. K. Anand	Community Medicine	01.07.2008
07	Dr. Pankaj Hari	Paediatrics	01.07.2008
08	Dr. Rama Jayasunder	N.M.R.	01.07.2008
09	Dr. S. Vivekanandhan	Neuro-Biochemistry	01.07.2008
10	Dr. A. Srinivasan	Biophysics	01.07.2008
11	Dr. Madhu Vajpayee	Microbiology	01.07.2008
12	Dr. Ratna Sharma	Physiology	01.07.2008
13	Dr. Veena Jain	Dental Surgery (Prosthesodontics)	01.07.2008
14	Dr. R.S. Chouhan	Neuro-Anaesthesia	01.07.2008
15	Dr. Nalin Mehta	Physiology	01.07.2008
16	Dr. Atul Sharma	Medical Oncology	01.07.2008
17	Dr. Namrata Sharma	Ophthalmology	01.07.2008
18	Dr. Sandeep Agarwal	Surgery	01.07.2008
19	Dr. Vimi Rewari	Anaesthesiology	01.07.2008
20	Dr. Pradeep Venkatesh	Investigative Laboratory	01.07.2008
21	Dr. Tanuj Dada	Ophthalmology	01.07.2008
22	Dr. Neelam Pushkar	Ophthalmology	01.07.2008
23	Dr. Ashish Suri	Neurology	01.07.2008
24	Dr. Nutan Agarwal	Obst. & Gynae.	01.07.2008
25	Dr. Sudhir K. Gupta	Forensic Medicine	01.07.2008
26	Dr. Vineet Ahuja	Gastroenterology	01.07.2008
27	Dr. Rima Dada	Anatomy	01.07.2008
28	Dr. Uma Kumar	Medicine	01.07.2008
29	Dr. Venkateswaran K. Iyer	Pathology	01.07.2008
30	Dr. Nish Naik	Cardiology	01.07.2008

31	Dr. Seema Tyagi	Haematology	01.07.2008
32	Dr. Manoranjan Mahapatra	Haematology	01.07.2008
33	Dr. Vinay Goyal	Neurology	01.07.2008
34	Dr. Arundhati Sharma	Anatomy (Genetics)	01.07.2008
35	Dr. Arth Vij	Hospl. Admn. (ORBO)	01.07.2008
36	Dr. Rakesh Yadav	Cardiology	01.07.2008
37	Dr. Sheffali Gulati	Paediatrics	01.07.2008
38	Dr. Subhadra Sharma	Lab. Med. (Haem.)	01.07.2008

LIST OF ELIGIBLE CANDIDATES FOR PROMOTION UNDER ASSESSMENT  
PROMOTION SCHEME W.E.F. 01.07.2012.

FROM LEVEL II TO III (ASSOCIATE PROFESSOR TO ADDITIONAL PROFESSOR)

Sl. No.	Name	Department	Date of joining
01	Dr. Shambhurnath Das	Cardiac Anaesthesia	01.07.2009
02	Dr. Sujoy Pal	G.I. Surgery & Liver Transplantation	01.07.2009
03	Dr. Sandeep R. Mathur	Pathology	01.07.2009
04	Dr. Rakesh Lodha	Paediatrics	01.07.2009
05	Dr. Sanjeev Kr. Bhoi	Medicine (JPNATC)	01.07.2009
06	Dr. Kabita Chatterjee	Pathology (B.T.)	01.07.2009
07	Dr. Tulika Seth	Haematology	01.07.2009
08	Dr. Sujata Mohanty	Stem Cell	01.07.2009
09	Dr. Smriti Hari	Radio-Diagnosis	01.07.2009
10	Dr. Renu Sinha	Anaesthesiology (RPC)	01.07.2009
11	Dr. Girija Prasad Rath	Neuro-Anaesthesia	01.07.2009
12	Dr. Priya Jagia	Cardiac Radiology	01.07.2009
13	Dr. Vijay Kumar	Orthopaedics	01.07.2009
14	Dr. Tushar Agarwal	Ophthalmology	01.07.2009
15	Dr. Mamta Bhushan Singh	Clinical Neuro-physiology (Deptt. of Neurology)	01.07.2009
16	Dr. Vijay Prakash Mathur	Pedodontics & Preventive Dentistry (C.D.E.R.)	01.07.2009
17	Dr. Shivanand Gamanagatti	Radio-Imaging (JPNATC)	01.07.2009
18	Dr. Atin Kumar	Radio-Imaging (JPNATC)	01.07.2009
19	Dr. Rachna Seth	Paediatrics	01.07.2009
20	Dr. Sanjeev Lalwani	Forensic Medicine (JPNATC)	01.07.2009
21	Dr. Nand Kumar	Psychiatry	01.07.2009
22	Dr. M. Vanathi	Ophthalmology	01.07.2009
23	Dr. Rajesh Sinha	Ophthalmology	01.07.2009
24	Dr. Nihar Ranjan Das	G.I. Surgery & Liver Transplantation	01.07.2009
25	Dr. Ajay Logani	Conservative Dentistry & Endodontics (CDER)	01.07.2009
26	Dr. Jyotna Puri	Anaesthesiology	01.07.2009
27	Dr. Ambuj Roy	Cardiology	01.07.2009
28	Dr. Vaishali Suri	Neuro-Pathology	01.07.2009
29	Dr. Hemanshu Prabhakar	Neuro-Anaesthesia	01.07.2009
30	Dr. S. Ramakrishnan	Cardiology	01.07.2009

31	Dr. Biprab Mishra	General Surgery (PNATC)	01.07.2009
32	Dr. S. Arselvi	Laboratory Medicine (PNATC)	01.07.2009
33	Dr. Purva Mathur	Laboratory Medicine (PNATC)	01.07.2009
34	Dr. Sushma	General Surgery (PNATC)	01.07.2009
35	Dr. Amit Gupta	General Surgery (PNATC)	01.07.2009
36	Dr. Subodh Kumar	General Surgery (PNATC)	01.07.2009
37	Dr. Manesh	General Surgery (PNATC)	01.07.2009
38	Dr. Bhavna Chawla	Ophthalmology	01.07.2009
39	Dr. Y.R. Kusuma Kumari	Community Medicine (Non-Medical Anthropol)	01.07.2009
40	Dr. Ritu Gupta	Laboratory Oncology	01.07.2009
41	Dr. Vijay Sharma	Orthopaedics (PNATC)	01.07.2009
42	Dr. Buddhaddev Choudhary	Orthopaedics (PNATC)	01.07.2009
43	Dr. Vivek Trikhia	Orthopaedics (PNATC)	01.07.2009
44	Dr. Gupta Babita	Anaesthesiology (PNATC)	01.07.2009
45	Dr. Chhavi Sawhney	Anaesthesiology (PNATC)	01.07.2009
46	Dr. Rashmi Ramchandran	Anaesthesiology	01.07.2009
47	Dr. Ravinder Kumar Pandey	Anaesthesiology	01.07.2009
48	Dr. Ramesh Kumar Agarwal	Paediatrics	01.07.2009
49	Dr. Vandana Jain	Paediatrics	01.07.2009
50	Dr. Adarsh Kumar	Forensic Medicine (PNATC)	01.07.2009
51	Dr. Deepak Agarwal	Neurosurgery (PNATC)	01.07.2009
52	Dr. Deepak Kumar Gupta	Neurosurgery (PNATC)	01.07.2009
53	Dr. Sumit Sinha	Neurosurgery (PNATC)	01.07.2009
54	Dr. Mamta Sood	Psychiatry	01.07.2009
55	Dr. Anjolie Chhabra	Anaesthesiology	01.07.2009
56	Dr. Surender Singh	Pharmacology	01.07.2009
57	Dr. KH Reeta	Pharmacology	01.07.2009
58	Dr. Somesh Gupta	Derm. & Vene.	01.07.2009
59	Dr. Urvashti Balbir Singh	Microbiology	01.07.2009
60	Dr. Atul Ambekar	Psychiatry	01.07.2009

61	Dr. Senthil Kumaran	N.M.R.	01.07.2009
62	Dr. Parag Garde	Cardiac Anaesthesia	01.07.2009
63	Dr. Vishwas Mallick	Cardiac Anaesthesia	01.07.2009
64	Dr. Pravas Chandra Mishra	Cardiac Anaesthesia	01.07.2009
65	Dr. Jagriti Bhatta	Clinical Haematology (Adult)	01.07.2009
66	Dr. Guru Dutta Sathyanthee	Pharmacology	01.07.2009
		Neurosurgery (JPNATC)	01.07.2009

IMPLEMENTATION OF NEW ASSESSMENT PROMOTION  
SCHEME FOR THE FACULTY OF AIIMS - GUIDELINES AS  
APPROVED BY THE GOVERNING BODY ON 25.04.1992  
AND 5<sup>TH</sup> MARCH, 2001.

46-A

The Government of India, Ministry of Health & Family Welfare vide their D.O. letter No.V.16020/35/89-ME(PG) dated the 24<sup>th</sup> December, 1991 conveyed their approval for implementation of the revised Assessment Promotion Scheme for the faculties of AIIMS. While conveying the revision of scales of pay of the faculty members of AIIMS, New Delhi/PGL, Chandigarh, Government of India, Ministry of Health & Family Welfare vide letter No.V.16020/41/97-ME(PG) (Vol.II) dated the 10<sup>th</sup> March, 2000, has also conveyed their approval for extension of Assessment Promotion Scheme from Additional Professors to Professors w.e.f. 01.07.2000. Further, the Government of India, Ministry of Health & Family Welfare vide their letter No. V.16020/57/2008-ME-I dated the 12<sup>th</sup> January, 2011 and No. V.16020/11/2009-ME-I dated the 30<sup>th</sup> March, 2011 conveyed the revised Promotion Scheme which shall be effective from 01.07.2008 notionally subject to condition that pay fixation and other financial benefits shall be from 31.12.2008. The salient features of the Assessment Promotion Scheme are as under:-

- i) Assistant Professors with three years of service will be eligible for appointment to the post of Associate Professor subject to clearance of the prescribed selection process.
- ii) Associate Professors with three years of service will be eligible for appointment to the post of Additional Professor subject to clearance of the prescribed selection process.
- iii) Additional Professors with four years of service will be eligible for appointment to the post of Professor subject to clearance of the prescribed selection process.

2. APPLICATION

These Guidelines will apply to promotions to the faculty posts in the grades of Associate Professor, Additional Professor and Professor.

Annexure-V



3. ELIGIBILITY

Assistant Professors & Associate Professors with 3 years and Additional Professors with 4 years of regular service in the respective grades in AIIMS are eligible for Promotion as Associate Professor, Additional Professor and Professor respectively. No other conditions, e.g. higher qualifications as for direct recruits, need be fulfilled.

4. PERIODICITY AND CRUCIAL DATE

The Assessment Board will meet once a year and considered the fitness of all persons who have completed the requisite eligibility service as on 30<sup>th</sup> June of that year. All promotions under the Scheme will be effective from 1<sup>st</sup> July.

6. SENIORITY LIST

As per the rules in force, there can be direct recruitment to all grades of the faculty and selection on each occasion could be for appointment to be made at the same time but in more than one discipline. The combined seniority list of the Institute shall be worked out as follows:-

- i) The seniority of employees of the Institute in each category shall be determined by the order of merit in which they were selected for appointment to the grade in question, those selected on an earlier occasion being ranked senior as a block to those selected later (Regulation 26 of AIIMS Regulations, 1958).
- ii) The preparation of a seniority list of persons selected in the same selection committee would involve the following steps:-

STEP-1

Draw up list of persons on the basis of their date of joining those joining on an earlier date being placed above those joining on a later date.

- a) Probation should have been completed by him/her successfully.
- b) The total period of extension granted to join the service should not have exceeded 6 months.

NOTE:- In cases where a junior in the combined & seniority list is being considered for assessment, all persons senior to him/her in the seniority list will also be considered even though the seniors do not have the requisite years of service. The senior if found fit will be given notional promotion with effect from the date of promotion of his/her junior and for purpose of pay etc., it would be granted to him/her with effect from the date of actual promotion i.e. the date on which he completes 4 years service on the grade at the AIIMS, provided the following two conditions are fulfilled:-

The above list may now be further modified to carry corrections of violation of departmental merit/seniority laid down by the selection committee. This will be done by pulling the junior down immediately below his senior in merit.

#### STEP-IV

For those joining on the same date and adjusted as in step II above according to their age, further re-arrangement may be carried out so that the original inter-seniority of the Institute employees in the Lower Post/Grade maintained. This operation may be done by pulling down the junior in the previous combined seniority list immediately below his senior in that list now appearing in this list even though he may be elder in age.

#### STEP-III

In the list prepared as above, those who join on the same date may be arranged in order of age — those born earlier being placed above those born later.

#### STEP-II

46 - c

- (i) Assistant Professor --- Pay Band - 3 (Rs. 15600-39100) subject to minimum Pay being Rs.30000/- and Academic Grade Pay of Rs. 8000/- After three years, Assistant Professor will move to Pay Band - 4 (Rs. 37400-67000) with Academic Grade Pay of Rs. 8700/-.
- (ii) Associate Professor --- Pay Band - 4 (Rs. 37400-67000) subject to minimum Pay being Rs.42800/- and Academic Grade Pay of Rs. 9000/-
- (iii) Additional Professor --- Pay Band - 4 (Rs. 37400-67000) subject to minimum Pay being Rs.46000/- and Academic Grade Pay of Rs. 9500/-
- (iii) Professor --- Pay Band - 4 (Rs. 37400-67000) subject to minimum Pay being Rs.51600/- and Academic Grade Pay of Rs.10500/-

9. PAY SCALES

A faculty member could avail of a total of three chances at each level for being considered for promotion under the Scheme. The time interval between the first and second chance would be two years and between the second and third chance three years.

8. NUMBER OF CHANCES

The Assessment Board shall take into consideration its recommendations of the Head of the Department/Unit, the performance of the faculty members with reference to annual confidential reports and his/her performance in the interview for deciding his fitness for promotion to the next higher grade. However, the Board may consider in absentia the candidature of such faculty members as are unable to present themselves for interview.

7. ASSESSMENT PROCESS

Annexure-VI

No. V-16020/16/2013-ME-II

Government of India  
Ministry of Health & Family Welfare  
Department of Health & Family Welfare  
(ME-I Section)

\*\*\*

Room No.213-D, Nirman Bhawan,  
New Delhi-110 011  
Dated, the 25<sup>th</sup> of April, 2013.



To

The Director,  
All India Institute of Medical Sciences,  
Ansari Nagar, New Delhi - 110 029.

Sub.: Promotion to next higher grade under Assessment Promotion Scheme (APS) in AIIMS, New Delhi - reg.

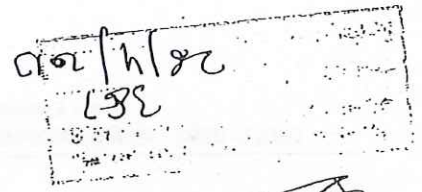
Sir,  
I am directed to enclose herewith copy of letter along with its enclosure, addressed to Hon'ble HFM by Shri Brijesh Pathak, Hon'ble Chairman, Parliamentary Standing Committee (PSC) on Health and Family Welfare and to say that the matter has been examined in the Ministry and it has been decided, with the approval of Hon'ble HFM, that the current process of Assessment Promotion Scheme (APS) in AIIMS, New Delhi may be stayed till such time as the recommendations of the PSC on the subject of reservation / ad-hoc appointment in AIIMS are received.

Yours faithfully,

(S.N. Sharma)  
Under Secretary to the Govt. of India  
Tel. No. 011-23061883

- Copy for information to:
1. PS to Hon'ble HFM
  2. PPS to Secretary(HFM)
  3. PPS to JS(SKN)

Enclosure: a. Two leaves



AD(A) for administrative  
action for future.  
② We have done check  
completing for the  
batch of 2011 & 12

15/11/13  
C/O - 15/11/13

12/14  
M

Residence : C-1/14, Homayun Road, New Delhi-110011. \* Ph: 24604000 Mobile : 9868190000  
Website : <http://www.ayaznabi.com> \* <http://ayaznabi@hotmail.com>

I, Representation from SC/ST Medical Association, Delhi  
Warm personal regards  
Enclosures

I have been given to understand that AIIMS is very shyly going to undertake an Assesment Promotion Scheme (APS) exercise for promotion to the grade of Professors in various Departments/ Specialists of the Institute. The proposed APS is meant to cover several of the 164 Additional Professors already working in the Institute on ad-hoc basis for several years and who have also reaped undue benefits of promotions, etc. even while continuing as ad-hoc appointees. It would be pertinent to mention here that the initial appointment of all these individuals was made in controversy and is presently under judicial review. In fact, from the reports available in public domain the appointment of all these individuals was done in a highly irregular manner and is, therefore, illegal and is in all likelihood bound to invite strictures by the Judiciary in the light of sheer illegality involved. More so, while resorting to this patently irregular endeavor, the Institute has given a short stick to the constitutional provision of the SC/ST and other backward sections of the society (enclosed).

You are also aware that the Parliamentary Standing Committee on Health and Family Welfare is examining the Institute as a standard subject for sometime now. The examination has, however, been prolonged due to inordinately late submission of information on vital points by the Government. Though, the deadlock has been done now, the Committee may take a few more evidences in the light of new facts emerging from these documents received from the Government.

Based on the information received from the Government, including your Ministry, The Department of Personnel and Training, Department of Legal Affairs and other stakeholders, faculty association, legal documents and the agreements made by none other than the Government and the Institute before the Committee, the aspect of irregular appointment of these 164 individuals in AIIMS on ad-hoc basis and the further gross illegality of perpetuating them in the Institute hierarchy without any legal or administrative sanction or authority is surely going to be a part of the Report of the Committee which is going to be presented to the Parliament shortly.

Keeping the sensitiveness of the matter in view, I would advise you to instruct the Institute to keep the said APS exercise in abeyance for the time being, so that the Government and the Institute are not deprived of the benefit of the well considered advice of the Committee on this contentious issue.

B S  
S + 287

125, Parliament House Annex-6,  
New Delhi - 110 001  
Tel : 23034018  
Toll-free : 29793323  
E-mail : [mpfr@parliamentary.com](mailto:mpfr@parliamentary.com)



**BRAJESH PATNAK**  
MEMBER OF PARLIAMENT  
(RAJYA SABHA)  
CHAIRMAN  
DEPARTMENT-RELATED PARLIAMENTARY  
STANDING COMMITTEE ON  
HEALTH AND FAMILY WELFARE

Dear Shri Azad Ji,

TS No. 66095/13  
15/4  
Date: 15/4

Copy to all the members of the Institute Body.

(Dr. P.K. Rathore)

Place  
Yours truly,

With regards,

4. We would therefore request you to kindly ask the ministry to hold back its decision for holding interviews for further promotions of these illegal appointees and allow the matter to be decided by the court on its merit.

3. We understand the Ministry of Health and Family Welfare in a recent communication has asked the AIIMS to allow further promotions to these illegal appointees whose very initial appointment is under challenge. This action of the Ministry not only amounts to interfering with the legal process but also contrary to and in conflict with its sworn affidavit submitted to the Court.

2. During this period, both before the High Court of Delhi and the Supreme Court, several affidavits have been filed on behalf of the AIIMS as well as the Union of India. In these affidavits it has been admitted that (a) AIIMS flouted the recruitment rules. (b) Constitutional reservation to the SC, ST and OBC candidates was deliberately denied (d) the candidates were allowed benefits of their ad-hoc service despite the 2001 order of Delhi High Court to the contrary.

1. This is a case involving illegal appointment of Assistant Professors at AIIMS and their illegal promotions in which recruitment rules were openly violated. As a matter of fact SC/ST aspirants have lost chances of appointment or promotion. This matter is in the court since 2003. Now, the pleadings are complete and the matter is listed for final hearing. The hearing has been fixed for 11th March 2013. The court has not granted any interim relief to the appointees.

This is with reference to subject cited above, which is pending for final hearing before a division bench in the High Court of Delhi after being remanded back by the Supreme Court. Without being prejudicial to the subject matter under consideration before the Court, we would like to reiterate the following points:

Dear Sir,

Sub: Controversy regarding illegal appointment of 164 Assistant Professors in 2003 and their subsequent promotions—regarding.

Hande Shri. Rakesh Pathak, J.  
Law Commission Standing Committee  
on Health and Family Welfare,  
Sensard Bhawan, N. Delhi-110001

- Dr. Kuldeep Kumar
- Dr. Sudesh Prakash
- Ex-officio
- Dr. Ravinder Singh
- Dr. Kuldeep Kumar
- Dr. Charan Singh
- Dr. C. B. Singh
- Dr. Rakesh Kr. Kain
- Dr. Daya Ram
- Dr. R.S. Tolia
- Dr. Bharat Singh
- Dr. Yadual
- Dr. Saudan Singh
- Dr. A. K. Mandal
- Executive Member
- Dr. Sanjeev Tomar
- Treasurer
- Dr. Madhukaran
- Dr. P.K. Rathore
- Joint Secretary
- Dr. Anup Kanase,
- Mob: 9654700972
- anupkan@yahoo.com
- Gen. Secretary
- Dr. Indu Grewal
- Dr. J.C. Passey
- Vice Presidents

President  
Prof. Ratan Singh, MD, FATTM & AODS (USA)  
Mob: 9312324503 & 9013572821  
Email: singhratan.2000@yahoo.com

SC/ST MEDICAL ASSOCIATION DELHI (Regd. No. S 15416)  
Block-8 Villa-7 Kalkaji Extension New Delhi-110019  
Email: scstmadd@gmail.com

URGENT/ CONFIDENTIAL

No. V-16020/16/2013-ME-1

Government of India  
Ministry of Health and Family Welfare  
(ME-1 Section)

Nirman Bhavan, New Delhi,  
Dated the 6<sup>th</sup> June, 2013.

RECEIVED  
11 JUN 2013  
55800  
11/5/13

Director's Secretary, A.I.M.S.  
12/6/13

The Director,  
A.I.M.S.,  
Ansari Nagar,  
New Delhi.

To,

Subject:- Promotion to next higher grade under Assessment Promotion Scheme(APS) in AIIMS, New Delhi-reg.

I am directed to refer to this Ministry's letter of even no. dated 25/04/2013 conveying the approval of Hon'ble HFM for staying the current process of Assessment Promotion Scheme(APS) in AIIMS till such time as the recommendations of the PSC on the above subject of reservation/ad-hoc appointment in AIIMS are received. The matter has been re-considered in the Ministry and it has been decided with the approval of Hon'ble HFM that AFS process must be completed before direct intake at higher levels is considered and that in the interest of optimum functioning of the Institute, AIIMS may immediately complete the process of APS promotions by placing the matter before the GB for consideration and approval at the earliest. The final decision in this regard can be taken in G.B.

In view of the above, AIIMS is requested to take further necessary action in the matter and furnish an action taken report in this regard for apprising Hon'ble HFM in the matter.

Yours faithfully,  
(Amrit Lal)  
Deputy Secretary to the Government of India  
Tel. No. 23062655.

Recommendation for  
SSG (on HR) for  
consideration/participation  
of Govt. (on 19/7/13, no.?)  
12/6/13  
M.R.S.

Handwritten notes and signatures including 'G.B. / 12/6/13' and 'Amrit Lal'.

To consider the representations received from Faculty Members for relaxation of number of chances beyond the limit of three chances to appear before the Selection Committee for promotion to the next grade under Assessment Promotion Scheme.

ITEM NO. GB-149/4

NOTE FOR THE GOVERNING BODY





TO CONSIDER THE REPRESENTATIONS RECEIVED FROM FACULTY MEMBERS FOR RELAXATION OF NUMBER OF CHANCES BEYOND THE LIMIT OF THREE CHANCES TO APPEAR BEFORE THE SELECTION COMMITTEE FOR PROMOTION TO THE NEXT GRADE UNDER ASSESSMENT PROMOTION SCHEME.

NOTE FOR GOVERNING BODY

Item No. GB/149/4

1.

INTRODUCTION

1.1 Representations had been received from the following faculty members who have exhausted all three chances of appearing before the Selection Committee for promotion to the next grade under Assessment Promotion Scheme prescribed in respect of faculty members of the Institute:

- i) Dr. Krishna Dalal, Associate Professor & HOD of Biophysics
- ii) Dr. N.S. Raj, Assistant Professor of Cl. Pharmacology

Copies of representations submitted by aforesaid faculty members are enclosed at Annexure-I.

1.2 Apart from aforementioned faculty members, three more faculty members viz. Dr. N.N. Sarkar, Associate Professor of Reproductive Biology, Dr. A. P. Bhalla, Assistant Professor of Anaesthesiology and Dr. Nanaji Kaw, Assistant Professor of Psychiatry (NDDTC) have also availed all three admissible chances to appear before the Selection Committee for promotion to the next grade under Assessment Promotion Scheme prescribed in respect of faculty members.

2.

ADMINISTRATIVE COMMENTS

2.1 In the aforesaid connection, it is stated that the Government of India, Ministry of Health and Family Welfare vide its letter No.V.16020/35/89-ME(PG) dated 24<sup>th</sup> December, 1991 and No.V.16020/41/97-ME(PG) (Vol.II) dated the 10<sup>th</sup> March, 2000 has introduced the Assessment Promotion Scheme for grant of promotion to faculty members and the salient features of the same are as under:

(i) 100% of Assistant Professors with four years of service be considered for promotion as Associate Professor each year without linkage to the vacancies in the grade of Associate Professors.

(ii) 75% of Associate Professors with four years of service be considered for promotion to the grade of Additional Professors each year without linkage to the vacancies in the grade of Additional Professors

(iii) 50% of the eligible Additional Professors with seven years of regular service in the grade of Additional Professors may be promoted as Professors each year without linkage to the vacancies in the grade of Professors.

The Clause I (iv) of the aforesaid Assessment Promotion Scheme guidelines further provides as under:

“A faculty member could avail of a total of three chances at each level in Assessment Promotion Scheme. The time interval between the first and the second chance would be two years and between the second and third chance – three years.”

The Clause 5 of the aforesaid Assessment Promotion Scheme provides as under:

PERIODICITY AND CRUCIAL DATE

The Assessment Board will meet once a year and considered the fitness of all persons who have completed the eligibility service of 4 years and 7 years respectively as on 30<sup>th</sup> June of that year. All promotions under the Scheme will be effective from 1<sup>st</sup> July.

A copy of the Assessment Promotion Scheme guidelines is enclosed at Annexure-II.

2.2 According to the aforesaid scheme, all 5 faculty members as mentioned above have availed all three chances but they were found UNFIT, The details of aforesaid 5 faculty members in respect of availing of three chances for promotion to the next higher grade under Assessment Promotion Scheme are as under:

(a) Dr. Krishna Dalal, Associate Professor of Biophysics

She was declared UNFIT for the batch of 01.07.1996 for promotion to the grade of Associate Professor. She appeared for the batch of 01.07.1998 as her 2<sup>nd</sup> chance, but again was declared UNFIT. She availed her 3<sup>rd</sup> chance and appeared for the batch of 01.07.2001 and was again declared UNFIT. As such, she has availed all the three chances and she is no more eligible to be considered for promotion as per Assessment Promotion Scheme.

(b) Dr. N.N. Sarkar, Associate Professor of Reproductive Biology

Dr. N.N. Sarkar was declared UNFIT for the batch of 01.07.1996 for promotion to the grade of Associate Professor. He was eligible for the batch of 01.07.1998 but did not apply. He also not applied for the batch of 01.07.1999, 01.07.2000 and 01.07.2001. He appeared for the batch of 01.07.2003 and 01.07.2005 as his 2<sup>nd</sup> and 3<sup>rd</sup> chance respectively, but was found UNFIT. He has, thus, availed all three chances and no more eligible to be considered for promotion under AFS. Later, pursuant to the orders of the Hon'ble CAT dated 08.08.2011 and Hon'ble High Court of Delhi dated 26.09.2011, Dr. N.N. Sarkar was given another chance of appearing before the Standing Selection Committee for promotion to the grade of Additional Professor w.e.f. 01.07.1996 under Assessment Promotion Scheme, but the Standing Selection Committee in its meeting held on 21.10.2011 again declared him UNFIT for promotion under AFS. Dr. N.N. Sarkar has, however, retired from the service of the Institute w.e.f. 30.04.2012.

(c) Dr. A.P. Bhalla, Assistant Professor of Anaesthesiology

Dr. A.P. Bhalla was found UNFIT for the batch of 01.07.1990. He appeared for the batch of 01.07.1997 & 01.07.2000 as his 2<sup>nd</sup> and 3<sup>rd</sup> chance respectively, but was declared UNFIT. He has, thus, availed of all three chances. He is no more eligible to be considered for promotion under AFS.

(d) Dr. Nepal Singh Rai, Assistant Professor of Cl. Pharmacology

Dr. Nepal Singh Rai was found UNFIT for the batch of 01.07.1992. He appeared for the batch of 01.07.1997 and 01.07.2000 as his 2<sup>nd</sup> & 3<sup>rd</sup> chance respectively, but was found UNFIT. He is no more eligible to be considered for promotion as per AFS.

(e) Dr. Nanaji Kaw, Assistant Professor of Psychiatry (NDDTC)

Dr. Nanaji Kaw was found UNFIT for the batch of 01.07.1992 and did not apply for the batches of 01.07.1994, 01.07.1995, 01.07.1996, 01.07.1996 & 01.07.1998. She appeared for the batch of 01.07.1999 as her 2<sup>nd</sup> chance and was again found UNFIT. She again appeared for the batch of 01.07.2002 as her 3<sup>rd</sup> chance but again she was declared UNFIT. She has, thus, availed all three chances and no more eligible to be considered for promotion under APS.

2.3 The Government of India, Ministry of Health and Family Welfare vide their letter No. V.16020/57/2008-ME.I dated 12.01.2010 has also revised the aforesaid Assessment Promotion Scheme as under:

- (i) Assistant Professors with three years of service will be eligible for appointment to the post of Associate Professor subject to the clearance of the prescribed selection process.
- (ii) Associate Professors with three years of service will be eligible for appointment to the post of Additional Professor subject to clearance of the prescribed selection process.
- (iii) Additional Professors with four years of service will be eligible for appointment to the post of Professor subject to clearance of the prescribed selection process.

2.4 The numbers of years of eligibility for promotion under the aforesaid new Scheme have been reduced and the ceiling of percentage of candidates to be promoted among the eligible candidates has been removed. A copy of the revised APS Scheme as introduced by the Government enclosed at Annexure-III. This Scheme was initially made applicable w.e.f. 12.01.2010 i.e. the date of issue of aforesaid notification. Later, the Ministry of Health and Family Welfare vide their letter No. V.16020/11/2009-ME.I dated the 30<sup>th</sup> March, 2011 clarified that the new scheme of Assessment Promotion will be implemented notionally w.e.f. 01.07.2008 subject to the condition that pay fixation and other financial benefits are not allowed from a date prior to 31.12.2008 in any case. Accordingly, the new scheme for Assessment Promotion has been made applicable at the Institute. A copy of the letter is enclosed at Annexure-IV.

2.5 It would, however, pertinent to mention that the new scheme of APS has also only three chances as to pre-revised scheme.

2.6 They are in the same grade for last more than 10 years.

2.7 It may, however, be relevant to mention that the Governing Body, AIIMS in its meeting held on 16.01.2012 and 14.04.2012 has granted promotion to 39 faculty members who were found UNFIT by the Standing Selection Committee in its meetings held from 17<sup>th</sup> to 20<sup>th</sup> November, 2010 and from 16<sup>th</sup> 18<sup>th</sup> December, 2010 as one time relief measure which shall not be quoted as precedent.

2.8 The matter regarding instant representations of faculty members on the subject under reference was submitted to the authorities of the Institute & it has been decided by the authorities of the Institute that the same be placed before the Governing Body, AIIMS being the competent body (the appointing authority) for its kind consideration and a decision.

APPROVAL SOUGHT

3.1 The above matter is, therefore, placed before the Governing Body for kind consideration and a decision.

3.

Dated September 1, 2010

To: 3852  
04 SEP 2010

The President, All India Institute of Medical Sciences &  
Honorable Union Minister of Health & Family Welfare  
Government of India  
Nirman Bhawan, New Delhi

Through: Proper channel

Subject: Assessment Promotion Scheme (APS): Review of last chance clause

3128  
3/9/10

Respected Sir:

The Assessment Promotion Scheme (APS) for the career development of the faculty members of AIIMS had started w.e.f. 01.07.1983 as per the recommendation of Dhar Committee. During a period of 27 years, the scheme has been amended from time to time and reviewed several times with every Pay Commission Report. As per the latest decision of the Institute under your leadership, the old APS has been scrapped and the Institute faculty members will have 3 promotions in 10 years without any ceiling.

Sir, may I draw your kind attention to one draconian provision of the old APS which has not yet been changed since the Dhar Committee recommendations had been adopted by the Institute. This scheme provides only 3 chances of assessment based promotion at any level. This means that if a faculty member fails to clear in 3 opportunities, he/she is condemned to stagnate for the rest of his/her service life despite all attempts to improve professional conduct: *a situation similar to life imprisonment*. Sir, unfortunately I do belong to this category.

Sir, may I draw your kind attention to the following facts:

a) I joined this institute in the year 1986 as the Assistant Professor in the department of Biophysics and had been promoted to the post of Associate Professor in the year 1992 under the Assessment Promotion Scheme. Subsequently, I was given 3 opportunities to be assessed till 2001. Having failed to succeed, I became unfit for further career advancement for the rest of my life. I feel that this punishment is too harsh and not entirely due to academic reasons.

b) I have been given the charge of the department as the Head in the early 2006 following the institute rule consequent upon the superannuation of the then Head of the department of Biophysics. With this responsibility, I am running the department for the last 4 1/2 years.

Contd/-

CGO - to put up with  
a note, mentioning about  
the status of few of our  
and placed Professor  
we may be prepared to do  
Pg. 1

Mr. Kumar  
Department of Biophysics  
All India Institute of Medical Sciences  
New Delhi  
3/9/10

marked

Amr...-1

c) I took the failures as my challenge. It had dictated me to work with more efforts and to produce more innovative research activities. In my designated responsibilities, I continued pursuing my teaching and research activities. I have tried to establish the validity of Indian Systems of Medicine by carrying out 3 randomised clinical trials (Phase-II study) on 3 different disease conditions and 9 short term studies integrating the conventional medicines with the drugless therapies, in collaboration with the various departments in this Institute. I have presented my research outcomes as an invited speaker or a delegate in 66 national and international conferences. The research articles in the forms of abstracts and full papers have been published in the proceedings of the national and international journals. I have 12 awards in my credit. I have completed 11 research projects and have 9 ongoing research projects in hand. In addition, 4 national and international collaborative multi-center research projects of cost more than Rs 4.0 crores are under negotiation. At present there are 3 MD and 7 Ph D students writing their theses under my supervision.

d) During the initial period of 15 years (1992-2006) of my professional career, I worked under the severely adverse working environment in order to establish the validity of the Indian System of Medicine. Only recently during my short tenure as the Head of the department of Biophysics, I have established a Molecular Biology laboratory and tried to link research activities in the fields of conventional and non-conventional systems of medical science.

e) Recently I have started working in the field of "Nanotechnology" as one of the team members.

f) Further to support of my claim, enclosed herewith please find the ANNEXURES detailing my contribution to the development of the science towards the human health. The list of my publications prior to joining this esteemed Institute is also attached herewith.

*Prakash*

Contd/-



Sir, I have been punished in the past for

a) trying to apply the knowledge of Biophysics and Bio-electronic communication in the science of the drugless therapy, and

b) carrying out research activities independently in the field of my choice related to the health science.

Sir, I humbly request you to provide me an opportunity to advance my professional career by removing me from the domain of the 3 chance clause of APS and bringing me under the recently introduced scheme of career development. This kindness of yours will also give a chance to researchers working in areas not conforming to the established fields so that new knowledge is created in the field of Health science.

With best regards

Sincerely yours

(Krishna Dalal)

*Handwritten signature and date: 01/09/10*

Department of  
All India Institute of  
Medical Sciences

Encl:

ANNEXURE-I (Contribution to validate reflexology, an Indian System of Medical therapy and other fields of research) - 3 pages

ANNEXURE-II (Publications and awards) - 7 pages

## Contribution to validate reflexology, an Indian System of Medical therapy and

## other fields of research

During the span of last 18 years, Dr Krishna Dalal, HOD, Biophysics has been carrying out the research activities for validating of the science of reflexology, one of the natural therapies. This has been possible through completed 3 randomized clinical trials (sponsored by different funding agencies of government of India, like ICMR, AYUSH and Ministry of Information Technology) and 9 pilot studies in collaboration with the various departments of AIIMS. These mainly include the following the diseased conditions:

1. Osteoarthritis
2. diabetic neuropathy
3. intractable epilepsy
4. mastalgia
5. peripheral neuropathy
6. chronic and acute hypertension
7. cerebral palsy
8. supra nuclear palsy
9. drug induced loss of vision
10. colour blindness
11. side effects of chemotherapy
12. post-operative nausea-vomiting and pain

## Completed projects:

1. Nonthermal effects of electromagnetic waves on self-sustained biological systems, funded by AIIMS, 1987-89.
2. Biochemical and crystallographic investigations on the bi-functional inhibitor of  $\alpha$ -amylase and trypsin, funded by AIIMS, 1989-91.
3. Determination of binding characteristics of Iron metal saturated lactotransferrin of Buffalo colostrums, funded by AIIMS, 1991-93.
4. A frequency transposition type of hearing aid, funded by AIIMS, 1992-93.

*Prasad*

5. Computer assisted learning and teaching of Ayurveda and traditional medicine, funded by Ministry of Information Technology, 1994-97.

6. Computer assisted diagnosis and treatment for the patients suffering from neuro-musculoskeletal dysfunctions through complementary medicine, Funded by Ministry of Information Technology, 1995-97.

7. Randomized clinical trial (RCT) of Reflexology therapy and usual drug treatment in the management of intractable therapy funded by CCRYN, 2005-09.

8. Randomized clinical trial (RCT) of Reflexology therapy and usual drug treatment in the management of pronounced mastalgia and nodularity of female breast, funded by ICMR, 2006-09.

9. Determination of efficacy of reflexology over pharmacological therapy in the management of intractable epilepsy, non-funded research projects (MD thesis).

10. Determination of efficacy of reflexology in management of patient suffering from chronic osteoarthritis pain (MD thesis).

11. Purification of the protein from the leaf gel of aloe vera (M Sc thesis).

#### Ongoing projects: (Ph D and MD thesis)

1. Determination of efficacy of reflexology in treating patients suffering from diabetic nephropathy with hypertension and evaluating a possible biomarker.

2. Evaluation of reflexology as an adjunctive therapy in children with west syndrome.

3. Evaluation of reflexology as an adjunctive therapy in children with cerebral palsy.

4. Investigation of genetic variation in ch311 and effect on YKL40 production in Indian asthmatic patients.

5. Estimation of the level of Cartilage Oligomeric Matrix Protein (COMP) in osteoarthritis and designing of an inhibitor to control the progression of osteoarthritis.

6. Relationship of ACE coding and promoter region gene polymorphism with GDM.

7. Evaluation of reflexology as an adjunctive therapy in patients with lower back pain.

8. Evaluate cortical activation patterns in response to color vision using functional resonance imaging in normal & congenital color deficient individuals & to determine the outcome of reflexology as a treatment modality - in collaboration with R P center AIIMS.

**Research projects under negotiation:**

1. Generating trained manpower in the field of Reflexology and hence to validate clinical trial- 3 Cores in collaboration with north eastern state medical colleges - Submitted to DBT.
2. Randomized clinical trial (phase-III) for establishing validation of reflexology in the management of intractable epilepsy- 1 core, in collaboration with Albert Einstein College of Medicine of Yeshiva University, New York, - submitted The Department of AYUSH.
3. Determination of the role of reflexology as an adjunctive therapy for children with spastic cerebral palsy : Rs 33.00 lacs- submitted to CCRAS.
4. Designing a Quantized reflexology therapy application technique for Thyroid disorder - submitted to DRDO.

*Prasad*

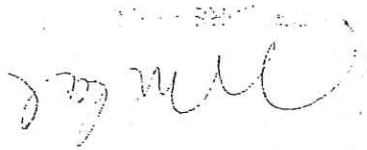
Department of Biophysics  
All India Institute of Medical Sciences  
Post Bag No. 11, Ansari Nagar, New Delhi - 110029

DR. MRS. P. P. PRASAD

## ANNEXURE - II

## Publications and awards

1. B N Biswas, S K Ray, A K Bhattacharya, T Majumdar and K Pramanik. *Injection synchronized digital phase locked loops*. Ind J Pure and Appl Phys, vol 44, Nov 1976.
2. S K Ray and K Pramanik. *Recovery of signals by unilaterally coupled oscillators*. Proc of National seminar on time & Frequency. New Delhi. Nov 18-20, 1976, pp180-203.
3. S K Ray, K Pramanik, A K Bhattacharya, P Banerjee and B N Biswas. *Properties of injection-locked oscillators connected in cascade*, Int J Electronics, vol. 43, Aug 1977 pp 169-183.
4. B N Biswas, S K Ray, A K Bhattacharya and K Pramanik. *On some problems of phase locked loop*. Proc of the 5th summer symposium of circuit theory, 1977. Institute of Radio Engg and Electron, Czechoslovak Academic of Sciences, Prague. Sept 5-9, 1977.
5. S K Ray and K Pramanik, *Lock-in notch filter*. Ind J Pure and Appl Phys, vol. 15, no. 12, Dec 1977, pp 850-853.
6. B N Biswas, S K Ray, K Pramanik. *Comments on ultraharmonic and subharmonic entrainment*. Proc of the Symposium of IEEE Circuits and Systems. May 17-19, 1978.
7. B N Biswas, S K Ray, K Pramanik and S Karmakar. *Entrainment of oscillations in an environment of coloured noise*. Proc. OF 1979 IEEE International symposium on Circuits and Systems, Tokyo, Japan, July 17-19, 1979.
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Department of Biophysics  
All India Institute of Medical Sciences  
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Department of Biophysics  
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Department of Biophysics  
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Awards:

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1. *Bharat ki Mahan Suputri*, awarded by the International councils of Human Welfare, New Delhi, 1998.
2. *Rastriya Gaurav Samman*, awarded by the International councils of Human Welfare, New Delhi, 1999.
3. Honored by the *Fellowship* award by the Indian Board of Alternative Medicines, Calcutta, 1999.
4. *Acupressure queen*, awarded by the Jyotish India, in the occasion of All India conference on Astrology, New Delhi, 1999.
5. *Membership*, International council of reflexologists, USA, 1999.
6. *Membership*, China Reflexology Association, Beijing, China, 2000.
7. *Talented ladies' award* in the field of reflexology, Bharat Nirman, selection committee, Bharat Nirman, New Delhi, 2001.
8. Vice Chairperson, Indian Research Institute for Integrated Medicine (IRIIM), Howrah, 2001.
9. *Fellow*, China Reflexology Association, Beijing, 2002.
10. *Prestigious award of honour*, the Indian Board of Alternative Medicines, Kolkata, 2003.
11. *Health Education and Development (HEAD) award*, The health summit 2010, World congress on drugless therapies, The educational standards and testing council of India and the school of Oriental Medicine, April 2010.

Department of Biophysics  
All India Institute of Medical Sciences

*[Handwritten signature]*

To:  
The President, AIIMS  
New Delhi!

Subject: Promotions of faculty at AIIMS: 3 changes clause  
Thro: The Director, AIIMS

Dated September 03, 2010

Respected Honorable Minister Sir:

I was lost or denied, three chances of promotion during last 22 years. (by Dhar committee-1982).

At Present, *Three Promotions in Ten Years*, Promotion Scheme has been introduced under your kind supervision.

I joined AIIMS to the Post of Lecturer (re-designated to Assistant Professor) Clinical Pharmacology For BRA IRCH on 7 May, 1988. During the span of 22 years, i.e., 1988 to 2010, I was transferred several times as follows:

In May 1994, I was transferred to the Department Of Pharmacology. In year 1995, I was advised to work under Dr J N Pande In-Charge Of SRB Center For Clinical Pharmacology. Again during the year 2002, the SRB Center was Split and Clinical Pharmacology got separated and shifted to old block of AIIMS.

All these shifting hampered my performance several times.

I graduated from AIIMS and obtained MD (Pharmacology) degree from this institute. I served this institute as a senior demonstrator in the department of Pharmacology for 3 years before joining the faculty post.

During this period, I attended 22 Conferences, 3 International, published 2 Papers and 27 abstracts in International Journals. I carried out research in the field of *Pharmacokinetics Of Theophylline In Asthma Patients*. This project was funded by the Financial Aid of AIIMS Research Grant. I could do more but due to the transfers and non-availability of supporting staff and other facilities, my research activities was disturbed.

At present I am working in SRB Center but I have no supporting staff, students, and any facility to conduct high quality research at my place of work.

Please consider sympathetically my representation for promotion under the 10 years- 3 promotion scheme.

Thanking you,

With best regards

Dr N S RAI  
3-9-10

Assistant Professor, Clinical Pharmacology (BRA IRCH)

SRB Center Dept Medicine, Room No 27, Mobile: 9968695878; (R) 26195878

Mr. Ravi  
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**IMPLEMENTATION OF NEW ASSESSMENT PROMOTION SCHEME  
FOR THE FACULTY OF AIMS - GUIDELINES AS APPROVED BY  
THE GOVERNING BODY ON 25.04.1992 AND 5<sup>TH</sup> MARCH, 2001**

The Government of India, Ministry of Health & Family Welfare vide their D.O. letter No.V.16020/35/89-ME(PG) dated the 24<sup>th</sup> December, 1991 conveyed their approval for implementation of the revised Assessment Promotion Scheme for the faculties of AIMS. While conveying the revision of scales of pay of the faculty members of AIMS, New Delhi/PGI, Chandigarh, Government of India, Ministry of Health & Family Welfare vide letter No.V.16020/41/97-ME(PG) (Vol.II) dated the 10<sup>th</sup> March, 2000, has also conveyed their approval for extension of Assessment Promotion Scheme from Additional Professors to Professors w.e.f. 01.07.2000. The salient features of the Assessment Promotion Scheme from 01.07.1989 and 01.07.2000 respectively, are as follows:-

- (i) 100% of Assistant Professors with four years of service be considered for promotion as Associate Professor each year without linkage to the vacancies in the grade of Associate Professors.
- (ii) 75% of Associate Professors with four years of service be considered for promotion as Additional Professors each year without linkage to the vacancies in the grade of Additional Professors.
- (iii) 50% of the eligible Additional Professors with seven years of regular service in the grade of Additional Professors may be promoted as Professor each year without linkage to the vacancies in the grade of Professors, on the following terms & conditions:-

(a) The presently sanctioned 110 posts of Professors as well as newly created additional posts of Professors and posts forming part of the sanctioned strength falling vacant due to retirement, resignation, death or any other reasons will continue to be filled by open selection.

(b) The post of Professor vacated by a candidate promoted from the grade of Additional Professor to that of Professor under the Assessment Promotion Scheme will be filled only at the level of Assistant Professor.

(iv) A faculty member could avail of a total of three chances at each level in Assessment Promotion Scheme. The time interval between the first and second chance would be two years and between the second and third chance - three years.

2. APPLICATION

These Guidelines will apply to promotions to the faculty posts in the grades of Associate Professor, Additional Professor and Professor.

3. ELIGIBILITY

Assistant Professors/Associate Professors with 4 years and Additional Professors with 7 years of regular service in the respective grades in AIIMS are eligible for Promotion as Associate Professor, Additional Professor and Professor respectively. No other conditions, e.g. higher qualifications as for direct recruits, need be fulfilled.

4. LIMITATIONS ON NUMBER OF PERSONS TO BE PROMOTED

While 100% of Assistant Professors (with the required eligibility service) can be promoted to the grade of Associate Professor if they are found fit, the number of such Associate Professors who can be promoted is limited to 75% of the Associate Professors with 4 years of service and who are also be eligible to be considered for that year. However, 50% of Additional Professors with 7 years of service can be promoted to the grade of Professor if they are found fit.

5. PERIODICITY AND CRUCIAL DATE

The Assessment Board will meet once a year and considered the fitness of all persons who have completed the eligibility service of 4 years and 7 years respectively as on 30<sup>th</sup> June of that year. All promotions under the Scheme will be effective from 1<sup>st</sup> July.

6. SENIORITY LIST

As per the rules in force, there can be direct recruitment to all grades of the faculty and selection on each occasion could be for appointment to be made at the same time but in more than one discipline. The combined seniority list of the Institute shall be worked out as follows:-

(i) The seniority of employees of the Institute in each category shall be determined by the order of merit in which they were selected for appointment to the grade in question, those selected on an earlier occasion being ranked senior as a block to those selected later (Regulation 26 of AIIMS Regulations, 1958).

(ii) The preparation of a seniority list of persons selected in the same section committee would involve the following steps:-

STEP-I

Draw up list of persons on the basis of their date of joining those joining on an earlier date being placed above those joining on a later date.

STEP-II

In the list prepared as above, those born earlier being placed above those born later.

STEP-III

For those joining on the same date and adjusted as in step II above according to their age, further re-arrangement may be carried out so that the original inter-seniority of the Institute employees in the Lower Post/Grade maintained. This operation may be done by pulling down the junior in the previous combined seniority list immediately below his senior in that list now appearing in this list even though he may be elder in age.

STEP-IV

The above list may now be further modified to carry corrections of violation of departmental merit/seniority laid down by the selection committee. This will be done by pulling the junior down immediately below his senior in merit.

**NOTE:-** In cases where a junior in the combined & seniority list is being considered for assessment, all persons senior to him/her in the seniority list will also be considered even though the seniors do not have the requisite years of service. The senior if found fit will be given notional promotion with effect from the date of promotion of his/her junior and for purpose of pay etc., it would be granted to him/her with effect from the date of actual promotion i.e. the date on which he completes 4 years service on the grade at the AIMS, provided the following two conditions are fulfilled:-

(a) Probation should have been completed by him/her successfully.

(b) The total period of extension granted to join the service should not have exceeded 6 months.

**7. ASSESSMENT PROCESS**

The Assessment Board shall take into consideration its recommendations of the Head of the Department/Unit, the performance of the faculty members with reference to annual confidential reports and his/her performance in the interview for deciding his fitness for promotion to the next higher grade. However, the Board may consider in absentia the candidature of such faculty members as are unable to present themselves for interview.

**8. NUMBER OF CHANCES**

A faculty member could avail of a total of three chances at each level for being considered for promotion under the Scheme. The time interval between the first and second chance would be two years and between the second and third chance three years. In case a candidate is found fit, but not given promotion due to ceiling, then it would not be considered as a chance availed of and his/her case will be reviewed at the next assessment subject to nothing adverse having come up within the year.

In other words, those candidates who have been assessment fit for promotion but not promoted due to the ceiling, need not be called for interview in the next assessment year. Their case will only be reviewed by the Board of the next year with reference to the Confidential Report earned by them for the intervening year and their names included in the select list if nothing adverse is noticed.

**9. COUNTING OF NUMBER OF CHANCES FOR THE PURPOSE OF 75% AND 50% CEILING**

While considering the promotion from Associate Professor to Additional Professor, 75% ceiling may be determined on the number of candidates who are considered by the Standing Selection Committee in interview or in absentia. [as approved by IB-6(e) on 15.1.1997]. As such from Additional Professor to Professor, 50% ceiling may be determined on the number of candidates who are considered by the Standing Selection Committee in interview or in absentia.

**10. PAY SCALES**

- (i) Associate Professor - Rs.14300-400-18300 (plus NPA for Medical persons only)
- (ii) Additional Professor - Rs. 16400-450-20900 (plus NPA for Medical persons only)
- (iii) Professor - Rs. 18400-500-22400 (plus NPA for Medical persons only)

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F. No. V-16020/57/2008-ME-1  
 Government of India  
 Ministry of Health & Family Welfare

Nirman Bhawan, New Delhi  
 Dated the 12th January, 2010

- To,
1. The Director, All India Institute of Medical Sciences (AIIMS), Ansari Nagar, New Delhi.
  2. The Director, Post Graduate Institute of Medical Education and Research (PGIMER), Chandigarh-160012
  3. The Director, Jawahar Institute of Postgraduate Medical Education and Research (JIPMER), Puducherry.
  4. The Director, National Institute of Mental Health and Neuroscience (NIMHANS), Bangalore.
  5. The Director, North Eastern Gandhi Regional Institute of Health and Medical Sciences (NEGRIHMS), Shillong.

Subject: Revision of pay scales of faculty of autonomous institutions of medical education under the Department of Health & Family Welfare, Ministry of Health & Family Welfare.

In supersession of the Ministry's letter of even no. dated 31.12.2009, I am directed to say that the Government of India have decided to revise the pay scales of faculty (i.e. teaching staff) of autonomous institutions of medical education under the Department of Health & Family Welfare, following the pay revision of the Central Government employees on the recommendations of the 6th Central Pay Commission. The revised pay and other service conditions as approved by the Government of India for faculty of autonomous institutions of medical education under this Department are as under:

- Institutions Covered:
- I. All India Institute of Medical Sciences (AIIMS), New Delhi;
  - II. Post Graduate Institute of Medical Education and Research, (PGIMER) Chandigarh;
  - III. National Institute of Mental Health and Neuroscience (NIMHANS), Bangalore
  - IV. Jawahar Institute of Postgraduate Medical Education and Research (JIPMER), Puducherry; and
  - V. North Eastern Gandhi Regional Institute of Health and Medical Sciences (NEGRIHMS), Shillong;

CHIEF ADMINISTRATIVE OFFICE  
 FILE/LETTER INWARDED ON  
 1 - JAN 2010  
 DY. NO. 306  
 AIIMS, NEW DELHI-110029

BY: DIRECTOR (ADMIN. & A.I.M.S.)  
 ए.ए. शर्मा / Dary No. 244  
 16/1/2010  
 Pte/ Dated: 16/1/2010

AIIMS, General Section  
 12-1-2010

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*Beharwal*  
*12-1-2010*

- 3. **Experience:** D.M./MCh (Three years) or a recognized qualification equivalent thereto or D.M./M.Ch (Two years) with one year teaching and/or research experience in a recognized institutions/universities in the subject of speciality after obtaining D.M./M.Ch. (2 years) degree.
- 2. D.M./M.Ch. or a recognized qualification equivalent there to.
- 1. A medical qualification included in Schedule I and II or Part II of the third schedule of the Indian Medical Council Act, 1956 (Persons possessing qualifications included in Part I and II of the third schedule should also fulfill the conditions specified in Section 13(3) of the Act).

For Super-specialities Candidates

- 3. **Experience:** Three years' teaching and/or research experience in a recognized institution in the subject of speciality after obtaining the qualifying degree of post graduation.
- 2. A Post Graduate qualification e.g. M.D./M.S./M.D.S. or a recognized qualifications equivalent there to.
- 1. A medical qualification included in Schedule I and II or Part II of the third schedule of the Indian Medical Council Act, 1956 (Persons possessing qualifications included in Part I and II of the third schedule should also fulfill the conditions specified in Section 13(3) of the Act) or BDS.

For Medical Candidates

(Non-Medical)

Eligibility criteria for appointment as Assistant Professor (Medical and

- To be placed in Pay Band-3 (Rs. 15600-39100); minimum Pay to be fixed at Rs. 30000/- with Academic Grade Pay of Rs. 8000/-. After three years, Assistant Professors will move to Pay Band -4 (Rs. 37400-67000/-) with Academic Grade Pay of Rs. 8700/-.
- 1. Assistant Professor (Entry Grade) :
- 2. Scales of Pay and conditions attached thereto:

1. Post Graduate qualification e.g. Masters, Degree in the discipline/allied subjects from a recognized university/institutions.
2. Ph.D. degree of a recognized University/institutions.
3. **Experience:** Three years teaching and/or research experience in the discipline/subject in a recognized institutions/universities after obtaining the Ph. D. degree.

**ii. Associate Professor :**

To be placed in Pay Band-4 (Rs. 37400-67000/-) subject to minimum Pay being Rs. 42800/- and Academic Grade Pay of Rs. 9000/- Assistant Professors with three years of service will be eligible for appointment to the post of Associate Professor subject to clearance of the prescribed selection process.

**iii. Additional Professor:**

They will be placed in Pay Band-4 (Rs. 37400-67000/-) with minimum Pay being Rs. 46000/- and Academic Grade Pay of Rs. 9500/- Associate Professors with three years of service will be eligible for appointment to the post of Additional Professor subject to clearance of the prescribed selection process.

**iv. Professor:**

They will be placed in Pay Band 4 (Rs. 37400-67000/-) with the minimum pay of Rs. 51600/- and Academic Grade Pay of Rs. 10500/- Additional Professors with four years of service will be eligible for appointment to the post of Professor subject to clearance of the prescribed selection process.

Upto 40% of posts of Professors will be operated in new Higher Administrative Grade (HAG) scale of Rs. 67000-79000/-. Promotion to this grade will be subject to clearance of the prescribed selection process.

**vi. Directors**

The Directors of AIIMS, New Delhi, PGIMER, Chandigarh, JIPMER, Puducherry, NIMHANS, Bangalore and NEIGRIHMS, Shillong will be placed at fixed pay of Rs. 80000/- p.m.

*12-1-2010*  
*Bhambhani*

*12.1.2010*

6. Anomalies, if any, that may arise out of implementation of this order may be brought to the notice Department of Health & Family Welfare, Ministry of Health & Family Welfare.

As part of this revision, the Institute Bodies concerned shall finalise suitable work standards for faculty within one year. This process shall be accomplished after full participation of and consultations with the faculty of the institutions concerned. Suitable changes/amendments to the recruitment rules may, if necessary, be done in consonance with this order.

iv. The pay of existing incumbents will be fixed as per formula given in CCS (RP) Rules, 2008 with the proviso that the pay of existing incumbents, as on 01.01.2006, will not be less than the minimum of pay at the entry level in each category of posts.

iii. The revised pay scales will be effective from 1st January, 2006 while other allowances will be payable at revised rates w.e.f. 01.09.2008.

ii. Pay in Pay Band plus academic Grade Pay shall not exceed the limits set under the CCS (RP) Rules, 2008 i.e. Rs. 80,000/- per month.

i. Annual increment will be at the rate of 3% of the basic pay as per CCS (Revised Pay) Rules, 2008. Basic Pay for this purpose will be Pay in Pay Band plus applicable Academic Grade Pay.

5. Other Service Conditions:

4. In so far as faculty members of JPMER, Puducherry, are concerned, this order shall apply subject to the provisions contained in Appendix referred in sub-rule (5) of Rule 8 of JPMER, Puducherry Rules, 2008.

Maximum ceiling including Non Practicing Allowance to be restricted to Rs. 85000/-

3. Maximum ceiling and Non Practicing Allowance (NPA)

7. Separate communication have been issued with regard to revision of pay of faculty of autonomous institutions of medical education recently brought under administrative control of this Department.

Yours faithfully,

*B.K. Prasad*  
12.1.2010

Joint Secretary to the Govt. of India  
Tel: 2306 1723

Copy to :

1. The Principal Secretary to the Prime Minister, South Block, New Delhi.
2. The Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
3. The Secretary, Department of Expenditure, North Block, New Delhi.
4. The Secretary, Department of Personnel and Training, North Block, New Delhi.
5. The Secretary, Ministry of Human Resource and Development, Shastri Bhawan, New Delhi.
6. NIC, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi with a request that the order may be uploaded on the official website of the Ministry.

Annexure-II

31 MAR 2011

V-16020/11/2009-ME-1

Government of India  
Ministry of Health & Family Welfare

FTSR-4522

01/4/11

Nirman Bhawan, New Delhi - 110 011

Dated the 30 March, 2011

1 The Director, All India Institute of Medical Sciences (AIIMS),

Ansari Nagar, New Delhi.

2. The Director, Post Graduate Institute of Medical Education

and Research (PGIMER), Chandigarh-160012

3. The Director, Jawaharlal Institute of Postgraduate Medical

Education and Research (JIPMER), Puducherry.

4. The Director, National Institute of Mental Health and

Neuroscience (NIMHANS), Bangalore.

5. The Director, North Eastern Indira Gandhi Regional Institute of

Health and Medical Sciences (NEIGRIHMS), Shillong.

Subject : Implementation of new Career Progression Scheme in

respect of faculty of autonomous institutions of

medical education under the Department of Health &

Family Welfare, Ministry of Health & Family Welfare -

reg.

Sir,

I am directed to refer to this Ministry's communication no. V-

16020/57/2008-ME-1 dated 12.01.2010 regarding revision of the pay

scales of faculty of autonomous institutions of medical education

under the Department of Health & Family Welfare, Ministry of

Health & Family Welfare following the pay revision of the Central

Government employees on the recommendations of the 6th

Central Pay Commission and letter of even no. dated 4th/7th

January, 2011 regarding date of effect of revised career

progression scheme for faculty.

2. Subsequent to this Ministry's letter dated 4th/7th January,

2011, this Ministry has received a number of representations

regarding implementation of revised career progression scheme

envisaged in communication dated 12.01.2010 w.e.f. 01.07.2008.

The matter was examined in consultation with IFD and it has been

decided that the revised career progression scheme may be

implemented notionally w.e.f. 01.07.2008 subject to condition that

pay fixation and other financial benefits are not allowed from a

date prior to 31.12.2008, in any case. This means that the persons

PTO

Stamp: 01/4/11, 54-390

getting promotion in the year 2008 under new scheme will be entitled to seniority from 2008 batch, however, pay fixation and financial benefits would be admissible on or after 31.12.2008.

3. This issues with the approval of the Hon'ble HFM.

Yours faithfully,

(S.N. Sharma)  
Under Secretary to the Govt. of India

- Copy to :
1. The Principal Secretary to the Prime Minister, South Block, New Delhi.
  2. The Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
  3. The Secretary, Department of Expenditure, North Block, New Delhi.
  4. The Secretary, Department of Personnel and Training, North Block, New Delhi.
  5. The Secretary, Ministry of Human Resource and Development, Shastri Bhawan, New Delhi.
  6. NIC, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi with a request that the order may be uploaded on the official website of the Ministry.
  7. PS to HFM/PS to Mos (DT)/PS to Mos (SG).
  8. Under Secretary (ME-II)/(ME-III)/NE/NIMHANS, PPS to Secretary (H&FW)/PS to AS (H)/PS to JS (HR)

To approve the guidelines framed for work standards for faculty of Autonomous Institutions of Medical Education under the Department of Health & Family Welfare, Government of India for adoption at the AIIMS, New Delhi.

ITEM NO. GB-149/5

NOTE FOR THE GOVERNING BODY



NOTE FOR GOVERNING BODY

Item No. GB/149/5

TO APPROVE THE GUIDELINES FRAMED FOR WORK STANDARDS FOR FACULTY OF AUTONOMOUS INSTITUTIONS OF MEDICAL EDUCATION UNDER THE DEPARTMENT OF HEALTH AND FAMILY WELFARE, GOVERNMENT OF INDIA, FOR ADOPTION AT THE AIIMS, NEW DELHI.

\*\*\*\*\*

1. INTRODUCTION

1.1 The Govt. of India, Ministry of Health and Family Welfare vide their letter F.No. V-16020/57/2008-ME-I(Pt.) dated 12.01.2010 whereby revision of pay scales of faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare were communicated, also stipulated vide para 5(v) that the Institute Bodies concerned shall finalize suitable work standards for faculty within one year.

1.2 For the purpose of determining the work standards referred to above, Ministry of Health & Family Welfare vide letter No.V-16020/57/2008 dated 23.07.2010 constituted a Committee with Dr. Sneh Bhargava, former Director, AIIMS, New Delhi as Chairperson. The Committee submitted its report to the Ministry on 29th October, 2011.

1.3 The report of the Dr. Sneh Bhargava Committee was circulated among all the Institutions of medical education under the Department of Health and Family Welfare and further consultation was undertaken in a meeting taken by Secretary (Health & Family Welfare) with the Heads of the autonomous Institutions.

1.4 A proposal to consider the said report of Dr. Sneh Bhargava Committee was placed before the Institute Body in its meeting held on 16th January, 2012 vide Item No. IB-144/10. The Institute Body decided to consider the Sneh Bhargava Committee Report in the next meeting. A copy of the agenda item and minutes of the IB meeting are enclosed at Annexure-I.

1.5 Subsequently, based on the commonly agreed issues, a draft OM (guidelines) was circulated by the Ministry of Health and Family Welfare among the Heads of all the autonomous Institutions of Medical Education under this Department vide letter of even no. dated 21/25 September, 2012 seeking further comments. A copy of the said letter is enclosed at Annexure-II.

1.6. Since, the meeting of the Institute Body could not take place thereafter, the guidelines so drafted by the Govt. of India, Ministry of Health & Family Welfare based on the recommendations of Dr. Sneha Bhargava Committee were placed before the Governing Body vide Item No. GB-148/15 in its meeting held on 22.10.2012 for guidance. The Governing Body decided as under:

"The Director informed that with the advent of the 6<sup>th</sup> CPC, the Ministry of Health & Family Welfare instructed to streamline the guidelines for promotion under Assessment Promotion Scheme with respect to the faculty of AIIMS. Accordingly, the APS guidelines with respect to autonomous bodies like AIIMS, New Delhi; PGIMER, Chandigarh; JIPMER, Pondicherry and NIMHANS, Bangalore were revised and the requisite years of services at each level were revised from 4 years to 3 years for promotion from Asst. Professor to the grade of Assoc. Professor; from 4 years to 3 years for promotion from Addl. Professor and from 7 years to 4 years for promotion from Addl. Professor to the grade of Professor. Now a total period of 10 years service was required for promotion from Asst. Professor to Professor's grade in place of erstwhile 15 years of service for such a promotion.

He added that in this behalf, the Ministry of Health & Family Welfare constituted Dr. Sneha Bhargava Committee and the report of the Committee was circulated for opinion to AIIMS/others. He suggested that since the report contained good suggestions, the same may be accepted. The Health Secretary was of the view that since these were recommendations of the committee, AIIMS should give their specific comments on these recommendations along with proposed changes, if any. Smt. Sushma Swaraj suggested that the consideration of this item should be deferred for want of specific proposal from the Institute.

In view of the above deliberations, the consideration of the item was deferred with the observations that the Institute should place its specific suggestions/comments on the recommendations of the Committee, before the Governing Body in its next meeting."

ADMINISTRATIVE COMMENTS

2.1 Accordingly, as per the decision of the Competent Authority, the recommendations of Dr. Sneha Bhargava Committee were placed before the Staff Council but the members of the Council asked for more time to study. The Director, AIIMS constituted a Committee comprising of Dean (Acad) & Dean

(Research) along-with two other Professors viz. (i) Prof. C.S. Padav, Head, Centre for Community Medicine (ii) Prof. V.K. Behl, HOD, Cardiology and Registrar, AIIMS as its Member-Secretary to examine & then place in the next Staff Council Meeting with further instruction to make a presentation on it.

2.2 The Committee in its meeting held on 14.03.2013 observed the recommendations to be quite comprehensive. However, the Committee further noted that there is need to elaborate on certain points and suggested ways to ensure more objectivity in evaluation process. It was further decided by the Committee that based on the recommendations and observations of the committee, a presentation (PPP) may be prepared which will be put to the Director & if approved the same will be discussed in the next Staff Council meeting. Accordingly, a presentation was submitted to the Director and the Director perused the same. A copy of the presentation so prepared is enclosed at Annexure-III. The meeting of the Staff Council is yet to take place.

2.3 However, the Govt. of India, Ministry of Health and Family Welfare vide their letter F.No. V-16020/57/2008-MB-I(Pt.) dated 15.05.2013 has now conveyed that based on the recommendations of Dr. Sneh Bhargava Committee and the consultations held with the Institutions thereafter, the standards for faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare as detailed annexed, are being circulated with the approval of the Secretary, Department of Health and Family Welfare, as guidelines for adoption. A copy of the Ministry's letter containing therein the guidelines framed for adoption is enclosed at Annexure-IV. The Competent Authority of the Institute has decided that the guidelines so framed and circulated by the Ministry for adoption be placed before the Governing Body.

### APPROVAL SOUGHT

3.1 Accordingly, the instant instructions of the Government of India, Ministry of Health and Family Welfare regarding standards for Faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare, Govt. of India, as guidelines for adaptation are placed before the Governing Body for information and discussion.

Annexure - I

No.F.20-12/2010-Estt.II(Fac.)

NOTE FOR THE INSTITUTE BODY

Item No. IB/144/10

To consider the report of the Sneh Bhargava Committee set up by MOHFW for determining work standards for faculty.

Ministry of Health & Family Welfare constituted a Committee to finalise and recommend suitable work standards for faculty of Autonomous Institutions of Medical Education under the Department of Health & Family Welfare.

The following members were nominated on the Committee:-

- 1. Dr. Sneh Bhargava, Former Director, AIIMS
- 2. Dr. P.N. Tandon, Former HOD, Neurosurgery, CNC, AIIMS
- 3. Dr. Kusum Verma, Former Dean, AIIMS
- 4. Dr. B.N.S. Walla, Former Director, PGIMER, Chandigarh
- 5. Dr. J.C. Pathak, Former Director, PGIMER, Chandigarh
- 6. Sh. Vineet Chawdhry, Dy. Dir. (Admn.), AIIMS

Chairperson

Member Secretary

Dr. B.N.S. Walla and Dr. J.C. Pathak did not participate in the deliberation of the Committee.

The Terms of Reference of this Committee were as follows:-

- (i). To finalise and recommend suitable work standards for faculty of autonomous Institutions Of Medical Education under the Department of Health & Family Welfare consequent upon Grant of revised structure after implementation of recommendations of 6<sup>th</sup> Central Pay Commission.
- (ii). To recommend suitable changes/amendments to the Recruitment Rules.
- (iii). The Committee will have deliberations with the faculty of these Institutions on all the issues concerned and ensure their full participation.
- (iv). The Committee may co-opt other members as per need.

The Committee conducted its deliberations from January 2011 to August 2011. During the deliberations of the Committee, a 'Questionnaire' was developed about the components of the functions of faculty and their 'Questionnaire' was circulated to the faculty working in AIIMS, PGIMER, JIPMER, NIMHANS and NEIGRIHMS, through the Directors of the above mentioned

Institutes, to ascertain the views of the faculty and the institutions so that its analysis is duly reflected in the Report.

The Report of the Committee was also discussed in a meeting on 30<sup>th</sup> August 2011 with the Directors and a few Senior Faculty Members from the above mentioned Institutes. It has been observed by the Committee in its Report that prescription of standards must necessarily be preceded by adequate support systems in terms of Infrastructure, Human Resource and optimal use of Information Technology. It has been recommended by the Committee that enforcement of work standards must be preceded by creation of the necessary wherewithal for achieving such standards. This would require the following activities:-

- (i) Computerised patient care records and administrative procedures within one year.
- (ii) Standardise support staff requirements of all Departments and positioning them.
- (iii) Fill-up vacancies of sanctioned posts regularly (atleast on an annual basis) by timely selection processes.
- (iv) Provide support infrastructure as follows:

- a) A centralised Research facility to be established with a cadre of research scholars / interdisciplinary research, provide support to the medical scientists who require it – an environment of research needs to be created and sustained.

- b) A state of the art animal house with veterinary, technical and engineering support to be available with a power back-up.

- c) Institute training courses in Research Methodology for all faculty on a mandatory basis.

- d) The Institutes should announce thrust areas of research, make funds available for multi-disciplinary and multi-institutional projects relevant to the country. Faculty members who have acquired expertise/competence in those areas shall be able to apply for such projects and be given credit for the same.

- (v) All administrative functionaries i.e. Directors, Deans/HOD/MS undergo managerial training in spheres of man management, policy planning, team building, educational technology, grievance handling, time management etc.

- (vi) A system of post doctoral fellowships and research scholarships may be instituted.
- (vii) All Institutes to set-up a Scientific Advisory Committee with external members, to review performance of all scientific activities on a regular basis. These Committees could be set up at Department level in larger Institutes.

The Report of the Committee has been submitted to Secretary, Ministry of Health & Family Welfare on 29<sup>th</sup> October 2011.

Summary of recommendations made in the Report is as follows:-

**Time management**

• The Departments have been grouped into 3 categories viz basic Sciences Department, Para Clinical Services and Health Care Providers/Clinical Department. Faculty time has been indicatively apportioned in 3 activities viz Teaching and Training, Research, Patient Care Services and Corporate Activities. (Time allocation may be interchanged within the same category by 10-20 %. The detail are at the page 7 of the Report)

**1. Evaluation Of The Faculty**

(page no. 10 of the Report)

**2.1 Teaching and Training**

(page no. 10-11 of the Report)

- a) Didactic lectures delivered
- b) Participation in Departmental, Institutional, programmes sponsored by National Association and other educational institution, educational exercises i.e. Continuing Medical Education, Grand rounds, Seminars, Workshops.
- c) Clinical teaching exercises
- d) Interdepartmental teaching
- e) Mentorship & guidance provided to students for thesis work.
- f) Visiting professorships
- g) Question Bank Formation
- h) Student Feed back
- i) Production of teaching Material/Book/Monographs/Technical Manuals
- j) Innovation in teaching methods introduced

**2.2 Research**

- Grants Attracted (page no. 11 of the Report)
- Publications (page no. 11 of the Report)
- Evaluation of papers published in indexed Journals (page no. 12 of the Report)
- (page no. 12-13 of the Report)

**3. Patient Care Services**

(page no. 13 of the Report)

- Patient load per faculty may be regulated

**4. Corporate Activities**

(page no. 14 of the Report)

- Participation of the faculty in activities promoting the objectives of the Institutes-National/International, Scientific, Educational and Health Care Institutions/Organisation and Industry.
- Seniority to be counted for faculty deputed on training/service with National/Multinational Agencies dealing with Health Services.
- Child Care leave not to qualify for consideration under APS.

10. Period of absence from Institute (page no. 19 of the Report)

- The effective date of promotion under APS would also be the date of determining the date of direct entrants.

9. Seniority Matters (page no. 18 of the Report)

- Recruitment to Associate Professor (Level 2) and Addl. Professor (Level 3) to an extent of 20 % be made through lateral entry.

8. Level for direct recruitment (page no. 18 of the Report)

- The promotion to the post of Sr. Professor may be made under APS, and not through DPC.

7. Position of Senior Professor (page no. 18 of the Report)

- The restriction of maximum three opportunities for promotion under APS to continue. However, the two year ban on faculty found unfit to be removed.
- Removal of two year's ban for candidates found unfit under APS.
- Maximum opportunities for reconsideration under APS will be 2.
- Time table for APS to be prescribed.
- The restriction of maximum three opportunities for promotion under APS to continue.

6. Review of candidates found 'unfit' (page no. 16 of the Report)

- Regular Meetings of Selection Committee
- Association of experts in Selection Committees
- Peer review of performance
- Revised format for APAR to be prescribed
- Presentation/Interview of candidates
- Internal Screening
- Screening by the Selection Committee

5. Assessment Promotion Scheme (page no. 15-16 of the Report)

11. 10-15 % of total sanctioned cadre strength to be created as Training Reserve/Leave Reserve at the level of Assistant Professor in each Department.

(page no. 19 of the Report)

12. Collegiums comprising of the HODs and 3 senior most faculty be setup in each Department for participative management.

(page no. 20 of the Report)

13. Cooling off

• Period spent by faculty members on training/ seminars should not be more than 42 days in a year.

• HODs to ensure atleast 50% faculty is present in their Department at any given time.

• Calendar of activities which includes training/seminars to be prepared in advance every year. Nominations to these training/seminars may also be decided in advance.

14. Interaction with faculty

(page no. 21 of the Report)

• Regular meetings (atleast half yearly) of faculty within the Department recommended

15. Multiple Deans

(page no. 21 of the Report)

• More post at the level of Dean.

• Faculty exchange program amongst Central Autonomous Medical Institutions under Department of Health & Family Welfare.

• MoU with Universities for mutual exchange of faculty.

• Annual meeting of Directors and Deans of Central Autonomous Medical Institutions.

A)

Flexibility in Recruitment

(page no. 22 of the Report)

• Special relaxation for new super speciality/emerging disciplines.

B)

Dual Appointments

(page no. 22 of the Report)

• Adjunct appointments

The Report of the Committee is submitted for consideration of the Institute Body.



MINUTES OF THE 144<sup>TH</sup> MEETING OF THE INSTITUTE  
 BODY HELD ON 16<sup>TH</sup> JANUARY, 2012 AT 12.00 NOON IN  
 THE MINISTRY OF HEALTH & FAMILY WELFARE,  
 NIRMAN BHAWAN, NEW DELHI.  
 \*\*\*\*\*

The 144<sup>th</sup> meeting of the Institute Body of All India Institute of Medical Sciences,  
 New Delhi was held on 16<sup>th</sup> January, 2012 in the Ministry of Health & Family Welfare, Nirman  
 Bhawan, New Delhi. The followings members attended the meeting:-

- |    |  |     |           |
|----|--|-----|-----------|
| 1) | Shri Ghulam Nabi Azad<br>Union Minister of Health & F. W.,<br>Nirman Bhawan,<br>New Delhi-110 011  | --  | President |
| 2) | Smt. Sushma Swaraj,<br>Member of Parliament (L.S)<br>8, Sardarjung Lane,<br>New Delhi - 110 011  | --  | Member    |
| 3) | Shri Motilal Vora,<br>Member of Parliament (R.S)<br>33, Lodhi Estate,<br>New Delhi   | --  | Member    |
| 4) | Dr. Jyoti Mircha,<br>Member of Parliament (L.S)<br>31, Meena Bagh,<br>New Delhi.   | --- | Member    |
| 5) | Ms. Vibha Puri Das,<br>Secretary to the Govt. of India,<br>Department of Higher Education,<br>Ministry of Human Resource Development<br>Shastri Bhawan,<br>New Delhi-110 001 | --  | Member    |
| 6) | Dr. M.K. Bhan,<br>Secretary to the Govt. of India,<br>Dept. of Biotechnology,<br>Ministry of Science & Technology,<br>CGO Complex, Lodhi Road,<br>New Delhi - 110 003        | --  | Member    |

The Director also welcomed the Hon'ble Members to the 144<sup>th</sup> meeting of the Institute Body and wished them Happy New Year. He also introduced Sh. R.K. Jain, Addl. Secretary & Financial Adviser and Dr. Jagdish Prasad, Director General of Health Services as newly nominated members of the Institute Body.

The President, thereafter, welcomed the Hon'ble Members to the Institute Body meeting and wished them a Happy New Year.

The President called the meeting to order and noted that 11 members out of 17 were present. Thus the quorum was complete.

Dr. Rani Kumar, Dean (Academic), Dr. D.K. Sharma, MS, and Shri Sandeep Lal, Sr. Financial Adviser, AIIMS also attended the meeting.

Shri Debasis Panda, Joint Secretary, Ministry of Health and Family Welfare attended the meeting as a Special Invitee.

Shri P.K. Pradhan, Secretary, Ministry of Health & Family Welfare; Prof. Dinesh Singh, Vice-Chancellor, Delhi University; Dr. Abdul Hamid Zargar, Medical Director, Advance Centre for Diabetics & Endocrine Care, Srinagar; Dr. R.A. Badwae, Director, Tata Memorial Hospital, Mumbai; Dr. Ramakant Panda, Vice-Chairman, Asian Heart Institute, Mumbai and Dr. K.C. Pandey, Deptt. of Zoology, Lucknow University, Lucknow could not attend the meeting.

- |                  |    |   |
|------------------|----|---|
| Member           | -- | 7) Dr. Jagdish Prasad,<br>Director General of Health Services,<br>Nirman Bhawan,<br>New Delhi-110 011   |
| Member           | -- | 8) Shri R.K. Jain,<br>Addl. Secretary & Financial Adviser,<br>Government of India,<br>Ministry of Health & Family Welfare,<br>Nirman Bhawan,<br>New Delhi-110 011 |
| Member           | -- | 9) Dr. S.P. Agarwal,<br>Secretary General,<br>Indian Red Cross Society,<br>Rafi Marg,<br>New Delhi  |
| Member           | -- | 10) Dr. K.K. Talwar,<br>President,<br>National Academy of Medical Sciences,<br>Ansari Nagar,<br>New Delhi -- 110 029  |
| Member-Secretary | -- | 11) Dr. R.C. Deka,<br>Director,<br>All India Institute of Medical Sciences,<br>Ansari Nagar,<br>New Delhi -- 110 029  |

Dr. Bhan lamented the archaic rules and procedures being used to hold back growth of the Institute. He pleaded for deshacking the Institute from political and bureaucratic control and for empowering the Institute Body to take decisions at its own level. The Director also expressed similar views.

Dr. Jyoti Miridha observed that the current Standing Selection Committee comprised only of medical doctors who had proved indifferent to the sensitivities of 39 faculty members and had graded them as unfit for promotion. Such situations had never occurred whenever a member of parliament was a member of the Standing Selection Committee.

Dr. Jyoti Miridha expressed concern over the appointment of Dean (Research) which she mentioned as irregular as also the appointment of Sub Deans. She drew attention to contractual appointment of faculty despite the process of regular recruitment having been initiated. She also pointed out that 4 to 5 consultants had been appointed by the DD(A) without any advertisement.

**To consider the report of the Sneh Bhargava Committee set up by MOHRW for determining work standards for faculty.**

**Item No. IB-144/10**

The President also informed that in the preceding meeting of the Governing Body it had also been decided to constitute a Committee to address Grievances of SCS/STS.

In view of above deliberation it was unanimously decided that the matter may be treated as closed and the same may be communicated to the Ministry for further necessary action.

The President pointed out that the institute had come over the phase of unrest and, a congenial atmosphere was prevailing in the institute and majority of persons against whom allegations have been leveled have either retired or left the institute. It may not be feasible to take action against them. Supporting the views of the President, Smt. Sushma Swaraj observed that action should have been taken around the period of incident and now the accused officials had retired and the atmosphere has been redressed and normalcy has been restored. She also said that congenial atmosphere has been created ever since Dr. Deka took over as Director and any action will only disturb the harmony. Moreover, measures had been taken to curb such situation in future so that such incidents are not repeated.

The President informed the members that this matter had been deliberated upon in the preceding meeting of the Governing Body and a decision was taken to treat the matter as closed.

To consider the Special Report 2008 of National Commission for Scheduled Castes (NCSC) on incidents of caste based discrimination and harassment and action to be taken at All India Institute of Medical Sciences (AIIMS), New Delhi.

**Item No. IB-144/9**

The Director, however, informed that the AIIMS has been following the policy of reservation in Faculty selection and for other posts including Senior Residents in AIIMS. He further added that the interview is being held following the newly made roster.

12/2/12  
Ramesh M. B.

The meeting of the Institute Body came to close with a vote of thanks to all present.  
Not taken up for discussion.

To consider the appointment of the Chairperson of the Academic Committee of the Institute.

Item No. JB-144/11

*[Handwritten signature]*

*[Handwritten signature]*

No. V-16020/57/2008-ME-I (Pt.)

Government of India

Ministry of Health and Family Welfare

Nirman Bhavan, New Delhi,

Dated the 21<sup>st</sup> September, 2012.

To,

The Director,

AIIMS, NEW DELHI/NIMHANS, BANGALORE/ JIPMER, PONDICHERRY/  
NEIGRIHMS, SHILLONG/PGIMER, CHANDIGARH.

Subject: Work Standards for Faculty of autonomous Institutions of Medical  
Education under the Department of Health and Family Welfare,  
Government of India-reg.

Sir,

I am directed to refer to this Ministry's letter of even number dated  
12th July, 2012 on the above subject. The decisions on the  
recommendations of Dr. Sneh Bhargava Committee have been put  
together as guidelines and I am directed to forward a copy of these  
guidelines for consideration. You are requested to forward your feedback  
on the guidelines, if any, to this Ministry within 15 days of receipt of this  
letter. In case no comment is received during this period, it will be  
assumed that you have no comments to offer.

This has the approval of Secretary(H).

Yours faithfully,

(S.N. Sharma)

Under Secretary to the Government of India

Tel. No. 23061883.

Copy for information to:

DD(Admn.), AIIMS, New Delhi.

*[Handwritten initials]*

*[Handwritten initials]*

*[Handwritten notes and stamps]*

August, 2012

OFFICE MEMORANDUM

Sub: Work Standards for Faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare, Government of India.

Attention is invited to Ministry of Health and Family Welfare's letter No. V-16020/57/2008-ME1 dated 12.1.2010 whereby the revision of pay scales of faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare were communicated. Attention is further invited to paragraph 5(5) of the letter *ibid* wherein it has been stipulated that the Institute Bodies concerned shall finalize suitable work standards for faculty within one year.

For the purpose of determining the work standards referred to above, Ministry of Health and Family Welfare vide letter No. V-16020/57/2008 dated 23<sup>rd</sup> July, 2010 had constituted a Committee with Dr. Sneh Bhargava, former Director, AIIMS, New Delhi as Chairperson. The Committee submitted its report to Ministry of Health and Family Welfare on 29<sup>th</sup> October, 2011. The report of the Committee was circulated to all the Institutions of medical education under the Department of Health and Family Welfare and further consultation was undertaken in a meeting taken by Secretary (Health & Family Welfare) on 22<sup>nd</sup> June, 2012 with the Heads of the autonomous Institutions.

Based on the recommendations of Dr. Sneh Bhargava Committee and the consultations held with the Institutions thereafter, the following work standards for faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare, as detailed hereunder, are approved:-

1. Functions of faculty & allocation of time there for.

Faculty of medical institutions under reference are usually expected to devote time to

- i. Teaching and training,
- ii. Research,
- iii. Service delivery and patient care
- iv. Corporate activities.

Apportionment of faculty time amongst these functions would vary from Department to Department. Therefore, Departments are to be grouped into 3 broad categories viz. the Basic Sciences Departments, para-clinical services departments and health care providers/clinical departments and the apportionments of time for faculty activities is expected to be as under:-

260

Basic Sciences Departments	Anatomy, Physiology and Pharmacology, Biophysicists, Biochemistry, Biotechnology and NMR Department	45% of time	45% of time	10%
Teaching and Training				
Research				
Corporate activities *				
Since teaching and research go hand in hand a 10-20% variation in time would be an acceptable norm				

Para-clinical services	Pathology, Microbiology, Laboratory Medicine**	30% of time	30% of time	30% of time	10% of time
Departments					
Teaching & Training					
Service Delivery					
Research					
Corporate activities*					

Healthcare providers/clinical departments	Medicine and sub specialties, Surgery and sub specialties, Gynaec and Obst, Radiology & Imaging and Nuclear Medicine**	30% of time	30% of time	30% of time	10% of time
Teaching & Training					
Patient Care					
Research					
Corporate Activities*					
Since teaching and health care service delivery go hand in hand a 10-20% variation in time would be an acceptable norm					

\*Corporate activities include serving on various Department/ Institutional/ National/ Academic Committees;

\*\* Each Institute can categorize its various Department into these three groups according to work assigned to these Departments.

Institutes would have the flexibility of altering the time allocation criterion for evaluation of performance amongst various components by 15-25%. This would be formally notified by the Institute(s). The performance of faculty would be assessed against these components as per the formally assigned weight-age to each component.

2. Criterion for evaluation of performance:

The evaluation of faculty for promotion under the Assessment Promotion Scheme would be based upon the following parameters:

a. Teaching & Training: Evaluation shall be based upon:-

i. Didactic lectures delivered

- ii. Participation in Departmental, Institutional, programs sponsored by National Associations and other educational institutions, educational exercises i.e. Continuing Medical Education, Grand rounds, Seminars, Workshops.

- iii. Clinical teaching exercises
- iv. Interdepartmental teaching
- v. Mentorship & guidance provided to students for thesis work.
- vi. Visiting professorships
- vii. Question Bank Formation
- viii. Student Feed back
- ix. Production of teaching Material/Books/Monographs/Technical Manuals
- x. Innovation in teaching methods introduced

Details of the above stated activities will be maintained in a self reporting log/ proforma and would be made available to the internal screening committee.

#### b. Research

Subject to the flexibility allowed, 25-30% of working time should be captive time for research. This would be assessed on the following parameters and is mandatory when considering promotions of faculty:-

#### i. Grants obtained

Assistant Professor	One Intramural grant of Rs.2.5 lakh to be provided by the seed money at the time of joining the Institute provided such a scheme has been operationalised by the Institute
Associate Professor	Extramural grant - one
Additional Professor	Extramural grant - two

- \* The grant could be held either as Principal Investigator or as Co-Investigator.
- \* Peer reviewed ethics committee approved non funded grants would also be given the same weight-age considered for evaluation under APS.
- \* Institutes other than AllMS New Delhi, PGIMER Chandigarh, NIMHANS Bangalore would also establish their Scientific Advisory Committees.
- \* All Institutes must introduce training courses in Research Methodology for all faculty on mandatory basis.



c. Publications:-

For consideration for promotion under the APS faculty are required as a part of their research activities to publish papers as under:-

Publications in PubMed indexed journals (Mandatory)	Assistant Professor	At least 3 publications of which at least 1 should be first author
	Professor	3-5 papers during the assessment period of which at least 1 should be first/corresponding author original article
	Associate Professor	5-7 papers during the assessment period of which at least 2 should be first/corresponding author original article
	Additional Professor	5-10 papers during the assessment period of which at least 3 should be first/corresponding author original article. The publications should be focused in a particular research area

Evaluation of published papers would be done on the basis of:

- Number of papers published in
  - National Journals
  - International Journals
- Total citation index
- Average impact factor of journals
- Quality of publication(s),
- Number of PhD scholars being guided would be given due credit.
- Patents earned will be given due credit.
- Elected membership/fellowship of medical and science academies is a desirable achievement and will be given due credit.

d. Patient Care Services:

The criteria for assessment of performance in delivery of Patient Care services would be as follows:

Clinical

- (i). OPD's clinics attended per month
- (ii). IPD duties assigned and done per month
- (iii). Procedures / surgeries undertaken
- (iv). New techniques developed
- (v). New Services started Creation of disease management programs for care-continuum
- (vi). Destination programs (High excellence)
- (vii). Interdisciplinary clinical treatment that are pace setters for other systems to adopt
- (viii). Development of new care models/ care delivery methods.

Para-Clinical

- a. Work-load
- b. New diagnostic tests/techniques introduced

NB: Every Institution would establish departmental collegiums comprising of the HOD and the next two senior most faculty members in the Deptt. for apportioning time for patient care services by individual faculty which would be communicated to the administration for record and subsequent assessment under the APS.

e. Corporate Activities:-

This would include participation by faculty in activities promoting the objectives of the institute, smooth functioning of the department(s). Faculty of national institutes are also called upon to serve on various committees of national and international scientific, educational and health care institutions/organizations and by industry as well. These activities would be given due credit.

3. Processes & Time Schedule for Promotion under APS:

Applications for consideration under APS shall be invited every year on the 1<sup>st</sup> of May. Applicant faculty would be asked to indicate whether he/she would like to make slide presentations of their work. Interviews of applicant faculty by the Standing Selection Committee would be organized accordingly.

As under the Flexible Complementing Scheme, there would be two levels of screening under the Assessment Promotion as well. In addition Peer Review of performance would also be undertaken:

i. Internal Screening & Peer Review

An Internal Screening Committee shall be constituted for each Department in every Institution for evaluation of annual work done by individual faculty members vis-à-vis the relevant bench mark(s). A report on the work done by the faculty would be prepared by the Committee. The resume submitted by the faculty and the report on his/her performance would be sent for peer review to be assessed and graded as under:

Outstanding = A+

Very Good = A

Good = B+

Average = B

Poor = C

The ACR/APAR of the relevant period would also be assessed as per extant guidelines and graded accordingly as:

Outstanding (A+),

Very Good (A),

Good (B+),

Average (B) and

Poor(C).

The ACR/APAR grading, the report on the work done and the outcome of the peer review would be submitted for consideration by the Standing Selection Committee.

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ii. Screening by the Selection Committee

The Chairman of the Standing Selection Committee in consultation with the Director of the Institute will select the experts to be associated with the interview from amongst the panel of experts proposed by the Department concerned.

Meetings of the Selection Committee will be fixed for September every year to consider the application received from faculty.

All members and experts after the interview shall individually grade the faculty from A+ to C

A+ shall be treated as 'outstanding'

A shall be treated as 'Very Good'

B+ shall be treated as 'Good'

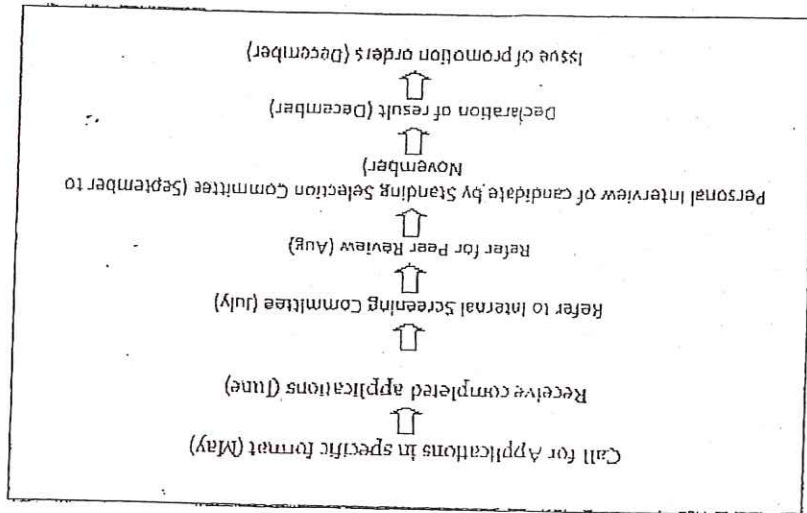
B shall be treated as 'Average'

C shall be treated as 'Poor'

For promotion to Associate Professor and Additional Professor, the benchmark would be 'A'.

For promotion from Additional Professor to Professor, the benchmark would be 'A+'.

4. Annual Schedule to be followed for the Assessment Promotion Scheme



2. Infrastructure

- i. Undertake computerization of patient care records and administrative processes. The e-hospital and e-office modules developed by National Informatics Centre and currently under implementation under AIIMS New Delhi could be considered by other institutes as well.
- ii. Fill up all sanctioned and vacant faculty posts.
- iii. Announce thrust areas of research; make funds available for multi-disciplinary and multi-institutional projects relevant to the country.

These guidelines shall take effect from the year 2013.  
 All institutions will incorporate these guidelines into their regulations.

(Vishwas Mehta)  
 Joint Secretary to the Govt. of India

To,

- 1. The Director, All India Institute of Medical Sciences (AIIMS), Ansari Nagar, New Delhi.
- 2. The Director, Post Graduate Institute of Medical Education and Research (PGIMER), Chandigarh - 160012
- 3. The Director, Jawaharlal Institute of Postgraduate Medical Education and Research (JIPMER), Puducherry.
- 4. The Director, National Institutes of Mental Health and Neuroscience (NIHMANS), Bangalore.
- 5. The Director, North Eastern Indira Gandhi Regional Institute of Health and Medical Sciences (NEIGRIHMS), Shillong.

Copy to:

Basic Sciences Departments

Teaching and Training 45% of time

Research 45% of time

Corporate activities\* 10% of time

Since teaching and research go hand in hand a 10-20% variation in time would be an acceptable norms

\*Corporate activities include serving on various Departments/Institutional/National/Academic Committees

Para-clinical services Departments

Teaching and Training 30% of time

Service Delivery 30% of time

Research 30% of time

Corporate activities\* 10% of time

\*Corporate activities include serving on various Departments/Institutional/National/Academic Committees

Functions of Faculty and allocation of time there for.

- Teaching and training
- Research
- Service delivery and patient care
- Corporate activities

3 broad categories

- The Basic Sciences Departments,
- Para-clinical services departments and
- Health care providers/clinical departments

Recommendations of Dr Sneha  
Bhargava Committee

& suggestions of Sub committee under  
chairmanship of Dean on the same

Recommendations of  
Dr. Sneha Bhargava Committee

These guidelines shall take effect from the year 2013. All institutions will incorporate these guidelines into their regulations.

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Evaluation: Under the APS

Teaching & Training:

6. Visiting professorships
7. Question Bank Formation
8. Student Feed Back
9. Production of teaching Material/Books/Monographs/Technical Manuals
10. Innovation in teaching methods introduced

Details of the above stated activities will be maintained in a self reporting log/proforma and would be made available to the internal screening committee.

Recommendations of sub committee...

› While evaluating under head of Teaching & Training, 10% weight age may be assigned to each of 10 components under this head (as given in the recommendations)

› Didactic lectures component should be expanded as "UG/PG departmental Teaching"

Criteria of evaluation of performance under Assessment Promotion Scheme

› Teaching and Training

› Research

› Publication

› Patient care

› Corporate Activities

Evaluation: Under the APS

Teaching & Training:

1. Didactic lectures delivered
2. Participation in Departmental, Institutional, programs sponsored by National Associations and other educational Institutions, educational exercises i.e. Continuing Medical Education, Grand Rounds, Seminars, Workshops.
3. Clinical teaching exercises
4. Interdepartmental teaching
5. Mentorship and guidance provided to students for thesis work.

Healthcare providers/clinical Departments

Teaching and Training	30% of time
Patient Care	30% of time
Research	30% of time if optimum conditions are provided
Corporate activities <sup>†</sup>	10% of time

Since teaching and health care service delivery go hand in hand a 10-20% variation in time would be an acceptable norm

†Corporate activities include serving on various Departments/Institutional/National/Academic Committees

‡Each Institute can categorize its various Department into these three groups according to work assigned to these Departments.

Flexibility for Institute

› Institutes would have the flexibility of altering the time allocation criterion for evaluation of performance amongst various components by 15-25%.

› This would be formally notified by the Institute(s).

› The performance of faculty would be assessed against these components as per the formally assigned weight-age to each component.

**Grants obtained**

1. The grant could be held either as Principal Investigator or as Co-Investigator
2. Peer reviewed ethics committee approved non funded grants would also be given the same weight-age considered for evaluation under APS

› Institutes other than AIIMS, New Delhi, PGIMER Chandigarh, NIMHANS Bangalore would also establish their Scientific Advisory Committees.

› All institutes must introduce training courses in Research Methodology for all faculty on mandatory basis

Evaluation: Under the APS

**Research:**

› Subject to the flexibility allowed, 25-30% of working time should be captive time for research. This would be assessed on the following parameters and is mandatory when considering promotions of faculty:

Assistant Professor	One incremental grant of Rs.2.5 lakh to be provided by the institute at the time of joining the institute
Associate Professor	Extramural grant - one
Additional Professor	Extramural grant - two

Evaluation: Under the APS

**Basis of Evaluation of published papers**

Evaluation: Under the APS

- › Number of papers published in
  - › National journals
  - › International journals
- › Total citation index
- › Average impact factor of journals
- › Quality of publication(s)
- › Number of PhD scholars being guided would be given due credit
- › Patents earned will be given due credit
- › Elected membership/fellowship of medical and science academies is a desirable achievement and will be given due credit.

**Publications:**

› For consideration for promotion under the APS faculty are required as a part of their research activities to publish papers as under:

Assistant Professor	At least 3 publications of which at least 1 should be first author
Associate Professor	3-5 papers during - 2 assessment period of which at least 1 should be first author
Professor	5-7 papers during the assessment period of which at least 2 should be first/second corresponding author original article
Additional Professor	5-10 papers during the assessment period of which at least 3 should be first/second corresponding author original article
Professor	5-10 papers during the assessment period of which at least 3 should be first/second corresponding author original article. The publications should be focused in a particular research area

Evaluation: Under the APS

**Recommendations of the Sub Committee**

4. Number of PhD scholars being guided 10%
5. Patents earned will be given due credit 10%
6. Elected membership/fellowship of medical and science academies 10%

**Recommendations of the Sub Committee**

› It is proposed that for evaluation under Research, to have some objectivity, following scheme may be considered

1. The grant held either as Principal Investigator or as Co-Investigator 10%
2. Peer reviewed ethics committee approved non funded grants would also be given the same weight-age 10%
3. Publications 50%



**Evaluation: Under the APS**

**Corporate Activities**

- › This would include participation by faculty in activities promoting the objectives of the Institute, smooth functioning of the department(s).
- › Faculty of national Institutes are also called upon to serve on various committees of national and international scientific, educational and health care institutions/organizations and by Industry as well.
- › These activities would be given due credit.

**Recommendations of the Sub Committee**

› For this head also it was proposed that for clinical departments & Para clinical departments weight-age under different head is proposed to be as below

- 1. OPD's clinics attended per month 25%
- 2. IPD duties assigned and done per month 25%
- 3. Procedures / surgeries undertaken 25%
- 4. New techniques developed 5%
- 5. New Services started creation of disease management programs for care-continuum 5%

**Evaluation: Under the APS**

**Patient Care Services**

- › Clinical
- 1. OPD's clinics attended per month
- 2. IPD duties assigned and done per month
- 3. Procedures / surgeries undertaken
- 4. New techniques developed
- 5. New Services started creation of disease management programs for care-continuum

**Processes and Time Schedule for Promotion under APS**

- › Applications for consideration under APS shall be invited every year on the 1st of May.
- › Applicant faculty would be asked to indicate whether he/she would like to make slide presentations of their work.
- › Interviews of applicant faculty by the Standing Selection Committee would be organized accordingly.
- › As under the Flexible Complementing Scheme, there would be two levels of screening under the Assessment Promotion as well.
- › In addition Peer Review of performance would also be undertaken.

**Recommendations of the Sub Committee**

- 6. Destination programs (High excellence) 10%
- 7. Interdisciplinary clinical treatment that are pace setters for other systems to adopt 10%
- 8. Development of new care models/care delivery methods 10%
- Para-Clinical
- 1. Work-load 75%
- 2. New diagnostic tests/techniques introduced 25%

**Evaluation: Under the APS**

**Patient Care Services**

- › Para-Clinical
- 1. Work-load
- 2. New diagnostic tests/techniques introduced
- 6. Destination programs (High excellence)
- 7. Interdisciplinary clinical treatment that are pace setters for other systems to adopt
- 8. Development of new care models/care delivery methods.

**Internal Screening and Peer Review**

The ACR/APAR of the relevant period would also be assessed as per extant guidelines and graded accordingly as:

- > Outstanding (A+)
- > Very Good (A)
- > Good (B+)
- > Average (B) and
- > Poor (C)

The ACR/APAR grading, the report on the work done and the outcome of the peer review would be submitted for consideration by the Standing Selection Committee.

**Screening by the Selection Committee**

The Chairman of the Standing Selection Committee in consultation with the Director of the Institute will select the experts to be associated with the interview from amongst the panel of experts proposed by the Department concerned.

Members of the Selection Committee will be fixed for September every year to consider the application received from faculty.

All members and experts after the interview shall individually grade the faculty from A+ to C

- > A+ shall be treated as 'Outstanding'
- > A shall be treated as 'Very Good'
- > B+ shall be treated as 'Good'
- > B shall be treated as 'Average'
- > C shall be treated as 'Poor'

For promotion to Associate Professor and Additional Professor, the benchmark would be 'A'

For promotion from Additional Professor to Professor, the benchmark would be 'A+'.

**Internal Screening and Peer Review**

The resume submitted by the faculty and the report on his/her performance would be sent for peer review to be assessed and graded as under:

- > Outstanding = A+
- > Very Good = A
- > Good = B+
- > Average = B
- > Poor = C

**Recommendations of the Sub Committee**

Committee proposed that the grading should be based on cumulative score of faculty in all components and proposed following

- > Outstanding A+ = 70% and above
- > Very Good A = 60 to 69%
- > Good B+ = 50 to 59%
- > Average B = 40 to 49%
- > Poor C = Below 40%

**Internal Screening and Peer Review**

An Internal Screening Committee shall be constituted for each Department in every Institution for evaluation of annual work done by individual faculty members vis-a-vis the relevant bench mark(s). A report on the work done by the faculty would be prepared by the Committee.

**Recommendations of the Sub Committee**

Committee proposed that the Screening committee may consist of following:

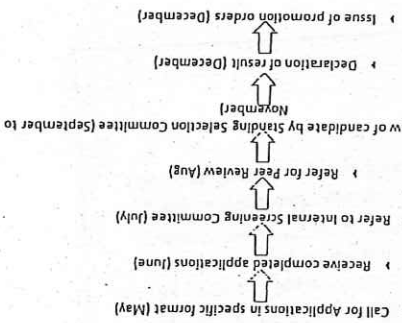
1. All professors in the department
2. One professor from related department

**Recommendations of the Sub Committee**

Committee proposed that for this grading the same scheme as proposed for screening committee evaluation may be considered i.e.

- ▶ Outstanding A+ = 70% and above
- ▶ Very Good A = 60 to 69%
- ▶ Good B+ = 50 to 59%
- ▶ Average B = 40 to 49%
- ▶ Poor C = Below 40%

**Annual Schedule to be followed for the Assessment Promotion Scheme**



**Appeals against the recommendations of the Standing Selection Committee**

- ▶ In case of appeals, the Governing Body should scrutinize the appeals as to whether they should be entertained.
- ▶ If any appeal/representation has a reasonable basis, the same should be referred back to the full Selection Committee for reconsideration and the experts assisting the Committee during reconsideration, should not be the same who participated in, the original selection.

**Review of Candidates found unfit for promotion under APS**

- ▶ There would be no bar or ban on consideration for APS in the succeeding year(s) for candidates found unfit under APS during the first year of their eligibility.

**Period of Absence from Institutes**

- ▶ The APS requires a minimum period of service at each level before a faculty can be eligible for next promotion. Therefore, faculty members taking assignments outside the Institute would normally not be eligible for consideration under the APS unless they have put in the required years of service in the Institute.
- ▶ While relieving faculty for taking up such assignments, the relieving order must clearly specify whether the period of absence from the Institute would count towards eligibility under the APS or not.

**Recommendations of the Sub Committee**

- ▶ Committee observed that in the clause as reproduced below "would normally" should be replaced with "should".
- ▶ "The APS requires a minimum period of service at each level before a faculty can be eligible for next promotion. Therefore, faculty members taking assignments outside the Institute would normally not be eligible for consideration under the APS unless they have put in the required years of service in the Institute".

**Infrastructure**

- ▶ All Institutes shall immediately undertake computerization of patient care records and administrative processes. The e-hospital and e-office modules developed by National Informatics Centre and currently under implementation under AIIIMS New Delhi could be considered by other Institutes as well.
- ▶ Fill up all sanctioned and vacant faculty posts.
- ▶ Announce thrust areas of research; make funds available for multi-disciplinary and multi-institutional projects relevant to the country.

**Period of Absence from Institutes**

- ▶ Period of training/service with national/international agencies dealing in health sector (services) which is treated as duty would, however, be counted for eligibility under APS.
- ▶ The period of leave including leave on medical grounds, EOL, etc., availed on personal grounds shall not count towards the minimum residency period.
- ▶ Child care leave of maximum six months duration would be considered for assessment purposes under APS.

Thanks



4.3 Institutes would have the flexibility of altering the time allocation criterion for evaluation of performance amongst various components by 15-25%. This would be formally notified by the Institute(s). The performance of faculty would be assessed against these components as per the formally assigned weight-age to each component.

\*\* Each Institute can categorize its various Departments into these three groups according to work assigned to these Departments.

\*Corporate activities include serving on various Department/ Institutional/ National/ Academic Committees.

Since teaching training and health care service delivery go-hand-in-hand the captive times would be interchangeable 10-20%.	
Corporate activities *	10%
Research	30% if optimum conditions are provided
Patient care	30% of time
Teaching and Training	30% of time
Healthcare providers/clinical Departments	Medicine and sub specialties, Surgery and sub specialties, Gynae and Obst, Radiology and Imaging and Nuclear Medicine **

Corporate activities *	10%
Research	30%
Service Delivery	30% of time
Teaching and Training	30% of time
Para-clinical services Departments	Pathology, Microbiology, Laboratory Medicine **

Since teaching and research go hand in hand a 10-20% variation in time would be an acceptable norm	
Corporate activities *	10%
Research	45% of time
Teaching and Training	45% of time
Basic Sciences Departments	Anatomy, Physiology and Pharmacology, Biophysics, Biochemistry, Biotechnology and NMR

4.2 Apportionment of faculty time amongst these functions would vary from Department to Department. Therefore, Departments are to be grouped into THREE broad categories viz. the Basic Sciences Departments, the Para-clinical Services Departments and the Health Care Providers/ Clinical Departments. The apportionment of time for faculty activities is expected to be as under:

iv. Corporate activities.

5. CRITERIA FOR EVALUATION OF PERFORMANCE

5.1 The evaluation of faculty for promotion under the Assessment Promotion Scheme (APS) would be based on the following parameters:

a. Teaching & Training

Evaluation shall be based on:

- i. Didactic lectures delivered
- ii. Participation in Departmental, Institutional, programs sponsored by National Associations and other educational Institutions, educational exercises i.e. Continuing Medical Education, Grand rounds, Seminars, Workshops.
- iii. Clinical teaching exercises
- iv. Interdepartmental teaching
- v. Mentorship & guidance provided to students for thesis work.
- vi. Visiting Professorships
- vii. Question Bank formation
- viii. Student Feed back
- ix. Production of teaching Material/Books/Monographs/Technical Manuals
- x. Innovation in teaching methods introduced

5.2 Details of the above stated activities will be maintained in a self reporting log/ proforma and would be made available to the internal screening committee.

b. Research

5.3 Subject to the flexibility allowed, 25-30% of working time should be captive time for research. This would be assessed on the following parameters and its mandatory when considering promotions of faculty

Grants obtained

Assistant Professor	One intramural grant for an approved project of Rs. 2-5 lakh per year to be provided by the Institution as seed money at the time of joining the Institutes.
Associate Professor	Extramural Grant – One
Additional Professor	Extramural grants-Two

i. The grant could be held either as Principal Investigator or as Co-investigator.

- ii. Peer reviewed ethics committee approved non funded grants would also be given the same weight-age considered for evaluation under APS.
- iii. Institutes other than AIIMS New Delhi, PGIMER Chandigarh, NIMHANS Bangalore would also establish their Scientific Advisory Committees.
- iv. Institutes must introduce training courses in Research Methodology for all faculty on mandatory basis.

c. Publications

5.4 To be considered for promotion under the APS, faculty are required, as a part of their research activities, to publish papers as under:

Assistant Professor	At least 3 publications of which at least 1 should be first author
Associate Professor	3-5 papers during the assessment period of which at least 1 should be first/ corresponding author original article.
Additional Professor	5-7 papers during the assessment period of which at least 2 should be first/ corresponding author original article.
Professor	5-10 papers during the assessment period of which at least 3 should be first/ corresponding author original article. The publications should be focused in a particular research area.

5.5 Evaluation of published papers would be done on the basis of

- i. Number of papers published in
  - a. National Journals
  - b. International Journals
- ii. Total citation index
- iii. Average impact factor of journals
- iv. Quality of publication(s).
- v. Number of PhD scholars being guided would be given due credit.
- vi. Patents earned will be given due credit.
- vii. Elected membership/fellowship of medical and science academies is a desirable achievement and will be given due credit.

d. Patient Care Services

5.6 The criteria for assessment of performance in delivery of Patient Care services would be as follows:



i. An Internal Screening Committee shall be constituted for each Department every

6.2.1 Internal Screening & Peer Review

6.2 As under the Flexible Complementing Scheme, there would be two levels of screening under the Assessment Promotion as well. In addition Peer Review of performance would also undertaken.

6.1 Applications for consideration under APS shall be invited every year on the May. Applicant faculty would be asked to indicate whether he/she would like to make presentations of their work. Interviews of applicant faculty by the Standing Selection Committee would be organized accordingly.

6. PROCESSES & TIME SCHEDULE FOR PROMOTION UNDER APS

5.7 This would include participation by faculty in activities promoting the objectives of the institute, smooth functioning of the department(s). Faculty of national institutes are also called upon to serve on various committees of national and international scientific, educational and health care institutions/organizations and by industry as well. These activities would be given due credit.

e. Corporate Activities

*Note: Every institution would establish departmental collegiums comprising of the HoD and the next two senior most faculty members in the Department for apportioning time for patient care services by individual faculty which would be communicated to the administration for record and subsequent assessment under the APS.*

ii. New diagnostic tests/ techniques introduced

i. Work-load;

Based on:

5.6.2 Para-Clinical

viii. Development of new care models/ care delivery methods.

vii. Interdisciplinary clinical treatment that are pace setters for other systems to adopt

vi. Destination programs (High excellence)

v. New Services started Creation of disease management programmes for care-continuum

iv. New techniques developed

iii. Procedures / surgeries undertaken

ii. IPD duties assigned and done per month

i. OPD's clinics attended per month

5.6.1 Clinical

Institution for evaluation of annual work done by individual faculty members vis-à-vis the relevant bench mark(s). A report on the work done b, the faculty would be prepared by the Committee. The resume submitted by the faculty and the report on his/her performance would be sent for peer review to be assessed and graded as under:

Outstanding = A+  
Very Good = A  
Good = B+  
Average = B  
Poor = C

ii. The ACR/APAR of the relevant period would also be assessed as per extant guidelines and graded accordingly as:

Outstanding (A+),  
Very Good (A),  
Good (B+),  
Average (B) and  
Poor(C).

iii. The ACR/APAR grading, the report on the work done and the outcome of the peer review would be submitted for consideration by the Standing Selection Committee.

#### 6.2.2. Screening by the Selection Committee

i. The Chairman of the Standing Selection Committee in consultation with the Director of the Institute will select the experts to be associated with the interview from amongst the panel of experts proposed by the Department concerned.

ii. Meetings of the Selection Committee will be fixed for September every year to consider the application received from faculty.

iii. All members and experts after the interview shall individually grade the faculty from "A+" to "C".

A+ shall be treated as 'outstanding';  
A shall be treated as 'Very Good'  
B+ shall be treated as 'Good'  
B shall be treated as 'Average';  
C shall be treated as 'Poor'.

iv. For promotion to Associate Professor and Additional Professor, the benchmark would be 'A'.  
v. For promotion from Additional Professor to Professor, the benchmark would be 'A+'.

### 7. ANNUAL SCHEDULE TO BE FOLLOWED FOR THE ASSESSMENT PROMOTION SCHEME

10.4 Child care leave of maximum six months duration would be considered for assessment

10.3 The period of leave including leave on medical grounds, EOL, etc., availed on personal grounds shall not count towards the minimum residency period.

10.2 Period of training/service with national/international agencies dealing in health sector (services) which is treated as duty would, however, be counted for eligibility under APS.

10.1 The APS requires a minimum period of service at each level before a faculty can be eligible for next promotion. Therefore, faculty members taking assignments outside the Institute would normally not be eligible for consideration under the APS unless they have put in the required years of service in the Institute. While relieving faculty for taking up such assignments, the relieving order must clearly specify whether the period of absence from the Institute would count towards eligibility under the APS or not.

### 10. PERIOD OF ABSENCE FROM INSTITUTE

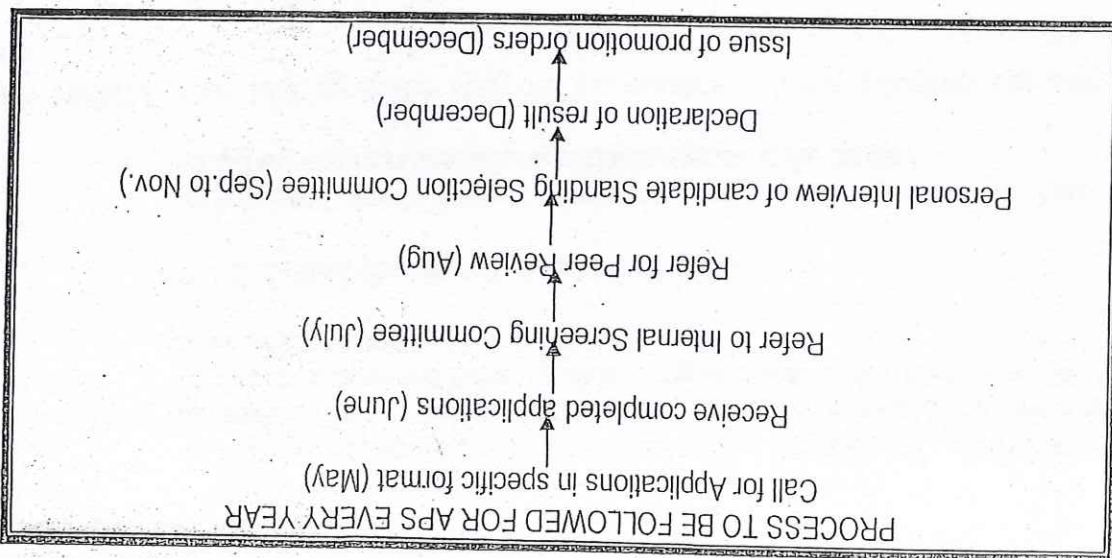
There would be no bar or ban on consideration for APS in the succeeding year(s) for candidates found unfit under APS during the first year of their eligibility.

### 9. REVIEW OF CANDIDATES FOUND UNFIT FOR PROMOTION UNDER APS

8.2 The appellant should invariably be given opportunity of personal hearing by the Selection Committee.

8.1 In case of appeals, the Governing Body should scrutinize the appeals as to whether they should be entertained. If any appeal/representation has a reasonable basis, the same should be referred back to the full Selection Committee for reconsideration and the experts assisting the Committee during reconsideration, should not be the same who participated in the original selection.

### 8. APPEALS AGAINST THE RECOMMENDATIONS OF THE STANDING SELECTION COMMITTEE



11. INFRASTRUCTURE

116

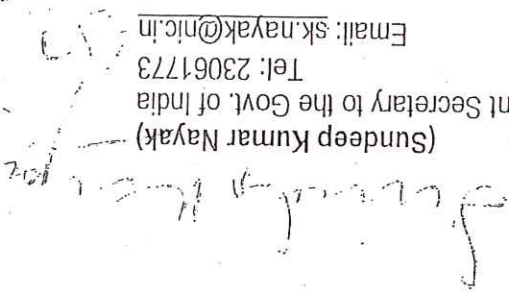
All Institutes shall immediately

i. Undertake computerization of patient care records and administrative processes. The e-hospital and e-office modules developed by National Informatics Centre and currently under implementation under AllMS New Delhi could be considered by other Institutes as well.

ii. Fill up all sanctioned and vacant faculty posts.

iii. Announce thrust areas of research; make funds available for multi-disciplinary and multi-institutional projects relevant to the country.

Each Institution shall take immediate steps for incorporation of these guidelines into their regulations.

  
(Sundeeep Kumar Nayak)  
Joint Secretary to the Govt. of India  
Tel: 23061773  
Email: sk.nayak@nic.in

To,  
1. The Director, All India Institute of Medical Sciences, Ansari Nagar, New Delhi.  
2. The Director, Post Graduate Institute of Medical Education and Research, Chandigarh - 160012.  
3. The Director, Jawaharlal Institute of Postgraduate Medical Education and Research, Puducherry.  
4. The Director, National Institutes of Mental Health and Neuroscience, Bangalore, Karnataka.  
5. The Director, North Eastern Regional Institute of Health and Medical Sciences, Shillong, Meghalaya.

6. The Director, All India Institute of Medical Sciences, Bhopal, Madhya Pradesh.  
7. The Director, All India Institute of Medical Sciences, Bhubaneswar, Odisha.  
8. The Director, All India Institute of Medical Sciences, Jodhpur, Rajasthan.  
9. The Director, All India Institute of Medical Sciences, Patna, Bihar.  
10. The Director, All India Institute of Medical Sciences, Raipur, Chattisgarh.  
11. The Director, All India Institute of Medical Sciences, Rishikesh, Uttarakhand.

Copy to: PS to HFM, PS to Secretary HFM, PPS to AS&FA, PPS to AS & DG, PPS to JS(SG), PPS to JS(SKN), DS (AL), DS(ON).  
S:TD NIC with request to host it on website of MoHFW.

F. No. V-16020/57/2008-ME-1

Government of India

Ministry of Health & Family Welfare

Nirman Bhawan, New Delhi

Dated the 12th January, 2010

To,

1. The Director, All India Institute of Medical Sciences (AIIMS), Ansari Nagar, New Delhi.
2. The Director, Post Graduate Institute of Medical Education and Research (PGIMER), Chandigarh-160012
3. The Director, Jawaharlal Institute of Postgraduate Medical Education and Research (JIPMER), Puducherry.
4. The Director, National Institute of Mental Health and Neuroscience (NIMHANS), Bangalore.
5. The Director, North Eastern Indira Gandhi Regional Institute of Health and Medical Sciences (NEIGRIHMS), Shillong.

Subject : Revision of pay scales of faculty of autonomous institutions of medical education under the Department of Health & Family Welfare, Ministry of Health & Family Welfare.

Sir,

In supersession of this Ministry's letter of even no. dated 31.12.2009, I am directed to say that the Government of India have decided to revise the pay scales of faculty (i.e. teaching staff) of autonomous institutions of medical education under the Department of Health & Family Welfare, following the pay revision of the Central Government employees on the recommendations of the 6th Central Pay Commission. The revised pay and other service conditions as approved by the Government of India for faculty of autonomous institutions of medical education under this Department are as under:

Institutions Covered:

- i. All India Institute of Medical Sciences (AIIMS), New Delhi;
- ii. Post Graduate Institute of Medical Education and Research, (PGIMER) Chandigarh;
- iii. National Institute of Mental Health and Neuroscience (NIMHANS), Bangalore
- iv. Jawaharlal Institute of Postgraduate Medical Education and Research (JIPMER), Puducherry; and
- v. North Eastern Indira Gandhi Regional Institute of Health and Medical Sciences (NEIGRIHMS), Shillong;

12-1-2010  
B...

- 2. Scales of Pay and conditions attached thereto:
- 1. Assistant Professor (Entry Grade) :

To be placed in Pay Band-3. (Rs. 15600-39100); minimum Pay to be fixed at Rs. 30000/- with Academic Grade Pay of Rs. 8000/- After three years, Assistant Professors will move to Pay Band -4 (Rs. 37400-67000/-) with Academic Grade Pay of Rs. 8700/-.

Eligibility criteria for appointment as Assistant Professor (Medical and Non-Medical)

For Medical Candidates

- 1. A medical qualification included in Schedule I and II or Part II of the third schedule of the Indian Medical Council Act, 1956 (Persons possessing qualifications included in Part I and II of the third schedule should also fulfill the conditions specified in Section 13(3) of the Act) or BDS.
- 2. A Post Graduate qualification e.g. M.D./M.S./M.D.S. or a recognized qualifications equivalent thereto.
- 3. Experience: Three years' teaching and/or research experience in a recognized institution in the subject of speciality after obtaining the qualifying degree of post graduation.

For Super-specialities Candidates

- 1. A medical qualification included in Schedule I and II or Part II of the third schedule of the Indian Medical Council Act, 1956 (Persons possessing qualifications included in Part I and II of the third schedule should also fulfill the conditions specified in Section 13(3) of the Act).
- 2. D.M./M.Ch. or a recognized qualification equivalent thereto.
- 3. Experience: D.M./M.Ch (Three years) or a recognized qualification equivalent thereto or D.M./M.Ch (Two years) with one year teaching and/or research experience in a recognized institutions/universities in the subject of speciality after obtaining D.M./M.Ch. (2 years) degree.

*Behera*  
12-1-2010

For Non-Medical Candidates

1. Post Graduate qualification e.g. Masters Degree in the discipline/allied subjects from a recognized university/institutions.
2. Ph.D. degree of a recognized University/institutions.
3. Experience: Three years teaching and/or research experience in the discipline/subject in a recognized institutions/universities after obtaining the Ph. D. degree.

**ii. Associate Professor :**

To be placed in Pay Band-4 (Rs. 37400-67000/-) subject to minimum Pay being Rs. 42800/- and Academic Grade Pay of Rs. 9000/- Assistant Professors with three years of service will be eligible for appointment to the post of Associate Professor subject to clearance of the prescribed selection process.

**iii. Additional Professor:**

They will be placed in Pay Band-4 (Rs. 37400-67000/-) with minimum Pay being Rs. 46000/- and Academic Grade Pay of Rs. 9500/- Associate Professors with three years of service will be eligible for appointment to the post of Additional Professor subject to clearance of the prescribed selection process.

**iv. Professor:**

They will be placed in Pay Band 4 (Rs. 37400-67000/-) with the minimum pay of Rs. 51600/- and Academic Grade Pay of Rs. 10500/- Additional Professors with four years of service will be eligible for appointment to the post of Professor subject to clearance of the prescribed selection process.

Upto 40% of posts of Professors will be operated in new Higher Administrative Grade (HAG) scale of Rs. 67000-79000/- Promotion to this grade will be subject to clearance of the prescribed selection process.

**vi. Directors**

The Directors of AIIMS, New Delhi, PGIMER, Chandigarh, JIPMER, Puduchery, NIMHANS, Bangalore and NEIGRIHMS, Shillong will be placed at fixed pay of Rs. 80000/- p.m.

*Bhargava*  
12-1-2010

3. Maximum ceiling and Non Practicing Allowance (NPA)

Maximum ceiling including Non Practicing Allowance to be restricted to Rs. 85000/-.

4. In so far as faculty members of JIPMER, Puducherry are concerned, this order shall apply subject to the provisions contained in Appendix referred in sub-rule (5) of Rule 8 of JIPMER, Puducherry Rules, 2008.

5. Other Service Conditions:

i. Annual increment will be at the rate of 3% of the basic pay as per CCS (Revised Pay) Rules, 2008. Basic Pay for this purpose will be Pay in Pay Band plus applicable Academic Grade Pay.

ii. Pay in Pay Band plus academic Grade Pay shall not exceed the limits set under the CCS (RP) Rules, 2008 i.e. Rs. 80,000/- per month.

iii. The revised pay scales will be effective from 1<sup>st</sup> January, 2006 while other allowances will be payable at revised rates w.e.f. 01.09.2008.

iv. The pay of existing incumbents will be fixed as per formula given in CCS (RP) Rules, 2008 with the proviso that the pay of existing incumbents, as on 01.01.2006, will not be less than the minimum of pay at the entry level in each category of posts.

v. As part of this revision, the Institute Bodies concerned shall finalise suitable work standards for faculty within one year. This process shall be accomplished after full participation of and consultations with the faculty of the institutions concerned. Suitable changes/amendments to the recruitment rules may, if necessary, be done in consonance with this order.

6. Anomalies, if any, that may arise out of implementation of this order may be brought to the notice Department of Health & Family Welfare, Ministry of Health & Family Welfare.

B. Chinnappa  
12.1.2013



7. Separate communication have been issued with regard to revision of pay of faculty of autonomous institutions of medical education recently brought under administrative control of this Department.

Yours faithfully,

*B.K. Prasad*  
12.1.2019

Joint Secretary to the Govt. of India  
( B.K. Prasad )

Tel: 2306 1723

Copy to :

1. The Principal Secretary to the Prime Minister, South Block, New Delhi.
2. The Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
3. The Secretary, Department of Expenditure, North Block, New Delhi.
4. The Secretary, Department of Personnel and Training, North Block, New Delhi.
5. The Secretary, Ministry of Human Resource and Development, Shastri Bhawan, New Delhi.
6. NIC, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi with a request that the order may be uploaded on the official website of the Ministry.

To consider the report of the committee constituted to examine the facts/records with regard to the issue of seniority of Additional Professors in the Department of C.T.V.S. at AIIMS, New Delhi.

ITEM NO. GB-149/6

NOTE FOR THE GOVERNING BODY

NOTE FOR GOVERNING BODY

Item No. GB/149/6

TO CONSIDER THE REPORT OF THE COMMITTEE CONSTITUTED TO EXAMINE THE FACTS/RECORDS WITH REGARD TO THE ISSUE OF SENIORITY OF ADDITIONAL PROFESSORS IN THE DEPARTMENT OF C.T.V.S. AT AIIMS, NEW DELHI.

The Governing Body in its meeting held on 22nd October, 2012 again considered the representation submitted by Dr. Akshaya Kumar Bisoi under agenda item no. GB-148/18 and decided as under:

"The Director informed that the issue was considered by the Governing Body in its earlier meeting and the decision was conveyed to the person concerned, but, Dr. A.K. Bisoi has again made a representation.

Smt. Sushma Swaraj was of the view that the issue should be re-visited. She suggested that a Committee consisting of Health Secretary and the Director, AIIMS should be constituted to look into the matter. Dr. S.P. Agarwal expressed concern that if this issue was re-visited, then there may be large number of representations for revisiting other similar issues. Smt. Sushma Swaraj opined that the Governing Body should consider and decide the issue for a logical conclusion.

In view of the above deliberations, it was decided by the Governing Body that a Committee consisting of i) Health Secretary, ii) Director, AIIMS and iii) Dr. S.P. Agarwal should examine the facts/records and place their report before the Governing Body"

In view of the aforesaid decision of the Governing Body, a Committee consisting of the following members of Institute Body was constituted:

1. The Health Secretary, Govt. of India
2. The Director, AIIMS
3. Dr. S.P. Agarwal, Member, Institute Body, AIIMS, New Delhi.

2.

1.

3. The Committee met on 23<sup>rd</sup> January, 2013 and 29<sup>th</sup> January, 2013 at the Chamber of the Secretary (Health) and discussed the issue in detail.

4. After detailed examination of the representations submitted by Dr. A.K. Bisoi, Dr. Ujjwal Kumar Choudhary and Dr. Shiv Kumar Choudhary and having gone through the relevant information/documents furnished by the Institute, the Committee deliberated as under:

".....It was also brought to the notice of the Committee that the Standing Selection Committee did not go strictly by mathematical summation of grading in deciding on the selection/merit for the faculty posts, viz. Professor, Association Professor, Additional Professor and Assistant Professor during the selection held in the year 2003 and 2005 and there are number of such cases.

The Committee felt that all the three candidates Dr. Shiv Kumar Choudhary, Dr. Ujjwal Kumar Choudhary and Dr. A.K. Bisoi were extremely bright and judging from the gradings there was hardly any difference amongst them. However, it remains a fact that grading of Dr. A.K. Bisoi, if the grading of the experts are taken into consideration are bit higher than Dr. U.K. Choudhary and Dr. S.K. Choudhary. However, this is not an isolated case.

Considering the relevant facts, the Committee was of the view that it will not be possible to provide an explanation for the decision taken by the Standing Selection Committee in the year 2005. However, it appears that the seniority order accorded to the said three candidates at the time of their selection as Assistant Professor 2003 was maintained in 2005 as well.

The guidelines for the Standing Selection Committee as approved by the Institute Body stipulates that in appeal(s), when the cases are referred back to the Selection Committee by the Governing Body, the individual may be interviewed with new technical experts. Moreover, the decision of the Standing Selection Committee was approved by the Governing Body. Apparently, there was no representation at that point of time in this case as all the three candidates were selected, there was no scope for the candidates to know the grading and the merit list was not formally published. At this juncture, this Committee does not have the mandate to review the decision

of the Standing Selection Committee as per the guidelines approved by the Institute Body in its meeting held on 18.09.1997.

During the course of deliberations, the committee felt that in this case, as well as may be in several other cases, the date of birth and joining periods of the professors may be very close to each others and there is little difference amongst them in terms of professional competence. The issue of seniority becomes relevant only for becoming the Head of the Department. It is therefore necessary to address this issue immediately. It was noted that on the issue of rotation of headship a decision was taken by the Governing Body in its meeting held on 16<sup>th</sup> January, 2012 to constitute a Committee consisting of members of the Institute Body, to formulate the powers and functions of the collegiums and the modalities of rotation and also other options. This should be done on priority so that each of this Professors will have opportunity to become the Head of the Department and the important decisions relating to the department can be taken jointly by a collegiums. This will bring them all, who are equally competent, on a similar footing instead of making the issue of seniority a contentious one."

The Report of the Committee is placed before the Governing Body for consideration.

REPORT OF THE COMMITTEE CONSTITUTED BY THE GOVERNING BODY OF AIIMS TO EXAMINE THE FACTS/RECORDS WITH REGARD TO THE ISSUE OF SENIORITY OF ADDITIONAL PROFESSORS IN THE DEPARTMENT OF C.T.V.S., AIIMS, NEW DELHI

The Governing Body in its meeting held on 22nd October, 2012 again considered the representation submitted by Dr. Akshaya Kumar Bisoi under agenda item no. GB-148/18 and decided as under (Annexure-I):-

"The Director informed that the issue was considered by the Governing Body in its earlier meeting and the decision was conveyed to the person concerned, but, Dr. A.K. Bisoi has again made a representation.

Smt. Sushma Swaraj was of the view that the issue should be re-visited. She suggested that a Committee consisting of Health Secretary and the Director, AIIMS should be constituted to look into the matter. Dr. S.P. Agarwal expressed concern that if this issue was re-visited, then there may be large number of representations for revisiting other similar issues. Smt. Sushma Swaraj opined that the Governing Body should consider and decide the issue for a logical conclusion.

In view of the above deliberations, it was decided by the Governing Body that a Committee consisting of i) Health Secretary, ii) Director, AIIMS, and iii) Dr. S.P. Agarwal should examine the facts/records and place their report before the Governing Body".

Accordingly, the committee was constituted (Annexure-II).

The Committee met on 23rd January, 2013 at the Chamber of the Secretary (Health) and discussed the issue in detail. Secretary, Dept. of Health and Family Welfare at Kumar Choudhary met him separately and submitted papers and documents in support of their contention. Dr. S. P. Agarwal mentioned that he received some documents by post. The representations were considered by the committee. The said representations are summarised hereunder:-

Dr. A.K. Bisoi represented to place him above Dr. Ujjwal Kumar Choudhary and Dr. Shiv Kumar Choudhary on the basis of grading given by all the members of the Standing Selection Committee and technical experts during the selections held in the year 2005 for the post of Additional Professor of C.T.V.S. under the mode of direct recruitment and the same seniority may be retained for the promotion to the next grade of Professor of C.T.V.S. as well. He referred to the decision of the Institute Body in 1997 regarding the selection process which were reiterated on various occasions and which according to him places him above others.

Dr. Ujjwal Kumar Choudhary has represented to place him above Dr. Shiv Kumar Choudhary and Dr. A.K. Bisoi on the basis of the seniority list issued in the year 1997 (during his service as Asstt. Professor on ad-hoc basis) in respect of Assistant Professors at the AIIMS (No such seniority list was circulated). He also pointed out that his seniority at the level of Associate Professor issued on 6.11.2003 (it was promotion orders in respect of Associate Professors under APS) was also above Dr. Shiv Kumar Choudhary. He also held charge of the department on several occasions and had joined the institute earlier then both Dr. S. K. Choudhury and Dr. A. K. Bisoi. He further pointed out that if grades given by all the members of Selection Committee are taken into account, then he & Dr. Shiv Kumar Choudhary, he get the same grading. Since he is elder to Dr. Shiv Kumar Choudhary, he would rank senior to Dr. Shiv Kumar Choudhary.

Dr. Shiv Kumar Choudhary has mentioned that in the direct recruitment to Assistant Professor held in Feb- March 2003, he was placed at no. 1 in the panel followed by Dr. U. K. Choudhary and Dr. A. K. Bisoi. The same order of merit was also decided by the selection committee during the direct recruitment to Additional Professors in Sept. 2005. The selection can be made only by the Standing Selection committee who comprises of Institute Body members. The Experts are only advisory. This stand has also been taken by the court. Further, there are large number of cases in different categories during the selection process both during 2003 and 2005, the details of which he provided, where the order of merit decided by the Standing Selection Committee does not tally with the mathematical sum total of the grades awarded by the selection committee and technical experts. He has represented to maintain his seniority as per the merit list drawn by the Standing Selection Committee for the posts of Assistant Professor as well as Additional Professor.

The Committee desired following information from the Institute and decided to hold the next meeting on 29<sup>th</sup> January, 2013:-

- (1) Recommendations of the sub-committee on the issue for making the selections transparent and more participatory.

- (2) Agenda item & minutes of the meetings of the Institute Body wherein the recommendations of the sub-committee was considered and approved.

- (3) Minutes of the Institute Body wherein the minutes of the aforesaid Meetings of the Institute Body were confirmed.

- (4) Verification of the cases mentioned by Dr. S. K. Chaudhary where the order of merit decided by the selection committee are not consistent with sum total of all grading given by experts and committee members.

- (5) Whether any guidelines were issued for the selection committee members on the procedure for selection of candidates based on IB decision.

The Committee met again on 29<sup>th</sup> January, 2013 at the Chamber of the Secretary (Health) and considered the matter. It was noted as follows :-

- While considering the agenda item no. IB/3 during the Institute Body in its meeting held on 21<sup>st</sup> August, 1996 (Annexure-III), President, AAIMS informed that a group had been constituted with the following members to come up with suggestions for making the selections transparent and more participatory:-

- (i) Dr. L.K. Bhutani, Director, AAIMS
- (ii) Dr. Narendra Bihari, DGHS
- (iii) Shri Vijay Singh, JS (FA)
- (iv) Smt. Sumila Basant, JS (SB)

The recommendations of the Committee were considered by the then Minister of State for Health & Family Welfare/President, AAIMS and directed to implement the recommendations vide D.O. letter No. V.16020/66/96-ME(PG) dated the 28<sup>th</sup> October, 1996 (Annexure-IV)



The Institute Body in its meeting held on 15.01.1997 under agenda item No.5 (Annexure-V) considered the recommendations/suggestions of the Committee and approved the same (Annexure-VI). The minutes of the Institute Body Meeting held on 15.01.1997 were confirmed by the Institute Body in its meeting held on 15.04.1997 (Annexure-VII) except Agenda Item No. IB-5 with the following observations:-

"With the permission of the Chair the minutes of the Institute Body Meeting held on 15.01.1997 was circulated to all the Members. Minutes were confirmed except for Item IB/5. While confirming the minutes, it was noted that the minutes did not clearly reflect the correct position with regard to the recommendations made by the Sub-Committee vis-a-vis the administrative comments thereon. It was therefore decided that when the minutes of the meeting held on 15.01.1997 were taken up under the Item 'Action Taken' in the next meeting of I.B., clear position may be put to the Institute Body for their consideration and confirmation".

The Institute Body in its meeting held on 18th September, 1997 however, considered the matter under agenda item No. IB-5 (Annexure-VIII) and decided as under (Annexure-IX):-

"The report of the Sub-Committee alongwith the suggestions made in the agenda note was approved. The Institute Body, however, felt that in appeal(s), when the cases are referred back to the Selection Committee by the Governing Body, the individual may be interviewed with new technical experts.

The Institute Body re-iterated that 'wait list' of the candidates will continue to be valid for one year, extendable by six months".

The minutes of the Institute Body Meeting held on 18.09.1997 were confirmed by the Institute Body in its meeting held on 17.06.1998 (Annexure-X).

The Committee also examined the recommendations of the Standing Selection Committee meeting held on 12.09.2005 for the posts of Additional Professor of C.T.V.S. and found that the Standing Selection Committee while preparing merit list of the selected candidates observed as follows:-

"Considering the performance of the candidates and their records and also the opinion of the technical experts, the Committee recommends the following candidates for the post of Additional Professor of C.T.V.S. in order of merit"..... (Annexure- XI):-

1. Dr. Shiv Kumar Choudhary
2. Dr. Ujjwal Kumar Chowdhary
3. Dr. Akshaya Kumar Bisoi

The following facts were also considered by the Committee:-

Dr. Shiv Kumar Choudhary, Dr. Ujjwal Kumar Choudhary and Dr. A.K. Bisoi were initially appointed to the post of Assistant Professor of C.T.V.S. on adhoc basis on 05.11.1996, 17.10.1996 and 01.09.1997 respectively. All the three were appointed to the posts of Assistant Professor of C.T.V.S. on regular basis 04.06.2003 under the mode of direct recruitment. A gist showing the grading obtained by all the selected candidates to the post of Assistant Professor of C.T.V.S. including the aforesaid three candidates is enclosed as (Annexure-XII)".

All the aforesaid three Assistant Professors of C.T.V.S. were promoted to the grade of Associate Professors w.e.f. 01.07.2003 after counting their ad-hoc service as Assistant Professor, under the Assessment Promotion Scheme carrying their original seniority in the post of Assistant Professor.

They were appointed to the posts of Additional Professor of C.T.V.S. in the year 2005 under the mode of direct recruitment and they joined their respective posts w.e.f. 23.09.2005. A gist showing the grading obtained by all the aforesaid appointed candidates is enclosed as (Annexure-XIII).

The recommendations of the Standing Selection Committee meetings held in the year 2005 for faculty posts including the post of Additional Professor of C.T.V.S. were considered and approved by the Governing Body in its meeting held on 23.09.2005 (Annexure-XIV).

They were promoted to the grade of Professors w.e.f. 01.07.2010 under Assessment Promotion Scheme. Their original seniority prepared by the Standing Selection Committee during the selections held in the year 2003 and 2005 under the mode of direct recruitment, was maintained as per the Assessment Promotion Scheme. Particulars at a glance of Dr. Shiv Kumar Choudhary, Dr. Ujjwal Kumar Choudhary and Dr. A.K. Bisoi are placed at (Annexure-XV).

No separate guidelines were issued for the Standing Selection Committee specifying the procedure for the selection of candidates based on the IB decision.

It was also brought to the notice of the Committee that the Standing Selection Committee did not go strictly by mathematical summation of grading in deciding on the selection/merit for the faculty posts, viz. Professor, Associate Professor, Additional Professor and Assistant Professor during the selections held in the year 2003 and 2005 and there are number of such cases.

The committee felt that all the three candidates Dr. Shiv Kumar Choudhary, Dr. Ujjwal Kumar Choudhary and Dr. A.K. Bisoi were extremely bright and judging from their gradings there was hardly any difference amongst them. However, it remains a fact that grading of Dr. A. K. Bisoi, if the grading of the experts are taken into considerations are bit higher than Dr. U. K. Choudhary and Dr. S. K. Choudhary. However, this is not an isolated case.

Considering the relevant facts, the Committee was of the view that it will not be possible to provide an explanation for the decision taken by the Standing Selection Committee in the year 2005. However, it appears that the seniority order accorded to the said three candidates at the time of their selection as Assistant Professor 2003 was maintained in 2005 as well.

The guidelines for the Standing Selection Committee as approved by the Institute Body stipulates that in appeal(s), when the cases are referred back to the Selection Committee by the Governing Body, the individual may be interviewed with new technical experts. Moreover, the decision of the Standing Selection Committee was approved by the Governing Body. Apparently there was no representation at that point of time in this case as all the three candidates were selected, there was no scope for the candidates to know the grading and the merit list was not formally published. At this juncture, this Committee does not have the mandate to review the decision of the Standing Selection Committee as per the guidelines approved by the Institute Body in its meeting held on 18.09.1997.

During the course of deliberations, the committee felt that in this case, as well as may be in several other cases, the date of birth and joining periods of the professors may be very close to each others and there is little difference amongst them in terms of professional competence. The issue of seniority becomes relevant only for becoming the Head of the Department. It is therefore necessary to address this issue immediately. It was noted that on the issue of rotation of headship a decision was taken by the Governing Body in its meeting held on 16<sup>th</sup> January, 2012 to constitute a Committee consisting of members of the Institute Body, to formulate the powers and functions of the collegiums and the modalities of rotation and also other options. This should be done on priority so that each of this Professors will have opportunity to become the Head of the Department and the important decisions relating to the department can be taken jointly by a collegiums. This will bring them all, who are equally competent, on a similar footing instead of making the issue of seniority a contentious one.

This report is submitted to the Governing Body as desired, for consideration.

(S.P. Aggarwal)

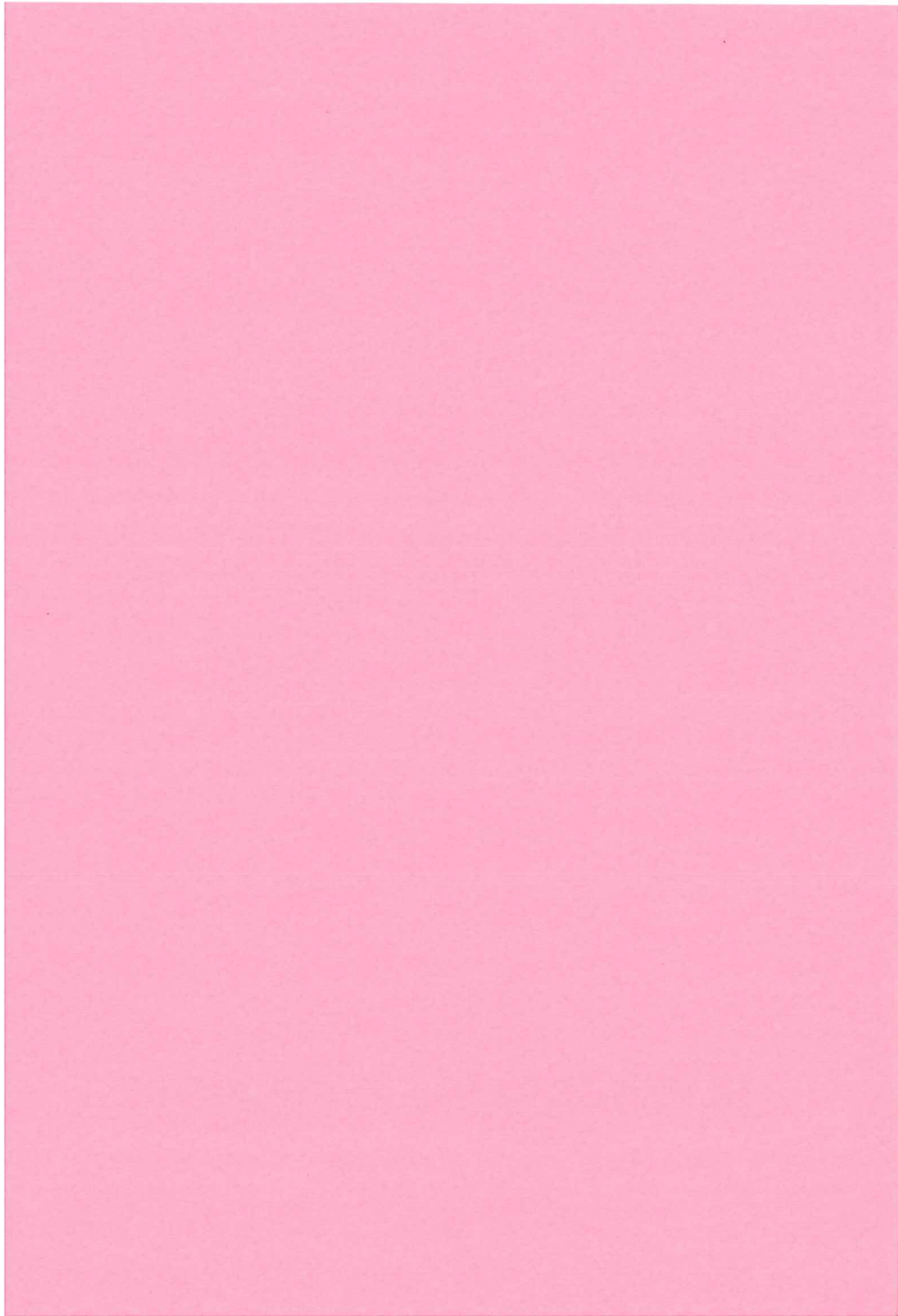
(Dr. R.C. Deka)

(P.K. Pradhan)

To consider the proposal for grant of Voluntary Retirement to Dr. B.K. Mohanti, Professor of Radio-therapy from the service of this Institute w.e.f. 21.2.2013 (AN) at the AIIMS, New Delhi.

ITEM NO. GB-149/7

NOTE FOR THE GOVERNING BODY



NOTE FOR THE GOVERNING BODY

Item No. G.B/149/7

TO CONSIDER THE PROPOSAL FOR GRANT OF VOLUNTARY RETIREMENT TO DR. B.K. MOHANTI, PROFESSOR OF RADIO-THERAPY FROM THE SERVICES OF THIS INSTITUTE W.E.F. 21.02.2013 (A.N.).

1. INTRODUCTION

1.1 Dr. B.K. Mohanti, Professor of Radio-Therapy had requested vide his letter dated 3<sup>rd</sup> December, 2012 for grant of voluntary retirement from the service of this Institute w.e.f. 30.01.2013 (afternoon). However, he vide his letter dated the 17<sup>th</sup> January, 2013 again requested for grant of voluntary retirement from the service of this Institute w.e.f. 21.02.2013 (afternoon). His request was forwarded & recommended by the Chief of Dr. B.R.A. IRCH.

1.2 Dr. B.K. Mohanti, Professor of Radio-Therapy joined the Institute on 30.06.1992 as a faculty member and worked till 21.02.2013. His period of service rendered from 30.06.1992 to 21.02.2013 has been verified by the Accounts Section (Audit), AIIMS stating that he has availed 2 years 1 month and 16 days as Extra Ordinary Leave Without Pay from 18.10.1993 to 20.11.1993, from 02.12.1993 to 13.12.1993 and from 21.03.2004 to 22.03.2006. However, he deposited pension contribution for the period from 21.03.2004 to 22.03.2006 to the Institute. Therefore, he has completed more than 20 years of service at this Institute. Hence, he possesses requisite qualifying service for seeking voluntary retirement from the services of the Institute. Neither he was under bond and nor any disciplinary proceedings/vigilance case was pending against him, as per office records. His date of birth is 21.01.1953 and he is due for superannuation from the service of the Institute w.e.f. 31.01.2018 (65 years).

1.3 In accordance with the Schedule-II of the AIIMS Regulations, 1999 (as amended), the Governing Body is the appointing authority of Group 'A' Officers & hence competent authority to permit the faculty members to seek voluntary retirement from the service of the Institute.

1.4 As the meeting of the Governing Body was not scheduled at that time, Dr. B.K. Mohanti was granted voluntary retirement from the service of the AIIMS w.e.f. 21.02.2013 (afternoon), with the approval of the President, AIIMS (Chairman, Governing Body) with the condition that ex-post-facto approval of the Governing Body be obtained. The short fall of notice period i.e. 22.02.2013 to 02.03.2013 was waived off, subject to the condition that the commutation of pension can only be allowed after expiry of normal notice period w.e.f. 03.03.2013.

2.

2.1 According to the Rule-48-A of the CCS (Pension) Rules, 1972 a Government servant after completing 20 years of qualifying service can seek voluntary retirement from the service by giving notice of not less than three months in writing to the Appointing Authority. The Appointing Authority at its discretion can accept a notice of less than three months, but commutation of pension can be applied for only after the expiry of normal notice period of three months. Dr. B.K. Mohanti had qualifying service of more than 20 years as on 21.02.2013. Hence, he possesses the requisite qualifying service for seeking voluntary retirement from the services of the Institute. No vigilance case is pending against him.

2.2 According to Rule of 10 of CCS (Pension) Rules, 1972 if a pensioner who, immediately before his/her retirement was a member of the Central Service Group 'A' wishes to accept any commercial employment before the expiry of one year from the date of his/her retirement, he/she shall obtain the previous sanction of the Government of such acceptance by submitting an application in Form-25.

2.3 Regulation 35 of the AIIMS Regulations, 1999 (as amended) provides as under:-  
 "In respect of matters not provided for in these regulations, the rules as applicable to the Central Government servants regarding 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".

APPROVAL SOUGHT

3.

In view of the above, ex-post-facto approval of the Governing Body may kindly be accorded for grant of voluntary retirement from the service of this Institute to Dr. B.K. Mohanti w.e.f. 21.02.2013 (afternoon), subject to the condition that he will be required to take 'No Objection' from the Institute in the event of his accepting any commercial employment within one year from the date of his voluntary retirement in accordance with the Rule of 10 of CCS (Pension) Rules, 1972 and Item No. 35 of the AIIMS Regulations, 1999 (as amended).



8/6/12  
 Mr RS  
 04/10/12

5/12/12  
 Atto (E.M.)

per exchange procedure  
 & submit before  
 the HRD's - forward  
 favor of as  
 meets  
 CAO

(BIDHU K. MOHANTI)  
 Professor, Dept. Radiotherapy,  
 Dr. B.R.A. Inst Rotary Cancer Hospital,  
 AIIMS, New Delhi  
 Mobile +91-9871045812  
 Email: drbkmohanti@rediffmail.com

Yours Faithfully,  
 Bidhu Mohanti

With profound gratitude, I am submitting this application for my relieve on Voluntary Retirement, with pensionary benefits as per rules, from the services of A.I.M.S. with effect from 30/01/2013, due to genuine personal reasons.

It has been a matter of honour and privilege for me to serve in this institute, built up by luminaries with statesman and visionary mission for the health of independent India. The A.I.M.S. renders quality medical care to millions of Indians, trains the health care professionals to contribute to the medical services, and conducts biomedical research which are relevant to the societal needs. These exemplary values and achievements of AIIMS have given it the unique position and recognition, both nationally and internationally.

The faculty and staff of AIIMS draw strength and motivation from the support and guidance provided by the administration of AIIMS and Ministry of Health, Govt. of India. These values and guidance have been highly helpful for me to work within A.I.M.S., New Delhi for more than 20 years, devoting myself to the responsibilities and duties of a faculty towards teaching, research and patient care.

I will place on record my gratitude and obligation to the Director and staff of AIIMS and the MoH, Govt. of India, my superiors, colleagues and staff in the department and in Dr. B.R.A. I.R.C.H.

At this juncture, due to my personal reasons, this application for VRS, with pensionary benefits as per rules, may kindly be sanctioned timely and I will be always available in future to render myself for any requirement.

909

03 December 2012

134  
 4/12/12



Director,  
 A.I.M.S.,  
 New Delhi 10029  
 (Through Proper Channel)

Sub: Application for grant of Voluntary Retirement, with pensionary benefits as per rules, to Dr. B.K. Mohanti, Professor in Department of RADIO THERAPY, Dr. B.R.A. I.R.C.H., from the service of AIIMS w.e.f. 30 January 2013

Respected Sir,

5/12/12  
Office

Discussed  
for review of &  
recommended

Email: drbkmohanti@rediffmail.com

Mobile+91-9871045812

AIIMS, New Delhi

Dr. B. R. A. Inst Rotary Cancer Hospital,

Professor, Dept. Radiotherapy,

(BIDHU K. MOHANTI)

*Bidhu Mohanti*

Yours Faithfully,

requirement.  
may kindly be sanctioned timely and I will be always available in future to render myself for any  
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With profound gratitude, I am submitting this application for my relieve on Voluntary Retirement, with  
pensionary benefits as per rules, from the services of A.I.I.M.S. with effect from 30/01/2013, due to  
genuine personal reasons.

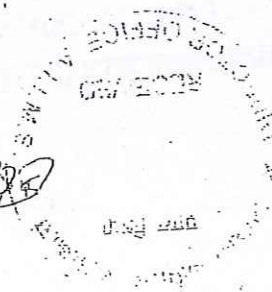
Respected Sir,

Sub: Application for grant of Voluntary Retirement, with pensionary benefits as per rules, to  
Dr. B. K. Mohanti, Professor in Department of RADIO THERAPY, Dr. B. R. A. I. R. C. H., from the service of  
AIIMS w.e.f. 30 January 2013

Director,  
A.I.I.M.S.,  
New Delhi 10029  
(Through Proper Channel)

2/10

Director  
AIIMS  
New Delhi-110029



136  
Dr. B.K. Mohanti  
19/11/13

RECEIVED  
17/01/2013  
DR. DIRECTOR OFFICE, AIIMS  
50365  
22/1/13

Sub: Seeking your approval to leave AIIMS w.e.f. 21/02/2013 on VRS with all official pensionary benefits.

Reference: In continuation of my earlier submission dated 03/12/2012.

Respected Sir,

I seek your kind attention that I have applied for the VRS with pensionary benefits in my application submitted earlier dated 03/12/2012 that my VRS may be effective from 30/01/2013.

I request your kind permission and approval that this VRS may please be made effective w.e.f. 21/02/2013, in order to complete my necessary assignment and responsibility at AIIMS.

Thanking you.

With sincere regards

Yours faithfully

Dr. B.K. Mohanti

Professor  
Dept of Radiation Oncology  
Dr. BRA IRCH, AIIMS, New Delhi

Dr. B.K. Mohanti  
17-1-13

for  
17/1/13

for  
22.1.13

for  
22/1/13

for  
17/1/13

for  
22/1/13

It be as per from  
the President, accepted  
for & so, you may please  
on 21/02/13 a copy of  
of that is written 3 months notice

No.F.6-5/79-Estt. I

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

(FAUCILITY CELL)

Dr. B.K. Mohanti, Professor of Radio-Therapy, Dr. B.R.A. IRCH has requested that he may be granted voluntary retirement from the service of this Institute w.e.f. 30.01.2013 (afternoon).

It may be stated that, as per office records, Dr. B.K. Mohanti joined the Institute on 30.06.1992 and working till-date.

In view of the above, the Asstt. Accounts Officer (Audit) is requested to kindly verify the period of qualifying service of Dr. B.K. Mohanti from 30.06.1992 till-date.

This may be treated as MOST URGENT

(G.R. PILLAI)  
ASSTT. ADMN. OFFICER

The ASSTT. Accounts Officer (Audit)

MS V  
7/6/12

S1

Audit Section

Reference above, the service of Dr. B.K. Mohanti, files of Govt has been verified from the pay following EOL without pay:-

- ① 34 days w/e 18-10-1993 to 20-11-1993
- ② 12 days w/e 02-12-1993 to 13-12-1993
- ③ 2 1/2 yr w/e 21-03-2004 to 22-03-2006

Total EOL ₹ 2 yr 1 mth 16 days. However he has deposited pension contribution for the period 21-3-04 to 22-03-06 vide cheque No. 231128 dt 17/4/06

AMO (FC)

11/12/12

12/12  
MS V

No.F.6-24/94-Estt. I

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
(FACULTY CELL)

Dr. B.K. Mohanti, Professor of Radio-Therapy, Dr. B.R.A. IRCH has requested that he may be granted voluntary retirement from the service of the Institute w.e.f. 8.2.2013 (afternoon).

The Asstt. Administrative Officer, Vigilance Cell is requested to furnish the Vigilance Clearance in respect of Dr. B.K. Mohanti for process his case for Voluntary Retirement.

*[Signature]*  
(G.R. PILLAI)  
ASSTT. ADMN. OFFICER

The Asstt. Admn. Officer,  
Vigilance Cell, AIIMS.

Ref. No.:

The vigilance case is pending against Dr. B.K. Mohanti, Professor of Radio-Therapy, as per record of the Vigilance Cell, AIIMS.

*[Signature]*  
14/1/2012

*[Signature]*  
14/1/2012

*[Signature]*  
14/1/2012

*[Signature]*  
14/1/2012

*[Signature]*

Attn, Faculty cell

8  
18/12  
MR RS

*[Signature]*  
14/1/2012

INSTITUTE OF MEDICAL SCIENCES  
VIGILANCE CELL, AIIMS.  
SERIAL NO./DATE: 335  
14/1/2012

212

To consider the proposal for grant of voluntary retirement to Dr. Vinod Raina, Professor and Head, Department of Medical Oncology from the service of this Institute w.e.f. 10.04.2013 (A.N.) at the AIIMS, New Delhi.

ITEM NO. GB-149/8

NOTE FOR THE GOVERNING BODY

NOTE FOR THE GOVERNING BODY

Item No. G.B/149/8

TO CONSIDER THE PROPOSAL FOR GRANT OF VOLUNTARY RETIREMENT TO DR. VINOD RAINA, PROFESSOR & HEAD, DEPARTMENT OF MEDICAL ONCOLOGY FROM THE SERVICES OF THIS INSTITUTE W.E.F. 10.04.2013 (A.N.)

INTRODUCTION

1.1 Dr. Vinod Raina, Professor & Head, Department of Medical Oncology had requested vide his letter dated 18<sup>th</sup> October, 2012 for grant of voluntary retirement from the service of this Institute w.e.f. 29.12.2012 (afternoon). However, he vide his letter dated the 1<sup>st</sup> March, 2013 again requested for grant of voluntary retirement from the service of this Institute w.e.f. 10.04.2013 (afternoon).

1.2 Dr. Vinod Raina, Professor & Head, Department of Medical Oncology joined the Institute on 18.01.1990 as a faculty member and working till 10.04.2013. His period of service rendered from 18.01.1990 till-date has been verified by the Accounts Section (Audit), AIIMS stating that he has availed 2 years 05 months and 05 days as Extra Ordinary Leave Without Pay from 13.06.1994 to 17.07.1994 and from 03.11.2001 to 04.03.2004. Therefore, he has completed more than 20 years of service at this Institute. Hence, he possesses requisite qualifying service for seeking voluntary retirement from the services of the Institute. Neither he was under bond and nor any disciplinary proceedings/vigilance case was pending against him, as per office records. His date of birth is 19.04.1951 and he is due for superannuation from the service of the Institute w.e.f. 30.04.2016 (65 years).

1.3 In accordance with the Schedule-II of the AIIMS Regulations, 1999 (as amended), the Governing Body is the appointing authority of Group 'A' Officers & hence competent authority to permit the faculty members to seek voluntary retirement from the service of the Institute.

1.4 As the meeting of the Governing Body was not scheduled at that time, Dr. Vinod Raina was granted voluntary retirement from the service of the AIIMS w.e.f. 10.04.2013 (afternoon), with the approval of the President, AIIMS (Chairman, Governing Body) with the condition that ex-post-facto approval of the Governing Body be obtained.

2.1 According to the Rule-48-A of the CCS (Pension) Rules, 1972 a Government servant after completing 20 years of qualifying service can seek voluntary retirement from the service by giving notice of not less than three months in writing to the Appointing Authority. The Appointing Authority at its discretion can accept a notice of less than three months, but commutation of pension can be applied for only after the expiry of normal notice period of three months. Dr. Vinod Raina had qualifying service of more than 20 years as on 10.04.2013. Hence, he possesses the requisite qualifying service for seeking voluntary retirement from the services of the Institute.

2.2 According to Rule of 10 of CCS (Pension) Rules, if a pensioner who, immediately before his/her retirement was a member of the Central Service Group 'A' wishes to accept any commercial employment before the expiry of one year from the date of his/her retirement, he/she shall obtain the previous sanction of the Government of such acceptance by submitting an application in Form-25.

2.3 Regulation 35 of the AIMS Regulations, 1999 (as amended) provides as under:-

“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, 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”.

APPROVAL SOUGHT

In view of the above, ex-post-facto approval of the Governing Body may kindly be accorded for grant of voluntary retirement from the service of this Institute to Dr. Vinod Raina w.e.f. 10.04.2013 (afternoon), subject to the condition that he will be required to take 'No Objection' from the Institute in the event of his accepting any commercial employment within one year from the date of his voluntary retirement in accordance with the Rule of 10 of CCS (Pension) Rules, 1972 and Item No. 35 of the AIMS Regulations, 1999 (as amended).

3.



To consider the proposal for grant of voluntary retirement to Dr. Rasik B. Vajpayee, Professor of Ophthalmology from the service of this Institute. w.e.f. 01.01.2013(F.N.) at the AIIMS, New Delhi.

ITEM NO. GB-149/9

NOTE FOR THE GOVERNING BODY

NOTE FOR THE GOVERNING BODY

Item No.G.B/149/9

TO CONSIDER THE PROPOSAL FOR GRANT OF VOLUNTARY RETIREMENT TO DR. RASIK B. VAJPAYEE, PROFESSOR OF OPHTHALMOLOGY FROM THE SERVICE OF THIS INSTITUTE W.E.F. 01.01.2013 (F.N.) AT THE AIIMS, NEW DELHI.

1. INTRODUCTION

1.1 Dr. Rasik B. Vajpayee, Professor of Ophthalmology had requested vide his letter dated 31<sup>st</sup> December, 2012 for grant of Voluntary retirement from the service of this Institute w.e.f. 10.04.2013 (F.N.). His request was forwarded by the Chief of Dr. R. P. Centre.

1.2 Dr. Rasik B. Vajpayee, Professor of Ophthalmology joined the Institute on 25.09.1986 as a Senior Resident and on 21.05.1987 as Faculty Member and worked till 31.12.2012. His period of service rendered from 25.09.1986 to 31.12.2012 has been verified by the Accounts Section (Audit), AIIMS stating that he availed Extra Ordinary Leave from 30.01.1995 to 11.02.1996 and 15.05.2006 to 13.05.2011. However, he deposited pension contribution for the period of 06.02.1995 to 11.02.1996 to the Institute. Therefore, he completed more than 20 years of service at this Institute. Hence, he possesses requisite qualifying service for seeking voluntary retirement from the service of the Institute. Dr. Rasik B. Vajpayee was under bond for a period of three years after returning from assignment w.e.f. 14.05.2011. However, he did not complete his bond period and submitted VRS notice. Dr. Rasik B. Vajpayee has deposited Rs.5,00,000/- (Rupees Five Lakhs only) for the aforesaid purpose. No disciplinary proceedings/vigilance case was pending against him. His date of birth is 02.09.1955 and he was due for superannuation from the service of the Institute w.e.f. 30.09.2020 (65 years).

1.3 In accordance with the Schedule-II of the AIIMS Regulation, 1999 (as amended), the Governing Body is the appointing authority in respect of Gr-A Officers and hence is the competent authority to permit the faculty members to seek Voluntary retirement from the service of the Institute.

1.4 As the meeting of the Governing Body was not scheduled at that time, Dr. Rasik B. Vajpayee was granted voluntary retirement and deemed to have been relieved of his duties from 01.01.2013 (F.N) since he did not join his duties after availing 96 days Earned Leave w.e.f. 01.01.2013 to 06.04.2013. Whereas, retirement benefits will be admissible to him from the date of his request for Voluntary Retirement i.e. 10.04.2013, with the approval of the President, AIIMS (Chairman, Governing Body), subject to the condition that the commutation of pension can only be allowed w.e.f. 10.04.2013.

2. ADMINISTRATIVE COMMENTS

2.1 According to the Rule-48-A of the CCS (Pension) Rules, 1972 a Government servant after completing of 20 years of qualifying service can seek voluntary retirement from the service by giving notice of not less than three months in writing to the Appointing Authority. Dr. Rasik B. Vajpayee had qualifying service of more than 20 years as on 01.01.2013 (F.N.). Hence, he possesses the requisite qualifying service for seeking voluntary retirement from the service of the Institute.

2.2 According to Rule of 10 of CCS (Pension) Rules, 1972 if a pensioner who, immediately before his/her retirement was a member of the Central Service Group 'A' wishes to accept any commercial employment before the expiry of one year from the date of his/her retirement, he/she shall obtain the previous sanction of the Government of such acceptance by submitting an application in Form-25.

2.3 Regulation 35 of the AllMS Regulations, 1999 (as amended) provides as under:-  
 "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, 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. APPROVAL SOUGHT

In view of the above, ex-post-facto approval of the Governing Body may kindly be accorded for grant of voluntary retirement from the service of this Institute to Dr. Rasik B. Vajpayee w.e.f. 01.01.2013 (F.N) since he did not join his duties after availing 96 days Earned Leave w.e.f. 01.01.2013 to 06.04.2013. Whereas, retirement benefits will be admissible to him from the date of his request for Voluntary Retirement i.e. 10.04.2013, subject to the condition that he will be required to take 'No Objection' from the Institute in the event of his accepting any commercial employment within one year from the date of his voluntary retirement in accordance with the Rule 10 of CCS (Pension) Rules, 1972 and Regulation 35 of the AllMS Regulations, 1999 (as amended).

DR. RAJENDRA PRASAD CENTRE FOR OPHTHALMIC SCIENCES  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F-3-487-RPC

Ansari Nagar, New Delhi-29  
Dated the

MEMORANDUM

100 JUL 2005

Subject:- Counting of service of Senior Resident as qualifying service for pensionary benefits at the AIIMS, New Delhi - Dr. Raski B. Vajpayee, Professor of Ophthalmology at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi.

###

With reference to his application dated 30<sup>th</sup> March, 2005 on the subject cited above, Dr. Raski B. Vajpayee, Professor of Ophthalmology is informed that the AIIMS has been pleased to count his service rendered as Senior Resident in Ophthalmology from 24.9.1986 to 20.5.1987 as qualifying service for pensionary benefits in accordance with the memorandum No.F-20-19/90-ESR-I dated 21 January, 1991.

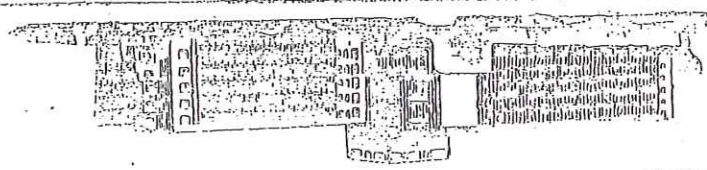
Dr. Raski B. Vajpayee,  
Professor of Ophthalmology,  
Dr. R. P. Centre.

Copy to:-

1. The Account Section-II
2. The Account Section, Dr. RPC
3. The Pension Cell
4. The GPF Section.

[GURCHARAN SINGH]  
ASSTT. ADMN. OFFICER

18/7/05  
16/7



Dr. Rasik B. Vajpayee, FRCSEd, FRACSO  
 Professor of Ophthalmology  
 Head, Cornea & Refractive Surgery

Director, AIIMS

New Delhi

RECEIVED  
 15 JAN 2012  
 General Section, Dr. R.P.C. AIIMS

Sub: Request for VRS

CHIEF ADMIN. OFFICER  
 14 JAN 2012  
 Dr. No. 187

31<sup>st</sup> Dec 2012

I wish to request you to allow me to avail VRS with effect from 10 April 2012.

had joined Dr. Rajendra Prasad Centre for Ophthalmic Sciences initially as

Research Officer in 1984 and then as Senior Resident in Ophthalmology in Sept.

1986. Subsequently I was appointed as a Lecturer (present day Assistant professor

in Ophthalmology) in May 1987 with no break in Service.

I would have liked to continue to serve AIIMS till my natural retirement date but

certain pressing family circumstances have guided me to take this decision. I

always enjoyed working in this great Institute and I am grateful for being given

the opportunity to serve and realize my dreams of having an academic career.

I hope my request would be given a sympathetic consideration.

With kind regards

Yours sincerely

Rasik Vajpayee

*(Signature)*

10-1-13  
*(Signature)*

*(Signature)*  
 14/1/2013

15/01/13  
*(Signature)*

Force of the Govt  
 8/1/13  
*(Signature)*



अखिल भारतीय आयुर्विज्ञान संस्थान  
All India Institute of Medical Sciences

अंसारी नगर, नई दिल्ली-११००२९  
Ansari Nagar, New Delhi-110029  
588632

सं. / Book No. .... 5887

रसीद संख्या / Receipt No. ....  
दिनांक / Date ..... 20/2/13

श्रीमती / कुमारी / डा. /  
received with thanks from Smt. / Smt. / Kumari / Dr.  
वत क.  
a sum of Rupees .....

Dr. R. N. Verma  
की धनराशि नकद / बैंक / ड्राफ्ट\*  
by Cash / Cheque\* / D.D\*  
द्वारा सधन्यवाद प्राप्त किए।

582576 on account of .....

₹/Rs. 580000/-

dest to encashment

लेखा अधिकारी  
Accounts Officer

खजांची / सहायक खजांची  
Cashier / Assit. Cashier

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI - 110029

CHALLAN FORM

No.

Cashier may please receive a sum of Rs. 5100/-

Dated 19/3/13

from Shri / Dr. / M/s. Rakesh B. Vayaprave, Prof of Spinal (Rupees Five thousand only)

on account of Remed. Money

vide Cheque / Bank Draft No. 5003576 (SBI, Ansari Nagar) dated 8/3/2013 In cash or

(Please give breakup of the amount, if necessary)

Creditable to head/sub head Director, AllMS

R.No. 58832/557 dt. 20/3/13 for Rs.

OFFICER IN-CHARGE SEC/DEPT.

Copy for (1) Accts. I

(2) .....

CASHIER /ASST. CASHIER

500000  
[Signature]

2/24/2013  
2/24/2013

AO, RPC

2/24/2013  
2/24/2013

MAO (Vig.)

2/24/2013

2/24/2013

No. cases from vigilance angle as  
pending against Dr. Frank B. Vajpayee, Director  
of Ophthalmology, as per record of Vigilance

Let from page

5/4/13





AIIMS  
30103101010

Shri Prasad  
11-03-2013

25/2/13  
V.S. V

11/03/2013

11/03/2013  
A.M.S. (V)  
13/13

15/03/2013  
15/03/2013

The Administrative Officer,  
Vigilance Cell,  
AIIMS.

Ref above.

Urgent clearance is withheld as Dr. R.B. Vajpayee, Professor of Ophthalmology has not submitted the Form at the earliest. He may be advised to submit the

ADMINISTRATIVE OFFICER  
(V. V. MISHRA)

[Signature]

This may kindly be treated as most urgent.

Before acceptance of notice of voluntary retirement by the competent authority, clearance from vigilance angle is required. The Administrative Officer (Vigilance Cell) may therefore to confirm whether any vigilance case is pending/contemplated against him or not.

Dr. R.B. Vajpayee, Professor of Ophthalmology, has given the notice of three months to seek voluntary retirement from the service of the Centre/institute w.e.f. 10<sup>th</sup> April, 2013 (A.N).

Ansari Nagar, New Delhi-29.  
Dated the 22<sup>nd</sup> February, 2013  
23 FEB 2013

No.F.3-4/87-RPC

DR. RAJENDRA PRASAD CENTRE FOR OPHTHALMIC SCIENCES  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES

VIGILANCE CELL  
DATE: 25/2/13  
LTC

CONFIDENTIAL

DR. RAJENDRA PRASAD CENTRE FOR OPHTHALMIC SCIENCES  
 ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F.3-4/87-RPC  
 Dated the  
 Ansari Nagar, New Delhi-29

Dr. Rasik B. Vajpayee, Professor of Ophthalmology has requested that he may be allowed to avail VRS from 10<sup>th</sup> April, 2013.

The Accounts Officer (Audit), is requested to kindly verify the date for pensionary benefits.

Encl: As stated above  
 The Accounts Officer (Audit),  
 A.I.M.S.  
 [V.V. MISHRA]  
 ADMINISTRATIVE OFFICER

The service records of Dr. R.B. Vajpayee, Govt of Ophthalmology (R.P.C) has been verified from the pay & leave records available in Audit sec. No. F. 21-5-1987 dt. 16.2.13. It is except the following period of 302 without pay:-

80-1-1995 to 11-2-1996  
 15-5-2006 to 13-5-2008  
 However, he has submitted Rs. 84244/- on 25-6-1996 and  
 period 6-2-1995 to 11-2-1996 (Rs. 16300/- with receipt  
 No. 232596 dated 26-8-1996.)

ESIT Sec. Akshay  
 A No 197  
 8 Dec 2012  
 19.2.13

20 FEB 2013

M.P.  
 12/2

15 Feb  
 21/02/12  
 18/2

Ansari Nagar, New Delhi-29  
Dated the 12 JUN 2013

MEMORANDUM

Subject: Voluntary Retirement from the service of the Centre/Institute - Dr. Rasik B. Vajpayee, Professor of Ophthalmology at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi.

#####

With reference to his application dated 31<sup>st</sup> December, 2012 on the subject cited above, Dr. Rasik B. Vajpayee, Professor of Ophthalmology is informed that the Competent Authority has been pleased to permit him to take the voluntary retirement under Rule 48-A of the CCS (Pension) Rules, 1972 and deemed to have been relieved of his duties from 01.01.2013 (F.N) since he did not join his duties after availing 96 days Earned Leave w.e.f. 01.01.2013 to 06.04.2013. Whereas, retirement benefits will be admissible to him from the date of his request for Voluntary Retirement i.e. 10.04.2013.

Dr. Rasik B. Vajpayee will be required to take No Objection from the Institute in the event of his accepting any commercial employment within two years from the date of his voluntary retirement in accordance with the Rule 10 of CCS (Pension) Rules, 1972 and item No.35 of the AIIMS Regulations, 1999 (as amended).

He may be advised to return the Identity Card and EHS Token Card issued to him to the Security Office & Establishment Section, Dr. R.P. Centre respectively.

All the concerned Deptt. & Sections should send a No Due Certificate within 15 days from the date of his relieving falling which it will be presumed that there is nothing due against him and a final 'No Demand Certificate' will be issued.

*[Signature]*  
[NEERAJ KUMAR]  
ADMINISTRATIVE OFFICER

Dr. Rasik B. Vajpayee,  
Professor of Ophthalmology  
CII/20, Ansari Nagar, New Delhi

Dr. Rasik B. Vajpayee,  
Professor of Ophthalmology  
45, Shinde Ki Chawni,  
Gwalior, M.P.

Copy to:

1. The Dean, AIIMS
2. The Professor-in-charge Examination, AIIMS
3. The P.S. to Director, AIIMS
4. The PS to DD(A), AIIMS
5. The Chief, Admn. Officer, AIIMS
6. The Sr. Admn. Officer (DO), AIIMS
7. PPS to Chief, Dr. R.P. Centre
8. The P & P.R.O, AIIMS
9. The Medical Suptd. AIIMS/RPC
10. The Accounts Section II & III
11. The General Section
12. The Deputy Chief Security Officer
13. The Academic Section
14. The Asstt. Engineer (Telephone)
15. The Estate Section
16. The Dr. B. B. Dixit Library
17. The National Medical Library (DGHS)
18. The Officer-in-charge, EHS(R-12021):  
The Central Animal Facility  
The Bill Clerk, Main Hosp./Dr.R.P.C/  
C.N Centre/Dr. BRAIRCH
21. The Computer Facility AIIMS/Dr.RPC
22. The Administrative Officer (Research)
23. The Administrative Officer, Faculty Cell
24. The Administrative Officer, Rectt. Cell
25. The Administrative Officer, General Section, AIIMS
26. The Medical Insit. Theft & Credit Society Ltd.:
27. The Officer-in-charge (Vehicle)
28. The GPF Section (G-4764)
29. The Pension Cell
30. The ACR Cell
31. The Work Audit Section
32. The Accounts Officer, Dr. R.P. Centre

It is requested that a  
No Demand Certificate  
in favour of Dr. Rasik B.  
Vajpayee may kindly be at an  
issued early date

DR. RAJENDRA PRASAD CENTRE FOR OPHTHALMIC SCIENCES  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F.3-4/87-RPC

Ansari Nagar, New Delhi-29  
Dated the: 18 JAN 2013

Subject: Request for VRS: Dr. R.B. Vajpayee, Professor of Ophthalmology.

With Reference to his application dated 31<sup>st</sup> December 2012 on the subject cited above, it is requested to kindly clarify the effective date of VRS mentioned in his application as it is mentioned 10<sup>th</sup> April, 2012 (i.e. year 2012) so that his case may be processed further to competent authority.



[ V.V. MISHRA ]  
ADMINISTRATIVE OFFICER

*V.V. Mishra*



Dr. Rasik B. Vajpayee  
Professor of Ophthalmology  
C/1/20, Ansari Nagar  
New Delhi

Dr. Rasik B. Vajpayee  
Professor of Ophthalmology  
45, Shinde Ki Chawni,  
Gwalior, M.P.

REMINDER-I

DR. RAJENDRA PRASAD CENTRE FOR OPHTHALMIC SCIENCES  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F.3-4/87-RPC

Subject:- Request for VRS: Dr. R.B. Vajpayee, Professor of Ophthalmology.  
Dated the: 05 FEB 2013  
Ansari Nagar, New Delhi-29.

In continuation to the note No.F.3-4/87-RPC dated 18<sup>th</sup> January, 2013 on the subject cited above (copy attached), it is requested again to kindly clarify the effective date of VRS mentioned in your application, as it is mentioned 10<sup>th</sup> April, 2012 (i.e. year 2012) so that your request may be processed further.

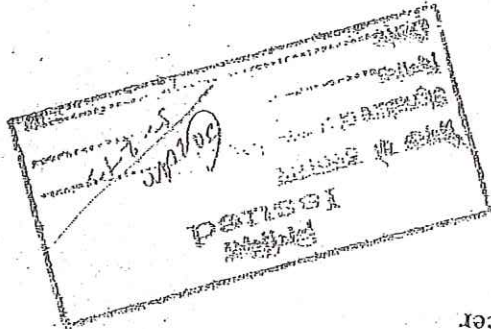
[ V.V. MISHRA ]  
ADMINISTRATIVE OFFICER

*V.V. Mishra*  
4/24/13

Dr. Rasik B. Vajpayee  
Professor of Ophthalmology  
C11/20, Ansari Nagar  
New Delhi

Copy to:-

The Chief Administrative Officer  
A.I.I.M.S.



..... 9/11/13  
..... 330  
.....  
..... (11/11/13)  
.....

Chief Rec

07/02/13

Very kindly see at Date stamp

Shri V. Mishra  
07/2/13

Prof. Rasik B. Vajpayee

Yours sincerely,

Thanking you,

This is in reference to your letter no. F3-4/87-RPC dated 18<sup>th</sup> January, 2013 asking to clarify the effective date of VRS. I wish to inform you that there was some typographical error regarding the date of VRS; the same may be read as 10<sup>th</sup> April 2013 instead of 10<sup>th</sup> April 2012.

Dear Shri Mishraji,

Ansari Nagar, New Delhi-110 029

R.P. Centre, AIIMS,

Administrative Officer,

Shri V. Mishra

5h Feb 2013

..... 11/2/13  
.....  
.....  
..... R.P.O.M.C.  
..... 11/2/13

136

153

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-149/10

Relaxation in maximum upper age limit for the post of Senior Resident in the Department of Hospital Administration i.e. from 33 to 40 years.





NOTE FOR THE GOVERNING BODY

Item No.GB-149/10

RELAXATION IN MAXIMUM UPPER AGE LIMIT FOR THE  
POST OF SENIOR RESIDENT IN THE DEPARTMENT OF  
HOSPITAL ADMINISTRATION I.E. FROM 33 TO 40 YEARS.

.....

INTRODUCTION:

A letter was received from the Professor & Head, Department of Hospital Administration regarding raising upper age limit from 33 to 40 years to be eligible for appointment to the post of Senior Residents in the department of Hospital Administration.

It has been informed that in PGI Chandigarh the upper age limit for the post of Senior Residents in Hospital Administration has been revised to 36 years. Delhi Administration has revised the upper age limit for the post of Senior Residents in all specialities to 40 years to be able to fill the vacant posts (copy enclosed).

It is further stated that eligibility criteria for admission to MHA course is 03 years work experience in hospital or 5 years experience as General practitioner after completion of MBBS. As a result age of candidate doing MHA is 3 to 5 years more as compared to other candidates joining other post graduate courses.

Therefore, many of those who are qualified to join Senior Residency can not apply for Senior Residency as they have crossed age of 33 years. At present 05 seats are vacant (02=OBC, 02=SC, 01=ST).

In the past, age relaxation was being given on case to case basis to fill up these vacancies, when adhoc appointment on month to month basis were being made.

After implementation of reservation roster, adhoc appointments on month to month basis have been stopped and no such relaxation is being given on case to case basis.

ADMINISTRATIVE COMMENTS:

Director had advised to refer the request for relaxation in age limit to Ministry of Health & Family Welfare for consideration. Ministry of Health & Family Welfare has advised that AIIMS may place the proposal before appropriate authority i.e. GB/IB for consideration. The Director has given permission to put up the case for kind consideration of Governing Body.

Now, as per orders of the Director, the matter is put up in the Governing Body for consideration and approval please.(The enclosures are appended).

APPROVAL SOUGHT:

In view of the above, the proposal for relaxation in maximum upper age limit for the post of Senior Resident in the department of Hospital Administration i.e. from 33 to 40 years is placed before the Governing Body for kind consideration and approval.



AIIMS  
 ॐ नमो भगवते वासुदेवाय

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
 Department of Hospital Administration

Date: 25.4.2012

F.No.Hosp.Admn./1-233/2012

Sub: Relaxation in the eligibility criterion for the post of Sr. Residents in the Department of Hospital Administration.

Department of Hospital Administration, AIIMS is running the course of MHA since 1966. Every year approximately 5 to 6 candidates (including sponsored) are being selected for the 2 years course.

"The basic requirement of eligibility for undergoing MHA at AIIMS is minimum 5 years service after internship. Thus, the average age of candidates coming to the Department for undergoing MHA course is 30-35 years, depending upon whether belong to open category or sponsored category. And by the time these candidates clear their 2 years MHA course their age is around 32-37 years."

As per the current eligibility criteria for Senior Residency at AIIMS, the permissible upper age limit is 33 years. Thus only a small number of these MHA residents remain eligible for Sr. Residency in Department of Hospital Administration, AIIMS.

Considering the protocol followed in other Institutes, PGI Chandigarh has upper age limit of 36 years for post of Sr. Residents in Hospital Administration and DDU Hospital, New Delhi has given age relaxation upto the age of 40 years in all the disciplines for both Sr. Resident as well as Junior Resident (Photocopy attached).

It is also submitted that five posts of Sr. Residents are vacant in the Department of Hospital Administration. The details are as under :

- 1. Main Hospital - 2
- 2. JpNA Trauma Centre - 1
- 3. New post created - 2

In view of this, it is proposed that the upper age limit for the post of Sr. Resident in Department of Hospital Administration, AIIMS be raised to 40 years from the current limit of 33 years so that more number of MHA Residents can get an opportunity to undergo Sr. Residency at AIIMS. This move will not only be a motivating factor for the MHA Residents but will also help in improving the operational efficiency of Department of Hospital Administration by augmenting the trained workforce and enhancing the work output of the Department.

Submitted for favourable consideration, please.

(Dr. Shakti Kumar Gupta)  
 HOD, Hospital Administration

*Handwritten notes:*  
 Board Registration may be possible to the Delhi  
 (Mintion) along the  
 (Mintion) for Senior  
 Resident before

The Director,  
 AIIMS  
 Incl: as above

DEAN OFFICE, A.I.I.M.S.  
 ॐ नमो भगवते वासुदेवाय  
 ॐ नमो भगवते वासुदेवाय  
 ॐ नमो भगवते वासुदेवाय

RECEIVED  
 17 APR 2012  
 DIRECTOR OFFICE, A.I.I.M.S.

156-20777  
 30/4/12

**GOVERNMENT OF N.C.T. OF DELHI**

**OFFICE OF THE MEDICAL SUPERINTENDENT**

**DEEN DAYAL UPADHAY HOSPITAL**

**HARI NAGAR, NEW DELHI - 110064**

(Ph. 25494402 - 08)  
(DNB/JR/SR CMLD)



Advertisement notice for Recruitment to the post of Senior Residents on Regular Basis

Applications are invited for making a panel for appointment against existing and future vacant post of Sr./Jr. Residents.

The application form duly filled along with prescribed fee of Bank Draft, Rs.500/- for General & OBC Candidates drawn in favor of Medical Superintendent DDU Hospital, "KAYABAR AT NEW DELHI" along with attested copies of all testimonials and passport size photographs may be dropped in the Diary (R & I) Administration block (1st Floor) SR/ JR Cell on all working days between 10:00 am to 4:00 pm on or before 20.04.2012.

**SENIOR RESIDENTS:-**

Sl. No	Name	OR	UR	SC	ST	OBC	Total	Date of Interview
1.	Medicine	04	02	01	01	06	13	30.04.2012
2.	Obs. & Gynae.	02	---	---	01	02	05	26.04.2012
3.	Surgery	02	02	---	---	04	08	30.04.2012
4.	Ortho.	03	---	---	01	01	05	26.04.2012
5.	Paediatrics	02	02	01	01	04	09	30.04.2012
6.	Ophthalmology	02	01	---	02	02	05	27.04.2012
7.	Skin	01	---	---	---	---	01	27.04.2012
8.	Casualty	04	---	---	---	02	06	30.04.2012
9.	Anaesthesia	05	02	02	02	04	13	27.04.2012
10.	Pathology	05	01	---	02	02	08	26.04.2012
11.	Microbiology	01	---	---	---	---	01	26.04.2012
12.	Burn & Plastic Surgery	01	---	---	---	01	02	27.04.2012
13.	Radiotherapy	02	01	01	01	02	06	30.04.2012
14.	Neuro-Surgery	01	01	01	---	02	04	27.04.2012
15.	Neuro-Anaesthesia	03	01	01	---	01	05	30.04.2012
	<b>Total</b>	<b>38</b>	<b>13</b>	<b>07</b>	<b>33</b>	<b>91</b>		

Reservation for Disabled Person: (i) No of Post reserved: - 03

Category	Physicals Requirements	Categories of disabled* Suitable Jobs	Departments
OH (Orthopaedically Handicapped)	Sitting (S) Standing (ST) Hearing (H) Walking (W) Reading & Writing (RW) Seeing (SE)	OL (One legged) OA (One armed) (Non surgical jobs) (Non surgical jobs)	Medicine Radiology Sida

**JUNIOR RESIDENTS:-**

TOTAL	UR	SC	ST	OBC	Date
167	84	25	13	45	1 <sup>st</sup> & 2 <sup>nd</sup> May 2012

Reservation for Disabled Person of Junior Residents as per rules.

The vacancy position is tentative and may vary subject to the availability of the post on the date of interview.

**(ii) Eligibility:-**

Senior Residents:-

- (a) Qualification: (i) Post Graduate Degree/DNB/ Diploma in the relevant field.  
(ii) Two years experience in the relevant field after completion of MBBS.

Preference will be given to Post Graduate Degree holders.

NOTE:

**Eligibility criteria in Order of preference**

- (a) For Neurosurgery:-
  - (i) MCH/DNB in the relevant field
  - (ii) M.S/DNB in Gen. Surgery
- (b) For Burn & Plastic Surgery:-
  - (i) MCH/D.N.B./in Burn & Plastic Surgery
  - (ii) M.S/DNB/Gen Surgery
  - (iii) M.S/DNB/Diploma in Orthopedics Surgery

Age as per Residency Scheme on 01-04-2012:

- (i) Gen. Category- 33 Yrs, OBC-36 Yrs, SC/ST-38 Yrs.
- (ii) Age for Candidate with Post Doctoral Degree- Gen.-35 Yrs, OBC-38 Yrs, SC/ST-40 Yrs.

(d) Tenure:

Initially 1 year extendable upto 03 years (Total) with annual Extension on the basis of satisfactory work & conduct report from concerned HOD.

(e)

Emoluments: Rs. 18750+Grade Pay Rs. 6600/- and allowances as admissible.

NOTE:-

The period for which a candidate has already worked in any of Govt. Hospitals as Senior Resident will be deducted from the maximum period of 03 year of Senior Residency. Those who have already worked for the period 3 years in any of the government hospitals are not eligible.

**JUNIOR RESIDENTS:-**

- a) MBBS from MCI recognized university.
- b) Must be registered with Delhi Medical Council on the day of interview.
- c) Must have completed rotatory internship by the date of interview.
- d) Age for Gen. Category- 30 Yrs, OBC-33 Yrs, SC/ST-35 Yrs. Relaxation for SC/ST/OBC candidate as per rule.
- e) Preference will be given to Fresh Candidates.

NOTE:-

The period for which a candidate has already worked in any Govt. Hospital as Junior Resident, will be deducted from the maximum period of One year of Junior Residency. Those who have already worked for 01 year in any of Govt. Hospitals are not eligible.

Emoluments:

Rs. 18750+Grade Pay Rs. 5400/- and allowances as admissible.

Note (Relaxation for interview):-

In first instance the recruitment will be made strictly as stated above. In case seats of the Resident doctors are not filled due to non availability of the candidates, only in that case following relaxation for the Residents is to be followed.

Senior Resident:-

1. Upper age limit for eligibility will be 40 years in place of existing 33 years of age. In the Specialties where there is perpetual shortage like Radiology, Anaesthesia etc. or in Specialties where no fresh candidates are available, candidates who have completed 3 years of senior residency but are willing to serve as Senior Resident may also be allowed to appear the interview.
3. Separate merit lists for fresh candidates are for others (those who have completed 3 years of senior residency already) would be prepared.
4. Firstly, the list containing names of fresh candidates would be exhausted for appointment as senior residents and the second list would be used only after that.
5. Further, all senior residents appointments from second list will be for one yearly only. It would not be renewable after one year.

Junior Residents:-

1. Upper age limit for eligibility will be 40 years in place of existing 30 years of age. Post Graduate doctors who are interested to serve as Junior Residents will be allowed to join as Junior Residents if fresh graduates are not available.
3. Junior Residents who have completed one year of Junior Residency may be allowed to appear for interview for selection and will be offered residency only if no fresh junior residents are available. There would be no extension for any Junior Resident beyond one year of appointment under relaxed provisions.

Note:-

Candidates willing to avail Relaxation policy will also have to appear for the interview along with other candidates, and recruitment of these candidates will be as per guidelines stated above.

NOTE:

- 1) The eligible candidates will be called for the interview by post in due course.
- 2) The candidates will have to produce the Original Documents at the time of Interview.
- 3) The service conditions will be regulated as per rules laid down in Residency Scheme.
- 4) No TA/DA will be paid for appearing in the interview.
- 5) The applications received after the prescribed date due to any reason or incomplete application will be summarily rejected.
- 6) The undersigned reserves all rights to modify or cancel any of the terms and conditions without assigning any reason.
- 7) No correspondence or personal enquires shall be entertained.
- 8) Candidates are advised to ensure that they fulfill the eligibility criteria as mentioned in the advertisement before coming for the interview.
- 9) In case SG/ST/OBC/RH candidates are not available for SR and JR, the post shall be filled for 89 days on ad-hoc basis from general category.
- 10) Candidates (SR/JR) must be registered with DMC or have applied for on the date of interview.
- 11) OBC certificate (SR/JR) issued by GNCT OF DELHI only will be considered.

Jurisdiction of Dispute: Jurisdiction of court will be Delhi/New Delhi only.

(DR. PROMILA GUPTA)  
MEDICAL SUPERINTENDENT

**APPLICATION FORM FOR THE POST OF SR.RESIDENT/JR.RESIDENT**

Receipt No/ D.D.No. \_\_\_\_\_

- 1. Name of the post (Sr./Jr. Resident) :
- 2. Specialty applied for (applicable for S.R.) :

3. Name of the Candidate (in capital)  
 4. Father's/Husband's Name  
 5. Date of Birth (in numerical & words)

6. Postal Address  
 7. Permanent Address  
 8. Mobile No./ Telephone No. if any

9. Date of completion of Internship  
 10. Whether belong to SC/ST/OBC

11. (Attach attested copies of certificate)  
 Whether worked as Jr./Sr. Resident  
 earlier, if so, the period thereof and  
 name & address of the Hospital/  
 institution

12. Academic/Technical/Professional  
 Qualification starting from Matriculation OR equivalent examination, Diploma/Degree:

S. No.	Examination	Total marks obtained	% of marks	Board/University	Year of Passing	No. of Attempt

13. Experience  
 (i) After MBBS  
 (ii) After P.G.

S. No	Name of Employer	Designation	Pay Scale	Nature of Duties	Period From To	Last Pay drawn

Copy of latest  
 passport size  
 photo

14. Any additional information regarding

a. Qualification

b. Training

c. Experience

d. Research

e. Publication

f. Extra Curricular Activities

15. Delhi Medical Council Registration No.

16. Declaration : I solemnly declare that the above statements made by me are correct to the best of my knowledge and belief. If any of the information provided above is found to be false/incorrect, my application/selection may be cancelled at any time.

Signature of Candidate

Dated:

Note:

1. Incomplete application will be rejected.
2. Delhi Medical Council registration certificate is compulsory and application applied for registration/receipt for the same will also be accepted.
3. Call letters for appearing in interview will be issued individually.
4. The candidates are to bring the original certificates at the time of interview for verification.

The candidates must submit photocopies (Attested) of the following:

1. DD/Receipt of Rs. 500/- in original
2. Age Proof (Xth Certificate)
3. Residence Proof (Ration Card / Voter I.D Card / Pass Port / Driving License)
4. DMC (Registration) / Applied for
5. Post Graduate Degree in relevant field or Diploma/Two years experience after completion of MBBS (For Senior Residents)
6. Degree & Final Year Marksheet (For Junior Residents)
7. MCI certificate & NBE certificate (in case of Foreign Degree Holders)
8. Internship completion Certificate (For Junior Residents)
9. Copy of SC/ST/ OBC Certificate.



POSTGRADUATE INSTITUTE OF MEDICAL EDUCATION & RESEARCH,  
CHANDIGARH

DETAILED INFORMATION SHEET CONTAINING SELECTION PROCEDURE  
QUALIFICATION, EXPERIENCE, AGE LIMIT, SCALE OF PAY ETC. IN RESPECT OF THE  
POSTS OF SENIOR RESIDENTS/IR/SR, DEMONSTRATORS/S.M.O'S ADVERTISED VIDE  
ADVT.NO. I/2011(ESTT.-D)-SR FOR WHICH LAST DATE FOR RECEIPT OF APPLICATION IS  
25.11.2011.

Applications on prescribed forms are invited from the Indian citizens for the following  
posts. Age limit for all posts is 33 years (relaxable by 5 years for SC/ST and 3 years for OBC) except for  
the post of Hospital Administration for which the age limit is 36 years (relaxable by 5 years for SC/ST  
and 3 years for OBC) as on 25.11.2011.

I. SENIOR RESIDENTS: 108 (One Hundred Eight)

S.No.	Name of the Department/Specialty	Number of Vacancies			
		Total	UR	SC	ST
1	Anaesthesia	3	1	-	-
2	Anaesthesia (Advanced Cardiac Centre)	1	-	-	-
3	Anatomy	1	-	-	-
4	Biochemistry	1	-	-	-
5	Community Medicine	2	-	-	-
6	Dentistry (Pedodontics & Preventive)	1	-	-	-
7	Dentistry (Oral Surgery)	1	-	-	-
8	Dermatology	3	1	-	-
9	Forensic Medicine	1	-	-	-
10	Gastroenterology	2	1	1	-
11	General Surgery	11	6	1	1
12	Renal Transplant Surgery	5	3	-	-
13	Hospital Administration	1	-	-	-
14	Internal Medicine	15	8	-	-
15	Microbiology	3	1	-	-
16	Nuclear Medicine	2	1	-	-
17	Obstetrics & Gynecology	2	1	-	-
18	Ophthalmology	1	1	-	-
19	Orthopedics	5	4	-	-
20	Otolaryngology (ENT)	4	3	-	-
21	Pediatrics	1	1	-	-
22	Pharmacology	2	1	-	-
23	Pathology	11	6	2	-
24	Psychiatry	1	-	-	-
25	Radiotherapy	1	-	-	-
26	Transfusion Medicine	2	1	-	-
<b>Total</b>		<b>108</b>	<b>51</b>	<b>9</b>	<b>12</b>
					<b>36</b>

ESSENTIAL QUALIFICATIONS: (FOR ALL POSTS EXCEPT DENTISTRY):

- a) A Medical qualification included in the first or second schedule or Part-II of the third schedule to the Indian Medical Council Act, 1956 (person possessing qualifications included in the Part-II of the third schedule should also fulfill the conditions specified in Section 13 (3) of the Act).
- b) Must be registered with the Central/State Medical Council.
- c) A Postgraduate degree in the specialty concerned or its equivalent except for the following post for which required postgraduate degree will be as under or its equivalent:  
 Transfusion Medicine : M.D. (Transfusion Medicine) OR M.D.(Pathology)  
 Renal Transplant Surgery : M.S. (General Surgery)

Nuclear Medicine : M.D. (Nuclear Medicine) OR M.D. (Medicine/Radiotherapy/Radio-diagnosis)

Forensic Medicine : M.D. (Forensic Medicine) OR M.D. (Pathology) OR MD/MS (Anatomy) OR M.S. (General Surgery)

Hospital Administration : M.D./M.S. OR a recognized Qualification equivalent thereto, in any medical discipline OR Master Degree in Hospital Administration from a recognized Institute/University or a recognized qualification equivalent thereto.

**For Dentistry:-**

- a) A recognized Dental Qualification included in the Part-I or Part-III of the Schedule to the Dentistry Act, 1948 (person possessing qualifications included in Part-I or specified in the sub-section (1) and (2) or (4) of Section 10 of the Dentist Act, 1948).
- b) Must be registered with Dental Council of India.
- c) A Postgraduate qualification viz MDS in the specialty concerned.

II. JR/SENIOR DEMONSTRATOR (NON MEDICAL)/MEDICAL:07 (Seven)		Total	UR	SC	ST	OBC
27	Anatomy	1	1	-	-	-
28	Biochemistry	1	-	-	-	1
29	Biophysics	1	-	-	-	1
30	Experimental Medicine &	1	-	-	-	1
31	Community Medicine-3	1	1	-	-	-
	I Sr. Demonstrator (Health Economics)	1	1	-	-	-
	II Sr. Demonstrator (Nutrition)	1	1	-	-	-
	III Jr. Demonstrator (Health Promotion)	1	1	-	-	-
	<b>Total</b>	<b>7</b>	<b>4</b>	<b>-</b>	<b>1</b>	<b>2</b>

For the post of Senior Demonstrator in Biochemistry, both Medical and Non Medical personnel are eligible.

NOTE: Those possessing M.Sc. degree will be considered for the post of Junior Demonstrator and those possessing Ph.D. Degree will be considered for Senior Demonstrator.

**ESSENTIAL QUALIFICATION:-**

For Senior Demonstrator:

- i) M.Sc. in subject concerned.
- ii) Ph.D. in the subject concerned/allied subject.

For Junior Demonstrator: M.Sc. in the subject concerned.

For Biochemistry (Medical): MD (Biochemistry)

For Community Medicine:

- Senior Demonstrator (Health Economics) M.A./M.Sc. in Health Economics or MPH and Ph.D.
- Senior Demonstrator (Nutrition) M.A./M.Sc. in Nutrition or Applied Nutrition/MPH and PhD
- Junior Demonstrator (Health Promotion) M.A./M.Sc. in Health Promotion or Health Education or Sociology or Psychology/MPH

III. NUCLEAR MEDICINE: I (One)						
32	i) Demonstrator (Medical)	Total	UR	SC	ST	OBC
		1	1	-	-	-

Demonstrator Medical:

ESSENTIAL QUALIFICATION:

- a) a) and b) same for the post of Senior Resident.
- b) Diploma in Radiation Medicine of two years duration after MBBS from a recognized University/Institute.

IV. SENIOR MEDICAL OFFICER (CASUALTY) IN EMERGENCY: 5 (Five)						
33.	Senior Medical Officer	Total	UR	SC	ST	OBC
		5	2	1	1	1

ESSENTIAL QUALIFICATION:

- a) a) and b) same for the post of Senior Resident.
- b) Postgraduate qualification is MD/MS (Medicine/Surgery)

PAY SCALES FOR THE VARIOUS POSTS:

- For Sr.No. 1-26 Sr. Resident- Rs. 15600-39100+Grade Pay of Rs. 6600/-+NPA
- For Sr.No. 27-31 Sr. Demonstrator for Biochemistry (Medical)- Rs. 15600-39100+Grade Pay of Rs. 6600/- plus NPA  
Sr. Demonstrator (Non Medical)-Rs. 15600-39100+Grade Pay of Rs. 5400/-  
Jr. Demonstrator- Rs. 9300-34800+Grade Pay 4200
- For Sr.No. 32 Demonstrator (Medical) Rs. 15600-39100+Grade Pay of Rs. 5400/-plus NPA
- For Sr.No. 33 Sr. Medical Officer (Casualty)- Rs. 5600+39100+Grade Pay of Rs. 6600/-plus NPA

**METHODS OF SELECTION:**

The written examination of 60 marks of the eligible candidates possessing the prescribed qualification (recognized by M.C.T.) etc. for the above post and within the age limit will be conducted on specified days i.e. 20.12.2011, 21.12.2011 and 22.12.2011 at 9:00 A.M. at P.N. Chuttani Block (Research Block-B), PGIMER, Chandigarh. The result of written examination shall be declared on the same day. The candidates who clear the written examination will be assessed by the Departmental Committee. The number of candidates called for Departmental Assessment will be 3 times the number of seats available in that department. The departmental assessment would consist of 25 marks and is based upon clinical evaluation/laboratory testing/detailed structured viva. The department will be required to appear for interview which consists of 15 marks before the Selection Committee on 22.12.2011, 23.12.2011 and 24.12.2011.

-For Senior Resident/Jr./Sr.Demonstrator in the specialties from Sr. No. 1-10,27,28,31

Written Examination : 20.12.2011

Departmental Assessment : 21.12.2011

Interview by Selection Committee : 22.12.2011

-For Senior Resident/Jr./Sr.Demonstrator/SMO in the specialties from Sr. No. 11-20, 32, 33

Written Examination : 21.12.2011

Departmental Assessment : 22.12.2011

Interview by Selection Committee : 23.12.2011

-For Senior Resident/Jr./Senior Demonstrators in the specialties from Sr. No. 21-26, 29,30,

Written Examination : 22.12.2011

Departmental Assessment : 23.12.2011

Interview by Selection Committee : 24.12.2011

**NOTE:**

1. A candidate applying for more than one post, is required to submit separate application, complete in all respect.
2. Original application must be accompanied with copies of certificates, attested by a Gazetted Officer in support of age, qualification, experience, character, caste (if belong to SC/ST/OBC), NOC from the employer, if employed, prescribed application fee and one latest passport size photograph.
3. Maximum age limit for all posts is 33 years (relaxable by 5 years for SC/ST and 3 years for OBC) except for the post of Hospital Administration for which the age limit is 36 years (relaxable by 5 years for SC/ST and 3 years for OBC) as on 25.11.2011. Overage candidates need not to apply.
4. The candidate appearing in MD/MS/MDS examination during Dec, 2011 can also apply for the post of Senior Residents. However, their candidature will be considered only, if they apply their MD/MS/MDS examination pass certificate from the concerned recognized Institution/University at least a day before the Interview.
5. The post of the Senior Residents, Junior/Senior Demonstrator & Senior Medical Officer (Casualty) in Emergency are for three years tenure to be renewed every year subject to satisfactory work and conduct.
6. The eligible candidates are required to bring all the certificates/testimonials in original, in support of their qualification, experience and date of birth etc. and also "NO OBJECTION CERTIFICATE" from present employer, if working in Govt./Semi Govt./Corporate Body/ Undertaking of the Central/State Govt. and in absence of which it may not be possible to allow them to appear for interview.
7. No TADA will be paid for attending the interview.

8. The candidates are required to submit three extra Photostat copies of Application alongwith original application form.
  9. Application incomplete in any respect and received after the due date will not be entertained. (PGI will not be responsible for any postal delay).
  10. No separate letter for written test and interview will be sent.
  11. The number of the posts can be increased/decreased at any time by the orders of the competent authority. These posts include backlog vacancies also. Physically handicapped persons may also apply, their cases will be considered as per Govt. of India's instructions in this regard.
- Asstt. Administrative Officer
- NOTE:
- Post Graduate Degree i.e. MD/MS/MDS possessed by the candidate must be recognized by the Medical Council of India (MCI).

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-149/11

To consider the appeal of Ms. Sneh Lata, Ex.ANS  
against the penalty of "Compulsory Retirement" under  
Rule 14 of CCS (CCA) Rules 1965.

NOTE FOR THE GOVERNING BODY

Item No. GB/149/11

To consider the appeal of Ms. Sneh Lata, Ex. ANS against the penalty of "Compulsory Retirement" under rule 14 of CCS (CCA) Rules 1965.

INTRODUCTION:

The appeal of Ms. Sneh Lata, Ex. ANS against the penalty of compulsory retirement imposed on her under CCS (CCA) Rules 1965 was placed before the Governing Body in its meeting held on 22/10/2012 vide Item No. GB 148/10. The Governing Body (as an Appellate Authority) deferred the issue with the following observation.

"The Member desired various information such as remaining period of service left before her retirement, exact period of her unauthorized absence, details of notices issued to her, details of warning issued to her previously etc."

Accordingly, the consideration of the matter was deferred with the observation that complete facts of the case including the queries mentioned below should be placed before the Governing Body in its next meeting.

A copy of the Agenda Item which was placed before the Governing Body and its minutes are enclosed at Annexure - I & II.

2. ADMINISTRATIVE COMMENTS: As desired by Governing Body, following information is submitted:

Information required	Reply
Remaining period of service left before her retirement	Ms. Sneh Lata, Ex. ANS joined the service of the institute on 10/08/1989. According to her date of birth 15/09/1960, her date of superannuation would be 30/09/2020. Accordingly she had 9 years 1 month and 22 days of service before her compulsory retirement.
Exact period of her unauthorized absence	14 days w.e.f. 13.12.08. to 26.12.08. (Annexure - III)
Details of notice issued to her	Show Cause Notice was issued to Ms. Sneh Lata, for unauthorized absence from duty and not handing over the cupboard key of casualty OT. Vide O.M.No 17-35/89 Estt. (H) dated 19.12.08. (Annexure - IV)
Details of warning issued to her previously	a) Warning issued for negligence in delivering patient care, non cooperation with junior nursing staff on 10/02/2003. b) Memorandum for vicious and malignant behavior, disturbing of peace at the hostel by passing abusive, unparliamentary language vide O.M.No.17-35/89 Estt.(H) dated 24/10/2005. c) Eviction Memorandum issued for vacating the unauthorized possession of New Pvt. Ward Wing on 10/12/2008. (Annexure - V)

APPROVAL/DECISION SOUGHT:

In view of above, the appeal of Ms. Sneh Lata, ANS against the order of imposition of penalty of "Compulsory Retirement" is placed before Governing Body for consideration and decision.

NOTE FOR THE GOVERNING BODY

Item No. GB/

To consider the appeal of Ms. Sneh Lata, Ex. ANS against the penalty of "Compulsory Retirement" imposed on her under Rule 14 of CCS(CCA) Rules 1965.

I. INTRODUCTION:

1. Ms. Sneh Lata, Ex. ANS has made an appeal vide her letter dated 22/11/11 received on 07/12/11 against the penalty of "Compulsory Retirement" imposed on her vide order No. F.17-35/89 Estt.(H) dated 09/08/2011 by the Disciplinary Authority.

2. In her appeal, she has stated that this penalty of compulsory retirement is illegal, unjust, perverse and in gross violation of Rule 14 of the Central Civil Services (CCA) Rules, 1965. Ms. Sneh Lata, Ex. ANS has contended that the first article of charge stating that she was absenting herself from duty w.e.f. 13.12.2008 till the date of issue of the charge sheet i.e. 19/12/08 is not correct as she has applied for casual leave on 13/12/08 and it was duly sanctioned to her and 14/12/08 was Sunday and duty off for her. She has further stated that she has availed Earned leave w.e.f.15.12.08 to 26.12.08 and joined her duty on 27.12.08, and 28.12.08 was again the duty off. She performed duty on 29.12.08 and taken day casual leave on 30.12.08 for full day and half day on 31.12.08. She joined the office on 31.12.08 in the afternoon. These facts can be matched with attendance register supplied to her Defense Assistance in response to an application dated 17.08.2010 under RTI Act. Therefore she was not on unauthorized absent during the period mentioned in the charge sheet.

3. For second article of charge that she carried keys of the cupboard of casualty OT with her which contain important equipments and commodities and her act severely affected the patient care and disrupted the smooth functioning of casualty, she has contended that the locker was allegedly opened on 05.02.09 i.e. after two months which implies that the patient care services were duly rendered and there was proper taking over of the functions by the nursing staff who joined duty after her shift was over.

4. In addition, Ms Sneh Lata, Ex ANS has also blamed AIIMS authority for forcefully evicting her from her lawfully occupying residential accommodation at old nurses hostel.



2. ADMINISTRATIVE COMMENTS:

1. In the above context, it is submitted that Ms. Sneh Lata, Ex ANS was charge sheeted for absenting herself from duty w.e.f. 13.12.2008 and for not handing over the keys of cupboards of casualty OT, storing among other things essential medical instruments like suture materials which adversely affected patient care services. A Show Cause Notice dated 19.12.08 was issued to Ms. Sneh Lata, for the above lapses. Ms. Sneh Lata, Ex ANS was suspended vide order No.17-35/89Estt.(H) dated 20.01.09 pending a disciplinary proceeding against her. She was charge sheeted vide memo dated 18.04.09.

2. Ms. Sneh Lata, Ex ANS then moved to CAT for revocation for her suspension and stopping off departmental inquiry. Due to non cooperation of Ms. Sneh Lata, Ex ANS, it took a long time to complete the enquiry. Even Central Administrative Tribunal has cautioned Ms. Sneh Lata, Ex ANS not to adopt dilatory tactics to protract the inquiry vide order dated 12.11.2010. On the basis of enquiry report, the Disciplinary Authority, (i.e. President AIIMS) imposed on her the penalty of "Compulsory Retirement" under rule 14 of CCS (CCA) rules 1965 vide order dated 09.08.2011.

3. Ms. Sneh Lata, Ex ANS has stated in her appeal that she was on casual leave on 13.12.08 and next day was day off for her as confirmed from the copy of the duty roster of the Casualty OT, AIIMS provided to her. However, as per prevalent practice in AIIMS hospital, the duty rosters of the Casualty OT, AIIMS is maintained in advance by the sister in-charge depicting round the clock duties of nursing staff along with their day offs as well as any leave intimated by them so that the sister in-charge may make alternative arrangements in their absence. It doesn't ensure that the leave has been granted to the person concerned as this is the prerogative of Chief Nursing Officer. In the case of Ms. Sneh Lata, her application for casual leave on 13.12.08 was received by the sister in-charge (Casualty OT) on 19.12.08 and forwarded to CNO for recommendation who had remarked that Day off, C/L, E/L is not given in continuation. Therefore her leave was not sanctioned. Later on, Ms Sneh Lata, has applied for 8 days Earned Leave w.e.f. 15.12.08 to 22.12.08 with the reason given as under:

"Notorious sudden attack by the AIIMS Hospital employee M.S. D.K. Sharma, Iqbal Singh Police Station/beat AIIMS, M.R. Rawat Security Officer, DNS G.K. Satyam, Ms. Preeti at 4.00 pm on 12.12.08 misbehaved and broken door. Unparliamentarily language used"

i) In her remarks the CNO has not recommended her leave and given the following remarks "She was absent w.e.f. 13.12.08 information already sent. Now on 19.12.08 she sent C/L on 13.12.08 and E/L from 15.12.08. There is nothing for 14/12/08. This application is received on 19.12.08. Leave not recommended forwarded for n.a. please".

ii) Ms. Sneh Lata again applied for extension of E/L w.e.f. 23.12.08 to 26.12.08 cited the same reason as in her previous leave application dated 19.12.08 and the same was not recommended by the CNO. Ms Sneh Lata then joined on 27.12.08.

4. Despite her suspension w.e.f. 20.01.09, Ms. Sneh Lata visited her work place i.e. Casualty OT on 01.09.09 and took the attendance book of sister in-charge without her knowledge and returned it after one hour. Ms Reka Methani, ANS Casualty OT had informed Medical superintendent in this regard vide letter dated 03.09.09.

5. As far as her claim that no patient care in Casualty OT suffered due to non availability of keys of the cupboard containing essential items like suture material for two months and there was no need to broke open the said cupboard, it is pertinent to mention that items kept in the cupboards were not only essential but also expensive and could be used only up to their date of expiry. Such items had been managed from other places in Casualty OT till the time the cupboard was broke open by the committee chaired by Dr. Sanjay Arya, Additional Professor to release essential and expensive items which may otherwise expired or destroyed and would be of no use to any patient seeking assistance in emergency thereby causing loss to Government exchequer as well as patients in dire needs.

6. The charges of Ms. Sneh Lata against forceful eviction from her accommodation at Old Nurses Hostel now New Private Ward is correct upto the extent that despite being several notices she had not vacated it. She had already been allotted Qtr. No. III/276 as a special case at A.V. Nagar, New Delhi on 25.8.08 but she did not shift. An eviction notice dated 10.12.08 was issued to her to vacate the room No.102 New Private Ward immediately as she was not cooperating despite all the other residents had complied the eviction order and shifted to the new accommodation allotted to them.

7. Simultaneously, it would be pertinent to mention that during her service career in AIIMS, many complaints have come to the notice of the AIIMS authority regarding her behavior, negligence and non cooperation with patients and colleagues.

8. After the imposition of penalty of Compulsory Retirement she did not come to till the pension paper and represented to the National Commission for SC/ST, AIIMS Administration had replied to the notice of the commission accordingly.

3. APPROVAL SOUGHT:

In view of above, the appeal of Ms. Sneh Lata, ANS against the order of imposition of penalty of "Compulsory Retirement" is placed before Governing Body for consideration and decision.

No. F.2-2/2012-Genl.(GB-148)  
EXTRACT FROM THE PROCEEDINGS OF 148<sup>TH</sup> MEETING OF THE GB (AIMS), HELD  
ON 22.10.2012 IN THE MINISTRY OF THE HEALTH AND FAMILY WELFARE, NIRMAN  
BHAWAN, NEW DELHI.  
\*\*\*\*\*

Item No. GB 148/10

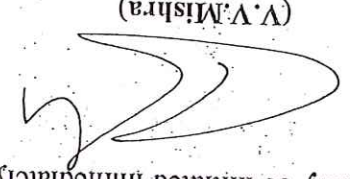
Appeal of Ms. Sneh Lata, Ex-ANS against the penalty of "Compulsory Retirement" imposed on her under Rule 14 of the CCS(CCA) Rules, 1965.

The Director informed that due to unauthorized absence of Ms. Sneh Lata on different occasions, Disciplinary Proceeding was initiated against her and as a result she was imposed the penalty of Compulsory Retirement from August, 2011.

// The Members desired various information such as remaining period of service left before her retirement, exact period of her unauthorized absence, details of notices issued to her, details of warning issued to her previously etc.

Accordingly, the consideration of the matter was deferred with the observation that complete facts of the case including the queries mentioned above should be placed before the Governing Body in its next meeting.

Further action to implement the decision of the GB may kindly be initiated immediately under intimation to Dy: Director (Admn.) and the undersigned.

  
(V.V. Mishra)  
Administrative Officer (Genl.)

Distribution:  
1 Administrative officer, Hospital.

Copy to:

1. PS to Dy. Director (Admn.), AIMS.

*Handwritten notes:*  
Sr. P. P. P.  
3/1/13  
Sr. P. P. P.  
Sr. P. P. P.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
(GENERAL SECTION)

Annexure-II

172

IMMEDIATE

2 JAN 2013



ऑडियल भारतीय आयुर्विज्ञान संस्थान  
ALL INDIA INSTITUTE OF MEDICAL SCIENCE  
APPLICATION FORM FOR GRANT OF LEAVE (OTHER THAN CASUAL LEAVE)  
कार्यालय मुख्यालय नर्सिंग ऑफिसर  
OFFICE OF THE CHIEF NURSING OFFICER

S. No. 28 (12)  
7257  
2017

Sr. SNEH LATA  
A.N.S. C.O.P.D.

15/12/08 to 22/12/08 (Eight)  
Earning leave

Atmanand Sankar & Block by  
ATMS Hospital, Sector-10, Gurgaon, Haryana.  
Ipsit Singh, Public Relation/Bward, Mr. P.N.  
Sector-10, Gurgaon, Haryana. Mrs. G.K. Sankar  
Mrs. Preeti Singh, Mrs. G.K. Sankar  
Bankers' club. Un-Permitment Bangalore

R.M. No. 102 of 11/12/08  
C.O.P.D. ?  
N.S. - 29

1. Name of the applicant
2. पदनाम एवं विभाग
3. Designation & Department
4. आदेशक अवकाश की प्रकृति
5. अवकाश हेतु अधिस्त कारण
6. क्या स्थान खर्च की अनुमति थी
7. अवकाश के दौरान, घर/शक का पता
8. यदि यात्रा विधायक थी चाहिए तो ब्याक
9. यदि प्रस्तावित अवकाश के लिए आवेदन किया है तो इस तथ्य की घोषणा करें कि भ्रंश विधि अवकाश/वर्षा प्रस्तावित अवकाश है।

She was absent w.e.f. 13.12.08 in for already sent. No on 19.12.08 & 20.12.08. For 18.12.08 & 19.12.08. The signature of the applicant with designation, A.N.S.

Prof. & Head of the Deptt. with designation  
Signature of the Officer I/C  
Dated the 19.12.08  
विभाग  
Department  
C.O.P.D.

15/12/08  
15/12/08

Remarks of the Officer-in-Charge  
Prof. & Head of the Deptt. Whether  
Leave is recommended  
Leave is recommended  
Prof. & Head of the Deptt. Whether  
Leave is recommended

15/12/08

आयुक्त भारतीय आयुर्विज्ञान संस्थान  
APPLICATION FORM FOR GRANT OF LEAVE (OTHER THAN CASUAL LEAVE)  
कार्यालय मुख्यालय आयुर्विज्ञान  
OFFICE OF THE CHIEF NURSING OFFICER

24/12/08  
26/12/08

आवेदक का नाम

2. पदनाम एवं विभाग

3. Designation & Department

4. आवेदक अवकाश की प्रकृति

5. आवेदक अवकाश हेतु आवश्यक कारण

6. Reason for grant of leave

7. क्या स्थान छोड़ने की आवश्यकता है?

8. Whether permission is also need to leave the Station?

9. अवकाश के दौरान, घर/जाक का पता

10. Residential/Postal address during leave period

11. यदि यात्रा रिहायत भी चाहिए तो स्वीकार

12. Indicate Block Year, if travel concession is required.

13. क्या परिवार के सदस्यों का ब्यौटा है।

14. Give details of Family Member

15. अवकाश पत्र के रजिस्ट्रार का प्रमाण पत्र है।

16. Give certificate of your husband's employment

17. यदि प्रकृति अवकाश के लिए आवेदन किया है तो क्या तब्य की घोषणा करें कि भरे जायित

18. प्रमाण/दस्तावेज प्रकृति अवकाश है।

19. If applied for maternally leave Declaration for Maternally leave That I have less than two surviving Childern and this is my first second Maternally leave

20. मुख्यालय आयुर्विज्ञान/आयुर्विज्ञान एवं

21. आयुर्विज्ञान/आयुर्विज्ञान एवं

22. Remarks of the Officer-in-charge

23. Prof. & Head of the Deptt. Whether

24. Leave is recommended

29 DEC 2008  
11460  
29 DEC 2008

Noted as per letter to Rion  
ANSAL NIGAM N. DELHI BY A.I.M.S.E.  
All evening things and suggests 5m  
Some when necessary min hour

Extended from 23/12/08 to 26/12/08 (4 days)

Sr. SNEH LATA  
A.N.S.  
C.O.P.O.

23/12/08  
26/12/08

C.O.P.O.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

26/12/08  
Not recommended  
26/12/08  
Prof. & Head of the Deptt. Whether  
Leave is recommended

पदनाम एवं विभाग  
Signature of the applicant  
with designation  
Department  
Dated the  
Signature of the Officer I/C  
Prof. & Head of the deptt. with designation

Annexure - IV

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29

Dated:

MEMORANDUM 19 DEC 2008

No.F.17-35/89-Estt. (H)

A complaint has been received from Dy. Nursing Supdt. Casualty & New emergency ward regarding the unauthorized absence from duty of Ms. Sneha Lata, A.N.S. since 13.12.08 to till date. She is directed to report for duty immediately.

She has also not handed over the keys of the cupboards of casualty OT before leaving her duty. The locked cupboards contain important equipments and commodities required everyday in the casualty O.T. including suture material. This is a very serious lapse on the part of Ms. Sneha Lata, ANS (UG) and is unbecoming of an employee of the institute and she is thus responsible for gross negligence, dereliction of duty and has failed to maintain absolute devotion to duty.

The Medical Superintendent has taken a very serious view regarding above lapse on the part of Ms. Sneha Lata, ANS (UG). She is, therefore, called upon to explain as to why disciplinary action should not be taken against her. Her reply should reach to the undersigned within three days from the issue of this memo failing which it will be presumed that she has nothing to say in her defence and action as deemed fit, under the CCS (CCA) conduct Rules should be taken against her.

(KUNDAN KUMAR)  
ADMINISTRATIVE OFFICER (H)

- Ms. Sneha Lata, ANS (UG)  
H. No. F.2959, Netaji Nagar, New Delhi.
- Ms. Sneha Lata, ANS (UG)  
H. No. 1264, Sector -4  
R.K. Puram, New Delhi.
- Ms. Sneha Lata, ANS (UG)  
Quarter No.276, Type III,  
A.V. Nagar, New Delhi.

copy to - Chief Nursing Officer  
Admins

Handwritten notes and signatures in a box on the right side of the page.



*Mrs. Nandini*  
*10/2/03*

*[Handwritten signature]*

*[Handwritten signature]*

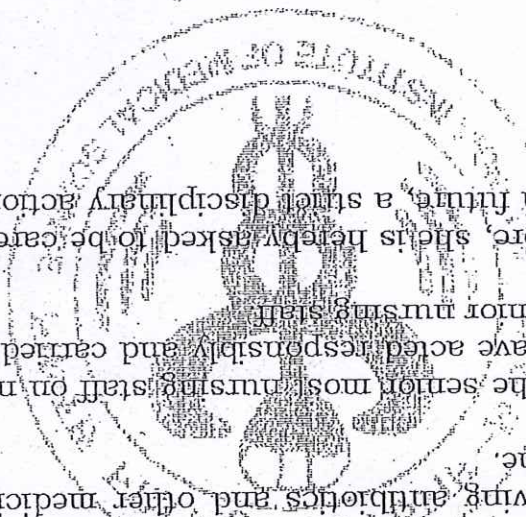
Copy to:

- Personal file (Through A.O. (H.))
- Person concerned

Medical Supdt. for kind information please.

(Mrs. Manju Nandi)  
Chief Nursing Officer

*Mandi*



Negligence in delivering patient care, leaving the ward work is complete and non cooperation with junior nursing staff on the part of Ms. Snehata (ANS Ug.) has been reported by Mrs. A.K. Puroose (ANS HR, L. Room) and Mrs. Sushma Malhotra (Sr. Gr. I HR, AB-3 ward) to the undersigned, during her night duty on 14.01.2003, which was further enquired by Mrs. G.K. Satyam, Nursing Supdt. and the floor supervisor. Ms. Snehata, ANS (Ug.) had not performed routine jobs in the ward like maintaining daily account of accountable medicines (done in the night), giving antibiotics and other medicines to the patient at the scheduled time. Being the senior most nursing staff on night duty, on 14.01.2003, she should have acted responsibly and carried out the ward's work with the help of junior nursing staff. Therefore, she is hereby asked to be careful in future. If the same is repeated in future, a strict disciplinary action may be initiated against her.

**MEMORANDUM**

Dated: 10.02.2003

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
OFFICE OF THE CHIEF NURSING OFFICER

ANNEXURE-V

*[Handwritten mark]*

127

3110

**DISTRIBUTION:**

- 1. Personal file
- 2. N.S./D.N.S., Casualty
- 3. Hostel Warden, Ansari Nagar (AIMS)
- 4. Person Concerned
- 5. ACR Dossier

ADMINISTRATIVE OFFICER  
(SANJAY KUMAR)



The Medical Superintendent has taken a very serious view regarding above lapse on the part of Ms. Sneh Lata, ANS (UG). She is, therefore, called upon to explain as to why disciplinary action should not be taken against her. Her reply should reach to the undersigned within seven days from the issue of this memo failing which it will be presumed that she has nothing to say in her defence and action as deemed fit under the CCS (CCA) conduct Rules should be taken against her.

It has been reported that Ms. Sneh Lata, ANS (UG) posted in the Main Hospital is indulge in the subversive of discipline involving disturbing the peace at the hostel by passing abusive, unparliamentary language and monopolizes with everybody in hostel.

MEMORANDUM

F. No. 17-35/89 Estt. (H)

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR DELHI - 29

Dated:

24 OCT 2005

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
OFFICE OF THE CHIEF NURSING OFFICER

**MEMORANDUM**

Subject: Vicious and malignant behaviour by Ms. Sneha Lata, ANS (Ug.), regarding 15749 14/7/05 22/9/05  
The undersigned wishes to convey her grievance regarding the unprofessional, uncultured and uncivilized behaviour as shown by Ms. Sneha Lata, ANS (Ug.).

On 02.07.2005 (Saturday), the undersigned went for rounds in the Nurses Hostel, Ansari Nagar along with Nursing Supt. Mrs. G.K. Satyam, Ms. Rani Varghese and Ms. Sunil both junior wardens. She was earlier informed by the wardens that Ms. Sneha Lata, ANS (Ug.) terrorizes all the other inmates if they do not follow whatever she wishes. She uses foul, abusive language and monopolizes everybody. When the undersigned spoke to Ms. Sneha Lata, ANS (Ug.) regarding the incident of previous evening. On 01.07.2005 Ms. Sneha Lata misbehaved very badly with Mrs. E. Porter, DNS who was allotted room No. 101 and had come to occupy the room with her luggage. As a result Mrs. E. Porter had to go back with her luggage in the night without taking possession of her room. When the undersigned sought clarification from Ms. Sneha Lata about the above incident, she used very offensive and un-parliamentary language while addressing the undersigned. She even threatened the undersigned for dire consequences if any body dared to speak against her. Not only that, she has also taken Casual Leave on 04.07.2005 (Monday) with the reason mentioned as "notorious aggressor attack to her (Room No. 102) by CNO, Nursing Supt., Mrs. G.K. Satyam, and Wardens Ms. Rani Varghese & Ms. Sunil Devi (copy enclosed)

The undersigned wishes to convey to your good self that Ms. Sneha Lata, ANS (Ug.) should be asked to evacuate the hostel premises within a month as she neither follows the hostel rules, nor she is social and adjusting towards other inmates of the hostel. Her presence in the hostel intimidates the inmates as well as even the wardens. Kindly look into the matter and do the needful by taking appropriate action against Ms. Sneha Lata, ANS (Ug.).

(Mrs. Manju Nandi)  
Chief Nursing Officer

*M. Nandi*

- Encl:- 1. Complaint letters of Ms. Rani Varghese & Ms. Sunil Devi (Junior wardens, Nurses Hostel, Ansari Nagar).  
2. Casual Leave application of Ms. Sneha Lata (ANS Ug) dated 04.07.2005.

- Medical Supt. for kind information please.  
Copy to:-  
Personal file (Through A.A.O. (H).)  
N.S. / DNS, Casualty  
Hostel Warden, Ansari Nagar (AIIMS)  
Person concerned  
ACR Dossier

In accordance with the hostel rules, appropriate disciplinary action is taken from the hostel  
be initiated

Copy of the memo to be issued  
10/7/05

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8.10.04

Medical Superintendent (CNO)  
Date: 07.07.2005  
S. I. Nandi

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 - to file in  
 2007)  
 with the assistance of AIMS security and the Delhi Police.  
 the hostel accommodation occupied by the name of

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
 ANSARI NAGAR, NEW DELHI - 110 029.

No. I:smc/16-10/2007 (P.F.)  
 Dated the: 1-0 DEC 2008

MEMORANDUM

Subject: Ejection of Ms. Sneh Lata, Assistant Nursing Supdt., Hospital at AIMS from Old Nurses Hostel, Ansari Nagar, New Delhi-110029.

With reference to her representation dated 08.12.2008 addressed to the Medical Superintendent on the subject cited above, Ms. Sneh Lata, Assistant Nursing Supdt., Hospital is hereby informed that as per Allotment Rules, she is at present entitled for old type-III (Nurses Pool) accommodation and new type-III accommodation will be allotted as per the seniority list prepared by the Estate Section.

Ms. Sneh Lata, Assistant Nursing Supdt., Hospital is therefore given a final opportunity to occupy the QF No. II/276 immediately and vacate the Room No. 102, New Private Ward Wing, that at present is in her unauthorized possession.

*(K.K. Viji)*  
 Administrative Officer (Estate)

Ms. Sneh Lata,  
 Assistant Nursing Supdt., Hospital  
 Th: The Chief Nursing Officer

Copy to:

1. The Medical Superintendent
2. The Superintendent Engineer
3. RPS to Director
4. The Chief Nursing Officer
5. The Welfare Officer

For information please

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Request for allotment of C-I type residential accommodation in AIIMS residential complex – Dr. Shakti Kumar Gupta, Medical Superintendent, Dr.R.P. Centre and HOD, Hospital Administration.

ITEM NO. GB-149/12

**NOTE FOR THE GOVERNING BODY**

NOTE FOR THE GOVERNING BODY

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Item No.G.B.- 149/12  
Request for allotment of C-I type residential accommodation in  
AIIMS Residential complex - Dr. Shakti Kumar Gupta, Medical  
Superintendent, Dr.R.P.Centre and HOD, Hospital  
Administration.

INTRODUCTION

1.1 A request of Dr. Shakti Kumar Gupta, MS of Dr. R.P.C. has been received mentioning that his both aged parents are staying with him and his father, aged 76 years is bed ridden and his mother aged 70 years is a known case of hypertension and COPD under active treatment at AIIMS. At present he is staying at Qtr.No. S-III/400 (second floor) Asiad Village. Owing to their ill health, they are unable to climb to the second floor and are not able to go out even for their routine activities.

1.2 He further stated that he is holding the post of Medical Superintendents, Dr. RPC since 23.09.2005 and HOD, Hospital Administration since 01.03.2006 and currently holding the charge of Medical Superintendent, AIIMS-II at Jhajjar for which he needs to coordinate with various stakeholders at odd hours. He further informed that he is senior to Dr. D.K. Sharma in the Deptt. of Hosp. Administration and also, as Medical Superintendent, as per the recommendations of the Selection Committee for the post of Medical Superintendents and as per the approval of the Governing Body wherein he is number one in the seniority. He is entitled for CI/CII type accommodation. However, Dr. D.K. Sharma despite being lower on the list and junior to him had already been allotted CI/3 accommodation in AIIMS campus keeping in view his position as the Medical Superintendent. So he has requested for allotment of C-I type accommodation at AIIMS on priority.

- 2.1 Dr. Shakti Kumar Gupta, MS is at present residing in Asiad Village S-III type Qtr. i.e. equivalent to C-II type quarter. Now he has requested to allot C-I type Qtr in the campus. As per seniority position, the case of Dr. Shakti Kumar Gupta is not expected to be matured for C-I type quarter in near future. As per seniority list of C-I quarter his name stand at Sr.No.70. However, claims upto Sl.No.5 has been cleared till date.
- 2.2 It is further stated that Dr. D.K. Sharma, Medical Supdt. (Main Hospital) was allotted C-I type accommodation in accordance with the decision taken by the Governing Body/Institute Body.
- 2.3 The Institute is facing acute shortage of Residential accommodation. Against the total requirement of 142 C-I quarters for Professors, 20 Nos of C-I quarters are available in the Institute out of which one C-I Qtr is very recently earmarked for Medical Supdt. (Main Hospital). The rest of the 142 Professors are compelled to settle in one down or even two to three down categories of quarters.
- 2.4 In view of the position explained above, the request of Dr. Shakti Kumar Gupta, Medical Supdt. (Dr. R.P. Centre) is placed before the Governing Body for appropriate decision.

