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ALL INDIA INSTITUTE OF MEDICAL SCIENCES

AGENDA

FOR THE 150TH MEETING OF

GOVERNING BODY

TO BE HELD ON	:	28TH FEBRUARY, 2014
TIME	:	11.00 A.M.
PLACE	:	3rd Floor, Committee Room, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29

F.No. 2-1/2014-Genl

Dated: 20 FEB 2014

MEMORANDUM

Subject:- **150th Meeting of the Governing Body scheduled to be held on Friday the 28th February, 2014 at 11:00 A.M in the Committee Room, 3rd Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.**

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Further to this office Memorandum of even number dated 11.02.2014 on the above mentioned subject, the ***Agenda*** for the Governing Body Meeting is enclosed.

(PROF. M.C. MISRA)
DIRECTOR &
MEMBER SECRETARY

Encl.: As above

The Chairman and all the
Members of the Governing Body.

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, Safdarjung 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	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.	Addl. Secretary and Financial Adviser Govt. of India Ministry of Health & Family Welfare Nirman Bhawan, New Delhi-110011	Member
11.	**Prof. M.C. Misra** Director, AIIMS	Member Secretary

AGENDA FOR THE 150TH GOVERNING BODY MEETING TO BE HELD ON 28TH FEBRUARY, 2014 IN THE COMMITTEE ROOM, 3RD FLOOR, MINISTRY OF HEALTH AND FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/1

Confirmation of the final minutes of the 149th Governing Body meeting held on 19th July, 2013 in the Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

 No.F.2-1 /2014-Genl.

NOTE FOR THE GOVERNING BODY

ITEM NO. GB/150-1

CONFIRMATION OF THE MINUTES OF THE 149th GOVERNING BODY MEETING HELD ON 19th July, 2013 IN THE MINISTRY OF HEALTH AND FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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The minutes of the 149th Governing Body meeting held on 19th July, 2013 were circulated vide Memo No. 2-1/2013-Genl. dated 3rd September, 2013 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.

In the above connection, an observation received from Smt. Sushma Swaraj, M.P.(L.S.), Hon'ble Member of Governing Body vide letter dated 18-09-2013 (copy enclosed) Annexure-I. The same have in-corporated in the minutes with approval of the Chairman, Governing Body and the final minutes were circulated to the Chairman and all the Members of the Governing Body vide Memo. No.F.2-1/2013-Genl. dated 30-9-2013.

The said final 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: 30.09.2013

F.No. 2-1/2013-Genl.

MEMORANDUM

Subject:- Final Minutes of the 149th Meeting of the Governing Body held on Friday, the 19th July, 2013 at 12:00 P.M. in the Committee Room, 3rd Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

Minutes of the Governing Body meeting held on 19th July, 2013 at 12:00 P.M. in the Committee Room, 3rd Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi duly approved by the President were circulated to all the Members of the Governing Body vide No.2-1/2013-Genl. dated 03.09.2013 inviting observations, if any, within two weeks from the date of issue of the memo.

Final approved minutes as approved by Chairman after incorporating an observation received from Smt Sumshma Sawraj, MP(LS) are being circulated with the approval of the Chairman, Governing Body, AIIMS for kind perusal and record.

(Prof. R.C. DEKA)
DIRECTOR &
MEMBER SECRETARY
30/9/13

Encl. As above

The Chairman and all the
Members of the Institute Body.

MINUTES OF THE 149TH MEETING OF THE GOVERNING BODY HELD ON FRIDAY, THE 19TH JULY, 2013 AT 12.00 NOON IN COMMITTEE ROOM, 3RD FLOOR, THE MINISTRY OF HEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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The 149th meeting of the Governing Body of AIIMS, New Delhi was held on Friday, the 19th July, 2013 at 12.00 Noon in the Committee Room, 3rd Floor in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi. The following were present:-

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

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

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

4) Shri Keshav N. Desiraju, -- Member
Secretary to the Govt. of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi-110 011

5) Dr. Jagdish Prasad, -- Member
Director General of Health Services,
Ministry of Health & Family Welfare
Govt. of India,
Nirman Bhawan,
New Delhi-110 011.

6) Shri S.K. Srivastava, -- Member
Addl. Secretary & Financial Adviser,
Government of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi – 110 011.

7)	Dr. R.A. Badwe, Director, Tata Memorial Hospital, Dr. E. Borges Road, Lower Parel, Mumbai	--	Member
8)	Dr. K.K. Talwar Pocket-14, Sector-8, Dwarka Phase-I, New Delhi.	--	Member
9)	Prof. R.C. Deka, Director, All India Institute of Medical Sciences, Ansari Nagar, New Delhi-110 029	--	Member-Secretary
10)	Shri Sundeep Kumar Nayak, Joint Secretary to the Govt. of India, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi-110 011	--	Special Invitee
11)	Dr. Shashi Wadhwa, Dean (Academic), All India Institute of Medical Sciences, Ansari Nagar, New Delhi-110 029	--	Special Invitee
12)	Dr. D.K. Sharma, Medical Superintendent, All India Institute of Medical Sciences, Ansari Nagar, New Delhi – 110 029.	--	Special Invitee

Dr. R.S. Shukla, Dy. Director (Admn.), AIIMS and Shri Sandeep Lall, Sr. Financial Advisor, AIIMS also attended the meeting.

Shri Ashok Thakur, Secretary to the Govt. of India, Ministry of Human Resource Development and Dr. S.P. Agarwal, Secretary General, Indian Red Cross Society could not attend the meeting.

At the outset, Chairman welcomed the distinguished Members of the Governing Body of AIIMS, Special Invitees and the officials to the 149th meeting of the Governing Body. Warm welcome was also extended to Shri Keshav N. Desiraju, Secretary and Shri S.K. Srivastava, Addl. Secretary & Financial Adviser, Ministry of Health & Family Welfare, who were newly inducted members to the Governing Body and were attending the meeting of the Governing Body for the first time. Chairman apprised the Members that since the last

meeting of the Governing Body, which was held in October, 2012, there had been additions to the infrastructure of AIIMS, New Delhi such as Outreach OPD at Jhajjar, and underground parking with the capacity of over 400 vehicles an Masjid Moth. Besides, a multi-storied Convergence Centre, and the hostel blocks for accommodating 346 students were in the advance stage of completion. He added that the Convergence Block, a G+9-storey building with two basements, was expected to be completed by the end of September, 2013 and the hostel blocks by December 2013. He informed that the Master Plan of AIIMS, which had been submitted to the NDMC in February, 2010 was approved by Delhi Urban Art Commission (DUAC) in their meeting held on 10.7.13. However, the minutes of the DUAC meeting were awaited.

Chairman admired the excellent services being rendered by the doctors and staff of the AIIMS to the people of the country despite the manpower, space & infrastructure constraints in AIIMS. He also informed the Members that the agenda items, inter-alia, include consideration of the recommendations of the Standing Selection Committee for promotion of faculty under APS, guidelines for work standards for faculty, Institutional Bio-Design Centre etc., and welcomed valuable suggestions and inputs from the Members. He then invited the Member Secretary to proceed with the agenda items.

Before proceeding with the agenda items, the Member Secretary also extended his warm welcome to the Chairman and Members to the 149th meeting of the Governing Body. In his welcome address, he made a special mention of Shri Keshav N Desiraju, Health Secretary and Shri S.K. Srivastava, Addl. Secretary & FA, who is also the representative of Finance Ministry, as both these senior officers were the newly inducted members of the Governing Body and were attending the meeting of the Governing Body for the first time. With the permission of the Chair, the agenda items were taken up for discussion as follows.

Item No.GB-149/1

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

The minutes of 148th meeting of the Governing Body were placed before the GB for consideration and confirmation. The minutes were accordingly confirmed.

Item No.GB-149/2

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

Dr. R.S. Shuka, Dy. Director (Admn.) presented the action taken report on the minutes of the 148th meeting of GB held on 22/10/2012.

Apart from the information given in the action taken report regarding the National Cancer Institute to be set up on the Jhajjar campus of AIIMS, it was informed by Dr. R.S.

Shukla that a meeting of the Committee in the Ministry was taken by the Health Secretary to review progress of the Jhajjar campus. The Health Secretary also stated that development of a master plan for the entire 300 hundred acres of land at Jhajjar was essential before individual centres/facilities were approved and set up. Keeping in view the urgency of setting up of a Cancer Institute, it was finally decided that a piece of 50 acre land should be kept aside and should not be the part of overall master plan which is time consuming.

Dr. Badwe stated that the Jhajjar campus would be a hub and spoke model with state-of-the-art conglomerate of specialty centres, research activities and services. He also informed that discussion had been held with the National Institute of Health, USA and there was a proposal to visit the NIH Centres dealing with non-communicable diseases for getting inputs for a unified approach towards the development of the campus at Jhajjar.

Smt. Sushma Swaraj desired to know about the time-frame for setting up the Jhajjar campus. Dr. R.A. Badwe replied that it would take about 3 years. The Health Secretary stated that master plan for the entire campus needed to be completed before specific activities for individual centres are taken up. On being asked about the time-frame for the master plan, Dr. R.S. Shukla informed that the prospective agencies have been shortlisted for the tendering and their bids would be received by September, 2013 and, thereafter selection of agency would follow in due course. The selected agency would require time to prepare the master plan.

Smt. Sushma Swaraj suggested that in order to expedite the setting up of above centres, the process for procurement of equipment etc. should also be taken up simultaneously. Dr. R.A. Badwe stated that the process of procurement would be initiated about 18 months before the expected completion of a centre/facility and the steps for creation of human resources would be taken up at the time of start of construction activity. Chairman suggested that the creation of posts should be ensured before placement of orders for equipment in the new facilities on Jhajjar Campus. Member Secretary informed the GB that outreach OPD at Jhajjar had been made functional.

While taking up the action taken report on construction of new OPD block at Masjid Moth, Chairman desired to know the progress. Dr. R.S Shukla informed that proposal for new OPD block had been examined by NDMC and forwarded to DUAC for their clearance. DUAC in their meeting held on 10/7/2013 took up the proposal and made some observations which are to be complied with by the next meeting of DUAC. Chairman desired timely compliance with the observations of DUAC by AIIMS and HSCC. Sh. Sundeep Nayak, Joint Secretary, informed the GB that EFC Memo on new OPD Block had been circulated. He also informed that a Committee had been set up with the approval of the Secretary (Health) to examine cost particulars in DPR of new OPD block.

It was informed by Dr. R.S. Shukla that as per the decision of GB projects costing more than Rs. 5 crore would be placed before the Estate Committee first and brought before the Standing Finance Committee and Governing Body for consideration thereafter.

As regards the demolition of the old private ward it was informed that in pursuance of the earlier decision of the GB, a separate agenda item (149/15) was being placed before the GB.

While discussing the action taken report regarding 'Censure' of Dr. O.P. Murty, it was observed by Sh. Sundeep Nayak, that the order of the 'Censure' was communicated after a long period of the GB decision taken in the last meeting on 22/10/12. Smt. Sushma Swaraj also desired to know the reason behind the delay. Dr. R.S. Shukla said that this needed to be checked from the records and the position in this regard would be reported in next meeting of GB.

As regards the report of Dr. Sneh Bhargava Committee for determining works standards for faculty, it was intimated that the Ministry of Health and Family Welfare had examined the report in consultation with the autonomous institutions. The Ministry has already forwarded guidelines on the report vide letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013. This was being brought as separate agenda item (149/5) for discussion.

It was also brought to the notice of Members that, a separate agenda item (149/11) was being placed before the Governing Body for consideration of the appeal of Ms. Sneh Lata, ex-ANS.

With reference to the Amendment of Schedule II of AIIMS Regulation, 1999, it was reported that as per suggestion of Smt. Sushma Swaraj, the decision of the last meeting of the Governing Body was implemented placing the erstwhile Group "D" employees under the jurisdiction of the authorities meant for Group "C", on their becoming Group "C" under the 6th CPC recommendations in respect of all relevant service matters.

As regards the representations of three faculty members of the Deptt. of CTVS concerning their seniority, it was informed that a Committee headed by former Secretary Sh. P.K. Pradhan was set up by the Governing Body. The Committee had submitted its report and the same was being placed as an agenda item No.GB-149/6.

Sh. Sundeep Nayak observed that the action taken report referred to only those decisions which were taken in the preceding meeting. He suggested that there should be a mechanism for tracking decisions of the previous GB meetings which had remained unattended. Smt. Sushma Swaraj also agreed with this observation and said that from the next meeting a report on previous decisions which were yet to be implemented should be placed before the GB along with reasons for non-implementation and status thereof.

With above observations the action taken report was approved.

Item No.GB-149/3

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

Before the agenda item GB-149/3 was taken up for consideration, the Member Secretary, with the permission of Chairman, requested all officers and staff, except the Members of the Governing Body, to leave the meeting room. The agenda item was then taken up and discussed only in the presence of Members of Governing Body.

The minutes containing the recommendations of the Standing Selection Committee (SSC) were removed from sealed covers and copies of the minutes were given to each Member of GB for perusal and discussion. The Member Secretary then informed the Members about the procedures followed with regard to evaluation of candidates eligible in 2011 and 2012 under Assessment Promotion Scheme including the guidelines as approved by IB in 1997. The interviews were conducted from 12th to 14th April, 2013 and from 18th to 20th April, 2013. Two external experts from each discipline assisted the Standing Selection Committee in determining the suitability of candidates for promotion under Assessment Promotion Scheme. Director also mentioned about the guidelines as approved by IB in 1997 which were followed strictly in this APS. Besides subject experts giving grades (fit/unfit), members of SSC also assessed candidates and gave them grades (fit/unfit). Director, then, requested the Chairman of the Standing Selection Committee, Dr. R.A. Badwe, to give his remarks and also to present the recommendations of SSC before the Governing Body. The summary of recommendations is as follows:

	Recommended	Not Recommended	Total
Level II to III (Associate Professor to Additional Professor) for the batch eligible on **01.07.2011**	10	02	12
Level III to IV (Additional Professor to Professor) for the batch eligible on **01.07.2011**	39	03	42
Level II to III (Associate Professor to Additional Professor) for the batch eligible on **01.07.2012**	61	05	66
Level III to IV (Additional Professor to Professor) for the batch eligible on **01.07.2012**	29	07	36
TOTAL	139	17	156 *

*Out of a total of 158 candidates, two candidates, namely, Dr. O.P. Murty, Additional Professor of Forensic Medicine and Dr. Madhu Vajpayee, Additional Professor of Microbiology did not appear for the interview for promotion to the grade of Professors for the batch of 01.07.2012 and were not considered in-absentia for promotion under Assessment Promotion Scheme (APS) by the SSC.

This was followed by a detailed discussion in which the Members such as Smt. Sushma Swaraj and Shri Motilal Vora participated. After detailed discussions, the recommendations of the SSC were accepted and approved by the Governing Body.

In this context, a representation made by Dr. B.K. Khaitan, Additional Professor, Department of Dermatology, AIIMS was also examined and discussed. Both, Chairman and Director, were of the view that there was no merit in the points made by Dr. Khaitan in his representation. Director also presented before the GB, the records of assessment (such as

fit/unfit)) made by the subject experts as well as the members of SSC in case of Dr. Khaitan. He added that the selection process was as per guidelines and the subject experts, one from Lady Hardinge Medical College, New Delhi and the other from JIPMER, Puducherry, were eminent Professors in the field of Dermatology and they had made their independent assessment of the candidate. Director further added that these two professors had also served as domain experts in 2010 during the interview of Dr Khaitan for his promotion from Associate Professor level to Additional Professor level. The Members of GB expressed their satisfaction at the assessment of Dr. Khaitan by the SSC. The representation of Dr. Khaitan was found to be devoid of any merit and was accordingly disposed off.

Director also took permission of Chairman of GB to issue promotion orders on 19/7/13 itself after the GB meeting and this request of Director was kindly acceded to by Chairman of GB.

Item No.GB-149/4

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.

While discussing the Agenda Item 149/4, the Member Secretary informed that representations had been received from following faculty members who had availed three chances for promotion under A.P.S:

1. Dr. Krishna Dalal, Associate Professor of Biophysics
2. Dr. N.N. Sarkar, Associate Professor of Reproductive Biology
3. Dr. A.P. Bhalla, Assistant Professor of Anaesthesiology
4. Dr. Nepal Singh Raj, Assistant Professor of Clinical Pharmacology
5. Dr. Nanaji Kaw, Assistant Professor of Psychiatry (NDDTC)

Director briefed the Members about the Guidelines for Assessment Promotion Scheme and informed that three chances were available to a faculty member at each level to face the Selection Committee for promotion to the next higher grade. In the event a faculty member exhausted his/her first chance without promotion, he/she would be eligible for next chance after a gap of two years. During this intervening period of two years, he/she was expected to work towards improving performance. Even in the second chance if one does not get promoted, he/she would be eligible to get a third chance after a gap of three years. In the instant case, these faculty members had already exhausted all three chances and had been requesting for one more chance in relaxation of existing guidelines. He also mentioned about the recommendations of Dr. Sneh Bhargava Committee which suggested that three chances to appear before the Selection Committee for promotion should be conceded annually. DGHS stated that his views were similar to those of Director that three consecutive chances should be given in three years.

Smt. Sushma Swaraj endorsed the views of the Director to the extent that the chances should be given annually and added that the individuals whose representations were under consideration, should be given one more (4th) chance in relaxation, and this 4th chance should not be linked to the recommendations of Dr. Sneh Bhargava Committee. At this point

Chairman suggested that four annual chances should be given to all faculty members at each level in future, and, to this extent the Dr Sneh Bhargava Committee recommendations may be amended for acceptance.

After detailed discussion on the representations of the faculty members and the relevant recommendations by Dr. Sneh Bhargava Committee forwarded by the Ministry, it was decided as follows:

(i) Faculty members, whose representations were being considered by the Governing Body, would be given one more chance to appear before Standing Selection Committee.
(ii) Henceforth, all faculty members would be eligible to avail of three consecutive chances to appear before the SSC in 3 years.

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 & Family Welfare, Government of India for adoption at the AIIMS, New Delhi.

Dy. Director (Admn.) briefed the Members that a Committee headed by Dr. Sneh Bhargava, Ex-Director, AIIMS had been constituted by the Government and the Committee submitted its report to the Ministry of Health & Family Welfare. The Ministry of Health & Family Welfare circulated the recommendations of Dr. Sneh Bhargava Committee on work standards for faculty of autonomous Institutions of Medical Education on 15th May, 2013 after consultation with the various Institutions and suggested that these recommendations might be adopted by the respective Institutes. He added that these recommendations were related to allocation of faculty time for teaching, research and patient care; evaluation of faculty promotion under APS etc.

Chairman informed that these guidelines had been implemented in PGIMER, Chandigarh. Smt. Sushma Swaraj suggested that these recommendations should be uniformly made applicable to all the three Institutions viz AIIMS, New Delhi; PGIMER, Chandigarh and JIPMER, Pondicherry.

Participating in the debate, Dr. Badwe suggested that there should be some clear criteria for annual assessment.

The Director informed that for selection to the post of Asstt. Professor or Assoc. Professor under the mode of direct recruitment, there was a grading system (A+, A, B+, B &C) to be awarded by the members of the Selection Committee and the experts and as per guideline of IB, 1997 selected candidates on this basis were only appointed. He opined that if this system was also to be made applicable as per recommendations of Dr. Sneh Bhargava Committee for promotion to faculty posts under APS, the same ought to be circulated amongst the faculty members in order to make them aware of the guidelines after their knowledge about the benchmark of fitness, we may implement after its ratification in due course of time.

Dr. K.K. Talwar expressed apprehension that despite a person being brilliant, he/she may not secure A^+ from all the members and the experts and hence may be rejected for promotion. He suggested that majority decision of the members of the Selection Committee should prevail for promotion of a candidate (as per IB decision of 1997 as mentioned by the Director).

Dr Badwe, Director, TMH informed that in Tata Memorial Hospital, the promotion was on the basis of internal assessment as well as external assessment through selection committee while in AIIMS, New Delhi there was no such scheme of internal assessment and the internal assessment was synonymous with Annual Performance Report. Dr. Badwe suggested that the APR or ACR should be submitted before the Selection Committee and all the Heads of the Departments should be informed that they would invariably give grading to their subordinates and everyone should fill up one's self-appraisal.

After detailed discussions recommendations for work standards for faculty as circulated vide MoHFW OM letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013 were approved with the only modification as decided under Item No.GB-149/4 (i.e. faculty members would be given 3 consecutive chances in 3 years for qualifying for promotion under APS).

This decision will also be placed before IB for approval before initiating steps for its implementation.

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 had constituted a Committee consisting of Health Secretary, Director, AIIMS, New Delhi and Dr. S.P. Agarwal to examine facts/records on this issue and place their report before the Governing Body. The said report was placed for consideration.

Initiating the discussion on the subject, Smt. Sushma Swaraj observed that the mandate of the Committee was to examine the facts/records with regard to issue of seniority of Additional Professors in the Department of CTVS and to place the report before the Committee. This Committee was not required to give any recommendations and therefore, the Committee had gone beyond its mandate by giving recommendations like the Rotation of Headship of Departments. Smt. Swaraj added that the Committee had clearly stated that grading of Dr. A.K. Bisoi, if the grading of experts were taken into consideration, was bit higher than that of Dr. U.K. Choudhary and Dr. S.K. Choudhary. However, the Committee observed that it was not an isolated case, but the Committee was not in a position to provide an explanation for the decision taken by the Standing Selection Committee in the year 2005. Smt. Swaraj concluded that Dr. A.K. Bisoi had a claim to seniority as per facts/records mentioned in the Committee report.

Chairman observed that this was not the only isolated case and there were other cases where the sum of grades given by SSC members and the final outcome of the Standing Selection Committee did not match. Dr RC Deka, Director added that it appeared that the

Standing Selection Committee, in this case, did not follow the guidelines approved by the Institute Body in 1997. He also submitted that in a direct selection only merit was counted in defining seniority at each level of selection.

The majority of Members present in the Governing Body meeting held the view that it would not be appropriate to sit in judgment over the decision of Standing Selection Committee taken 7-8 years ago.

Smt. Sushma Swaraj pointed out that the issue here is of correct fixation of seniority strictly in accordance with the binding policy decision of 1997. In this case, neither the merit list nor the seniority was ever formally published or confirmed by the Governing Body. The issue of seniority can be raised by any faculty at any point of time after the appointment. This is the usual practice followed everywhere in the Government Institutions and Departments. The Governing Body has followed this decision and correctly fixed the seniority in a similar case earlier. As such, there is no reason why the same should not be done in the present case.

Dr. Badwe observed that the issue of seniority of Professors could be addressed by introducing the system of Rotation of Headship. At this stage, Chairman desired to know the progress made by the Committee set up by the Governing Body under the Chairmanship of Dr. M. K. Bhan. It was reported to him that the Committee was yet to submit its recommendations. Chairman desired that the Committee should be asked to submit its report within one month.

Smt. Sushma Swaraj pointed out that the Rotation of Headship would also involve the question of placing Professors in the next higher grade. The Member Secretary informed the Members that earlier 25 % of sanctioned posts of Professors were operated in higher grade but it was raised by the Government upto 40 % after the 6th Pay Commission. He added that there was a lack of clarity about the pool of Professors from which 40% Professors could be placed in the next higher grade. Therefore, this matter had been referred to the Ministry for clarification.

Chairman observed that at the time of implementing the scheme of Rotation of Headship, parameters like leadership, administrative and decision making qualities, besides academic performance should also be taken into account. He said that this issue would be further debated after the report of the Dr. Bhan Committee on the issues of Rotation of Headship at AIIMS, New Delhi was placed before the Governing Body in due course.

It was accordingly decided not to make any changes nor to redefine seniority of the 3 Professors which was decided by then GB on the basis of the recommendations of SSC.

Item No.GB-149/7

To consider the proposal for grant of Voluntary Retirement to Dr. B.K. Mohanti, Professor of Radiotherapy from the service of this Institute w.e.f. 21.02.2013 (A.N.) at the AIIMS, New Delhi.

Considered and Approved.

Item No.GB-149/8

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

Considered and Approved.

Item No.GB-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.

Considered and Approved.

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 years to 40 years.

The Member Secretary briefed about the agenda item and informed the Members that one of the reasons for seeking age relaxation was that Senior Residents in Hospital Administration were mostly sponsored candidates from the States or various agencies. Such candidates put in a number of years of service before being sponsored for this course, as such when they apply for this course, they fail to meet the eligibility criterion of upper age limit. He further informed that generally the upper age limit for recruitment as Senior Residents was 33 years.

Supporting the contention of the Director, Dr. K.K. Talwar said that the age limit in PGIMER, Chandigarh for Sr. Residents in Hospital Administration was 35 years and in this discipline mostly the sponsored candidates were being taken. Dr. K.K. Talwar added that the proposal of the Institute deserved to be approved.

Shri Sundeep Nayak said that the normal candidates were difficult to find and only the sponsored candidates are recruited in this discipline, therefore, the upper age limit should also be enhanced in PGIMER, Chandigarh and JIPMER, Puducherry. Chairman said that if such a proposal was brought from other Institutes, the same would be considered.

In view of above, the proposal to relax the upper age limit up to 40 years for recruitment as Senior Residents in Hospital Administration was approved. In response to the Member Secretary's suggestion regarding starting of a new course on MD in Hospital Management, it was advised that it should be examined by the Academic Committee first, and, thereafter by SFC before any view was taken.

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.

While considering the appeal of Ms. Sneh Lata, the Governing Body in its last meeting desired some additional information relating to remaining period of her service, exact period of her unauthorized absence and details of notices and warning issued to her. Accordingly additional information was placed before the GB under this agenda item

DGHS expressed some reservations about the quantum of penalty imposed on Ms. Sneh Lata for the unauthorized absence for 14 days. Sh. S.K. Srivastava, AS &FA, observed that Medical Superintendent was a very important person in running the show in a hospital and his views should be taken into consideration.

The Medical Superintendent, Dr. D.K. Sharma, who was present in the meeting, informed that Ms. Sneh Lata was posted in the Emergency/Casualty Department and disciplinary proceedings were initiated against her for unauthorized absence for 14 days. He further, added that her behavior in the casualty area was not in conformity with professional ethics adversely affecting patient care services. Dr. Sharma also informed that she did not vacate the hostel while all the nurses vacated premises and kept two rooms under her possession unauthorizedly. Further, during her unauthorized absence, she had kept the keys of the cupboard in her possession and it created problems in Emergency/Casualty area.

Participating in the discussion, Dr. Badwe expressed the view that it was not a matter of mere 14 days unauthorized absence, but it was also a matter of her absence from Casualty which was more disturbing. He added that casualty was a sensitive area of patient care and every hour was important for saving lives. Therefore the period of her unauthorized absence for 14 days should not be compared with the absence of an ordinary civil servant as she was a professional nurse and the gravity of her misconduct was far more intense than that caused by the unauthorized absence of an ordinary civil servant.

After detailed discussion, GB decided to reject the appeal of Ms. Sneh Lata, Ex. ANS.

Item No.GB-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 & HOD, Hospital Administration.

Director briefed the members about the genesis of the issue and the precedence quoted by Dr. Shakti Kumar Gupta for allotment of C-I type accommodation to him. He also informed that both Dr. D.K. Sharma and Dr. Shakti Kumar Gupta were appointed to the posts of Medical Superintendent on the same date. Dr. D.K. Sharma was appointed as Medical Superintendent in the Main Hospital while Dr. Shakti Kumar Gupta was appointed in Dr. R.P. Centre for Ophthalmic Sciences. He added that Dr. Shakti Kumar Gupta is also working

as Head of the Deptt. of Hospital Administration and is currently also functioning as Medical Superintendent for Jhajjar campus at Badsha.

Chairman sought the views from Dr. K.K. Talwar as to what was the status of Medical Superintendent in PGIMER, Chandigarh. Dr. K.K. Talwar informed that there was a post of Medical Superintendent in existence in PGIMER, Chandigarh. Smt. Sushma Swaraj was of the view that if there was a proposal from the Institute to allot C-I type accommodation to Dr. Shakti Kumar Gupta being one of the two Medical Superintendents, he should be allotted the same, and accordingly GB approved the proposal.

Item No.GB-149/13

To consider the minutes of the Academic Committee meeting held on 04.09.2012 at AIIMS, New Delhi.

Noted.

Item No.GB-149/14

To consider the minutes of 137th meeting of the Standing Estate Committee held on 15th February, 2013 at AIIMS, New Delhi.

Noted.

Item No.GB-149/15

To consider the proposal regarding construction of private ward at AIIMS, New Delhi.

Briefing about the agenda item Director informed the Members that earlier there was a proposal for demolishing the Private Ward located in rather a new building which was popular as "Old Private Ward". In the meantime, many Hon'ble Members of Parliament represented that the Old Private Ward should not be demolished as it would cause lots of problems in VIP treatment and accordingly the demolition exercise was postponed. Later on, it was felt that the "New Private Ward", which was transformed from Nurses Hostel, was located in a relatively old building which was proposed to be demolished and the Governing Body in its last meeting desired that possibility of demolition of new private ward should be explored. Director also informed that the existing New Private Ward block, which was situated in an old building, was comprising of private wards, Geriatrics Ward, Wards & OPDs of the Deptt. of Pulmonary Medicine & Sleep Disorders, kitchen services, Railway Reservation Counter, Central Admission Office, etc. In view of this a new proposal was brought for construction of a stand alone building adjacent to the "New Private Ward" building. The Director informed that a detailed proposal would be first placed before Estate Committee and then brought before SFC and GB for consideration and approval. The agenda item was accordingly approved.

Item No.GB-149/16

To consider enhancing the monetary value of the penalties up to 7-8 lakhs for discontinuing PG course at AIIMS, New Delhi.

Director briefed that the there were instances in the Institute that the students admitted to PG Courses had left the course in the middle or immediately after their admission thereby not only depriving other candidates of admission but also causing the Institute to suffer monetary loss and run the course with vacant seats for some considerable time. For this purpose, a nominal penalty of Rs.50,000/- for abandoning the course before one year and Rs.1 Lakh for abandoning the course after one year was being imposed. In order to stop the candidates from leaving the course midstream, the proposal for enhancement of penalty was brought before GB after it was approved by the Academic Committee.

Participating in the discussion, Dr. K.K. Talwar stated that sometimes the candidates were constrained to leave the course for genuine reasons and advised that enhancement of such penalty should not be harsh on students. After detailed discussion, it was decided by GB that a penalty of Rs. 1 lakh should be imposed on PG students leaving within six months and a penalty of Rs. 5 lakh on those leaving after 6 months.

Item No.GB-149/17

To discuss the modalities of Inter-Institutional Biodesign Centre between three Institutes i.e. AIIMS, New Delhi; IIT-Delhi and THSTI, Faridabad.

Considered and Approved.

Item No.GB-149/18

To consider the proposal for initiating minor penalty proceedings against Dr. O.P. Murty, Additional Professor of Forensic Medicine, AIIMS, New Delhi in the light of the recommendations of Medical Council of India.

GB was informed that the proposal under consideration was brought on the recommendation of the Medical Council of India for imposition of penalty of "Censure" on Dr. O.P. Murty, Additional Professor of Forensic Medicine for his misrepresentation as Professor of Forensic Medicine to MCI. Director pointed out that the penalty of "Censure" had been imposed on Dr. Murty on an earlier occasion for his unauthorized absence from AIIMS, New Delhi.

Governing Body after discussion accepted the recommendation of MCI and imposed the penalty of "Censure" on Dr. O.P. Murty, Additional Professor of Forensic Medicine.

Item No.GB-149/19

Vigilance Case regarding imposition of penalty – ratification thereof (Confidential).

The President, AIIMS, being also Chairman of Governing Body (which is Disciplinary Authority in this case for imposition of major penalty), considered the case of Shri S.S. Bhaduria, Stores, Officer, C.N. Centre, AIIMS regarding imposition of a penalty on the conclusion of disciplinary proceedings initiated against him under Rule 14 CCS (CCA) Rules, 1965 and approved the penalty of compulsory retirement along with withdrawal of 50% of his pension for a period of two years. The President, AIIMS also advised that the said case should be placed before the Governing Body for ratification. Accordingly, a proposal to this effect was placed before the Governing Body.

Various queries were raised by the Members of the Governing Body in the matter and Shri Sanjiv Chaturvedi, Dy. Secretary & Chief Vigilance Officer and the Director, AIIMS clarified the issues. The present status of the case in the CBI Court, where charges have been framed against Shri S.S. Bhaduria along with the other accused, was also intimated. In the detailed discussion various options were explored by the Members of the Governing Body. The proposal put up before the Governing Body, as mentioned above, was compulsory retirement along with withdrawing of 50% of his pension for a period of two years. But after detailed discussion, a consensus emerged that ends of justice would be met in this case, if along with compulsory retirement 50% of pension is withdrawn for a period of five years. Accordingly, the said proposal was approved by the Governing Body imposing the penalty of compulsory retirement along with withdrawing of 50% pension for a period of 5 years on Shri S.S. Bhaduria, Store Officer, C.N. Centre.

Item No.GB-149/20

To consider mechanism for monitoring the court cases at AIIMS, New Delhi.

This item was placed on table in pursuance of directions of Ministry of H&FW vide their letter No.C-18018/6/2013-ME-I dated 15th July, 2013.

The details of the court cases pending in the different courts as on 15/7/2013 were presented before the GB. A total of 177 such cases were pending as on 15/7/2013. The GB was also informed about mechanism for monitoring such court cases. The information provided by the Institute was noted by GB regular follow up and reporting was advised.

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

APPROVED

(R.C. Deka)
Director
Member Secretary

(Ghulam Nabi Azad)
Health & FW Minister
Chairman

Member Secretary

ALL INDIA ISNTITUTE OF MEDICAL SCIENCES
Ansari Naga, New Delhi-110 029.

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No.F.2-1/2013-Genl. 18 Dated: 11 OCT 2013

MEMORANDUM

Subject:- Final Minutes of the 149th meeting of the Governing Body held on Friday, the 19th July, 2013 at 12.00 Noon in the Committee Room, 3rd Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

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In partial modification of this office Memorandum of even number dated 30.09.12013 on the subject cited above, it is stated that the pages of the said minutes were inadvertently numbered as 2/16 to 14/16 which may kindly be read as 2/15 to 14/15.

Inconvenience caused in this regard is regretted.

Director &
Member-Secretary

The Chairman and
all the Members of the Governing Body.

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Annexure - I

नेता, प्रतिपक्ष
(लोक सभा)

Leader of Opposition
(Lok Sabha)

सत्यमेव जयते

सुषमा स्वराज
Sushma Swaraj

18 September 2013

Dear Prof. Deka,

Please refer to AIIMS Memorandum No.2-1/2013-Genl. Dated 3 September 2013 forwarding therewith the Minutes of the 149th Meeting of the Governing Body held on 19 July 2013.

I have gone through the Draft of the Minutes of the Meeting. However, the following may kindly be added immediately after Para-4 of the Minutes of Meeting for Item No.GB-149/6, i.e. after the last sentence of the 4th Para which ends as "..... committee taken 7-8 years ago" and before the fresh Para starting with the words "Dr. Badwe observed....." :-

> Smt. Sushma Swaraj pointed out that the issue here is of correct fixation of seniority strictly in accordance with the binding policy decision of 1997. In this case, neither the merit list nor the seniority was ever formally published or confirmed by the Governing Body. The issue of seniority can be raised by any faculty at any point of time after the appointment. This is the usual practice followed everywhere in the Government Institutions and Departments. The Governing Body has followed this decision and correctly fixed the seniority in a similar case earlier. As such, there is no reason why the same should not be done in the present case.

Please correct the Minutes and circulate them for confirmation afresh.

With best wishes,

Yours sincerely,

Sushma Swaraj

(1) DD (A) — to modify it as requested & place it on the file. Such observation be also made a part of the GB minutes.

20/9/13

Prof. R.C. Deka
Director
AIIMS
New Delhi

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19/9/13

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/2

Action Taken Report on the final minutes of the 149th Governing Body meeting held on 19th July, 2013 in the Ministry of the Health and Family Welfare, Nirman Bhawan, New Delhi

Item No. GB-150/2 20

ACTION TAKEN ON THE MINUTES OF THE 149TH GOVERNING BODY MEETING HELD ON 19TH JULY, 2013 IN THE COMMITTEE ROOM, 3RD FLOOR, MINISTRY OF HEALTH AND FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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DECISION	ACTION TAKEN
Item No.GB-149/1 **Confirmation of minutes of the 148th meeting of the Governing Body held on 22nd October, 2012 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.** ---------- The minutes of 148th meeting of the Governing Body were placed before the GB for consideration and confirmation. The minutes were accordingly confirmed.	Nothing to report.
Item No.GB-149/2 **Action Taken Report on the minutes of the 148th meeting of the Governing Body held on 22nd October, 2012 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.** ---------- Dr. R.S. Shukla, Dy. Director (Admn) presented the action taken report on the minutes of the 148th meeting of GB held on 22/10/2012. Apart from the information given in the action taken report regarding the National Cancer Institute to be set up on the Jhajjar campus of AIIMS, it was informed by Dr. R.S. Shukla that a meeting of the Committee in the Ministry was taken by the Health Secretary to review progress of the Jhajjar campus. The Health Secretary also stated that development of a master plan for the entire 300 hundred acres of land at	

Jhajjar was essential before individual centres/facilities were approved and set up. Keeping in view the urgency of setting up of a Cancer Institute, it was fmally decided that a piece of 50 acre land should be kept 'aside and should not be the part of overall master plan which is time consuming. Dr. Badwe stated that the Jhajjar campus would be a hub and spoke model with stateof-the-art conglomerate of specialty centres, research activities and services. He also informed that discussion had been held with the National Institute of Health, USA and there was a proposal to visit the NIH Centres dealing with non-communicable diseases for getting inputs for a unified approach towards the development of the campus at Jhajjar.	
Smt. Sushma Swaraj desired to know about the time-frame for setting up the Jhajjar campus. Dr. R.A. Badwe replied that it would take about 3 years. The Health Secretary stated that master plan for the entire campus needed to be completed before specific activities for individual centres are taken up. On being asked about the time-frame for the master plan, Dr. R.S. Shukla informed that the prospective agencies have been shortlisted for the tendering and their bids would be received by September, 2013 and, thereafter selection of agency would follow in due course. The selected agency would require time to prepare the master plan. Smt. Sushma Swaraj suggested that in order to expedite the setting up of above centres, the process for procurement of equipment etc. should also be taken up simultaneously. Dr. R.A. Badwe stated that the process of procurement would be initiated about 18 months before the expected completion of a centre/facility and the steps for creation of human resources would be taken up at the time of start of construction activity. Chairman suggested that the creation of posts should be ensured before placement of orders for	Fourteen Consultants had been shortlisted & Request for proposal was issued to them. However, only four firms submitted their bids on stipulated day i.e. 10.10.2013 - 1/4 Edifice Consultants Pvt. Ltd. 2/4 KGD Architecture/ THAPI 3/4 Space Combine Architects Engineer 4/4 DDF Consultants Pvt. Ltd. The technical bids of said four firms has been completed and approval of monitoring committee under Secretary MOH is being sought for opening of financial bids of qualified firms.

equipment in the new facilities on Jhajjar Campus. Member Secretary informed the GB that outreach OPD at Jhajjar had been made functional.	
While taking up the action taken report on construction of new OPD block at Masjid Moth, Chairman desired to know the progress. Dr. R.S Shukla informed that proposal for new OPD block had been examined by NDMC and forwarded to DUAC for their clearance. DUAC in their meeting held on 10/7/2013 took up the proposal and made some observations which are to be complied with by the next meeting of DUAC. Chairman desired timely compliance with the observations of DUAC by AIIMS and HSCC. Sh. Sundeep Nayak, Joint Secretary, informed the GB that EFC Memo on new OPD Block had been circulated. He also informed that a Committee had been set up with the approval of the Secretary (Health) to examine cost particulars in DPR of new OPD block.	The building plans have been cleared by all statutory bodies. EFC meeting is yet to take place.
It was informed by Dr. R.S. Shukla that as per the decision of GB projects costing more than Rs. 5 crore would be placed before the Estate Committee first and brought before the Standing Finance Committee and Governing Body for consideration thereafter.	
As regards the demolition of the old private ward it was informed that in pursuance of the earlier decision of the GB, a separate agenda item (149/15) was being placed before the GB.	
While discussing the action taken report regarding 'Censure' of Dr. O.P. Murty, it was observed by Sh. Sundeep Nayak, that the order of the 'Censure' was communicated after a long period of the GB decision taken in the last meeting on 22/10/12. Smt. Sushma Swaraj also desired to know the reason behind the delay. Dr. R.S. Shukla said that this needed to be	It is submitted that against the charge of his unauthorized proceeding to Saudi Arabia, Dr. O.P. Murty, Additional Professor of Forensic Medicine was imposed the penalty of "Censure" vide O.M. No. F.6-20/92-Estt.I dated the 11th May, 2011. He however, submitted an appeal against the said imposition of penalty of Censure and the same was

checked from the records and the position in this regard would be reported in next meeting of GB.	rejected by the Governing Body in its meeting held on 22.10.2012. The minutes of the said Governing Body meeting was however, circulated in January, 2013 and Dr. O.P. Murty was conveyed the decision of Governing Body regarding rejection of his appeal 12.06.2013. However, delay in conveying rejection of his appeal is highly regretted.
As regards the report of Dr. Sneh Bhargava Committee for determining works standards for faculty, it was intimated that the Ministry of Health and Family Welfare had examined the report in consultation with the autonomous institutions. The Ministry has already forwarded guidelines on the report vide letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013. This was being brought as separate agenda item (149/5) for discussion.	This item was discussed vide agenda item No.149/5 in the Governing Body meeting held on 19.07.2013.
It was also brought to the notice of Members that, a separate agenda item (149/11) was being placed before the Governing Body for consideration of the appeal of Ms. Sneh Lata, ex-ANS.	This item was discussed vide agenda item No.149/11 in the Governing Body meeting held on 19.07.2013.
With reference to the Amendment of Schedule II of AIIMS Regulation, 1999, it was reported that as per suggestion of Smt. Sushma Swaraj, the decision of the last meeting of the Governing Body was implemented placing the erstwhile Group "D" employees under the jurisdiction of the authorities meant for Group "C", on their becoming Group "C" under the 6th CPC recommendations in respect of all relevant service matters.	Nothing to report
As regards the representations of three faculty members of the Deptt. of CTVS concerning their seniority, it was informed that a Committee headed by former Secretary Sh. P.K. Pradhan was set	This item was discussed vide agenda item No.149/6 in the Governing Body meeting

up by the Governing Body. The Committee had submitted its report and the same was being placed as an agenda item No.GB-149/6. Sh. Sundeep Nayak observed that the action taken report referred to only those decisions which were taken in the preceding meeting. He suggested that there should be a mechanism for tracking decisions of the previous GB meetings which had remained unattended. Smt. Sushma Swaraj also agreed with this observation and said that from the next meeting a report on previous decisions which were yet to be implemented should be placed before the GB along with reasons for non-implementation and status thereof. With above observations the action taken report was approved.	held on 19.07.2013. An agenda item to this effect is being placed in this meeting as an agenda vide item No.GB-150/15.
<u>Item No.GB-149/3</u> **To approve the recommendations of the Standing Selection Committee based on the meetings held from 12th to 14th April, 2013 and from 18th to 20th April, 2013 under the Assessment Promotion Scheme (APS) at the AIIMS, New Delhi.** ---------- Before the agenda item GB-149/3 was taken up for consideration, the Member Secretary, with the permission of Chairman, requested all officers and staff, except the Members of the Governing Body, to leave the meeting room. The agenda item was then taken up and discussed only in the presence of Members of Governing Body. The minutes containing the recommendations of the Standing Selection Committee (SSC) were removed from sealed covers and copies of the minutes were given to each Member of GB for perusal and discussion. The Member	

Secretary then informed the Members about the procedures followed with regard to evaluation of candidates eligible in 2011 and 2012 under Assessment Promotion Scheme including the guidelines as approved by IB in 1997. The interviews were conducted from 12th to 14th April, 2013 and from 18th to 20th April, 2013. Two external experts from each discipline(assisted the Standing Selection Committee in determining the suitability of candidates for promotion under Assessment Promotion Scheme. Director also mentioned about the guidelines as approved by IB in 1997 which were followed strictly in this APS. Besides subject experts giving grades (fit/unfit), members of SSC also assessed candidates and gave them grades (fit/unfit). Director, then, requested the Chairman of the Standing Selection Committee, Dr. R.A. Badwe, to give his remarks and also to present the recommendations of SSC before the Governing Body. The summary of recommendations is as follows:

	Recommended	Not Recommended	Total
Level II to III (Associate Professor to Additional Professor) for the batch eligible on **01.07.2011**	10	02	12
Level III to IV (Additional Professor to Professor) for the batch eligible on **01.07.2011**	39	03	42
Level II to III (Associate Professor to Additional Professor) for the batch eligible on **01.07.2012**	61	05	66
Level III to IV (Additional Professor to Professor) for the batch eligible on **01.07.2012**	29	07	36
Total	139	17	156*

*Out of a total of 158 candidates, two candidates, namely, Dr. O.P. Murty, Additional Professor of Forensic Medicine and Dr. Madhu Vajpayee,

Additional Professor of Microbiology did not appear for the interview for promotion to the grade of Professors for the batch of 01.07.2012 and were not considered in-absentia for promotion under Assessment Promotion Scheme (APS) by the SSC. This was followed by a detailed discussion in which the Members such as Smt. Sushma Swaraj and Shri Motilal Vora participated. After detailed discussions, the recommendations of the SSC were accepted and approved by the Governing Body. In this context, a representation made by Dr. B.K. Khaitan, Additional Professor, Department of Dermatology, MIMS was also examined and discussed. Both, Chairman and Director, were of the view that there was no merit in the points made by Dr. Khaitan in his representation. Director also presented before the GB, the records of assessment (such as fit/unfit) made by the subject experts as well as the members of SSC in case of Dr. Khaitan. He added that the selection process was as per guidelines and the subject experts, one from Lady Hardinge Medical College, New Delhi and the other from JIPMER, Puducherry, were eminent Professors in the field of Dermatology and they had made their independent assessment of the candidate. Director further added that these two professors had also served as domain experts in 2010 during the interview of Dr Khaitan for his promotion from Associate Professor level to Additional Professor level. The Members of GB expressed their satisfaction at the assessment of Dr. Khaitan by the SSC. The representation of Dr. Khaitan was found to be devoid of any merit and was accordingly disposed off. Director also took permission of Chairman of GB to issue promotion orders on 19/7/13 itself after the GB meeting and	Promotion letters to 139 faculty members for promotion under APS were issued vide office Memo No.F.11-1/2012-Estt.I dated 19.07.2013 Further, the Govt. of India, Ministry of Health and Family Welfare vide their letter No.V.16020/58/2013-ME-I dated 18th October, 2013 conveyed that the representations submitted by various faculty members who could not find place in the selected list of candidates recommended for promotion under Assessment Promotion Scheme in their respective higher grades, have been considered in the Ministry and it has been decided with the approval of the Secretary (Health) that these representations may be placed before the next meeting of the Governing Body. Accordingly, the said representations are being placed in this meeting of Governing Body as an agenda item No.GB-150/8.

this request of Director was kindly acceded to by Chairman of GB.	
Item No.GB-149/4 **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.** ---------- While discussing the Agenda Item 149/4, the Member Secretary informed that representations had been received from following faculty members who had availed three chances for promotion under A.P.S: 1. Dr. Krishna Dalal, Associate Professor of Biophysics 2. Dr. N.N. Sarkar, Associate Professor of Reproductive Biology 3. Dr. A.P. Bhalla, Assistant Professor of Anaesthesiology 4. Dr. Nepal Singh Raj, Assistant Professor of Clinical Phannacology 5. Dr. Nanaji Kaw, Assistant Professor of Psychiatry (NDDTC) Director briefed the Members about the Guidelines for Assessment Promotion Scheme and informed that three chances were available to a faculty member at each level to face the Selection Committee for promotion to the next higher grade. In the event a faculty member exhausted his/her first chance without promotion, he/she would be eligible for next chance after a gap of two years. During this intervening period of two years, he/she was expected to work towards improving performance. Even in the second chance if one does not get promoted, he/she would be eligible to get a third chance after a gap of three years. In the instant case, these faculty members had already exhausted all three chances and had been requesting for one more chance in relaxation of existing guidelines. He also	

mentioned about the recommendations of Dr. Sneh Bhargava Committee which suggested that three chances to appear before the Selection Committee for promotion should be conceded annually. DGHS stated that his views were similar to those of Director that three consecutive chances should be given in three years. Smt. Sushma Swaraj endorsed the views of the Director to the extent that the chances should be given annually and added that the individuals whose representations were under consideration, should be given one more (4th) chance in relaxation, and this 4th chance should not be linked to the recommendations of Dr. Sneh Bhargava Committee. At this point Chairman suggested that four annual chances should be given to all faculty members at each level in future, and, to this extent the Dr Sneh Bhargava Committee recommendations may be amended for acceptance. After detailed discussion on the representations of the faculty members and the relevant recommendations by Dr. Sneh Bhargava Committee forwarded by the Ministry, it was decided as follows: (i) Faculty members, whose representations were being considered by the Governing Body, would be given one more chance to appear before Standing Selection Committee. (ii) Henceforth, all faculty members would be eligible to avail of three consecutivechances to appear before the SSC in 3 years.	It is submitted that Dr. N.N. Sarkar has already retired from the service of the Institute on 30.04.2012. He was given the 4th chance as per the direction of the Hon'ble Central Administrative Tribunal. He was, however, again not found FIT by the Selection Committee for promotion. As such no more chance is admissible to him. Other four faculty members will be given one more chance in the next meeting of the SSC for consideration of their candidatures under APS for the batch of July 2013. Notified vide memo No.20-22/92-Estt.I dated 19.02.2014.
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 & Family Welfare, Government of India for adoption at the AIIMS, New Delhi.** ----------	

Dy. Director (Admn.) briefed the Members that a Committee headed by Dr. Sneh Bhargava, Ex-Director, AIIMS had been constituted by the Government and the Committee submitted its report to the Ministry of Health & Family Welfare. The Ministry of Health & Family Welfare circulated the recommendations of Dr. Sneh Bhargava Committee on work standards for faculty of autonomous Institutions of Medical Education on 15th May, 2013 after consultation with the various Institutions and suggested that these recommendations might be adopted by the respective Institutes. He added that these recommendations were related to allocation of faculty time for teaching, research and patient care; evaluation of faculty promotion under APS etc. Chairman informed that these guidelines had been implemented in PGIMER, Chandigarh. Smt. Sushma Swaraj suggested that these recommendations should be uniformly made applicable to all the three Institutions viz AIIMS, New Delhi; PGIMER, Chandigarh and JIPMER, Pondicherry. Participating in the debate, Dr. Badwe suggested that there should be some clear criteria for annual assessment. The Director informed that for selection to the post of Asstt. Professor or Assoc. Professor under the mode of direct recruitment, there was a grading system (A+, A, B+, B &C) to be awarded by the members of the Selection Committee and the experts and as per guideline of 1B, 1997 selected candidates on this basis were only appointed. He opined that if this system was also to be made applicable as per recommendations of Dr. Sneh Bhargava Committee for promotion to faculty posts under APS, the same ought to	

be circulated amongst the faculty members in order to make them aware of the guidelines after their knowledge about the benchmark of fitness, we may implement after its ratification in due course of time. Dr. K.K. Talwar expressed apprehension that despite a person being brilliant, he/she may not secure A^+ from all the members and the experts and hence may be rejected for promotion. He suggested that majority decision of the members of the Selection Committee should prevail for promotion of a candidate (as per IB decision of 1997 as mentioned by the Director). Dr Badwe, Director, TMH informed that in Tata Memorial Hospital, the promotion was on the basis of internal assessment as well as external assessment through selection committee while in AIIMS, New Delhi there was no such scheme of internal assessment and the internal assessment was synonymous with Annual Performance Report. Dr. Badwe suggested that the APR or ACR should be submitted before the Selection Committee and all the Heads of the Departments should be informed that they would invariably give grading to their subordinates and everyone should fill up one's self-appraisal. After detailed discussions recommendations for work standards for faculty as circulated vide MoHFW OM letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013 were approved with the only modification as decided under Item No.GB-149/4 (i.e. faculty members would be given 3 consecutive chances in 3 years for qualifying for promotion under APS). This decision will also be placed before IB for approval before initiating steps for its implementation.	This decision yet to be ratified by the Institute 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 had constituted a Committee consisting of Health Secretary, Director, AIIMS, New Delhi and Dr. S.P. Agarwal to examine facts/records on this issue and place their report before the Governing Body. The said report was placed for consideration. Initiating the discussion on the subject, Smt. Sushma Swaraj observed that the mandate of the Committee was to examine the facts/records with regard to issue of seniority of Additional Professors in the Department of CTVS and to place the report before the Committee. This Committee was not required to give any recommendations and therefore, the Committee had gone beyond its mandate by giving recommendations like the Rotation of Headship of Departments. Smt. Swaraj added that the Committee had clearly stated that grading of Dr. A.K. Bisoi, if the grading of experts were taken into consideration, was bit higher than that of Dr. U.K. Choudhary and Dr. S.K. Choudhary. However, the Committee observed that it was not an isolated case, but the Committee was not in a position to provide an explanation for the decision taken by the Standing Selection Committee in the year 2005. Smt. Swaraj concluded that Dr. A.K. Bisoi had a claim to seniority as per facts/records mentioned in the Committee report. Chairman observed that this was not the only isolated case and there were other cases where the sum of grades given by SSC members and the final outcome of the	

Standing Selection Committee did not match. Dr RC Deka, Director added that it appeared that the Standing Selection Committee, in this case, did not follow the guidelines approved by the Institute Body in 1997. He also submitted that in a direct selection only merit was counted in defining seniority at each level of selection.

The majority of Members present in the Governing Body meeting held the view that it would not be appropriate to sit in judgment over the decision of Standing Selection Committee taken 7-8 years ago.

Smt. Sushma Swaraj pointed out that the issue here is of correct fixation of seniority strictly in accordance with the binding policy decision of 1997. In this case, neither the merit list nor the seniority was ever formally published or confirmed by the Governing Body. The issue of seniority can be raised by any faculty at any point of time after the appointment. This is the usual practice followed everywhere in the Government Institutions and Departments. The Governing Body has followed this decision and correctly fixed the seniority in a similar case earlier. As such, there is no reason why the same should not be done in the present case.

Dr. Badwe observed that the issue of seniority of Professors could be addressed by introducing the system of Rotation of Headship. At this stage, Chairman desired to know the progress made by the Committee set up by the Governing Body under the Chahnianship of Dr. M. K. Bhan. It was reported to him that the Committee was yet to submit its recommendations. Chairman desired that the Committee should be asked to submit its report within one month.

Smt. Sushma Swaraj pointed out that the Rotation of Headship would also involve the question of placing Professors in the next higher grade. The Member Secretary informed the Members that earlier 25 % of sanctioned posts of Professors were operated in higher grade but it was raised by the Government upto 40 % after the 6th Pay Commission. He added that there was a lack of clarity about the pool of Professors from which 40% Professors could be placed in the next higher grade. Therefore, this matter had been referred to the Ministry for clarification. Chairman observed that at the time of implementing the scheme of Rotation of Headship, parameters like leadership, administrative and decision making qualities, besides academic performance should also be taken into account. He said that this issue would be further debated after the report of the Dr. Bhan Committee on the issues of Rotation of Headship at AIIMS, New Delhi was placed before the Governing Body in due course. It was accordingly decided not to make any changes nor to redefine seniority of the 3 Professors which was decided by then GB on the basis of the recommendations of SSC.	The decision of the Governing Body has been conveyed to all three faculty members vide OM No. F.13-2/73(2010)-Estt.I dated 12.11.2013.
<u>Item No.GB-149/7</u> **To consider the proposal for grant of Voluntary Retirement to Dr. B.K. Mohanti, Professor of Radiotherapy from the service of this Institute w.e.f. 21.02.2013 (A.N.) at the AIIMS, New Delhi.** ---------- Considered and Approved.	Noting to report.

Item No.GB-149/8 **To consider the proposal for grant of voluntary retirement to Dr. Vinod Raina, Professor & Head, Department of Medical Oncology from the service of this Institute w.e.f. 10.04.2013 (A.N.) at the AIIMS, New Delhi.** ---------- Considered and Approved.	Nothing to report.
Item No.GB-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.** ---------- Considered and Approved.	Nothing to report.
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 years to 40 years.** ---------- The Member Secretary briefed about the agenda item and informed the Members that one of the reasons for seeking age relaxation was that Senior Residents in Hospital Administration were mostly sponsored candidates from the States or various agencies. Such candidates put in a number of years of service before being sponsored for this course, as such when they apply for this course, they fail to meet the eligibility criterion of upper age limit. He further informed that generally the upper age limit for recruitment as Senior Residents was 33 years. Supporting the contention of the Director, Dr. K.K. Talwar said that the age limit in PGIMER, Chandigarh for Sr.	

Residents in Hospital Administration was 35 years and in this discipline mostly the sponsored candidates were being taken. Dr. K.K. Talwar added that the proposal of the Institute deserved to be approved. Shri Sundeep Nayak said that the normal candidates were difficult to find and only the sponsored candidates are recruited in this discipline, therefore, the upper age limit should also be enhanced in PGIMER, Chandigarh and JIPMER, Puducherry. Chairman said that if such a proposal was brought from other Institutes, the same would be considered. In view of above, the proposal to relax the upper age limit up to 40 years for recruitment as Senior Residents in Hospital Administration was approved. In response to the Member Secretary's suggestion regarding starting of a new course on MD in Hospital Management, it was advised that it should be examined by the Academic Committee first, and, thereafter by SFC before any view was taken.	Notification issued vide O.M. No.F.4-1/2012 (Acad.) dated 8.11.2013
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.** ---------- While considering the appeal of Ms. Sneh Lata, the Governing Body in its last meeting desired some additional information relating to remaining period of her service, exact period of her unauthorized absence and details of notices and warning issued to her. Accordingly additional information was placed before the GB under this agenda item DGHS expressed some reservations about the quantum of penalty imposed on Ms. Sneh Lata for the unauthorized absence for 14 days. Sh. S.K. Srivastava, AS &FA, observed that Medical Superintendent was a	

very important person in running the show in a hospital and his views should be taken into consideration. The Medical Superintendent, Dr. D.K. Sharma, who was present in the meeting, informed that Ms. Sneh Lata was posted in the Emergency/Casualty Department and disciplinary proceedings were initiated against her for unauthorized absence for 14 days. He further, added that her behavior in the casualty area was not in conformity with professional ethics adversely affecting patient care services. Dr. Sharma also informed that she did not vacate the hostel while all the nurses vacated premises and kept two rooms under her possession unauthorizedly. Further, during her unauthorized absence, she had kept the keys of the cupboard in her possession and it created problems in Emergency/Casualty area. Participating in the discussion, Dr. Badwe expressed the view that it was not a matter of mere 14 days unauthorized absence, but it was also a matter of her absence from Casualty which was more disturbing. He added that casualty was a sensitive area of patient care and every hour was important for saving lives. Therefore the period of her unauthorized absence for 14 days should not be compared with the absence of an ordinary civil servant as she was a professional nurse and the gravity of her misconduct was far more intense than that caused by the unauthorized absence of an ordinary civil servant.	
After detailed discussion, GB decided to reject the appeal of Ms. Sneh Lata, Ex. ANS.	The decision of the Governing Body has been conveyed to Ms. Sneh Lata, Ex-ANS vide office order No.17-35/89-Estt.(Hosp.) dated 14/11/2013.

Item No.GB-149/12 **Request for allotment of C-1 type residential accommodation in AIIMS Residential Complex — Dr. Shakti Kumar Gupta, Medical Superintendent Dr. R.P. Centre & HOD, Hospital Administration.** ---------- Director briefed the members about the genesis of the issue and the precedence quoted by Dr. Shakti Kumar Gupta for allotment of C-I type accommodation to him. He also informed that both Dr. D.K. Sharma and Dr. Shakti Kumar Gupta were appointed to the posts of Medical Superintendent on the same date. Dr. D.K. Sharma was appointed as Medical Superintendent in the Main Hospital while Dr. Shakti Kumar Gupta was appointed in Dr. R.P. Centre for Ophthalmic Sciences. He added that Dr. Shakti Kumar Gupta is also working as Head of the Deptt. of Hospital Administration and is currently also functioning as Medical Superintendent for Jhajjar campus at Badsha. Chairman sought the views from Dr. K.K. Talwar as to what was the status of Medical Superintendent in PGIMIR, Chandigarh. Dr. K.K. Talwar informed that there was a post of Medical Superintendent in existence in PGIMER, Chandigarh. Smt. Sushma Swaraj was of the view that if there was a proposal from the Institute to allot C-I type accommodation to Dr. Shakti Kumar Gupta being one of the two Medical Superintendents, he should be allotted the same, and accordingly GB approved the proposal.	Consequent upon the representation of Faculty Association an agenda item for review is being placed before Governing Body.
Item No.GB-149/13 **To consider the minutes of the Academic Committee meeting held on 04.09.2012 at AIIMS, New Delhi.**	

Noted.	Nothing to report
Item No.GB-149/14 **To consider the minutes of 137th meeting of the Standing Estate Committee held on 15th February, 2013 at AIIMS, New Delhi.**	
Noted.	Nothing to report
Item No.GB-149/15 **To consider the proposal regarding construction of private ward at AIIMS, New Delhi.**	
Briefing about the agenda item Director informed the Members that earlier there was a proposal for demolishing the Private Ward located in rather a new building which was popular as "Old Private Ward". In the meantime, many Hon'ble Members of Parliament represented that the Old Private Ward should not be demolished as it would cause lots of problems in VIP treatment and accordingly the demolition exercise was postponed. Later on, it was felt that the "New Private Ward", which was transformed from Nurses Hostel, was located in a relatively old building which was proposed to be demolished and the Governing Body in its last meeting desired that possibility of demolition of new private ward should be explored. Director also informed that the existing New Private Ward block, which was situated in an old building, was comprising of private wards, Geriatrics Ward, Wards & OPDs of the Deptt. of Pulmonary Medicine & Sleep Disorders, kitchen services, Railway Reservation Counter, Central Admission Office, etc. In view of this a new proposal was brought for construction of a stand alone building adjacent to the "New Private Ward" building. The Director informed that a detailed proposal would be	Detailed proposal was taken up in the 138th meeting of Estate Committee held on 5.11.2013 and was approved. The building plans of the proposed blocks had been submitted to NDMC in August 2013. The same has been approved by DFS and DUAC. Receipt of formal approval from NDMC is awaited.

first placed before Estate Committee and then brought before SFC and GB for consideration and approval. The agenda item was accordingly approved.	
Item No.GB-149/16 **To consider enhancing the monetary value of the penalties up to 7-8 lakhs for discontinuing PG course at AIIMS, New Delhi.** ---------- Director briefed that the there were instances in the Institute that the students admitted to PG Courses had left the course in the middle or immediately after their admission thereby not only depriving other candidates of admission but also causing the Institute to suffer monetary loss and run the course with vacant seats for some considerable time. For this purpose, a nominal penalty of Rs.50,000/- for abandoning the course before one year and Rs.1 Lakh for abandoning the course after one year was being imposed. In order to stop the candidates from leaving the course midstream, the proposal for enhancement of penalty was brought before GB after it was approved by the Academic Committee. Participating in the discussion, Dr. K.K. Talwar stated that sometimes the candidates were constrained to leave the course for genuine reasons and advised that enhancement of such penalty should not be harsh on students. After detailed discussion, it was decided by GB that a penalty of Rs. 1 lakh should be imposed on PG students leaving within six months and a penalty of Rs. 5 lakh on those leaving after 6 months.	Notification issued vide O.M. No.F.4-1/2012 Acad. dated 14.11.2013
Item No.GB-149/17 **To discuss the modalities of Inter-Institutional Biodesign Centre between three Institutes i.e. AIIMS, New Delhi; IIT Delhi and THSTI, Faridabad.**	The decision of the Governing Body has been sent to Secretary, D.B.T. vide letter no.F.12-11/2012-RCT dated 08.11.2013

Considered and Approved.	for further necessary action.
Item No.GB-149/18 **To consider the proposal for initiating minor penalty proceedings against Dr. O.P. Murty, Additional Professor of Forensic Medicine, AIIMS, New Delhi in the light of the recommendations of Medical Council of India.** GB was informed that the proposal under consideration was brought on the recommendation of the Medical Council of India for imposition of penalty of "Censure" on Dr. O.P. Murty, Additional Professor of Forensic Medicine for his misrepresentation as Professor of Forensic Medicine to MCI. Director pointed out that the penalty of "Censure" had been imposed on Dr. Murty on an earlier occasion for his unauthorized absence from AIIMS, New Delhi. Governing Body after discussion accepted the recommendation of MCI and imposed the penalty of "Censure" on Dr. O.P. Murty, Additional Professor of Forensic Medicine.	The penalty of 'censure' as per decision of the Governing Body has been imposed on Dr. O.P. Murty vide order No.F.6-20/92-Estt.I dated 07.08.2013.
Item No.GB-149/19 **Vigilance Case regarding imposition of penalty — ratification thereof (Confidential).** The President, AIIMS, being also Chairman of Governing Body (which is Disciplinary Authority in this case for imposition of major penalty), considered the case of Shri S.S. Bhaduria, Stores, Officer, C.N. Centre, AIIMS regarding imposition of a penalty on the conclusion of disciplinary proceedings initiated against him under Rule 14 CCS (CCA) Rules, 1965 and approved the penalty of	

compulsory retirement along with withdrawal of 50% of his pension for a period of two years. The President, AIIMS also advised that the said case should be placed before the Governing Body for ratification. Accordingly, a proposal to this effect was placed before the Governing Body. Various queries were raised by the Members of the Governing Body in the matter and Shri Sanjiv Chaturvedi, Dy. Secretary & Chief Vigilance Officer and the Director, AIIMS clarified the issues. The present status of the case in the CBI Court; where charges have been framed against Shri S.S. Bhaduria along with the other accused, was also intimated. In the detailed discussion various options were explored by the Members of the Governing Body. The proposal put up before the Governing Body, as mentioned above, was compulsory retirement along with withdrawing of 50% of his pension for a period of two years. But after detailed discussion, a consensus emerged that ends of justice would be met in this case, if along with compulsory retirement 50% of pension is withdrawn for a period of five years. Accordingly, the said proposal was approved by the Governing Body imposing the penalty of compulsory retirement along with withdrawing of 50% pension for a period of 5 years on Shri S.S. Bhaduria, Store Officer, C.N. Centre.	Necessary orders regarding imposition of penalty of "Compulsory Retirement" on Shri S.S. Bhaduria, Stores Officer and withdrawal of 50% of his pension for period of five years has been issued vide order dated 26.7.2013.
Item No.GB-149/20 **To consider mechanism for monitoring the court cases at AIIMS, New Delhi.** ---------- This item was placed on table in pursuance of directions of Ministry of H&FW vide their letter No.C-18018/6/2013-ME-I dated 15th July, 2013. The details of the court cases pending in the different courts as on 15/7/2013 were presented before the GB. A total of 177 such	The following actions have been taken for having the close watch over the court cases by the Legal Cell, AIIMS: (i)Weekly meetings with the all sections/centers Sr. Administrative Officer/Admn. Officer/Asstt. Admn.

cases were pending as on 15/7/2013. The GB was also informed about mechanism for monitoring such court cases. The information provided by the Institute was noted by GB regular follow up and reporting was advised.	Officer with their dealing hands is being held under the Chairmanship of Dy. Secretary. (ii) Weekly meetings with the concerned advocates along with concerned Admn. Officer and dealing Assistants are held. (iii) Weekly reports from the concerned sections where dealing the court cases being called every Monday to watch over the current status of pending court cases of the Institute. (iv) Recently, a legal software has been developed by the Computer Facility of AIIMS where the complete status of all the pending court cases is available.

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/3

To consider Minutes of the 203rd Meeting of the Standing Finance Committee held on 22nd August, 2013 in the Committee Room 1st Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

GB-150/3

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Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

F.No. 4-1/2013-Genl.

Ansari Nagar, New Delhi-29
Dated: 19.10.2013

MEMORANDUM

Subject:- **Final Minutes of the 203rd Meeting of the Standing Finance Committee held on 22nd August, 2013 at 3:00 P.M. in the Committee Room, 1st Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.**

Minutes of the Standing Finance Committee meeting held on 22nd August, 2013 at 3:00 P.M. in the Committee Room, 1st Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi duly approved by the Chairman were circulated to all the Members of the Standing Finance Committee vide No.4-1/2013-Genl. dated 10.09.2013 inviting observations, if any, within **two weeks** from the date of issue of the memo.

Final minutes as approved by Chairman after incorporating an observation on ***Item No.203/12*** received from Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi are being circulated with the approval of the Chairman, Standing Finance Committee, AIIMS for kind perusal and record.

(PROF. M.C. MISHRA)
DIRECTOR &
MEMBER SECRETARY

Encl. As above

The Chairman and all the
Members of the Standing Finance Committee.

MINUTES OF THE 203RD MEETING OF THE STANDING FINANCE COMMITTEE HELD ON 22ND AUGUST, 2013 AT 03.00 P.M. IN THE MINISTRY OF HEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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The 203rd meeting of the Standing Finance Committee was held on 22nd August, 2013 at 03.00 p.m. in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi, meeting was attended by the following:-

1) Shri Keshav N. Desiraju -- Chairman
Secretary to the Government of India,
Department of Health & Family Welfare,
Nirman Bhawan,
New Delhi

2) Dr. Jagdish Prasad -- Member
Direcor General of Health Services,
Government of India,
Directorate General of Health Services,
Nirman Bhawan,
New Delhi

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

4) Shri S.K. Srivastava -- Member
Addl. Secretary & Financial Adviser,
Government of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi

5) Dr. R.C. Deka, -- Member-Secretary
Director & Chief Executive Officer
All India Institute of Medical Sciences,
Ansari Nagar,
New Delhi

Shri Motilal Vora, Member of Parliament (Rajya Sabha); Shri Ashok Thakur, Secretary to the Govt. of India, Deptt. of Higher Education and Prof. Dinesh Singh, Vice-Chancellor, Delhi University could not attend the meeting.

Shri S.K. Nayak, Joint Secretary, Ministry of Health and Family Welfare attended the meeting as a special invitee.

Dr. Rajendra S Shukla, Dy. Director (Admn.) and Shri Sandeep Lall, Sr. Financial Adviser, Dr. D.K. Sharma, Medical Superintendent and Dr. Rakesh Yadav, officiating Dean (Academic) also attended the meeting.

Director, AIIMS & Member-Secretary of the SFC welcomed the Health Secretary, the Chairman of SFC and Shri S.K. Srivastava, AS&FA, who were attending the meeting of the SFC for the first time. He also extended his warm welcome to other members of the SFC, besides welcoming Shri Sundeep Kumar Nayak, who was also attending the meeting as Special Invitee for the first time.

Initiating the proceedings of the meeting, Director & Member-Secretary expressed his gratitude to the Health Secretary for holding the 203rd meeting of the Standing Finance Committee since the last meeting of the SFC was held about a year ago under the Chairmanship of Shri P.K. Pradhan. He added that after superannuation of Shri Pradhan, the nomination of new Health Secretary as Chairperson of SFC took some time and he was finally nominated by the President in May 2013. Meanwhile, the meeting of IB and GB were held on 15th May and 19th July 2013 respectively. Thereafter, the Chairperson of SFC was approached for giving his convenience for the meeting of SFC and the 22nd of August was given as the date for 203rd meeting of SFC under the Chairmanship of Sh. Desiraju. Therefore, there was not much delay in holding the meeting. Director also mentioned that under the Charimanship of Shri P.K. Pradhan there were 2-3 meetings of the SFC and during the tenure of Ms. Sujatha K. Rao also 3 meetings of the SFC were held.

On a query from the Health Secretary about the frequency of the meetings of the SFC, it was informed that the SFC should generally meet thrice a year. Health Secretary suggested that the SFC should meet once in every four months while Shri Sundeep K. Nayak suggested that it should meet every quarter. Director proposed that the next meeting of the SFC could be held towards the end of September, 2013. The Health Secretary agreed to it. With the permission of

the Chair, the Director requested Dr. R.S. Shukla to take up agenda for discussion and accordingly the agenda items were taken up for discussion as follows:-

ITEM NO.SFC-203/1

CONFIRMATION OF THE MINUTES OF 202ND MEETING OF THE STANDING FINANCE COMMITTEE OF AIIMS HELD ON 18.09.2012 IN THE MINISTRY OF HEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

The Standing Finance Committee (SFC) noted that the minutes of the 202nd meeting of the SFC had been circulated on 08.10.2012, and no observations had been received. The minutes were accordingly confirmed.

ITEM NO.SFC-203/2

ACTION TAKEN ON THE MINUTES OF 202ND MEETING OF THE STANDING FINANCE COMMITTEE OF AIIMS HELD HELD ON 18.09.2012 IN THE MINISTRY OF HEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

Dr. R.S. Shukla informed that the revised action taken note was available on pages from 145 to 163 of the agenda.

As regards the promotion of faculty members under Assessment Promotion Scheme, it was informed that 156 candidates eligible in the year 2011 and 2012 were assessed by the Standing Selection Committee in April 2013, and the recommendations of SFC were placed before the GB on 19th July 2013. The GB accepted the recommendations of the SFC and approved the promotion of 139 candidates to the next higher level. 17 candidates were not promoted whereas 2 candidates did not appear before the SSC. It was also informed that 148 posts of Assistant Professor (including posts of Lecturer in Nursing) had been advertised and 1800 applications had been received.

The Director informed that in the backdrop of the recent judgment of the Hon'ble Court, a note was submitted to the President, AIIMS seeking clarification as to what should be done. Shri Sundeep Nayak observed that the Institute had written the note to the President,

AIIMS and not to the Ministry. The Health Secretary said that the Ministry would expedite its opinion on the issue, but added that processing of application should continue.

With regard to 37 posts of Professors, Sh. Sundeep Nayak informed that the Report of the Committee headed by Shri P.K. Pradhan had been received in the Ministry and the same was under consideration.

As regards generic medicine outlet to be set up by HLL, it was reported by the Dy. Director (Admn.) that there had been reduction in cost from Rs.2.62 crore to Rs.1.74 crore and this reduction was on staff component. He informed that this revised cost had already been approved by the then Health Secretary in October 2012 and an MoU had been signed with HLL. He hoped that the outlet would be completed by the end of September, 2013. DGHS wanted to know whether the HLL would be providing generic medicines free of cost or it would sell such medicines to patients. Dy. Director (Admn.) clarified that the generic medicines would be provided to the patients free of cost and the cost of the medicines would be borne by the Institute.

As regards the re-structuring of the Photographic cadre, it was informed that the decision of the SFC could not be implemented due to some observations of the Prof. Incharge, CMET. It was decided that the decision of the SFC should be implemented.

As regards construction of New Private Ward, it was informed that the issue was also considered by the Governing Body on 19.07.2013 and an alternate site had been approved. It was also informed that a detailed proposal with estimated cost would be placed before Estate Committee, Standing Finance Committee and the Governing Body in due course.

With reference to payment of pension and pensionary beneits through SBI, it was reported by the Sr. Financial Advisor that the SBI agreed to make the arrangements free of cost for one year. The Institute has requested SBI to do it for 5 years, but, no reply had been received from them. Shri Sundeep Nayak wanted to know the quantum of funds since there was a commercial angle involved and further added that there was a tough competition amongst the bank managers for securing such funds. Health Secretary and Chairperson suggested that the Institute should go to other banks like Bank of Baroda etc. if the SBI was not willing to do it free of charge.

With regard to Cash Card Facility, it was reported that currently the facility was operative in CN Centres on pilot basis and the same would be extended to other areas of the C.N. Centre before extending it to other centres.

While discussing action taken note regarding the procurement of Biplane Digital Subtraction Angiography (DSA) for the Deptt. of Neuro-Radiology, the Health Secretary & Chairperson expressed his concern at the time taken for procurement of the equipment and its installation and wanted to know whether it was a typical time-frame for such procurements. The Chief Procurement Officer, informed that 12 -14 months time was required to complete the process of global tendering. Health Secretary instructed that the Institute should invariably adhere to the schedule of 12 to 14 months for procurement and installation of the equipment. Shri Sundeep Nayak suggested that for fair competition the Institute should adopt a standard methodology right from drafting of specifications to floating of tenders for all such equipments.

Director informed that the Institute constitutes specification committees with experts from the DGHS and other Institutions besides including the experts from the AIIMS. There is a Store Purchase Committee which oversees the entire process of tendering, evaluation and final recommendations. The Chief Procrement Officer and his team assist the SPC in carrying out their work in accordance with procurement guidelines.

As regards creation of a post of Fire Safety Officer for JPNA Trauma Centre, it was informed that the matter was referred to the Ministry and the reply was awaited. Health Secretary drew the attention of Sh. Sundeep Nayak towards this issue for quick disposal of the matter.

Dr. S.P. Agarwal suggested that the Institute should ensure that the issue of permission to faculty for attending meetings/conferences should be taken up in a time bound manner as the meetings were of technical nature. With respect to visit of faculty abroad for attending scientific meetings, Shri Sundeep Nayak suggested that the Institute should ensure that no faculty member should go abroad without due permission & political and other clearances where-ever applicable, and a report on such visits should be submitted by faculty on their return. Director informed MEA and FCRA clearances were being obtained in respect of the visits of faculty members abroad.

In view of aforesaid deliberations and additional information, the action taken note was accepted.

ITEM NO.SFC-203/3

PROPOSAL FOR PROCUREMENT OF NEW CT EQUIMENT WITH BUY-BACK OF THE EXISTING DUAL SOURCE CT EQUIPMENT FOR THE DEPARTMENT OF CARDIAC RADIOLOGY, CN CENTRE.

The proposal was discussed in detail and the same was approved with the observation that existing specifications for the equipment will be updated and procurement made following global tendering process at an estimated cost of Rs. 12 crores. However, the proposal for sanction of addition manpower (two Radiographers and one attendant) was not acceded to and it was decided that they should be brought before SFC as a separate item in the next meeting of SFC alongwith similar proposals for the creation of posts.

ITEM NO.SFC-203/4

PROPOSAL FOR CREATION OF VARIOUS 58 POSTS FOR THE CRHS PROJECT, BALLABHGARH.

Deferred

ITEM NO.SFC-203/5

PROPOSAL FOR CREATION OF 6 POSTS OF ASSISTANT DIETICIANS, 6 POSTS OF DIETICIANS & 3 POSTS OF SENIOR DIETICIANS FOR AIIMS MAIN HOSPITAL, DEPARTMENT OF DIETETICS.

Deferred

ITEM NO.SFC-203/6

PROPOSAL FOR CREATION OF TWO POSTS OF LDC AND TWO POSTS OF DATA ENTRY OPERATOR FOR THE DEPARTMENT OF HAEMATOLOGY AT AIIMS, NEW DELHI.

Deferred

ITEM NO.SFC-203/7

PROPOSALS FOR (1) CREATION OF 11 ADDITIONAL POSTS OF SR. RESIDENTS (NON-ACADEMIC) IN HOSPITAL ADMINISTRATION AND (2) CREATION OF 20 ADDITIONAL POSTS OF SR. RESIDENT (NON-ACADEMIC) IN THE DEPARTMENT OF ANAESHTHESIOLOGY, DR. BRA-IRCH AT AIIMS, NDW DELHI.

Deferred

ITEM NO.SFC-203/8

ACTION TAKEN REPORT WITH REGARD TO ITEM NO.SFC-200/4

The Action Taken report was considered and accepted.

ITEM NO.SFC-203/9

TO CONSIDER THE PROPOSAL FOR CREATION OF VARIOUS POSTS FOR THE DEPARTMENT OF NEPHROLOGY AT AIIMS, NEW DELHI.

Deferred

ITEM NO.SFC-203/10

TO CONSIDER THE PROPOSAL FOR ANNUAL PLAN, INCURRING THE EXPENDITURE UNDER PLAN AND NON-PLAN HEAD FOR THE FINANCIAL YEAR 2013-14.

The proposal relating to Plan and Non Plan allocation for the year 2013-14 was approved. The Committee further desired that Revised Estimate for the year 2013-14 and Budget Estimate for the year 2014-15 may be placed before the SFC in its next meeting.

ITEM NO.SFC-203/11

1) TO CONSIDER THE PROPOSAL FOR REIMBURSEMENT ON ACCOUNT OF PURCHASE OF UNIFORM BY THE STAFF OF GROUP 'C' INCLUDING ERSTWHILE GROUP 'D' IN LIEU OF ISSUE OF UNIFORM FROM AIIMS, NEW DELHI.

2) TO CONSIDER THE PROPOSAL FOR REIMBURSEMENT ON ACCOUNT OF PURCHASE OF LIVERY ITEMS WITH STITCHING CHARGES IN RESPECT OF LAST SIX SEASONS (WINTER AND SUMMER) OF THE YEARS 2011, 2012 AND 2013 AT THE AIIMS, NEW DELHI.

Shri S.K. Srivastava, AS &FA suggested that the proposal should be first examined and concurred by the Finance Division of the Insitute and thereafter placed before the SFC in the next meeting.

ITEM NO.SFC-203/12

PROPOSAL FOR REVISION OF PACKAGE CHARGES FOR VARIOUS CARDIAC SURGERIES/PROCEDURES FOR PRIVATE WARD AT C.T. CENTRE.

Dr. Balram Airan, Chief of C.T. Centre briefed the members about the revision of package charges for various procedures/surgeries being proposed. The proposal was discussed and approved.

Shri Sundeep Nayak, Joint Secretary desired to know the basis of the costing of services not only at C.T. Centre but at the other facilities of AIIMS, New Delhi. He explained that the actual cost of providing the services, not necessarily the costing of services, should be determined in a scientific manner by relevant professionals. Sh. R..S. Shukla, DDA informed that no systematic costing of services had been carried out at AIIMS in the past. Shri Nayak's suggestion of engaging a professional agency to determine cost of providing various services at AIIMS, New Delhi was accepted by the SFC. The AIIMS, New Delhi will accordingly engage an agency with specific terms and conditions and carry out the task of determination of cost of providing various services at AIIMS, New Delhi under the supervisioin of Sr. Financial Advisor.

ITEM NO.SFC-203/13

CONSTRUCTION OF OPD AT BADSHA JHAJJAR – RATIFICATION OF THE DEVIATED COST OF ENGINEERING WORKS.

The proposal was discussed indetail and ratified by the SFC.

ITEM NO.SFC-203/14

PROPOSAL FOR REPLACEMENT OF OLD 6 SLICE CT SCAN WITH A NEW MULTI-DETECTOR CT SCAN (STATE-OR-ART SYSTEM) ON BUY-BACK BASIS FOR NEUROSCIENCES CENTRE, AIIMS.

Dr. N.K. Mishra, Head of the Deptt. of Neuro-Radiology explained the proposal for procurement of the CT Scanner. He described the merits of the equipment comparaed to the existing one, with regard to its efficacy, reduction in radiation, technological advancement, etc. The Director informed that the justification was similar to that for procurement of CT equipment for the Deptt. of Cardiac Rdiology.

The proposal was approved with the stipulation that the equipment would be installed and made operational within 12-14 months.

ITEM NO.SFC-203/15

TO CONSIDER THE PROPOSAL FOR ENHANCEMENT OF CONVEYANCE ALLOWANCE OF PART TIME SOCIAL GUIDE (PTSG) FROM Rs.2000/- PER MONTH TO Rs.4000/- PER MONTH.

The proposal was explained by Dr. D.K. Sharma to the members of the SFC. After detailed discussion the proposal was approved with the following stipulations:-

(1) Dr. D.K. Sharma, Medical Superintendent will prepare details of duties and responsibilities of P.T.S.G. and display them at prominent places for the information of the general public.

(2) Dr. D.K. Sharma will also arrange for some kinds of badges or identify tags to be worn by PTSG while on duty.

The offer of Dr. S.P. Aggarwal to provide some gear (aprons, caps etc.) to PTSG was accepted by the SFC.

ITEM NO.SFC-203/16

TO CONSIDER THE PROPOSAL FOR REVISION OF RATES FOR RATE OF HONORARIUM TO INQUIRY OFFICERS (IO) AND PRESENTING OFFICERS (PO) FOR CONDUCTING DEPARTMENTAL PROCEEDINGS, IN TERMS OF INSTRUCTIONS ISSUED BY DEPARTMENT OF PERSONNEL & TRAINING, MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS, GOVT. OF INDIA.

The proposal was considered and approved.

ITEM NO.SFC-203/17

INCOME TAX ON LEAVE SALARY (EARNED LEAVE ENCASHMENT)

AS & FA observed that this matter could not be considerd by SFC. He suggested that the Institute should write to the Ministry and the MoHFW, in turn, would take it up with the Department of Revenue under the Ministry of Finance, Govt. of India.

ITEM NO.SFC203/18

TO CONSIDER THE PROPOSAL TO START FELLOWSHIP PROGRAMME AND CREATION OF 2 FELLOWSHIPS IN THE DEPARTMENT OF CARDIAC RADIOLOGY AT AIIMS, NEW DELHI.

Health Secretary & Chairman of SFC observed that the proposal should be examined by the Finance Division of the Institute and then placed in the next meeting of the SFC.

ITEM NO.SFC-203/19

TO CONSIDER THE PROPOSAL TO START FELLOWSHIP PROGRAMME AND CREATION OF 2 FELLOWSHIPS IN FETAL MEDICINE DEPARTMENT OF OBST. & GYNAECOLOGY AT AIIMS, NEW DELHI.

Health Secretary & Chairman of SFC observed that the proposal should be examined by the Finance Division of the Institute and then placed in the next meeting of the SFC.

ITEM NO.SFC-203/20

TO CONSIDER THE PROPOSAL FOR UPGRADATION OF EYE BANKING AND CORNEAL TRANSPLANTATION FACILITIES AND SERVICES AT NATIONAL EYE BANK, DR. R.P. CENTRE FOR OPHTHALMIC SCIENCES.

Deferred

ITEM NO.SFC-203/21

PROPOSAL FOR CREATION OF VARIOUS POSTS RELATED TO HINDI SECTION IN AIIMS AND FOR ITS VARIOUS CENTRES.

The proposal was discussed and approved.

ITEM NO.SFC-203/22

CREATION OF TWO POSTS OF SR. RESIDENT IN ANAESTHESIOLOGY, DR. R.P. CENTRE, AIIMS.

Deferred

ITEM NO.SFC-203/23

TO CONSIDER THE REPORT OF THE STAFF INSPECTION UNIT ON THE WORK MEASUREMENT STUDY FOR (ADMINISTRATION, FINANCE AND STORE WING) AT AIIMS, NEW DELHI.

The Report of the (SIU) Staff Inspection Unit, was taken note of and it was agreed that the report alongwith the proposals of the Institute should be referred by the Institute to the MOHFW for their approval.

ITEM NO.SFC-203/24

APPROVAL OF THE "MANUAL ON FINANCIAL MANAGEMENT OF AIIMS"

It was decided that the 'Manual on Financial Management of AIIMS' will be examined further by the Ministry before it is implemented.

ITEM NO.SFC-203/25

TO CONSIDER THE PROPOSAL FOR ACQUIRING 100 RESIDENTIAL APARTMENTS AT EAST KIDWAI NAGAR, NEW DELHI FROM NBCC (NATIONL BUILDING CONSTRUCTIONS COMPANY) ON LEASE BASIS FOR A PERIOD OF 30 YEARS FOR FCULTY ACCOMMODATION.

The proposal was discussed and it was decided that the Institute need not apply in response to the advertisement of NBCC published in Times of India on 03.07.2013. It was suggested that AIIMS should try to get land from D.D.A./Ministry of Urban Development and construct new housing facilities out of its own resources.

ITEM NO.SFC-203/26

PROPOSAL FOR RE-CONSTRUCTION, REFURBISHING AND MODERNIZATION OF THE EXISTING 4 NOS. ORTHOPAEDIC OPERATION THEATRES INTO MODULAR O.T. COMPLEX.

Dr. P.P. Kotwal, Prof.& Head of the Deptt. of Orthopaedics briefed the SFC about the proposal for moderniazation of the Orthoapedics OTs of AIIMS, New Delhi at an estimated cost of Rs. 8 crores. Dr. Kotwal informed that there were 4 OTs in the Deptt. of Orthopaedics which were old and needed to be renovated to make them state-of the-art OTs. He added that under the present circumstances, 14 operations per day were being undertaken and with the advent of the modular OTs, the number of operations would increase.

The proposal was approved with stipulation that the modular OTs should be procuered installed and made functional within 18 months.

ITEM NO.SFC-203/27

ANY OTHER ITEM WITH THE PERMISSION OF THE CHAIR

Shri Sundeep Nayak pointed out that the course fees for Nursing and MBBS Courses at AIIMS, New Delhi were very low and they need revision.

Health Secretary & Chairperson SFC desired that modalities should be worked out to revise such course fees with the approval of Competent Authority.

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

Member-Secretary
Standing Finance Committee
AIIMS, New Delhi

Chairman
Standing Finance Committee
AIIMS, New Delhi

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/4

To consider Minutes of the 204th Meeting of the Standing Finance Committee held on 27th September, 2013 in the Committee Room 1st Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

GB-150/4

Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29

F.No. 4-2/2013-Genl.

Dated: 6 .DEC 2013

MEMORANDUM

Subject:- **Final Minutes of the 204th Meeting of the Standing Finance Committee held on 27th September, 2013 at 12:30 P.M. in the Committee Room, 1st Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.**

Minutes of the Standing Finance Committee meeting held on 27th September, 2013 at 12:30 P.M. in the Committee Room, 1st Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi duly approved by the Chairman were circulated to all the Members of the Standing Finance Committee vide No.4-2/2013-Genl. dated 05.11.2013 inviting observations, if any, within **two weeks** from the date of issue of the memo.

Since no observation on the minutes of Standing Finance Committee has been received from any member of Standing Finance Committee the minutes of the said Standing Finance Committee meeting as circulated vide No. 4-2/2013-Genl. dated 05.11.2013 have been treated as final and the same are being circulated with the approval of the Chairman, SFC for kind perusal and record.

5/12/13

(PROF. M.C. MISRA)
DIRECTOR &
MEMBER SECRETARY

Encl. As above

All the Members of Standing Finance Committee.

Copy to:

PS to Secretary, Ministry of Health and Family Welfare:- & Chairman SFC

With request to bring it to the notice of Chairman, SFC.

THROUGH SPECIAL MESSENGER
BY SPEED POST

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

F.No.4-2/2013-Genl.

Ansari Nagar, New Delhi-29
Dated: 5th November, 2013

MEMORANDUM

Subject: **Minutes of the 204th Meeting of the Standing Finance Committee held on 27th September, 2013 at 12:30 P.M. in the Committee Room 1st Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.**

Minutes of the Standing Finance Committee meeting held on 27th September, 2013 at 12:30 P.M. in the Committee Room, 1st Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi as approved by the Chairman of the Standing Finance Committee, are circulated to the Members of the Standing Finance Committee. Observations/comments, if any, may kindly be sent to the undersigned within two weeks from the date of issue of this Memorandum.

(PROF. M.C. MISRA)
DIRECTOR & MEMBER SECRETARY

Encl: As above.

Members of the Standing Finance Committee.

Copy to:

PS to Secretary Health and Family Welfare:- & Chairman SFC — with request to bring it to the notice of Chairman SFC.

MINUTES OF THE 204TH MEETING OF THE STANDING FINANCE COMMITTEE OF AIIMS, NEW DELHI HELD ON 27TH SEPTEMBER, 2013 AT 12.30 P.M. IN THE MINISTRY OF HEALTH & FAMILY WELFARE, IN COMMITTEE ROOM (FIRST FLOOR) NIRMAN BHAWAN, NEW DELHI.

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The 204th meeting of the Standing Finance Committee was held on 27th September, 2013 at 12.30 p.m. in the Ministry of Health & Family Welfare, in Committee Room (First Floor) Nirman Bhawan, New Delhi. The following attended the meeting:-

1) Shri Keshav N. Desiraju -- Chairman
Secretary to the Government of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi

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

3) Shri S.K. Srivastava -- Member
Addl. Secretary & Financial Adviser,
Government of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi

4) Dr. R.C. Deka, -- Member-Secretary
Director & Chief Executive Officer
All India Institute of Medical Sciences,
Ansari Nagar,
New Delhi

Shri Motilal Vora, Hon'ble Member of Parliament (Rajya Sabha); Shri Ashok Thakur, Secretary to the Govt. of India, Deptt. of Higher Education, Dr. Jagdish Prasad,

Member-Secretary **Chairman**

Director General of Health Services and Prof. Dinesh Singh, Vice-Chancellor, Delhi University could not attend the meeting.

Shri Sundeep Kumar Nayak, Jt. Secretary, MOHFW and Dr. D.K. Sharma, Medical Superintendent, AIIMS attended the meeting as special invitee.

Dr. Rajendra S Shukla, Dy. Director (Admn.), Shri Sandeep Lall, Sr. Financial Adviser, and Dr. Rakesh Yadav, Sub Dean (Acad.) AIIMS, New Delhi also attended the meeting.

Director, AIIMS & Member-Secretary of the SFC welcomed the Health Secretary as well as the eminent Members and the Special Invitees to the 204th meeting of the Standing Finance Committee.

Initiating the proceedings of the meeting, Director expressed his gratitude to the Health Secretary for holding this meeting of the Standing Finance Committee to dispose off the items deferred from the last meeting of the Standing Finance Committee held on 22nd August, 2013. He stated that amendments to the minutes of 203rd meeting have been received and would be incorporated.

With the permission of the Chair, the Member Secretary requested Dr. R.S. Shukla to place the agenda items which were taken up for discussion as follows:-

ITEM NO.SFC-204/1

TO CONSIDER THE PROPOSAL FOR REVISED ESTIMATES FOR THE YEAR 2013-14 AND THE BUDGET ESTIMATES FOR THE YEAR 2014-15 UNDER "PLAN", "NON-PLAN" AND "OVERSIGHT COMMITTEE".

Deputy Director (Administration) informed the Committee that the agenda item was being placed in pursuance of the decision of the SFC taken in its last meeting held on 22.08.2013. Thereafter, Sr. Financial Adviser presented details about Revised Estimate for 2013-14, and Budget Estimate for 2014-15 before the Committee.

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The proposals for Revised Estimate for the year 2013-14 and Budget Estimate for the year 2014-15 were discussed in detail.

The Committee noted that there was no additional requirement under Plan for the year 2013-14. However, under BE 2014-15, a requirement of Rs. 1336 crore was projected under Capital Assets. The Chairman desired to know the reason for a quantum jump in the requirement under Capital Assets. While replying, Sr. FA drew the attention of the Committee to Annex 'C' on page 8 of the Agenda, wherein the itemized breakup of Rs. 1336 crore was projected for the year 2014-15. After detailed discussion the Committee decided to recommend the projected requirement to the tune of Rs. 1000 crore in place of Rs. 1336 crore under Capital Assets for the year 2014-15 and allocations on individual schemes revised accordingly.

As regards non-plan, Sr. FA informed the Committee that there was a requirement of Rs. 80 crore (Rs. 65 crore for salary and Rs. 15 crore for general) in addition to Rs. 790 crore for the year 2013-14.

The Committee approved the RE for the year 2013-14 as proposed. As regards BE for 2014-15 an amount of Rs. 1343 crore was approved against the proposed amount of Rs. 1679 crore for the year 2014-15 (since requirement under Capital Assets was reduced from Rs. 1336 crore to Rs. 1000 crore).

ITEM NO.SFC-204/2

PROPOSAL FOR PROCUREMENT OF NEW CT EQUIPMENT WITH BUY-BACK OF THE EXISTING DUAL SOURCE CT EQUIPMENT FOR THE DEPARTMENT OF CARDIAC RADIOLOGY, CN CENTRE.

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ITEM NO.SFC-204/3

TO CONSIDER THE PROPOSAL FOR CREATION OF 58 POSTS IN VARIOUS CADRES FOR CRHS PROJECT, BALLABHGARH AT AIIMS, NEW DELHI.

ITEM NO.SFC-204/4

TO CONSIDER THE PROPOSAL FOR CREATION OF TWO POSTS OF LDC AND TWO POSTS OF DATA ENTRY OPERATOR FOR THE DEPARTMENT OF HAEMATOLOGY AT AIIMS, NEW DELHI.

ITEM NO.SFC-204/5

TO CONSIDER THE PROPOSAL FOR CREATION OF VARIOUS POSTS FOR THE DEPARTMENT OF NEPHROLOGY AT AIIMS, NEW DELHI.

ITEM NO.SFC-204/6

TO CONSIDER PROPOSAL FOR UPGRADATION OF EYE BANKING CORNEAL TRANSPLANTATION FACILITIES AND SERVICES AT NATIONAL EYE BANK, DR. R.P. CENTRE FOR OPHTHALMIC SCIENCES.

ITEM NO.SFC-204/7

TO CONSIDER THE PROPOSAL FOR CREATION OF STAFF FOR PROVIDING OPTIMUM SERVICES TO DEVELOPMENTALLY DISABLED CHILDREN FOR THE DEPTT. OF PAEDIATRICS AT AIIMS.

ITEM NO.SFC-204/8

TO CONSIDER THE PROPOSAL FOR CREATION OF 8 POSTS OF ASSISTANT DIETICIANS, 6 POSTS OF DIETICIANS AND 3 POSTS OF SENIOR DIETICIANS FOR AIIMS MAIN HOSPITAL, DEPTT. OF DIETETICS.

Member-Secretary

Chairman

ITEMNO.SFC-204/9

TO CONSIDER THE PROPOSAL FOR CREATION OF (1) 11 ADDITIONAL POSTS OF SR. RESIDENTS (NON-ACADEMIC) IN HOSPITAL ADMINISTRATION AND (2) 20 ADDITIONAL POSTS OF SR. RESIDENT (NON-ACADEMIC) IN THE DEPARTMENT OF ANAESTHESIOLOGY, DR. BRA-IRCH AT AIIMS, NEW DELHI.

ITEM NO.SFC-204/10

TO CONSIDER THE PROPOSAL FOR CREATION OF TWO POSTS OF SR. RESIDENTS IN THE DEPTT. OF ANAESTHESIOLOGY, DR. R.P. CENTRE, AIIMS.

ITEM NO.SFC-203/15

PROPOSAL FOR PROCUREMENT OF NEW DUAL ENERGY LINEAR ACCELERATOR WITH IGRT SYSTEM ALONG WITH BUYBACK OF THE EXISTING ELEKTA PRECISE (SL-20) LINEAR ACCELERATOR FOR THE DEPTT. OF RADIOTHERAPY, DR. BRA-IRCH CENTRE.

In view of the economy measures communicated vide No. 7(2)/E.Coord/2013 Ministry of Finance, Department of Expenditure dated 18th September, 2013, which imposed a total ban on creation of plan and non plan posts, the **agenda items No.SFC-204/2 to SFC-204/10 and item No. SFC-204/15** as mentioned above were withdrawn by the Member Secretary.

ITEM NO.SFC-204/11

TO CONSIDER THE PROPOSAL TO START FELLOWSHIP PROGRAMME AND CREATION OF 2 FELLOWSHIPS IN THE DEPARTMENT OF CARDIAC RADIOLOGY AT AIIMS, NEW DELHI.

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ITEM NO.SFC-204/12

TO CONSIDER THE PROPOSAL TO START FELLOWSHIP PROGRAMME AND CREATION OF 2 FELLOWSHIPS IN FETAL MEDICINE DEPARTMENT OF OBST. & GYNAECOLOGY AT AIIMS, NEW DELHI.

It was brought to the notice of the Committee that the two proposals for starting fellowship programmes had been proposed for the consideration of the SFC subject to the approval of the Academic Committee. It was informed in the meeting that these two proposals were placed before the Academic Committee in its last meeting held on 14th September, 2013 but the Academic Committee desired some clarifications and therefore did not approve the two proposals.

AS & FA suggested that Institute may consider starting regular MCH/DM-equivalent programmes in such departments (like Obst. & Gynaecology, Cardio-Radiology) rather than starting one year fellowships programmes.

After detailed discussion, the two agenda items were treated as withdrawn.

ITEM NO.SFC-204/13

1) **TO CONSIDER THE PROPOSAL FOR REIMBURSEMENT ON ACCOUNT OF PURCHASE OF UNIFORM BY THE STAFF OF GROUP "C" INCLUDING ERSTWHILE GROUP "D" IN LIEU OF ISSUE OF UNIFORM FROM AIIMS, NEW DELHI.**

2) **TO CONSIDER THE PROPOSAL FOR REIMBURSEMENT ON ACCOUNT OF PURCHASE OF LIVERY ITEMS WITH STITCHING CHARGES IN RESPECT OF LAST SIX SEASONS (WINTER AND SUMMER) OF THE YEARS 2011, 2012 AND 2013 AT THE AIIMS, NEW DELHI.**

Deputy Director (Administration) informed the Committee that this agenda item had been deferred in the last meeting of Standing Finance Committee held on 22nd August 2013 for want of concurrence from the Finance Division of the Institute, and added

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that the Senior Financial Advisor had since examined it and given his detailed comments. He then requested the Senior Financial Advisor to brief the Committee about the proposal.

The Senior Financial Advisor, Sh. Sandeep Lall, informed that he had collected information regarding the supply of livery items from various sources like DoPT orders, Safdarjung Hospital, New Delhi, PGIMER, Chandigarh, Delhi Government Hospitals, and compared them with the proposal given in the agenda items in respect of AIIMS, New Delhi.

He further informed that the DoPT orders for different items dated back to year 1990 and 1994 and the rates had not been revised since then. He also informed the Committee that the Delhi Government Hospitals and PGI, Chandigarh were providing cash payment to their employees in lieu of livery items whereas Safdarjung Hospital was providing livery items at the rates broadly in line with DoPT orders.

In reply to a query raised by the Chairman about the advantages of cash payments over procurement and supply of liveries, it was explained that procurement of livery items as per the DoPT guidelines was practically not possible as the livery items procured at the said rates were not found to be of satisfactory quality leading to resentment among employees. Further, the cost of material and commodities had gone up since early 1990s (when DoPT orders were issued) and therefore, supply of materials at those rates would mean supply of materials of inferior quality which employees of this Premiere Institute were not willing to accept. It was also informed that the previous efforts of the Institute at supplying livery items of good quality ran into trouble and are presently under investigation for non-compliance with general financial rules for procurement.

Director and Member-Secretary pointed out that due to complexity in the procurement of livery items, the same could not be supplied to the employees for last 3 years, i.e.; 2011, 2012 and 2013. This has resulted in widespread resentment among the employees. He said that in spite of increase in salaries and other allowances over the last 20 years, the Government orders about the rates and specifications in livery items had not been revised and

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therefore, it was leading to practical difficulties in procuring and supplying such items. Therefore, he argued that this proposal was brought for changing the prevailing system and approving a new mechanism of allowing cash payment on the reimbursement basis to the employees in lieu of the livery items. This mechanism, he added, would also do away with the procedural difficulties involved in the procurement of livery items and would also enable the employees to procure livery items on their own to their satisfaction.

Additional Secretary and Financial Advisor, Sh. S.K. Srivastava, agreed to the point raised by Director, AIIMS that it may not be feasible to supply livery items of acceptable quality to eligible employees as per the DoPT guidelines, which had not been revised for more than a decade.

In meeting it was pointed out that though PGIMER, Chandigarh was paying cash in lieu of livery items, it would be more appropriate to look at the amounts being paid in cash in lieu of livery items by the Government hospitals in Delhi under the control of Delhi Government. The attention of the Committee Members was drawn to the rates at which Delhi Government hospitals were paying cash to the employees, wherein the Group-C staff were being paid Rs 1000 per annum, the Group-D staff and Drivers were being paid at the rate of Rs. 2500 per annum. However, members agreed that AIIMS being an Institute of National Importance should get better treatment and suggested that it would be fair and reasonable if the cash payments on the reimbursement basis were made to AIIMS employees for the year 2013 and in following years as follows:

(i) Group C staff	Rs. 1500 per annum.
(ii) Group D staff	Rs. 2500 per annum.
(iii) Drivers	Rs. 2500 per annum.

(Proposed rates include stitching charges)

As done in case of Govt. of Delhi's Hospital it was decided that all categories of staff should be put into these three categories for the purpose of cash payments. It was

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Chairman

suggested that cash payments should be made incumbent on proof of purchase of livery items, and insisted that the eligible employees should wear them while on duty.

Senior Financial Advisor also brought it to the notice of the Committee that there was no provision for escalation of the rates as per DoPT guidelines but added that for want of a provision of escalation this matter would have to be brought before the Committee again in near future. After discussion it was agreed that an escalation of 5 % per annum should be allowed for a period of 5 years, which means that an amount of Rs. 1000 would become Rs. 1300 after 5 years and this escalation should be allowed to the employees without having to bring it before SFC again. It was also agreed that the categorization of staff should be done as per the categorization that prevailed prior to implementation of 6th Pay Commission recommendations.

Deputy Director (Administration) pointed out that employees had not been supplied livery items for the years 2011, 2012 and 2013 for no fault of theirs. Therefore, a decision should be taken about the cash payment for previous years as well. After discussion it was decided that the new rates of the cash payment (Rs. 1500 for erstwhile Group C employees, Rs. 2500 for erstwhile Group D employees as well as Drivers) would be made applicable from year 2013 and the payments for the years 2011 and 2012 would be made at rates in accordance with the DoPT guidelines (which is Rs. 1311 for Group C and Group D staff and Rs. 1584 for Drivers) on the basis of a self-certification in this regard.

Considering the fact that the employees had not been provided liveries for last 3 years it was discussed and decided that the approval of the Chairman of the Governing Body would be taken on the file based on the minutes of this meeting and the minutes would be subsequently placed before the Governing Body in its next meeting for ratifications.

To sum up, the following decisions were taken:

(1) A system of cash payment on reimbursement basis would be introduced in lieu of the supply of livery items to erstwhile Group C employees, erstwhile Group D employees and Drivers of the Institute.

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(2) The rates of the reimbursement would be Rs. 1500 for erstwhile Group C employees, Rs. 2500 for erstwhile Group D employees and Rs. 2500 for Drivers from the year 2013. The rates are inclusive of stitching charges.

(3) For the preceding 2 years i.e. 2011 and 2012, the rates of reimbursement would be as per the DoPT guidelines i.e. Rs. 1311 for erstwhile Group C and Group D staff and Rs. 1584 for Drivers on the basis of self-certification.

(4) The employees would be required to produce the proof of purchase of livery items and would also be required to wear them in their work places.

(5) The escalation of 5 % per annum would be applicable on the current rate for a period of 5 years without having to bring this before the SFC for further approval.

(6) The decision of SFC would be implemented after obtaining the approval of the Chairman of the GB on file. The minutes of the SFC would be placed before the GB in its next meeting for ratification.

ITEM NO.SFC-204/14

PROPOSAL FOR ALLOWING RETIRED EHS BENEFICIARIES AND SERVING ONES IN SPECIFIC SITUATIONS WHILE OUT OF STATION WITH OFFICIAL INTIMATION, TO AVAIL TREATMENT ANYWHERE IN CGHS EMPANELLED HOSPITALS OR OTHERWISE AND CLAIMING REIMBURSEMENT AS PER CGHS RATES.

Dr. D.K. Sharma, Medical Superintendent, briefed the Committee about the proposal. A Scheme called "Employee Health Scheme" has been in place since 1960 to cater to the health care needs of former & current employees of AIIMS, New Delhi and their dependents. He added that the problems were being faced by those current and former employees and their dependents who reside outside the AIIMS Campus as well as outside the NCR for getting treatment. As per the current practice, the employees (former and current) and their dependents have to rush to the AIIMS for every kind of treatment irrespective of the

Member-Secretary

Chairman

distance and gravity of their ailments and no reimbursement for getting treatment in their local areas, was being made to them. He, however, informed that in emergent cases, reimbursement in respect of the treatment being undergone by the employees and their dependents in other private hospitals, was being made to them. Therefore, the proposal under consideration was to put in place a system of reimbursement of the charges of treatment undertaken by the employees (current & former) and their dependents from private hospitals (CGHS approved and/or empanlled) in their local areas at the CGHS rates.

AS & FA opined that instead of reimbursement, the Institute should explore the possibility of insurance cover in respect of retired and serving employees and their dependents and the Institute should pay for their health insurance. Director informed that the Insurance would not cover the full cost of treatment. He also informed that this issue was also discussed in the Governing Body meeting and it was informed in that meeting that the Central Government had for its own employees, brought in the scheme of getting treatment from private hospitals identified or approved by the CGHS. He added that the proposed scheme would be applicable in respect of those doctors/employees who would be on tour on official duty for attending meetings, etc. as well as in respect of those employees who had been residing in localities outside NCR. He, however, was of the view that in case the suggestion of AS & FA for insurance cover was considered, the option of reimbursement should also be considered concurrently.

Dr. D.K. Sharma informed that in emergency cases, the employees of the Institute and/or their dependents had been getting treatment from the private hospitals and they were being reimbursed the charges of such treatment at rates applicable in private wards at AIIMS.

The Chairman said that AIIMS, New Delhi had its own rates for charging patient for services in private wards and therefore the CGHS rates should not be applied for reimbursement of treatment costs to AIIMS employees and their dependents.

After detailed discussion, it was decided that the Institute would allow reimbursement of treatment costs to its retired employees and their dependants at the rates

Member-Secretary **Chairman**

applicable in private wards of the Institute. As regards the serving employees, they would be reimbursed treatment costs in emergency situations only and at the same rate. It was also deicded that the Institue would explore the possibility of purchasing health insurance for its retired employees and their dependants. It was further decided that this matter would be placed before the Governing body for ratification before the same was implemented.

ITEM NO.SFC-204/16

ANY OTHER ITEM WITH THE PERMISSION OF THE CHAIR

Shri Sundeep K. Nayak, JS, MOHFW pointed out that there were some gaps in recording of the Minutes of the 203rd meeting of SFC. The Member Secretary stated that draft minutes would be shown to AS&FA and JS before submitting to the Chairpman, SFC.

ITEM NO.SFC-204/17

STATUS OF COMPLIANCE ON AUDIT OBSERVATIONS/ COMMENTS IN RESPET OF AUDIT REPORTS ISSUED BY THE COMPTROLLER AND AUDITOR GENERAL OF INDIA AND THE CHIEF CONTROLLER OF ACCOUNTS, MINISTRY OF HEALTH & FAMILY WELFARE AND ON THE OBSERVATIONS MADE BY THE PUBLIC ACCOUNTS COMMITTEE AND THE ESTIMATE COMMITTEE OF THE PARLIAMENT.

This agenda item was placed on table in response to the OM. No. G-25012/5/2013-ME-I dated 20.09.2013 received from Ministry of Health & Family Welfare. Accordingly, the status note on audit reports issued by Comptroller & Auditor General of India, Chief Controller of Accounts, MoHFW alongwith observations of Public Accounts Committee and Estimates Committee was placed before SFC.

The note included inter alia status of four internal audit reports issued by O/o CCA, MoHFW. Shri Sundeep Kumar Nayak, JS, pointed out that there were five internal audit reports issued by the CCA, MoHFW and one was missing despite long pending

Member-Secretary

Chairman

reference. Sr. FA stated that he would find out about the fifth internal audit report and present the status to the SFC in its next meeting. JS pointed out that there was need to attend to audit observations/comments in a time bound manner.

It was decided by the SFC that the matter may be placed before the Health Secretary in his capacity as Chairman of the Standing Finance Committee and full details would be provided to the Ministry without further delay.

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

1/10/13

Member-Secretary
Standing Finance Committee
AIIMS, New Delhi

Chairman
Standing Finance Committee
AIIMS, New Delhi

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/5

To consider the minutes of 138th Standing Estate Committee meeting held on 05.11.2013 in Dr. Ramalingaswami Board Room, AIIMS, New Delhi

Engg/Misc./EE/2013-14

NOTE FOR THE GOVERNING BODY

Item No.GB/150-5

TO CONSIDER THE MINUTES OF 138TH MEETING OF THE STANDING ESTATE COMMITTEE HELD ON 05TH NOVEMBER, 2013 IN THE DR. RAMALINGASWAMI BOARD ROOM, AIIMS, NEW DELHI

****

1. INTRODUCTION

1.1 The Governing Body at it meeting held on 18th September, 1997 while considering the action taken on the minutes of the Governing Body meeting held on 4th April, 1997 observed as under:-

"Noted: with regard to the action taken under Item No.GB(1), the Governing Body observed that all decision of the Standing Committee of the Institute having financial implications, should be brought forth before the Governing Body as an agenda item."

2. ADMINISTRATIVE COMMENTS

2.2 The minutes of the 138th meeting of the Standing Estate Committee held on 05th November, 2013 are place before the Governing Body for their approval.

3. APPROVAL SOUGHT

3.1 In view of above, the Minutes of the 138th meeting of the Standing Estate Committee held on 05th November, 2013 are placed before the Governing Body for their consideration and approval.

GB-150/5

Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29
Dated: 19.02.2014

F.No. 5-1/2013-Genl.

MEMORANDUM

Subject:- **Final Minutes of the 138th Meeting of the Standing Estate Committee held on 5th November, 2013 at 11:30 A.M. in the Dr. Ramalingaswami Board Room, AIIMS, New Delhi.**

Minutes of the Standing Estate Committee meeting held on 5th November, 2013 at 11:30 A.M. in the Dr. Ramalingaswami Board Room, AIIMS, New Delhi duly approved by the Chairman were circulated to all the Members of the Standing Estate Committee vide No.5-1/2013-Genl. dated 18.12.2013 inviting observations, if any, within **two weeks** from the date of issue of the memo.

Final minutes as approved by Chairman after incorporating an observation received from Dr. Jyoti Mirdha, MP (LS) and member of the Standing Estate Committee are being circulated with the approval of the Chairman, Standing Estate Committee, AIIMS for kind perusal and record.

(PROF. M.C. MISRA)
DIRECTOR &
MEMBER SECRETARY

Encl. As above

All the Members of Standing Estate Committee.

Copy to:

PS to Dr. S.P. Agarwal, Chairman SEC:-
& Secretary General,
Indian Red Cross Society
Rafi Marg, New Delhi

With request to bring it to the notice of Chairman, SEC.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
ANSARI NAGAR, NEW DELHI-110029

.....

Minutes of the 138th meeting of the Standing Estate Committee held on 05th November, 2013 at 11.30 AM in Dr. V. Ramalingaswami Board Room, AIIMS, New Delhi.-Revised 19.02.14

.....

The following were present in the meeting.

1. Dr. S.P Agarwal - Chairman
Secretary General , Indian Red Cross Society

2. Dr. Jyoti Mirdha - Member
Hon'ble Member of Parliament (Lok Sabha)

3. Dr. Jagdish Prasad - Member
Director-General of Health Services
Govt. of India

4. Prof M.C. Misra - Member-Secretary
Director
A.I.I.M.S., New Delhi

Dr M.K Bhan, Ex-Secretary to Govt. of India, Deptt. of Biotechnology, Ministry of Science & Technology, Dr R.A. Badwe, Director, Tata Memorial Hospital, Shri Sanjay Srivastava, Addl. Secretary and Financial Advisor, Ministry of Health & Family Welfare and Dr. K.K.Talwar, former Chairman, Board of Governors could not attend the meeting. However, Dr. K.K. Talwar, vide his letter dated 01.11.2013, addressed to Director, AIIMS, had expressed his inability to attend the said meeting and had conveyed that he supports the various proposals, included in the agenda, and he feels that the expansions proposed are in line with the expanding requirements of AIIMS.

Prof. P.K. Julka, Dean (Academic), Prof. G.K.Rath, Chief, Dr. BRAIRCH, Dr. R.S Shukla, Dy. Director (Admn.), Mr. Sandeep Lall, Sr. Financial Advisor, Dr. D.K. Sharma, Medical Superintendent and Sh. M. Rastogi, Superintending Engineer also attended the meeting.

Director, AIIMS welcomed the Chairman and Members for sparing their valuable time to attend the said meeting and sought permission of the Hon'ble Chair to start the proceedings of the meeting. Chairman congratulated Prof. M.C. Misra on his taking over as Director of AIIMS and expressed hope that AIIMS would progress further under his leadership. Discussions took place on various agenda items and following was deliberated:

Item No.1 : Confirmation of the minutes of 137th meeting of Standing Estate Committee held on 15th February 2013 at Dr. Ramalingaswami Board Room, AIIMS, New Delhi.

Medl

No observations of the minutes of the 137th meeting of the Standing Estate Committee held on 15.2.2013 had been received and the same were accordingly confirmed.

Item No.2 : Action Taken Report on the minutes of the 137th Standing Estate Committee meeting held on 15.2.2013 in Dr. V. Ramalingaswami Board Room at AIIMS, New Delhi.

In respect of item No.5, Chairman desired that the treatment room as provided in the C.N.Centre OPD for minor procedure and resuscitation is not adequate and patients are still required to go to the ward for minor procedures viz. removal of stitches etc. It was advised that the Chief, C.T.C. should consult Chief, N.S.C. to take a re-look at the issue and in case of need, specifically for surgery follow-up patients, a small facility should be created in the said C.N.C. OPD itself. Director, AIIMS assured that the matter would be looked into.

Dr. Jyoti Mirdha also wanted to know about the progress of the covering of waiting/queuing area in front of C.N.C. OPD. It was informed that to ascertain the feasibility for covering the said area the officials of Delhi Fire Services (DFS) had been consulted and after the persistent efforts their advice on the design of the covering was obtained. It was informed that since then estimates for the work has been sanctioned and after call of tenders the work has been awarded and is expected to be completed within a month's time.

Chairman pointed out that some temporary structures have been built over the roof of the ORBO Building in front of Dr. R.P.Centre. He expressed his apprehension about the possible obstruction which the construction may cause to the fire tender movement. It was decided that the matter would be looked into in consultation with the Delhi Fire Services (DFS).

Accordingly, the action taken report was noted.

Item No.3: Status of Expansion Projects as are under way at AIIMS.

Dr. Jyoti Mirdha again put on record that as per the decisions taken by the Governing Body, henceforth no project of AIIMS should be taken directly to the SFC/G.B. without getting the recommendations of the Estate Committee. Thereafter following five projects which were earlier not routed through the Estate Committee were discussed.

1. Construction of New Paid Ward in AIIMS Campus, Ansari Nagar, New Delhi.
2. Construction of Outreach OPD for AIIMS at Badhsa, Jhajjar (Haryana).
3. Construction of Dharamshala at JPN Apex Trauma Centre.
4. Augmentation Block-II for Teaching Resources.
5. Under Ground Parking at AIIMS.

The Committee took note of the background, facilities and the present status of the said projects. Regarding deferment of the proposal of demolition and reconstruction of old private ward it was expalined that besides the other factors the substantial financial implications of the project were also an impending factor. Dr. Jyoti Mirdha wanted to know the background of retrofitting proposal of the old private ward block. It was explained that IIT, Roorkee had given a proposal for retrofitting of the said block and the same required addition/alteration, demolition & massive reconstruction which was very time consuming and impractical to be done in a functional hospital. The same would have been an eyesore aesthetically and would have required not less than a year to be done. Hence the proposal for demolition and reconstruction was mooted which had a provision to add 73 additional rooms, parking for 358 cars in basement and additional space for Central Admission Facility, Billing etc. Regarding a query on the occupancy of the functional private ward in old nurses hostel, it was explained that though the 60 No. private ward rooms in the old block were preferred ones by patient, yet the private rooms in old nurses hostel were fully occupied and there is usually a waiting for the same also. It was also mentioned that the said nurses hostel rooms were vacant for want of willing occupants, hence the same were converted into private rooms. The said block also houses Geriatrics Ward, Pulmonary OPD and Ward, facilities of Radio Diagnosis etc. and demolition of same was not feasible. Once the alternate site is built at Masjid Moth Campus, the said facilities would be shifted and alternate use of said old Nurses Hostel block shall be planned.

Regarding the Under Ground Parking Project, Dr. Jyoti Mirdha wanted to know the status of the operation and maintenance of the same. It was informed that the facility which had been inaugurated in May 2013 has been outsourced for parking management to a Vendor through bidding. Further it was put on record that HSCC is maintaining the said U.G. Parking and has already awarded the work for operation and maintenance of the same to a Vendor after going through a bidding process. She also raised the issue of possible construction over the said parking. It was explained that open areas have to be left as green as per bye laws and the said basement parking is part of said mandatory greens. Dr Mirdha also raised the issue of parking to be developed as a self-sustaining venture. However it was explained that the facility is built for social cause and increasing the parking charges would not be advisable in view of the profile of the patients visiting AIIMS. It was explained that an integrated UG Parking is planned in the major areas where other institutional blocks are coming up at Masjid Moth Campus and a proposal for same has been included as an agenda item in this meeting itself. Dr. S.P. Agarwal wanted to know the occupancy of the said UG Parking and on being informed that it is not being utilized more than 40% at any given time, he suggested that the random parking in the campus should be strictly prohibited and the premium parking in front of Dr. R.P. Centre should be discontinued as there is a total chaos due to mismanagement of the said parking facility. Director, AIIMS assured that necessary action would be taken in the matter. It was also assured that the number of ferry vehicles which transport the patient and their attendants from the Masjid Moth parking to the main hospital should be increased in order to encourage the users of the parking at Masjid Moth.

Dr. Jyoti Mirdha wanted to know the status of housing project. It was explained that there is a proposal to construct 352 housing units at A.V. Nagar Campus. Director, AIIMS informed that there were some issues which have been resolved in a meeting held with CPWD in last week of October 2013 and same is under process of approvals by MCD.

Regarding proposal of Dharamshala it was put on record that the same would be made available for patients under treatment at Ansari Nagar Campus and also to ensure optimum utilisation.

The aforesaid five projects were however granted post-facto approval

Item No.4: To consider the proposal for Construction of Cafeteria at AIIMS, New Delhi:

Dr. Jyoti Mirdha wanted to know the reason for construction of a low rise building of three floors after demolishing the existing cafeteria. It was explained that for construction of a multi-storied block in midst of a multi-storied building complex there has to be a clearance of 12-15 meters between the two blocks as per the building bye-laws. This clearance is mandatory and it aims to ensuring the light and ventilation for the multi-storied block. It was put on record that the proposal has been cleared by Delhi Urban Arts Commission (DUAC), and approval of DFS & NDMC are awaited. The design of the building envisaged construction of two shops on the first floor. It was explained that though the said shops were shown as General Store in the proposal, yet the same are intended for the purpose of opening food chain outlets of repute. It was desired that the same may be re-located on the ground floor to enable more access for the same to the users. Dr Jyoti Mirdha also raised the question of suitable alternative arrangements being made in place in the interim so that the faculty and staff are not inconvenienced during the construction of the proposed cafeteria. It was assured that due alternate arrangements shall be made. It was also discussed that efforts would be made to squeeze the total timeframe, including the time for the tendering and award of work etc.from the presently proposed 21 months to 18 months.

The item was approved.

Item No.5: To consider the proposal for construction of Private Ward at AIIMS, New Delhi.

The background of the need for construction of a Private Ward at the new proposed location near Ladies Hostel was explained which was also decided that, apart from the 10 floors planned presently, the design of the building foundation should be made for one additional floor, so that the advantage of the increased FAR and height relaxation can be availed. The approval for construction of additional floor can be processed with Municipal Authorities during the course of construction. This would lead to addition of 13 more rooms. It was also decided that the cost of the furniture & medical equipments etc. should also be worked out before the item is placed before the SFC for grant of financial approvals.

The item was approved accordingly.

Item No.6: To consider the proposal for construction of Basement Parking Hub at AIIMS

Jyoti Mirdha pointed out the need for fresh survey of traffic volumes to get a realistic picture of the traffic data & the exact requirement of parking space required. It was explained that the proposal is required to be submitted before the Municipal Authorities in order to facilitate the approvals of the other upcoming projects to fulfill the requirements of the creation of adequate parking as per the stipulated norms of two ECS per 100 Sqm. per built up area. Thus the actual requirements of parking may not have any bearing on the designed capacity of parking. Dr. Jyoti Mirdha pointed out that the improvement of quality in the construction should be ensured. She expressed her anguish about the lack of optimum quality standards of the UG Parking constructed by HSCC that too after payment of 7% consultancy fee to HSCC.

It was hence decided that item may require reconsideration taking into account the issues raised.

Item No.7: To consider the proposal for additional Hostel Block at AIIMS Masjid Moth Campus, New Delhi.

The circumstances which lead to the need of creation of one additional block for 178 rooms was explained. It was put on record that due to restrictions of the height imposed by National Monuments Authority (NMA), the number of rooms in the under construction three blocks of Hostels were reduced to 346 instead of the planned 555 rooms. Dr. Jyoti Mirdha informed that there is proposal to modify the existing guidelines with respect to the ban in construction around the heritage buildings. There is likelihood that some specific facilities viz. Hospital, Schools etc. may be given some relaxation in the proposed modified guidelines. Finally it was concluded that the Ministry and the Institute Authorities should get in touch with the Ministry of Culture, Archaeological Survey of India and the National Monuments Authorities to impress upon them about the immense public good involved in the activities of the Institute and the imperative need for relaxation of the guidelines pertaining to construction around heritage buildings so that the effective functioning of the Institute in the interest of patient care is not affected adversely.

The item was approved accordingly.

Item No.8: To consider the proposal for construction of National Cancer Institute (NCI) at Jhajjar.

The proposal was discussed and the item was approved.

Meeting ended with a vote of thanks to all present.

Member-Secretary
Standing Estate Committee
AIIMS, New Delhi

Chairman
Standing Estate Committee
AIIMS, New Delhi

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/6

To consider the 109th minutes of the Academic Committee meeting held on 14.09.2013 at AIIMS, New Delhi

NOTE FOR THE GOVERNING BODY

Item No.G.B./150/6

TO CONSIDER THE MINUTES OF THE ACADEMIC COMMITTEE MEETING HELD ON 14.09.2013 AT AIIMS, NEW DELHI.

INTROIDUCTION

The Governing Body at its meeting held on 18th September, 1997 while considering the action taken on the minutes of the Governing Body held on 4th April, 1997 observed as under:

"Noted: with regard to the action taken under Item GB(1), the Governing Body observed that all decision of the Standing Committee of the Institute having financial implications, should be brought forth before the Governing Body as an agenda item".

ADMINISTRATIVE COMMENTS

The minutes of the Academic Committee meeting held on **14.09.2013** are placed before the Governing Body for their approval except the item having financial implications, which will be placed before the Standing Finance Committee separately.

APPROVAL SOUGHT

In view of the above, the minutes of the Academic Committee meeting held on **14.09.2013** are placed before the Governing Body for their consideration and approval, except for items having financial implications i.e. the Item No. A.C. **109/3,4,5,8,13,14 and 15.** Which will be placed before Standing Finance Committee as a separate agenda items, before the same are considered by the Governing Body.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F.5-19/-(2012)Acad.II

Ansari Nagar, New Delhi-29.
Dated the 4th October,2013
9-10-2013

Subject: Minutes of the 109th Meeting of the Academic Committee held on 14th September, 2013 in the Dr. Ramalingaswami Board Room, AIIMS, Delhi.

Minutes of the Academic Committee meeting held on 14th September, 2013 in the Dr. Ramalingaswami Board Room, AIIMS, New Delhi as approved by the Chairman of the Academic Committee are circulated to the Chairman and all members of the Academic Committee for information. Observations, if any, may kindly be communicated to the undersigned latest by 25.10. 2013.

(DR. G.K.RATH)
DIRECTOR & MEMBER-SECRETARY
(ACADEMIC COMMITTEE)

Distribution :

The Chairman
and all members of the
Academic Committee, AIIMS.

MINUTES OF THE 109TH ACADEMIC COMMITTEE MEETING HELD ON 14TH SEPTEMBER, 2013 AT 11.30 AM IN THE DR. V. RAMALINGASWAMI BOARD ROOM AT AIIMS, NEW DELHI.

The 109th meeting of the Academic Committee was held on 14th September, 2013 in Dr. V. Ramalingawami Board Room, AIIMS, New Delhi. The following members were present.

1. Dr. Jagdish Prasad - Chairman
2. Dr. Jyoti Mirdha - Member
3. Dr. Ramakant Panda - Member
4. Dr. Abdul Hamid Zargar - Member
5. Dr. K.C. Pandey - Member
6. Dr. R.C. Deka - Member-Secretary

Dr. M.K. Bhan, Dr. Dinesh Singh and Dr. Ashok Thakur could not attend the meeting.

The following officers attended the meeting as Special Invitee.

1. Dr. R.S. Shukla, Dy. Director (Admn.)
2. Dr. A.B. Dey, Dean (Research)
3. Dr. K.K. Verma, Professor-in-charge (Examinations)
4. Dr. Rakesh Yadav, Sub-Dean & Acting Dean (Acad.)
5. Dr. Sanjay Arya, Registrar

The Chairman confirmed that the quorum for the meeting was complete. The Director, AIIMS welcomed the chairman, Dr. Jagdish Prasad and the other members to the 109th meeting of the Academic Committee.

Director, AIIMS informed the Committee that he will be superannuating on 30.09.2013. He thanked all the members for their cooperation and contribution in the deliberation of the Academic Committee. He informed that at present Sub-Dean (Academics) has been given the charge of the office of the Dean (Academics). He explained that as per AIIMS Act, the Dean is to be appointed by the President of AIIMS in consultation with Director. Since, he was going to retire on 30.09.2013, he had proposed that the appointment of new Dean may be deferred till the new Director takes over so that the new Dean can be appointed in consultation with the new Director. The Committee appreciated the gesture of Director.

Thereafter the agenda items were taken up for discussion.

Item No.AC/109/1 - To confirm the minutes of Academic Committee meeting held on 4th September, 2012

The minutes of Academic Committee meeting held on 4th September, 2012 were circulated to all members and no comments had been received from the members. The minutes of the Academic Committee meeting held on 4th September, 2012 were confirmed.

Item No.AC/109/2 - Action taken on the minutes of the Academic Committee held on 4th September, 2012

The minutes of the Academic Committee held on 4th September, 2012 were noted and the Director informed that the item No.AC/108/02 (AC/102/02) regarding enhancement of penalty had been placed before the Government Body and GB had approved the agenda with some modification by down scaling amount of penalty.

Item No.AC/108/02 (AC/102/01) On the matter of grouping of posts in CDER the Committee discussed and decided that various posts of faculty in CDER should be clubbed together and appropriate roster should be applied to provide reservation. The roster thus prepared for CDER may be circulated along with minutes of this meeting.

Item No.AC/108/04 (Any other item) Chairman had pointed out regarding preparing SOP by Examination Section for setting proper question paper. The Committee examined the reply received from Professor-in-charge (Examinations). Chairman noted that despite the measures initiated by Examination Section still the question paper for entrance examination for DM/M.Ch programme are largely based upon the superspeciality concerned. He observed that since HOD's are setting the papers they are inclined to test knowledge of the subject and as a result the question paper have more subject specific questions. As a result candidates are not able to qualify and seats remain vacant. The Committee decided as follows:

i) The Examination Section should constitute small committee from the respective department to set up and moderate the question papers to ensure that the question papers covers the basic speciality adequately and not over emphasize on questions related to superspeciality subject. It was further decided that questioned should be framed in such a manner that is should judge the knowledge of basic subjects (like Anatomy, Physiology) and clinical aspects of the superspeciality.

ii) The Committee noted that percentile system (i.e. 50 percentile) for qualifying in the entrance examination will be more useful instead of existing system of 50% score for qualifying in the DM/MCh entrance examination . Committee further decided that before implementing it, the Supreme Court judgment on this issue may be circulated along with the minutes.

Item No.AC/109/3 - To consider the proposal for creation of 5 faculty posts for the Department of Biotechnology at the AIIMS, New Delhi.

The matter was discussed by the Committee at length HOD, Biotechnology was called along with his colleague to brief the Committee about their proposal. After detailed discussions and seeking clarifications on the proposal, the Committee approved the creation of 4 posts of Assistant Professor as projected in the proposal. As regards creation of one post of Professor as proposed in the agenda, the Committee decided to create this post at the level of Assistant Professor.

Approved creation of 5 post of Assistant Professor in Department of Biotechnology.

Item No.AC/109/4 - To consider the proposal for creation of 12 posts of Assistant Professor in the Department of Cardiac Anaesthesiology at the AIIMS, New Delhi

The Committee approved the creation of 12 posts of Assistant Professor as projected. It was decided that filling up of these posts should be staggered over a period of next 4 years i.e. 3 new posts of Assistant Professors may be advertised every year for next 4 years.

Item No.AC/109/5 - To consider the proposal for creation of 12 posts of Assistant Professor in the Department of Cardio-thoracic and Vascular Surgery at the AIIMS, New Delhi.

The Committee approved the creation of 9 posts of Assistant Professor instead of 12 posts as proposed in the agenda. It was further decided that filling of these 9 posts will be staggered over next 3 years i.e. 3 new posts of Assistant Professor may be advertised every year for next 3 years.

Item No.AC/109/6 - Request for modification in curriculum of MD Geriatric Medicine at the AIIMS, New Delhi.

Approved.

Item No.AC/109/7 - Guidelines regarding number of attempts for qualifying in various M.Sc Courses/M.Sc Nursing Course/M.Biotechnology Course at AIIMS, New Delhi.

Approved. It was decided that these guidelines will come into effect with prospective effect i.e. these guidelines will be applicable for candidates who are admitted from the year 2014 onwards. It was also decided these guidelines may included in the prospectus of next year for these courses.

Item No.AC/109/8 - Proposal for increasing number of SR seats in DM from 1 per year to 2 per year in the Department of Neuro-Radiology at AIIMS, New Delhi.

Approved.

Item No.AC/109/9 - To consider the proposal to start Fellowship programme and creation of 2 Fellowships in Fetal Medicine, Department of Obstetrics and Gynaecology at AIIMS, New Delhi.

The Committee noted that this proposal has been discussed and approved in the Dean's Committee meeting but is yet to be discussed in Staff Council Meeting. It was decided that this item may be first discussed in Staff Council and may be placed in the Academic Committee Meeting thereafter. However, the Academic Committee approved this proposal in principle.

Item No.AC/109/10 - To consider the proposal to start Fellowship programme and creation of 2 Fellowships in the Department of Cardiac Radiology at AIIMS, New Delhi.

The Committee noted that this proposal has been discussed and approved in the Dean's Committee meeting but is yet to be discussed in Staff Council Meeting. It was decided that this item may be first discussed in Staff Council and may be placed in the Academic Committee Meeting thereafter.

Item No.AC/109/11 - To consider the percentile system for minimum cut-off criteria for AIIMS – PG Entrance Examination for admission to various courses at AIIMS, New Delhi.

The Professor-in-charge (Examination) was asked to explain the proposed system. He informed that PGI, Chandigarh is following percentile system and same system was used in the recently held NEET examination. He further informed that there is a need to consider this system because with the present system, where the cut-off for qualifying in the entrance examination is 50% score, at times sufficient number of candidates from reserved categories for various postgraduate courses and even unreserved candidates in some of the superspeciality courses fail to qualify in written examination. He further clarify that level of difficulty / standard of the entrance examination varies in each examination for the courses, so percentile system of scoring will be more useful for the qualifying criteria in postgraduate entrance examinations.

It was decided that in continuation of discussion made earlier by this while discussing action taken report and discussion which was held now, this scheme of percentile system will be applicable for all postgraduate courses i.e. DM/M.Ch/MD/MS/MDS/ MHA/M.Sc/M.Biotech including various M.Sc Nursing courses) from coming selections.

Item No.AC/109/12 Proposal for creation of Department of Clinical Immunology and Rheumatology at AIIMS, New Delhi

The Committee noted that this proposal to create new Department of Clinical Immunology and Rheumatology is a national need but due process may be followed i.e may be discussed in Dean's Committee as well as in Staff Council before it is put up for Academic Committee.

Item No.AC/109/13 To consider the proposal for creation of additional 8 posts of Senior Resident (DM) for Department of Cardiac-Anaesthesiology at AIIMS, New Delhi

Approved.

Item No.AC/109/14 To consider the proposal for creation of additional 13 posts of Senior Resident (M.Ch) for Department of C.T.V.S. at AIIMS, New Delhi

Approved.

Item No.AC/109/15 To consider the proposal for creation of additional 6 posts of Senior Resident (DM) for Department of Cardiology at AIIMS, New Delhi

Approved.

The meeting then came to an end with a vote of thanks to all present & the Chair.

* * * * * * *

87 All India Institute of Medical Sciences
Examination Section

Dated : 27.09.2013

Sub : To consider the minimum cut-off criteria for AIIMS-PG Entrance Examination for admission to various courses at AIIMS, New Delhi regarding

The issue of using percentile system in place of percentage system presently in existence has been taken up in the Academic Committee held on 14th Sept. 2013

The supporting documents in support of the agenda placed before the meeting viz. copy of the NEET prospectus, PGI Chandigarh calculation formula and SC judgement in respect of 50% cut off for PG entrance examination etc. may be forwarded to the Academic Section for circulation among the members of the committee.

A.C (Exams) 28/9/13

Sub-Dean (Exams.)

Prof.-Incharge (Exams.) 28/9/13

Sub-Dean (Acad)

Dear Sir

As telephonically discussed, the formula for calculating percentile score is as follows:

Percentile score = [(B+0.5*E)*100]/N where B is number of scores below the candidate's score, E is number of scores equal to candidate's score, and N is the total number of candidates appearing for test

We calculate the percentile score on the total list and irrespective of candidate's category.

Regards

Ashutosh

Dr. Ashutosh N. Aggarwal
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Department of Pulmonary Medicine
Postgraduate Institute of Medical Education and Research
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examination of its efficacy to make assessment. Without dwelling further, for we are not joining any issue with the Academic Committee, which is entitled to our esteem for its expertise, we record our disagreement with the Academic Committee. Yet for the present, and until a better alternative is found out, we do not deem it proper to strike down the proposal of the Academic Committee of AIIMS as incorporated in the affidavit of the Director dated 11.4.2001 in its entirety and we are inclined to sustain the same with some modifications.

The End Result :

The following directions in our opinion will meet the ends of justice :-

1) The institutional reservation for AIIMS candidates is declared ultra vires the Constitution and, hence, is struck down.

2) By way of institutional preference the institutional candidates, i.e., those who have graduated from the institute shall be preferred for admission against 25% seats available to open category candidates and not 25% seats disciplinewise out of the total post-graduate seats for AIIMS undergraduates as suggested by the Academic Committee.

3) An uniform minimum cut-off of 50% marks in the competitive entrance test as a condition of eligibility for all candidates may be adopted subject to further rider (i) that the last student to qualify for admission as AIIMS graduate cannot be one who has secured marks at the common entrance P.G. test less than the one secured by any other candidate belonging to a reserved category enjoying constitutional protection such as SC, ST etc., and (ii) that the margin of difference between the qualifying marks for Institutes candidate shall not be too wide with the one for general category candidate.

4) Any seat left vacant out of the preferential seats for AIIMS graduates consequent upon the abovesaid directions, shall be diverted to and made available for open general category candidates.

5) The preference for institute candidates to the extent of 25% as abovesaid shall remain confined to admission in P.G. course of study. There shall be no further reservation in the matter of allotment of seats disciplinewise which allotment shall be made solely on the basis of merit out of a common list drawn up pursuant to the result of common entrance examination placing the selected candidates strictly as per their ranking.

So we drop the curtain on the controversy for the present. Before parting it is necessary to place on record certain observations by way of clarifications lest our judgment should be misunderstood or misapplied. Our judgment shall not come in the way of the Academic Committee or any other competent body of experts devising a better alternative scheme of admissions to the post-graduate level of study in the Institute which may revise and further scale down the reservation or preference by giving more weight to merit and excellence. We have not touched and not dealt with other reservations made by the Institute and therefore our judgment is not an implied approval of other reservations as to which we have grave doubts if they would be sustainable if challenged and we do not say any more as the present case does not provide an occasion for testing the validity of other reservations. Further, this judgment of ours shall not have the effect of invalidating such admissions as have already been given. The directions made hereinabove shall operate for future, i.e. today onwards. The appeals are disposed of in terms of the directions made hereinabove. No order as to the costs.

.....CJI.

.....J.

(R.C. Lahoti)

(iii) A downloadable Rank Letter will be hosted on website www.aiimsexaminations.org only one week before the commencement of counseling. It will be the responsibility of candidate to download the rank letter before the counseling.

(iv) The Institute will not intimate the individual unsuccessful candidates regarding the result of entrance test and no correspondence on this subject will be entertained. However, the marks of individual candidate will be available on AIIMS website on completion of the admission process.

(v) There is no provision for rechecking/re-evaluation of the answer sheets and no query in this regard will be entertained.

12. MERIT LIST

(i) The merit list of the students shall, subject to rules and regulations framed by Dte. G.H.S. for All India Quota, be determined strictly in accordance with the provisions of Revised DCI MDS Course (2nd Amendment) Regulations, 2007. The relevant provisions are as under:-

"XXXXX

(1). In order to be eligible for admission to any postgraduate course in a particular academic year, it shall be necessary for a candidate to obtain minimum of marks at 50th percentile in "National Eligibility-cum-Entrance Test for Postgraduate Courses" held for the said academic year. However, in respect of candidates belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes, the minimum marks shall be at 40th percentile. In respect of candidates as provided in clause (5) below with locomotory disability of lower limbs, the minimum marks shall be at 45th percentile. The percentile shall be determined on the basis of highest marks secured in the All-India common merit list in "National Eligibility-cum-Entrance Test for Postgraduate courses".

Provided when sufficient number of candidates in the respective categories fail to secure minimum marks as prescribed in National Eligibility-cum-Entrance Test held for any academic year for admission to Post Graduate Courses, the Central Government in consultation with Dental Council of India may at its discretion lower the minimum marks required for admission to Post Graduate Course for candidates belonging to respective categories and marks so lowered by the Central Government shall be applicable for the said academic year only.

(2) The reservation of seats in medical college/Institutions for respective categories shall be as per applicable laws prevailing in States/Union Territories. An all India merit list as well as State-wise merit list of the eligible candidates shall be prepared on the basis of the marks obtained in National Eligibility-cum-Entrance Test and candidates shall be admitted to Postgraduate courses from the said merit lists only.

Provided that in determining the merit of candidates who are in service of government/public authority, weightage in the marks may be given if approved by the Competent Authority as an incentive at the rate of 10% of the marks obtained for each year of service in remote and/or difficult areas upto the maximum of 30% of the marks obtained in National Eligibility-cum-Entrance Test. The remote and difficult areas shall be as defined by State Government/ Competent authority from time to time.

(3) No candidate who has failed to obtain the minimum eligibility marks as prescribed in Clause (2) above shall be admitted to any Postgraduate courses in the said academic year.

As per discussions in the Academic Committee during Action Taken on the minutes of the Academic Committee meeting held on 4th September, 2012, on the matter of posts of CDER the Committee discussed and decided that various posts of faculty in CDER should be clubbed together and appropriate roster should be applied to provide reservation. Accordingly, for clubbing of these posts following steps will be taken.

1. For Assistant Professors various Dental sub Specialities total number of post are 20 (2 post of anaesthesia were already clubbed with anaesthesia) so after clubbing 120 point roster will be applicable. In Centre for Dental Education and Research (CDER) the sub specialities will be plotted in roster, in alphabetical order, which are as under:

   i) Conservative Dentistry and Endodontics
   ii) Oral and Maxillofacial Surgery
   iii) Oral Medicine and Radiology
   iv) Oral Pathology
   v) Orthodontics and Dentofacial Orthopaedics
   vi) Pedodontics and Preventive Dentistry
   vii) Periodontology
   viii) Prosthodontics and Crown & Bridge
   ix) Public Health Dentistry

2. For Associate Professors post, total number of posts are 09, so 13 point roster should be applicable and roster will be plotted accordingly in alphabetical order.

3. For Professors post, total number of posts are 09, so 13 point roster should be applicable and roster will be plotted accordingly in alphabetical order.

ALL INDIA INSTITUTE OF MEDICAL SCIENCES
NEW DELHI – 110 029.

SPECIALITY -WISE BREAK-UP OF SANCTIONED FACULTY POSTS FOR CENTRE FOR DENTAL EDUCATION AND RESEARCH

Sl. No.	Name of the speciality	Sanctioned posts	Vacant posts	Posts advertised vide no. 03/2011(FC)
01	Prosthodontics & Crown Bridge			
	(i) Professor	01	01	--
	(ii) Assoc. Professor	01	01	--
	(iii) Asstt. Professor	03	01	01
02	Orthodontics & Dentofacial Orthopaedics			
	(i) Professor	01	01	--
	(ii) Assoc. Professor	01	--	--
	(iii) Asstt. Professor	03	01	01
03	Periodontology			
	(i) Professor	01	01	--
	(ii) Assoc. Professor	01	01	--
	(iii) Asstt. Professor	02	02	02
04	Oral & Maxillofacial Surgery			
	(i) Professor	01	01	--
	(ii) Assoc. Professor	01	--	--
	(iii) Asstt. Professor	03	01	01
05	Pedodontics & Preventive Dentistry			
	(i) Professor	01	01	--
	(ii) Assoc. Professor	01	01	--
	(iii) Asstt. Professor	03	01	01
06	Oral Medicine & Radiology			
	(i) Professor	01	01	--
	(ii) Assoc. Professor	01	01	--
	(iii) Asstt. Professor	01	01	01
07	Oral Pathology & Microbiology			
	(i) Professor	02	01	--
	(ii) Assoc. Professor	01	01	--
	(iii) Asstt. Professor	01	01	--
08	Public Health Dentistry			
	(i) Professor	01	01	--
	(ii) Assoc. Professor	01	01	--
	(iii) Asstt. Professor	01	01	01
09	Anaesthesiology			
	Asstt. Professor	02	--	--
	Conservative Dentistry & Endodontics			
	(i) Professor	--	--	--
	(ii) Assoc. Professor	01	01	--
	(iii) Asstt. Professor	03	01	01
	TOTAL	40	30	09

POST-WISE BREAK UP

Sl.No.	Name of the posts	Sanctioned	Vacant	Advertised
01	Professor	09	08	--
02	Assoc. Professor	09	07	--
03	Asstt. Professor	22	15	09
	TOTAL	40	30	09

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/7

To consider minutes of the Academic Committee meeting held on 13.01.2014 at the A.I.I.M.S., New Delhi.

NOTE FOR THE GOVERNING BODY

Item No.G.B./150/7

TO CONSIDER THE MINUTES OF THE ACADEMIC COMMITTEE MEETING HELD ON 13.01.2014 AT AIIMS, NEW DELHI.

INTROIDUCTION

The Governing Body at its meeting held on 18th September, 1997 while considering the action taken on the minutes of the Governing Body held on 4th April, 1997 observed as under:

"Noted: with regard to the action taken under Item GB(1), the Governing Body observed that all decision of the Standing Committee of the Institute having financial implications, should be brought forth before the Governing Body as an agenda item".

ADMINISTRATIVE COMMENTS

The minutes of the Academic Committee meeting held on **13.01.2014** are placed before the Governing Body for their approval except the item having financial implications, which will be placed before the Standing Finance Committee separately.

APPROVAL SOUGHT

In view of the above, the minutes of the Academic Committee meeting held on **13.01.2014** are placed before the Governing Body for their consideration and approval, except for items having financial implications i.e. the Item No. A.C. **110/3,7,10,12,14,15,16&18.** Which will be placed before Standing Finance Committee as a separate agenda items, before the same are considered by the Governing Body.

Through Special Massenger

By Speed Post

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ALL INDIA INSTITUTE OF MEDICAL SCIENCES

F.No.5-19/-(2010)-Acad.II

Ansari Nagar, New Delhi-29
Dated: 17.02.2014

OFFICE MEMORANDUM

Subject:- Minutes of the 110th Meeting of the Academic Committee Meeting held on the 13th January, 2014 in the Dr. Ramalingaswami Board Room, AIIMS, New Delhi.

* * * * * * *

Minutes of the Academic Committee meeting held on 13th January, 2014 in the Dr. Ramalingaswami Board Room, AIIMS, New Delhi as approved by the Chairman of the Academic Committee, are circulated to the Chairman and all the Members of the Academic Committee for information.

(PROF. M.C. MISRA)
DIRECTOR &
MEMBER-SECRETARY

Encl: As above.

The Chairman and all the Members of the Academic Committee

MINUTES OF THE 110TH ACADEMIC COMMITTEE MEETING HELD ON 13TH JANUARY, 2014 AT 3.00 PM IN THE DR. V. RAMALINGASWAMI BOARD ROOM AT AIIMS, NEW DELHI.

110th meeting of the Academic Committee was held on 13thJanuary, 2014 at 3.00 PM in Dr. V. Ramalingawami Board Room, AIIMS, New Delhi. The following members were present.

1. Dr. Jagdish Prasad - Chairman
2. Dr. Jyoti Mirdha - Member
3. Dr. Abdul Hamid Zargar - Member
4. Dr. Ramakant Panda - Member
5. Dr. M.K. Bhan - Member
6. Dr. M.C. Misra - Member-Secretary

Dr. K.C. Pandey, Dr. Dinesh Singh and Dr. Ashok Thakur could not attend the meeting.

The following officers attended the meeting as Special Invitee.

1. Dr. P.K. Julka, Dean (Academic)
2. Dr. R.S. Shukla, Dy. Director (Administration)
3. Dr. D.K. Sharma, Medical Superintendent
4. Dr. S. Datta Gupta, Professor-in-charge (Examination)
5. Dr. Virinder Kumar Bansal, Sub-Dean (Academic)
6. Dr. Pramod Kumar Garg, Sub-Dean (Research)
7. Dr. Nand Kumar, Sub-Dean (Examination)
8. Dr. Sanjay Arya, Registrar

The Director, AIIMS welcomed the Chairman Dr. Jagdish Prasad and the Members to the 110th meeting of the Academic Committee.

Thereafter the agenda items were taken up for discussion with the permission of the Chair.

Item No.AC/110/1 - To confirm the minutes of Academic Committee meeting held on 14thSeptember 2013 and discussed the letter from Dr. Jyoti Mirdha with reference to minutes of this meeting.

The minutes of Academic Committee meeting held on 14thSeptember 2013 were circulated to all members. Dr. Jyoti Mirdha had sent her comments about Agenda Item No.109/9 and 109/10. Dr. Jyoti Mirdha requested Director AIIMS that minutes should be recorded correctly and the Chairman Dr. Jagdish Prasad also endorsed her views and assured Dr. Jyoti Mirdha that minutes would be recorded correctly. Dr. Jyoti Mirdha pointed that these agenda items was taken to SFC without approval of

Academic Committee and requested Director AIIMS that this should not be repeated in future. She further pointed out that there were serious objections to the minutes of Dean's Committee meeting held on 18.11.2009 by various members and these minutes were declared null and void. She expressed that these minutes should not be quoted in future and wanted that accountability should be fixed for wrong recording and supplying wrong information. The minutes of the Academic Committee meeting held on 14th September 2013 were confirmed (except agenda item no.109/9 and 109/10) with modification to these as per comments of Dr. Jyoti Mirdha.

The agenda item No.AC/109/9 and AC/109/10 will be read out as under:

Item No.AC/109/9

To consider the proposal to start Fellowship programme and creation of 2 Fellowships in Fetal Medicine, Department of Obstetrics and Gynaecology at AIIMS, New Delhi.

The matter was discussed and the final decision on this proposal was deferred. It was advised that the matter may be discussed in Staff Council.

Item No.AC/109/10

To consider the proposal to start Fellowship programme and creation of 2 Fellowships in the Department of Cardiac Radiology at AIIMS, New Delhi.

The matter was discussed and the final decision on this proposal was deferred. It was advised that the matter may be discussed in Staff Council.

Item No.AC/110/2 - Action taken on the minutes of the Academic Committee held on 14th September, 2013

Dr. Jyoti Mirdha expressed that action taken report w.r.t. item No.109/9 and 109/10 may be modified as follows:

The above proposals were placed before the Standing Finance Committee held on 27.09.2013 without approval of the Academic Committee and were treated as withdrawn from the SFC. In future no item will be placed before any Standing Committee without following the due process.

The minutes of the Academic Committee held on 14th September, 2013 were approved with these modifications.

Item No.AC/110/3 - To consider the matter regarding revision of reimbursement cost for printing of thesis to the Ph.D students at AIIMS, New Delhi

Approved

Item No.AC/110/4 - Institution of Dr. Hari Parkash Oration at AIIMS, New Delhi.

Approved

Item No.AC/110/5 - Institution of Prof. O.P. Ghai Gold Medal for the Best Senior Resident in Paediatrics at AIIMS, New Delhi.

Approved

Item No.AC/110/6 - Institution of Prof. O.P. Ghai Oration at AIIMS, New Delhi

Approved.

Item No.AC/101/7 - Proposal for up-gradation of Optometry course (Change of Existing course Name & Duration) at Dr. R.P. Centre for Ophthalmic Sciences at AIIMS, New Delhi.

Approved.

Item No.AC/110/8 - Change of Title and Eligibility requirement for B. Sc Nursing (Post-Certificate) Course at AIIMS, New Delhi.

Approved.

Item No.AC/110/9 - To consider the representation of Dr. Dinesh Kumar Chopra, Junior Resident (Academic) in the Department of Dental Surgery, AIIMS to allow him to appear in May, 2015 instead of December, 2015 examination at AIIMS, New Delhi

Approved.

Item No.AC/110/10 - To consider the proposal to start DM course in Cardio-Vascular Radiology in the Department of Cardiac Radiology at AIIMS, New Delhi.

The matter was discussed at great length. Dr. Jyoti Mirdha was of the view that Vascular Radiology and Interventional Radiology should be in the ambit of Radiology Department rather than Cardiac Radiology. Dr. M.K. Bhan felt that since Cardio-Radiology Department is located in the Cardio Thoracic Centre it's ability cater to other departments for Vascular Radiology will be hampered. Dr. Ramakant Panda felt that Cardiac Radiology and Interventional Radiology should be in the ambit of Cardiac Surgeons. Dr. Abdul Hamid Zargar felt that the nomenclature of the course should not include word Cardiac and only Vascular Radiology should be retained. Prof Sanjeev Sharma HOD Cardiac Radiology was

invited to present justification about starting the DM Cardiovascular Radiology at AIIMS. Prof. Sanjeev Sharma's reasoned with the historical background that the matter is being sent back and forth for over 10 years. Prof. M.C. Misra addressed the concerns of all the members. Dr. Sanjeev Sharma clarified that the proposal submitted clearly mentions that Cardiac-intervention will not be in the domain of this course and that nomenclature of the course can be changed to Vascular Radiology. The Chairman Dr. Jagdish Prasad felt that this is a very good step for the development of the specialty of Cardiovascular Radiology and he agreed with the views of all the members that the course nomenclature may be changed to Vascular Radiology instead of Cardio-Vascular Radiology. The proposal to start course of DM in Vascular Radiology in the Department of Cardiac-Radiology at AIIMS was approved.

Item No.AC/110/11 - Proposal to start DM course in "Therapeutic Nuclear Medicine" in the Department of Nuclear Medicine at AIIMS, New Delhi.

The matter was discussed. Dr. Jyoti Mirdha pointed out that in the expert committee report, two members did not agree and had written a dissent note that the matter needed further discussion. It was decided that the proposal may be discussed again and then put up. Dr. Jyoti Mirdha also pointed out that as as per the guidelines for starting DM/MCh courses existing guidelines and procedure must be followed. The matter was discussed further. The Chairman and Dr. Jyoti Mirdha wanted Director Dr. M.C. Misra to relook at the guidelines for starting DM/MCh courses. Dr. Jyoti Mirdha expressed that if these guidelines needed modifications, first that might be taken up in the next Academic Committee Meeting. Committee felt that the matter of DM course in Therapeutic Nuclear Medicine might be discussed again in Dean's Committee.

Not approved to be re-discussed after deliberations in Dean's Committee and Staff Council.

Item No.AC/110/12- Proposal to start DM course in "Paediatric Pulmonology and Intensive Care" in the Department of Paediatrics at AIIMS, New Delhi

and

Item No.AC/110/16- Proposal to start DM Course in the "Paediatrics Nephrology"in the Department of Paediatrics at AIIMS New Delhi.

Dr V.K. Paul HOD Paediatrics was invited for clarification. Prof. M.K. Bhan felt that it is the need of the hour to introduce these courses and we are already late in starting these courses. Dr. Jyoti Mirdha raised the question about the availability of adequate infrastructure for training the new residents and raised concerns about training of residents already pursuing the courses of MD and DM in the Department of Paediatrics. Dr. V.K. Paul explained the status of bed strength of Paediatrics Department and informed that with the coming up of Mother &Child Block more beds would be available. He assured the members that each super specialty is being run as a separate unit in the department and each such unit also looks after general Paediatrics work.Each unit has bed strength of 20-25 beds, which is well over the norm of 15 beds for starting the DM courses. Dr. M.C. Misra and Dr. M.K. Bhan clarified that the existing infrastructure is more than adequate for teaching of all residents, apart from in-patient management, the department also manages large number of patients in General OPD, Day Care Facility, Super-specialty and follow up clinics.

Both the proposals to start DM course in Pediatric Pulmonology and Intensive Care and DM course in Pediatric Nephrology were approved.

Item No.AC/110/13 - Proposal to start Postgraduate training Programme of Master of Surgery (MS) in Trauma and Emergency Surgery at AIIMS, New Delhi

and

Item No.AC/110/14 - Initiation of Post-doctoral Master of Chirurgie (M.Ch) course in "Trauma Surgery and Critical Care" at JPNATC, AIIMS, New Delhi

Both the proposals were discussed together. The members felt that instead of starting MS programme it is better to start a MCh programme. Dr. Jyoti Mirdha felt that the programme should be under the ambit of Department of General Surgery. Dr. M.C. Misra explained the rationale behind starting these courses and told that these courses would run under the faculty of General Surgery in Trauma Center. The Chairman, Dr. Jagdish Prasad also suggested that instead of both MS and MCh in Trauma Surgery at present only MCh programme should be started. **The members agreed and the course of MCh in Trauma Surgery and Critical Care at JPNATC, AIIMS New Delhi was approved with creation of new posts rather than converting Non-Academic Senior Residents' posts.** It was also suggested that the JPNATC could also come up with a proposal of 6 Years MCh course in Trauma Surgery and Critical Care through proper channel.

Item No.AC/110/15 - To consider the proposal for creation of additional 4 posts of Senior Resident (DM) for Department of Neuro-Anaesthesiology at AIIMS, New Delhi

Approved.

Item No.AC/110/17 - To consider the proposal for change of nomenclatures of various disciplines in the approved list of 59 posts of Assistant Professor and two vacant posts of Assistant Professor of Medicine already in existence of JPNATC, AIIMS and revision of Recruitments Rules thereof.

Approved.

Item No.AC/110/18 - To consider the proposal for creation of one post of Assistant Professor-Medical Physics for Gamma Knife (Non-Medical) at Neurosciences Centre, AIIMS, New Delhi.

Approved.

Item No.AC/110/19 - To consider the proposal for amendments in prescribed recruitment rules in respect of faculty posts in super-specialty disciplines at the AIIMS, New Delhi.

Approved.

Any other item with permission of the Chair.

The Chairman informed the Committee, that the creation of the Department of Clinical Immunology and Rheumatology is pending since long and it a national need and AIIMS should have this department at the earliest. Director informed that the same was discussed in the last Dean's Committee meeting and an Expert Committee has been formed to look into the proposal.

There were suggestions among the members that if there is a national need to create such departments and initiate new super-specialty courses. While constituting such expert committees, it was advised that the experts might be coopted from PGI, Chandigarh and other important Institutions. Prof. M K Bhan

expressed that Institution must identify priority areas to develop and proactively seek proposals from various departments. Regarding the Department of Rheumatology and Immunology, Prof. Bhan suggested to create the specialty of Immunology, a comprehensive proposal covering Basic and Clinical Research in Immunology and patient care involving variety immunological disorders instead of creating a department of Rheumatology alone which is only one problem.

The meeting then came to an end with a vote of thanks to all present & the Chair.

* * * * * * *

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/8

To consider the Representation of Faculty Members who have been declared unfit by the selection committee for promotion to their respective higher grade under assessment promotion scheme at AIIMS, New Delhi

No.F.11-1/2012(Rep.)-Estt.I

NOTE FOR GOVERNING BODY

Item No. GB/150/8

TO CONSIDER THE REPRESENTATIONS OF FACULTY MEMBERS WHO HAVE BEEN DECLARED UNFIT BY THE SELECTION COMMITTEE FOR PROMOTION TO THEIR RESPECTIVE HIGHER GRADE UNDER ASSESSMENT PROMOTION SCHEME AT AIIMS, NEW DELHI.

****

1. INTRODUCTION

1.1 The Government of India, Ministry of Health and Family Welfare vide their letter No. V-16020/58/2013-ME-I dated 18th October, 2013 have forwarded representations of following faculty members of this Institute who have been declared Unfit by the Standing Selection Committee for promotion to their respective higher grade under Assessment Promotion Scheme for the batches of 01.07.2011 & 01.07.2012:

Sl. No.	Name of the Faculty Member	Department	Batch & next grade for which due for promotion
01	Dr. Sheffali Gulati	Paediatrics	01.07.2012 for the grade of Professor
02	Dr. Rashmi Ramachandran	Anaesthesiology	01.07.2012 for the grade of Addl. Professor
03	Dr. Sushmita Pathy	Radiotherapy	01.07.2011 for the grade of Addl. Professor
04	Dr. Chavvi Sawhney	Anaesthesiology (JPNATC)	01.07.2012 for the grade of Addl. Professor
05	Dr. Binod Kr. Khaitan	Derm. & Vene.	01.07.2011 for the grade of Professor
06	Dr. Viveka P. Jyotsna	Endo. & Metab.	01.07.2011 for the grade of Addl. Professor
07	Dr. S. Senthil Kumaran	N.M.R.	01.07.2012 for the grade of Professor
08	Dr. Immaculata Xess	Entomology (Microbiology)	01.07.2011 for the grade of Addl. Professor
09	Dr. Nalin Mehta	Physiology	01.07.2012 for the grade of Professor

Cond. from pre-page:

Sl. No.	Name of the Faculty Member	Department	Batch & next grade for which due for promotion
10	Dr. Biplab Mishra	General Surgery (JPNATC)	01.07.2012 for the grade of Addl. Professor
11	Dr. Rama Jayasunder	N.M.R.	01.07.2012 for the grade of Professor
12	Dr. Taposh K. Das	Electron Microscope	01.07.2011 for the grade of Professor
13.	Dr. S. Vivekanandhan	Biochemistry (NSC)	01.07.2012 for the grade of Professor

It has also been stated in the aforesaid letter that the matter had been considered in the Ministry and it has been decided with the approval of Secretary (HFW) that these representations may be placed before the next Governing Body meeting by following due process.

1.2. Few other representations from following faculty members on the issue under reference have also been received at the Institute:

Sl. No.	Name of the Faculty Member	Department	Batch & next grade for which due for promotion
14	Dr. Guru Dutta Satyarthee	Neurosurgery (JPNATC)	01.07.2012 for the grade of Addl. Professor
15	Dr. R.S. Chouhan	Neuro-Anaesthesia	01.07.2012 for the grade of Professor
16	Dr. Subhadra Sharma	Lab. Med. (Haem.)	01.07.2012 for the grade of Professor
17	Dr. Seema Tyagi	Haematology	01.07.2012 for the grade of Professor

The representations so received from the above faculty members are self explanatory wherein they have requested to re-consider their respective candidatures for promotion under Assessment Promotion Scheme based on their achievements, research work, publications and other academic activities conducted by them . A copy of Ministry's letter & representation submitted by aforesaid faculty members are enclosed at **Annexure-I.**

Contd. from pre-page:

2. ADMINISTRATIVE COMMENTS

2.1 In the aforesaid connection, it is stated that the meetings of the Standing Selection Committee to interview 158 faculty members eligible to be considered for promotion to their respective higher grades for the batches of 01.07.2011 & 01.07.2012 under Assessment Promotion Scheme were held in two phases i.e. from 12th to 14th April, 2013 and from 18th April to 20th April, 2013. The details of eligible candidates considered for promotion under APS for the aforesaid batches are as under:

Grades	*BATCHES*		
	2011	**2012**	**Total**
Level II to III (Associate Professor to Additional Professor	**12**	**66**	**78**
Level III to IV (Additional Professor to Professor	**42**	**38**	**80**
GRANT TOTAL	**54**	**104**	**158**

2.2 Out of 158 eligible faculty members to be promoted to next higher grades under APS, a total of 139 faculty members were declared FIT for promotion by the Standing Selection Committee. The Governing Body, AIIMS, New Delhi (Appointing Authority) in its 149th meeting held on 19.07.2013 vide Item No. GB-149/3 approved the recommendations of the Standing Selection Committee **(Annexure-II)** and accordingly the Chairman permitted to issue promotion orders to those who were found FIT & recommended by the Standing Selection Committee. Accordingly, promotion orders in respect of 139 selected candidates have been issued.

Contd. from pre-page:

2.3 It is further stated that 17 faculty members have been declared UNFIT and 02 faculty members (Dr. O.P. Murty and Dr. Madhu Vajpayee) did not appear before the Selection Committee and they were also not considered in-absentia as well. The details of such 17 faculty members, who have been found UNFIT by the Standing Selection Committee, are as under:

FROM LEVEL II TO III (ASSOCIATE PROFESSOR TO ADDITIONAL PROFESSOR

Sl.No	Name of the faculty member	Department	Batch
01	Dr. Vivek P. Jyotsna	Clinical Endocrinology	01.07.2011
02	Dr. Sushmita Pathy	Radiotherapy	01.07.2011
03	Dr. Biplab Mishra	General Surgery (JPNATC)	01.07.2012
04	Dr. Chhavi Sawhney	Anaesthesiology (JPNATC)	01.07.2012
05	Dr. Rashmi Ramachandran	Anaesthesiology	01.07.2012
06	Dr. Senthil Kumaran	N.M.R.	01.07.2012
07	Dr. Guru Dutta Satyarthee	Neurosurgery (JPNATC)	01.07.2012

FROM LEVEL III TO IV (ADDITIONAL PROFESSOR TO PROFESSOR

Sl.No	Name of the faculty member	Department	Batch
01	Dr. Taposh K. Das	Electron Microscope (Anatomy)	01.07.2011
02	Dr. Binod Kr. Khaitan	Derm. & Vene.	01.07.2011
03	Dr. Imaculata Xess	Entomology (Microbiology)	01.07.2011
04	Dr. Rama Jayasunder	N.M.R.	01.07.2012
05	Dr. S. Vivekanandhan	Neuro-Biochemistry	01.07.2012
06	Dr. R.S. Chouhan	Neuro-Anaesthesia	01.07.2012
07	Dr. Nalin Mehta	Physiology	01.07.2012
08	Dr. Seema Tyagi	Haematology	01.07.2012
09	Dr. Sheffali Gulati	Paediatrics	01.07.2012
10	Dr. Subhadra Sharma	Lab. Med. (Haem.)	01.07.2012

2.4 It may be relevant to mention that on an earlier occasion, the Standing Selection Committee in its meetings held from 17 to 20th Novembers, 2010 and 16 to 18th December, 2010 while considering the candidatures of a total of 251 faculty members for promotion to next higher grades under Assessment Promotion Scheme, declared 39 faculty members unfit for promotion. The recommendations of the Standing Selection Committee were approved by the Governing Body in its 145th meeting held on 01.03.2011.

2.5 The faculty members who were not found fit for promotion under Assessment Promotion Scheme to the next respective higher grades by the Standing Selection Committee, had represented to various quarters including President, AIIMS and Ministry of Health and Family Welfare. Thereafter, the Ministry of Health and Family Welfare vide their letter No. V.16020/15/2011-ME-I(Pt.) dated the 9th August, 20111 issued a direction under Section 25 of AIIMS Act that the similar method may be adopted by the Standing Selection Committee as done in past and the findings of the review may be placed before the Governing Body for a final decision. Accordingly, a meeting of the Standing Selection Committee was convened on 6th January, 2012 to review the cases of those faculty members who were not found fit for promotion under Assessment Promotion Scheme. The Committee (SSC) reiterated its earlier decision on the fitness or otherwise contained in the minutes/recommendations of the SSC, held in 2010. The minutes of the Standing Selection Committee meeting held on 6th January, 2012 were placed before the Governing Body in its 146th meeting held on 16th January, 2012 vide Item No. GB-146/15 and considering all the aspects, the G.B. decided as under:

> **"..... The Governing Body also decided that since this was the last batch under old APS Guidelines, these people should be promoted to their next higher grade from the date their batchmate were promoted, and the same should not be quoted as precedence for future reference."**

Contd. from pre-page:

A Copy of the minutes of the GB meeting held on 16.01.2012 is enclosed at **Annexure-III.**

2.6 However, the Governing Body in its 147th meeting held on 14.04.2012 vide Item No. GB-147/1 while ratifying the minutes of the 146th meeting of the Governing Body again discussed the issue at length and decided as under:

"There was considerable discussion on the issue of promoting 39 faculty members, who had not been recommend for promotion by the Standing Selection Committee. It was pointed out that this would set a bad precedent and would send a wrong signal that promotions in the Institute could be obtained on considerations other than merit. At the same time, it was felt that in view of the significant shortage of doctors at faculty level and the long years of service rendered by the faculty in question, it would be appropriate to promote them by taking a lenient view. Considering all these aspects, the Governing Body by consensus decided in principal to promote all the 39 faculty to their respective higher grades. It was categorically stipulated that this decision was in no way a reflection on the Standing Selection Committee and that this will be a onetime relief measure not to be quoted as precedent. The matter was accordingly resolved."

A copy of the minutes of the Governing Body meeting held on 14.04.2012 is enclosed at **Annexure-IV.**

2.7 The Governing Body in its aforesaid meeting held on 14.04.2012 vide a separate agenda item No. GB-147/2 while considering Action Taken Report on the minutes of the Governing Body meeting held on 16.01.2012, in respect of agenda item No. 146/15 decided to promote those 39 faculty members to higher grades.

2.8 However, as per the directives of the Government of India, Ministry of Health and Family Welfare, the representations submitted by aforesaid faculty members for re-consideration of their candidatures for promotion to the next higher grade under Assessment Promotion Scheme are placed before the Governing Body for consideration and a decision.

ANNEXURE-B

CHIEF ADMIN. OFFICER
FILE/LETTER : RECEIVED ON
23 OCT 2013
Dy. No. 6167
AIIMS, NEW DELHI-110029

110

No. V-16020/58/2013-ME-I
Government of India
Ministry of Health and Family Welfare
(ME-I Section)

Nirman Bhavan, New Delhi,
Dated the 14th October, 2013.

Director,
AIIMS,
Ansari Nagar,
New Delhi.

Subject:- Representations from various faculty members of AIIMS regarding review of the interview results held at AIIMS, Delhi in April, 2013 for promotion under APS.

Sir,

I am directed to forward herewith copies of representations received from various faculty members of AIIMS regarding the review of APS results of April 2013 on the subject as per details given below:

Name of Candidate	Forwarded by	Subject.
Dr. Sheffali Gulati, Addition Professor, Chief Child Neurology Division, AIIMS, New Delhi.	Self /Shri Motilal Vora, MP	Representation dated 23rd July, 2013 & 23rd Aug, 2013
Dr. Rashmi Ramachandran, Associate Professor , Deptt. of Anaesthesia, AIIMS, New Delhi.	Shri Motilal Vora, MP	Representation dated 23rd July, 2013
Dr. Sushmita Pathy, Associate Professor, Deptt. of Radiotherapy, AIIMS, New Delhi.	Shri Motilal Vora, MP	Representation dated 22nd July, 2013
Dr. Chhavi Sawhney, Associate Professor, Department of Anaesthesia, JPNATC, AIIMS, New Delhi.	Shri Motilal Vora, MP	Representation dated 23rd July, 2013
Dr. Binod K. Khaitan, Deptt. of Dermatology and Venereology, AIIMS, New Delhi	Self	Representation dated 14th Aug, 2013
Dr. Viveka P. Jyotsna, Deptt. of Endocrinology & Metabolism, AIIMS, New Delhi	Self	Representation dated 29th July, 2013
Dr. S. Senthil Kumaran, Associate Professor, Deptt. of NMR, AIIMS, New Delhi.	Self	Representation dated 14th Aug, 2013
Dr. Immaculata Xess Addl. Prof., Deptt. Of Microbiology, AIIMS	Self	Representation dated 24th Aug, 2013

On the file.
CAO
DD(A)
19.10.13
19/X/13

Dr. Nalin Mehta, Ad. Prof., Deptt. Of Physiology, AIIMS, New Delhi.	Self	Representation dated 1st Aug, 2013
Dr. Biplab Mishra, Associate Professor, Deptt. of Surgical disciplines, JPNATC, AIIMS, New Delhi.	Self	Representation dated 24th July, 2013
Dr. Rama Jayasunder, Additional Professor, Deptt. of NMR, AIIMS, New Delh.	Self	Representation dated 14th Aug, 2013
Dr. Taposh K Dass, Addl. Prof., AIIMS	Self	Representation dated Nil
Dr. Vivekanandhan S Addl Professor, Neurobiochemistry, Neuroscience Centre, AIIMS, New Delhi.	Self	Representation dated 31st July, 2013

2. The matter has been considered in the Ministry and it has been decided with the approval of Secy (HFW) that these representations may be placed before the next GB meeting by following due process.

Yours faithfully,

(S.N. Sharma)
Under Secretary to Government of India
Tel. No. 23061883

O/C

Copy to:-

1. PS to JS(SKN)

Department of Pediatrics
All India Institute of Medical Sciences
Ansari Nagar, New Delhi-110029, India

Dr. Sheffali Gulati
ADDITIONAL PROFESSOR
CHIEF, CHILD NEUROLOGY DIVISION

Ph. (O): 91-11-26594679,
(R): 91-11-26524627, 46029621
Fax: 91-11-26588663, 26588641
Email:sheffaligulati@gmail.com,
sheffalig@yahoo.com

112

Advance copy

23rd July 2013

The President
All India Institute of Medical Sciences Institute body/ Governing body
New Delhi

(Through Proper Channel)

Subject: Earnest appeal for an objective & fair review of my application / interview for the post of Professor by the Governing Body, AIIMS, whereby I have been denied a rightful promotion

Dear Sir

I, Dr. Sheffali Gulati, Additional Professor, Department of Pediatrics would like to earnestly request for an objective & fair review of my application / interview for the post of Professor by the Governing Body, AIIMS, as I feel that I have been denied a rightful promotion based on an unfair and biased selection process. In a few minutes of interview my hard work of over the last many years has been disregarded. To substantiate my foresaid analysis & conclusion the following facts are submitted for your kind consideration and necessary action to reverse the injustice meted to me:

- **I joined AIIMS in 1988 as an undergraduate student, then did my post graduation** and have been working here for last 25 years earlier as a student and became **Assistant Professor on 7th July 2000** based on my merit & hard work.
- I got promoted to the post of **Additional Professor w.e. f July 2008.** I was assessed for promotion to the grade of Professor w.e.f. July 2012, for which I was absolutely sure to succeed after giving 13 years of sincere hard work and full commitment as a faculty.
- **I was part of the team that started the first DM Pediatric Neurology program in South East Asia** in 2004 and all my students are doing exceptionally well and have been clearing the examinations on first attempt. Till date 16 students have passed out and nine are currently pursuing their DM program under my guidance. Seven short term trainees from USA, Kenya, Srilanka, Bangladesh and India have trained under me.
- **I have been providing Comprehensive Pediatric Neurology care services**: 5 Specialty Clinics in Child Neurology including: Development clinic, Neurocysticercosis clinic, Autism clinic, Neuromuscular disorders clinic and Pediatric Neurology Clinic are being run in our department under my supervision. Patients from all over India, Bangladesh. Nepal and middle East come and avail of our services. **The electrophysiology services in the department were established by me.** Patient information booklets (English and Hindi)

Respected Sir, the lack of an objective criteria and denying promotion to me is a clear indication of unfair and biased selection process. I feel that experts were biased and have ignored my credentials over years in a few minutes of interview process It was probably a case of 'Error of Judgement'.

I feel, I fulfil all the necessary qualifications and experience to be promoted to the post of Professor as you can see in the comparative statement with Dr Sneh Bhargava's recommendations which is enclosed. The question of being declared 'Unfit' could have arisen if I had a performance deficit or an administrative lapse pointed against me at any point of time. Further, **I have always remained as a valuable asset to the Department and am successfully running a DM program since its inception in 2004.**

Moreover, I have always performed all the mandated duties & responsibilities including teaching, research, administrative as per chartered duties of a faculty to the best of my abilities, for which I have been appreciated all along by my HOD & Senior colleagues.

I also want to bring to your notice that my **only child who is 5 years 10 months** had problems at the time of birth and **has special needs.** He has cerebral palsy with multiple problems and has gastrostomy for feeds and he is completely dependent for all his care. **I have been making extra efforts to give my best to my profession despite personal setback in form of my child's special needs Thus this denial of promotion has saddened me deeply..**

Respected Sir, finally I wish to submit and understand: What reasons could have prompted a denial of promotion to me? I earnestly appeal to you for a immediate fair review & re-assessment by the Governing Body, so as to redress the injustice matted to me.

Respected Sir, as President AIIMS, I look upon you as a guiding force to remain motivated & committed to carry on the good work that I have been doing all these 25 years. The present decision not to consider me for promotion has shattered me completely. But I have immense faith in you that you will ensure justice for me. I would earnestly request you to please review the case in the light of the facts presented to you along with the comparative statement of Dr Sneh Bhargava's committee recommendations. and initiate a necessary corrective action at the earliest as at this point of time I am extremely hurt.

I would be willing to submit any additional information required and also to appear before the Governing Body or any other panel constituted by it to present my case & credentials. I hope my plea would be heard compassionately and fair justice provided to me at the earliest. I will abide by any decision you may take after objective unbiased review of case by you.

Thanking you
Yours Sincerely

Gulati 23/7/2013

Dr Sheffali Gulati

CC: Governing Body members; FAIMS

.....cont'd

3 To Respected
Shri Motilal Vohra ji

शरीरमाद्यं खलु धर्मसाधनम्
अ०भा०आ०सं०
A.I.I.M.S.

TRUE COPY OF CONFIDENTIAL COMMENTS DATED AUGUST 5, 2013 ON THE REPRESENTATION OF DR. SHEFFALI GULATI EARLIER SUBMITTED ON FILE TO THE OFFICE OF THE DIRECTOR ON 06.08.2013.

CONFIDENTIAL

Department of Pediatrics
All India Institute of Medical Sciences
New Delhi

August 5, 2013

Subject : Regarding representation of Dr. Sheffali Gulati for Review of the decision of the Selection Committee of not considering her fit for promotion as Professor (through APS)

Enclosed please find a self-explanatory representation from Dr. S. Gulati, Additional Professor, Department of Pediatrics (Encl.1).

Dr. Sheffali Gulati appeared for interviews for promotion to the rank of Professor under the Assessment Promotion Scheme (APS) in April 2013. However, her name does not figure in the list of those candidates who have been promoted to the rank of Professor in various departments.

In her representation, Dr. Sheffali Gulati has requested for a review of the said decision of the Selection Committee / Governing Body. She has provided detailed reasoning in the enclosed documents that may kindly be pursued.

Dr. Sheffali Gulati has been a Faculty of the Department since July 2000. She was a student of the Institute and has illustrious record during UG and PG courses.

Based on the documents provided by her, I appraised her performance for clinical, teaching and research spheres during the four years period (2008-2012) as Additional Professor which forms the criteria for selection to the post of Professor. My comments are as follows:

- She is devoting considerable amount of time in running a comprehensive pediatric neurology service of the Department in out-patient care (10-12 hours per week) and in-patient service (8-10 hours per week) and specialty clinics (8-9 hours per week).

- A plethora of Pediatric Neurology laboratory investigations are being provided under her supervision. These include NCV, EMG, RNST, EEG, Muscle biopsies, skin biopsies, nerve biopsies, arterial lactate, CSF lactate etc. More than 2800 tests were performed in these laboratories during the one year period 2011-2012.

- In addition to UG and PG teaching, she is the **focal point of the DM pediatric neurology programme** of the Department. This is an extraordinary responsibility that she is discharging with great effectiveness working extremely hard in mentoring 9 DM residents at only given time in training and research

- She has mentored thesis work of 13 DM students in the last 4 years and co-mentored 11 Ph.D. students.

- She has a total of 17 research projects as PI/Co Investigator.

- **More significantly, during 2008-2012 she has contributed as many as 89 papers in indexed journals (67 international journals, 23 national) including 50 in the capacity of first or the communicating author.** She has 25 chapters in the books. She has also been actively involved in organizing CME and other operational activities and presenting her work in different conferences & meetings.

- Her extra-mural work includes being a Nodal Officer for Acute Flaccid Paralysis surveillance and engagement with the National Trust (Govt. of India) on Autism and the Ministry of Health and Family Welfare.

It is noted that Dr. Gulati has referred to the benchmark guidelines provided in the Report of the Dr. Sneh Bhargava Committee on work standards.

Dr. Sheffali has provided a table (Flag A) in which the performance parameters of the Dr. Sneh Bhargava Committee have been compared with her output. It is evident that her work and output exceeds the benchmark criteria laid down by the Dr. Sneh Bhargava Committee for promotion to Professorship by a huge margin. In particular:

- **Dr. Sneh Bhargava Committee states that minimum number of publications in indexed journal should be 5 (at least 2 in the international journals). Dr. Sheffali Gulati, in contrast, has as many as 90 publications in her period of assessment of which 67 are international papers. <u>This is 16-17 times the benchmark requirement</u>.**

- Likewise, the minimum number of projects required are only 2 as per the Dr. Sneh Bhargava Committee criteria, and Dr. Gulati has 8 projects (four times that number).

- Minimum number of MD/DM/MCh/MPhil/PhD students required are 3, Dr. Sheffali has mentored 12 MD students (Chief Guide 5), 13 DM students (Chief Guide) and 8 Ph.D. students (Co-guide).

शरीरमाद्यं खलु धर्मसाधनम्
अ०भा०आ०सं०
A.I.I.M.S.

From the foregoing, it is difficult to comprehend how a person whose clinical, teaching and research portfolio is so comprehensive and deep be found unfit for promotion.

Her case has inflicted a serious adverse effect on the morale of the junior faculty within and outside the Department. The question they ask is: 'How can a person who works so hard for patients and has 90 publications in four years be declared unfit? .

In the light of the above, in my humble opinion, she has far more than the adequate contribution to the speciality of pediatrics as Additional Professor of the Institute to be declared fit for promotion to the level of Professor. As a committed, competent and hard working faculty, Dr. Gulati is a pillar of strength to the Department

I forward herewith the representation of Dr. Sheffali Gulati, through proper channel, with the request that her case may please be reviewed by the Selection Committee/Governing Body as per rules.

I have full faith in the wisdom of the esteemed Selection Committee and the Governing Body. I reaffirm my strong view that merit should be the sole criteria for career advancement at AIIMS.

The undersigned would be available to provide any additional information that may be required.

Sd/-

Professor V.K. Paul
Head, Department of Pediatrics

Director, AIIMS

(2) Dr. Subhankar JR. Permission to attend IPNA 30/08/13 03/09/13 in Shanghai.

(3) Dr. Vasudev Parashar SR. leave 2 days 20th & 21st Aug.

UG. Sec.

(1) F. No. 12-36/2013-Acad II. Elective training for Mr. Husain Khaki for a Period 5 weeks from 14.04.13 31/04/14.

(2) Ankur Lathes Roll No. 2641 Internship 01/07/13 to 31/07/13.

(3) Dr. Ajay Kr. Joining of 3 months short term training in Paediatrics Palmonology w.e.f. 01.08.13. F. No. 10-386/13 Acad II

N.T. (1) Sonu Dagar O.T.A. Joining report 19/07/13 forenoon.

(2) Chandeshwar Prasad OT/Tech. leave for 2 days, 31/07/13 to 01/08/13.

Director office (1) Regarding representation of Dr. Sheffali Gulati for Review of the decision of the Selection Committee of not Considering her fit for promotion as Professor through (ABS)

Dean (1) Dr. Abraan Sheriff JR leave for 8 days 13/08/13 to 11/09/13 and 14/09/13 to 19/09/13

Department of Pediatrics
All India Institute of Medical Sciences
New Delhi

October 17, 2013

Shri Attar Singh
Chief Administrative Officer
A.I.I.M.S.
New Delhi

Subject : Forwarding of representation submitted by Dr. Sheffali Gulati, Additional Professor of Pediatrics for review of her candidature and interview results for promotion under Assessment Promotion Scheme
Ref.No.: F.11-1/2012(Rep.)-Estt. I dated 14th October 2013

Attention : Shri G.R. Pillai, Asstt. Admn. Officer

Dear Sir,

Reference to the memorandum refer to above, I would like to bring to your kind attention that I had forwarded the representation of Dr. Sheffali Gulati in original along with the detailed note of my comments addressed to the Director, AIIMS on August 5, 2013.

The file containing the representation and original comments spread over 3 pages as a cover note was received in the office of the Director on 06.08.2013 (receiving copy enclosed). I am not aware of further movement of his file from the office of the Director.

I am now enclosing herewith a copy of my comments refer to above by your kind perusal.

Thanking you,

Yours sincerely,

डॉ० विनोद कुमार पॉल/Dr. VINOD KUMAR PAUL
MD, PhD, DNB, FIAP, FAMS
आचार्य एवं विभागाध्यक्ष/Professor & Head
बालरोग चिकित्सा विभाग/Department of Pediatrics
अखिल भारतीय आयुर्विज्ञान संस्थान/AIIMS
अंसारी नगर, नई दिल्ली/Ansari Nagar, New Delhi-110029

Professor V.K. Paul
Head, Department of Pediatrics

Encls. As above

18/X

Mr Rawat

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F.11-1/2012(Rep.)-Estt.I

Ansari Nagar, New Delhi-29
Dated the 14 OCT 2013

MEMORANDUM

Subject: Forwarding of representation submitted by Dr. Sheffali Gulati, Additional Professor of Pediatrics for review of her candidature and interview results for promotion under Assessment Promotion Scheme.

****

Dr. V.K. Paul, Professor & HOD of Pediatrics vide his remarks dated 05.10.2013 while forwarding the representation of Dr. Sheffali Gulati, Additional Professor of Pediatrics for review of her candidature and interview results for promotion to the grade of Professor under Assessment Promotion Scheme, has requested to refer to detailed submission forwarded by him in early August 2013 on the subject matter.

Since the detailed submission so forwarded by Dr. V.K. Paul, Professor & HOD of Pediatrics has not been received in his section, He is requested to kindly furnish a copy of the same so that the same could be forwarded to the competent authority along-with the representation submitted by Dr. Sheffali Gulati for reference.

This may kindly be given PRIORITY.

(G.R. Pillai)
Asstt. Admn. Officer

Dr. V.K. Paul
Professor & Head
Department of Pediatrics

Dated- 23.07.2013

Through Proper Channel

To

Hon. Shri Ghulam Nabi Azad

President, All India Institute of Medical Sciences,

New Delhi, India

Sub- Appeal to review Interview results held at AIIMS, Delhi on 12th April, 2013

Respected Sir

I, Dr Rashmi Ramachandran, am an associate professor in the Department of Anaesthesia at the All India Institute of Medical Sciences, Delhi. I was recruited to the department nearly 8 years back and since then have been a hardworking and responsible member of the department and the Institute. During all these years I have contributed relentlessly towards patient care, research and education in this esteemed institute.

At the departmental level I was the Roster-in-charge either independently or together with another senior faculty for nearly 6 years. Apart from this I have also been in-charge of the teaching schedule of various level students be it undergraduate medical or undergraduate and postgraduate nursing students. One of the major landmarks for the department has been the acquisition of **Hi-Fidelity Human Patient Simulator System.** I have worked unremittingly towards the functionality of the system with the result that the countries first and only functional Human Patient Simulation System is now being used to provide education to postgraduate students in anaesthesia at par with the world standards. I was also the co-organizing secretary for **2nd International Conference of Recent Advances in Anaesthesia** which also included an extremely well appreciated 4 day workshop on **Medical Simulation.**

At the Institutional level I have been a member of the **Hospital Infection Control Core Committee** and have been a part of radical and progressive decisions towards making the Hospital free of nosocomial infections. I have also been actively involved in the department's contribution to the Institute day celebrations of which yourselfs' enthusiastic participation is well known.

Apart from this I have multiple **indexed publications** as first author, corresponding author and co-author which are well above the minimal requirements for the post for which I have been overlooked for (Proof attached). I also have a **Funded Research Project as Principal Investigator** which many people who have been promoted cannot claim of.

I have been actively involved in patient care, research and teaching activities that is pre-requisite for promotions in the Institute.

Sir, despite the above credentials I have been overlooked for my promotions which has led to a lot of mental trauma and lack of motivation for me. So I humbly pray to you to please review my interview results and decide upon the final outcome.

Regards

Dr Rashmi Ramachandran
Associate Professor
Department of Anaesthesia
AIIMS, Delhi

Attachments-
Copy of Application Form/CV

C/c to

1. Smt Sushma Swaraj- Member
2. Shri Motilal Vohra MP (RS)- Member
3. Shri Ashok Thakur- Member
4. Shri Keshav N Desiraju- Member
5. Prof KK Talwar- Member
6. Dr RA Badwe- Member
7. Dr Jagdish Prasad- Member
8. Dr SP Agarwal- Member
9. Shri SK Shrivastava
10. Prof RC Deka, Director, AIIMS- Member-Secretary
11. Jt Secy, M/o Health
12. Dr Shashi Wadhwa, Dean
13. Dr DK Sharma

"COPY TO HEALTH SECRETARY - Member AIIMS Governing Body"

(Advance copy)

To,

ShriGhulamNabiAzad, 22.7.13

Honourable Ministerof Health &Family Welfare

Chairman, Governing Body,

All India Institute of Medical Sciences,

New Delhi;110029.

(Through the Director)

Subject: Request for review of promotion to the grade of Additional professor under Assessment promotion Scheme(1.7.2011 batch) at AIIMS, New Delhi.

Respected Sir,

I had appeared in the interview for the promotion to the grade of Additional Professor under Assessment promotion Scheme (1.7.2011 batch) at AIIMS on 14th April 2013, the results have been declared on 19.7.13.

To my utter shock and despair my name was not recommended for the promotion to Additional Professor. This reminded me of my challenging career after I joined as a faculty in the Department of Radiotherapy in April 2004.

Briefly salient facts of my career in AIIMS after I joined as faculty:

- I joined the institute as **Senior Resident** in Department of Radiotherapy in 1998,and during this period due to my sincere, dedicated work and academic credentials I was chosen as **Senior Research Associate** after completion of my Senior Residency.
- During my tenure I appeared in the interview for the **post of Assistant professor** (Radiotherapy), AIIMS. The tables turned upside down for me, from the moment I aspired to join as faculty like 29 other candidates who appeared the interview held in 2003. **I was placed by standing selection committee above the preferred candidate**of Dr. G.K.Rath the then Head of Department and Head(Main RT), Dr P.K. Julka.
- I joined the department after 10 months following **litigation filed by the preferred candidate** in Delhi High court(Encl1). Unfortunately Dr.G. K. Rath and Dr P.K.Julka vented out their ire in the form of unreasonable false allegations and memorandums humiliating me in various forums within weeks after I joined the department as faculty. This was done with an intention to harm my career and oust me from the Institute during my probation period (Encl 2, 3,).

- **I represented** to the then Director AIIMS and higher authorities for redressal of my grievances and presented facts with evidences. The Central Information Commission also reprimanded the committees and administration for issuing memorandums on hearsay and causing mental stress and agony to me (Encl 4). **With great effort I was absolved from all allegations and false accusations cast on me in various committees** (Encl 5).
- One such committee was **Dr PM Shah Committee** which was constituted to look into my grievances by the then Director AIIMS(Prof. P. Venugopal). All the proceedings of the then committee were staged and all experts colluded with Dr. G.K.Rath and Dr. P.K.Julka and incorporated false observations in their report to protect Dr G.K.Rath and Dr. P.K.Julka.
- **Dr. RK. Grover** was a member of the above said Shah Committee was working at the behest of Dr. G. K.Rath and Dr. P.K.Julka, and had unpleasant interactions with me during the committee proceedings.
- I objected strongly to the Director to the sham investigations and proceedings of the SHAH committee requesting him to quash the same(Encl 6).**Director AIIMS took a compassionate and impartial view and declared the Shah Committee report as infructuous.**

Subject Experts for this APS interview and its proceedings

1. Dr RK Grover
2. Dr NK Kalita

Dr.RK Grover who was a part of the PM Shah Committee earlier, has been invited as the expert(Radiotherapy) to assess me in the APS interview and found me unfit for the promotion. Sadly my interview has become a platform to settle personal vendetta making a mockery of my career. He had been hostile in the interview from the beginning and asked vague questions to put me down.

Dr NK Kalita is a faculty from a regional centre from Guwahati who asked questions pertaining to old treatment modalities and was irritated if I tried to appraise the latest modalities being practised in the field.

My achievements:

It is noteworthy to appraise the Governing body members that despite such adverse and hostile working conditions in my department with obstacle at every step I challenged every moment requesting for allotment of clinical areas, postgraduate thesis and academic work from my higher authorities,(Encl: 7,8) and contributed to patient care,academics, research and post graduate training in the department. I am also enclosing my brief bio data (Encl 9)

Research Experience: Principal Investigator: 3, Co Investigator: 4

Publications

Total no: Journals: 22 International Abstracts: 13, Educational Book -1

Academic credits

- Reviewer In UICC expert panel
- Reviewer Scientific Journals/Invited speaker/presentations in National & International conferences
- Member in National Consultative Meeting to create guidelines and Standard operating procedure (SOP)in Management of Retinoblastoma: 2008 ICM

Mentorship and guidance

- Chief guide 4,Co-guide : 6

Fellowships awards and honours

1. UICC International Cancer Technology Transfer Fellowship 2001,2011
2. International Fellowship for Research on cancer, (WHO) Lyon, France 2011.

I have also obtained training as a pursuit to enhance knowledge and **established new facility in my department and Centre**. A brief overview of my achievements during the assessment years for this APS interview is as shown below. I meet all the bench mark recommendations of Sneh Bhargava committee which has been recently approved by Governing body.

Parameters	**Sneh Bhargava recommendation**	**Achieved 2008-2011**	**Achieved- 2008-till APS interview**
Research project Funded/ethics com approved non funded	**Two(2)**	**Total no. Four(4)** • Intramural funded :1 (AIIMS) • Collaborative- 3	**Total Six(6)** • Extramural : 2(ICMR,Terry-Fox) • Intramural:2 • Collaborative 2
Publication	**5-7 (2 as first or corresponding author**	**Total: 9** • Scholar citation 117 • Journals -5 (2 as first author) • International Abstracts -4	**Total:15** • Journal 8(3 first author) • International abstract :7 • Under correspondence(first/corresponding author) :2
Fellowship /award medical &science academics	**Desirable due credit given**	Two fellowships: • UICC,(Cardiff) • WHO(Lyon)	Three fellowships /awards • UICC,(Cardiff) • WHO(Lyon) • UGC travel award to present paper in International cancer screening network Australia

Clinical :Patient care	**30% time for clinical areas**	**Development of new facility: 2 clinics** • Pain palliative care clinic,Retinoblastoma clinic • Expert: formulating guidelines & SOP Retinoblasoma ICMR	3 clinics • Pain palliative care clinic, • Retinoblastoma clinic, • Pediatric palliative Care
Mentorship and guidance Post graduate /D.M thesis. Clinical teaching lectures,assessment	**30% time for clinical areas**	• Chief guide 1 • Co guide:3 • Academic lectures ,teaching schedules for residents,MD assesement/exams	• Chief guide :3 • Co guide:5 • Academic In-charge, teaching schedules for residents,exams

Prayer:

In view of the above mentioned facts with deep respect to the esteemed members of the Standing Selection Committee and Governing Body it is my humble submission to **review and reconsider my candidature** with unbiased subject experts :I may be given another opportunity which is well within the guidelines of Institute body and Governing body. I sincerely believe that I will not be denied justice.It is unfair to judge me in 5 minutes by two biased experts for my work of 5 years.

Thanking You,

Yours Sincerely,

(Dr Sushmita Pathy), 22/7/13
Associate Professor,
Department of Radiotherapy,
All India Institute of Medical Sciences,
New Delhi-110029
Cc: Director.

Members of Governing Body

Encl 1-9.

Dated- 23.07.2013

Through Proper Channel

To

Hon. Shri Ghulam Nabi Azad

President, All India Institute of Medical Sciences,

New Delhi, India

Sub- Appeal to review Interview results held at AIIMS, Delhi on 12th April, 2013

Respected sir

With due respect, I want to state that I have been working as Associate Professor in the Department of Anaesthesia at JPN Apex Trauma Centre, AIIMS since 1.7.2009. I had joined the institute as Assistant Professor in 2005 and have been working in the Trauma centre since 2006. There were just two anaesthesia faculty in the Trauma centre . We setup the OT complex, PAR and RR with five OTs including General Surgery, Orthopedics, Neurosugery, Plastic surgery and maxillofacial surgery. We also started the 12-bedded General surgery ICU and 12- bedded Neurosurgery ICU. We also assisted in setting up the Casualty area and the Manifold.

We have a regular **teaching** schedule for the residents working in the centre. I am a co- guide for an M.ch (neurosurgery) candidate with the thesis topic, " Outcome in early versus late surgery in cervical spine injury: a prospective randomized study" and a co-guide for DM (neurology) candidate with the thesis topic " CSF testosterone levels in motor neuron disease- a pilot study". I have around twenty **publications**, mostly in International Journals (Enclosure). I have written a manual on Basic Emergency care (two editions) . I am working on many **projects** . One of the institute funded project in which I am the PI is, " To study the reduction in intra- and postoperative analgesia requirement and the quality of recovery after pre-emptive intrathecal morphine in patients with pelvic acetabular injuries undergoing stabilization."

I am ACLS ,ATLS and FCCS faculty. I am the course director for ' Basic Emergency Care Course' and we have trained around 300 people all over the country. I am a life member of Indian Society of Anaesthesiologists, Indian Society of Trauma and Acute care, Indian society of Critical care medicine. I am also a member of International Anaesthesia Research Society, European Society of Critical Care Medicine. I was a member of the Committee to standardize the proforma and preparing guidelines for screening of potential organ donors. In the trauma centre, I am incharge of the OT technicians and am a member of the technical specifications committee.

We have conducted the Ultrasound guided regional anaesthesia workshop and mechanical ventilation workshop for the surgeons. We have successfully conducted workshops in trauma conference in 2010,2011 and 2012.

I have been actively involved in patient care, research and teaching activities that is pre-requisite for promotions in the Institute.

Sir, despite the above credentials I have been overlooked for my promotions which has led to a lot of mental trauma and lack of motivation for me. So I humbly pray to you to please review my interview results and decide upon the final outcome.

Thanking you

Yours sincerely

Chhavi

(Dr. Chhavi Sawhney)

Associate Professor

Department of Anaesthesia

JPNATC, AIIMS

C/c to

1. Smt Sushma Swaraj- Member
2. Shri Motilal Vohra MP (RS)- Member
3. Shri Ashok Thakur- Member
4. Shri Keshav N Desiraju- Member
5. Prof KK Talwar- Member
6. Dr RA Badwe- Member
7. Dr Jagdish Prasad- Member
8. Dr SP Agarwal- Member
9. Shri SK Shrivastava
10. Prof RC Deka, Director, AIIMS- Member-Secretary
11. Jt Secy, M/o Health
12. Dr Shashi Wadhwa, Dean
13. Dr DK Sharma

Copy To: Shri KN Desiraju, Secretary, Ministry of Health & Family Welfare and Member GB, AIIMS 4/8/13

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To,
Shri Ghulam Nabi Azad,
Hon'ble Minister of Health & Family Welfare and President, AIIMS

Subject: **My non-promotion to the post of Professor under APS and appeal for review**

Sir,

I am writing to you to protest against my victimization by Dr. RC Deka, Director, AIIMS, and subsequent non-promotion to the post of Professor (Dermatology & Venereology) in the recent APS. Let me briefly set out the relevant facts for your consideration.

After completing my MD and Senior Residency at AIIMS, I joined as faculty in the year 1995. Presently, I am working as Additional Professor w.e.f 01.07.2007.

FTS No. 1202 Date 16/9/2013

The APS: I appeared in the interview for the post of Professor (Dermatology and Venereology) on 13th April 2013 for which I received a letter dated 23.03.2013, according to which I was supposed to present before the selection committee a PowerPoint presentation under the following headings:

(i) UG and PG teaching,
(ii) Patient-care services,
(iii) Community service,
(iv) Research and innovations,
(v) Awards, honours, achievements and recognitions,
(vi) Publications.

The Interview Board: My interview was conducted under the **Chairmanship of Dr. AH Zargar** and other members of the selection committee who were present at the time of my interview were:

- Dr. M.K. Bhan
- Dr. Ramakant Panda
- Dr. K.K. Talwar
- Dr. RC Deka, Director AIIMS (Member Secretary).

I want to bring to your notice that during my interview, the **Chairman of the selection committee, Dr. R A Badve, was not present, and neither was the DGHS present.**

Experts: The subject experts in my interview were :

- Dr. Ram Chander
- Dr. D.M. Thappa

Hostile attitude of Experts: From the very outset of my interview, both the subject experts, especially Dr. Ram Chander, were unwarrantedly hostile. I was frequently interrupted in a dismissive fashion and was not allowed to proceed beyond the third slide of the presentation that all applicants are asked to prepare.

Rather than allowing discussion on my contribution within my specialty - as is usual in such interviews - their attitude was arrogant and derogatory. They chose to spend most of the time undermining my work and clinical research at AIIMS. As a result of this conduct, I was not allowed to speak much about my work under the headings as required.

Failure of Dr Deka as Director AIIMS: It is apparent that the external experts were biased since the beginning of the interview and were being antagonistic. Unfortunately, Dr. RC Deka, who, as Director, has access to my detailed bio-data submitted for and prior to the interview, also did not bring my contributions to the notice of the members. I also observed that **my bio-data was not circulated to the members present.** Rather when I requested to let everyone know about my research work, contributions to the specialty and publications and that be allowed to finish my presentation as per the instructions given to all applicants, Dr. Deka dismissed my request and asked me to leave.

My Work and Research

- Contributed to descriptive dermatology, diagnostic morphology, new clinical entities, therapeutic modalities which changed the clinical practice.

- **Published 97 papers** in peer-reviewed, reputed journals, **2 books, 40 chapters** in books and **edited 8 annual volumes** of the book "Current Literature Dermatology".

- Among several other awards, I am also a **recipient of the most prestigious oration– Dr. BM Ambady Oration**, given by the Indian Association of Dermatologists, Venereologists and Leprologists in 2008.

- Presented at /Participated in / Delivered invited lectures / Chaired sessions / Invited faculty in **183** international and national conferences / CMEs / workshops.

- Teaching at AIIMS since 1995 (18 years) as faculty and contributed /held academic and exam-related responsibilities in **various universities and National Board of Examinations.**

- I do have several collaborative studies with the departments of transplant immunology, stem cell facility, pathology, and endocrinology, among others - these facts were disregarded during the interview. Dr. Deka did not allow me to present these facts in front of all the members of the selection committee.

- **The change in clinical teaching of UG initiated by me** when I was UG teaching in-charge of the department for 5 years (2007-2012) **brought more than 90 percent attendance** by UG students and Dermatology became an important posting for them.

Some facts about the Subject Experts :

- One of my expert, Dr Ram Chander is working as Professor at Lady Hardinge Medical College in the grade pay of Rs. 8900 and which is not even equivalent to the post of Additional Professor at AIIMS (GP Rs.9500). The grade pay of Professors at AIIMS is Rs.10500. Thus he stands under-qualified to be involved in the selection of a Professor at AIIMS. Assertion of AIIMS administration that Dr Ram Chander was an expert in my earlier APS interview does not justify this blatant illegality.
- Moreover, **Dr Ram Chander has only 32 publications** to his credit in PubMed **(vis a vis my own 74 on PubMed out of total 97).**
- **It is thus obvious that Dr. Ram Chander is not only junior to me in hierarchy but is also inferior academically.**

- Considering the above facts, **I have serious doubts whether the selection of the expert has been approved by you and the academic committee**, as envisaged in the AIIMS rules and regulations and various Institute Body meetings.

- Respectfully, I would also like to point out that **my contribution to the field in my areas of interest, such as vitiligo and pemphigus, outweighs that of the other expert Dr. Thappa** and I am intrigued by his behavior during the interview, where he brushed aside my recent publications in the very journal which he is the editor of (IJDVL). I suspect my reputation in the field and consequent professional rivalry may have something to do with the hostile attitude of Dr. Thappa. Both the experts kept making deliberate negative comments about my clinical research, which is my forte.

Some other facts about the selection system:

- I would also like to draw attention to the fact that **there are no standard parameters given to the candidate to showcase his suitability.** The only concrete instruction given to candidates to best showcase their work is to employ a PowerPoint Presentation. **I was not allowed to complete the presentation I prepared beyond third slide.**(which must still

be on the computer of the selection committee, and **I am attaching the print of that for your ready reference**). Given the 18 years I have been working as Faculty at AIIMS, the fact that I was not allowed to even come close to completing my presentation is indefensible

- It is not clear whether promotion is purely based on the basic science research in the clinical specialty. **Are other parameters, such as teaching, publications, clinical services, original innovations, awards, community services etc to be taken into account?** It has always been the convention to look at all these parameters holistically.

- Historically and conventionally, the faculty post at AIIMS have been teaching posts, allowing for relevant research – whether clinical, funded or unfunded. Given this fact, the **extreme emphasis given to research conducted by extramural grants during the interview was not justified. Nevertheless,** I do have several collaborative studies with the departments of transplant immunology, stem cell facility, pathology, and endocrinology, among others - these facts were disregarded during the interview.

- **No appreciation is given to the faculty members working in the clinical departments having a tremendous load of patient-care. The clinical / para clinical / and non-clinical departments need to be treated differently, considering the differences in their nature of duties, and then rationalizing their contributions proportionately.**

- **There was no set of guidelines for AIIMS faculty to follow to qualify for APS. There is no declared minimum benchmark to be achieved to become successful in APS.**

Though one would be loath to assert the qualities of the self, I most humbly bring to your notice that more than anything else, my reputation as a clinician over the last 25 years (first as resident and recipient of Dr. KC Kandhari award and then as faculty and **recipient of most prestigious oration in the specialty i.e. Dr. BM Ambadi oration**) at AIIMS is public knowledge. I am anguished to observe that no value was given to this during my assessment. Is this not the role of Director to highlight the forte of its own faculty members in front of selection committee?

Since **it is apparent that the experts were biased against me and that Dr. R.C. Deka clearly displayed a very hostile attitude towards me,** I had apprehended that the result of the interview would be unfavorable to me and would lead to miscarriage of justice. Therefore, on 09.05.2013 I expressed my concerns and fears in **my representations dated 09.05.2013 and 13.05.2013.** Copies of the aforesaid representations are enclosed for your ready reference.

In response to the aforesaid representations, **I received a communication dated 17.05.2013 from your esteemed office** informing me that the apprehensions and concerns expressed by me in the aforesaid representations was being looked into. Copy of the aforesaid communication dated 17.05.2013 is also enclosed.

The Governing Body of the AIIMS, as scheduled, was convened on **19.07.2013** and the Item No. GB-149/3 pertained to the consideration of the recommendations of the Standing Selection Committee as regards promotions under the APS. **On the same date itself, 19.07.2013, two orders were issued under the signatures of the Director, AIIMS in terms of which 39 + 29 Additional Professors were stated to have been promoted to the grade of Professor in various disciplines in the batches of 2011 and 2012 respectively.**

My name is not there on the aforesaid lists. Nor has there been any response whatsoever till date to my representations although in terms of communication dated 17.05.2013 I was informed that my grievance qua the manner in which the proceedings were conducted qua me was being examined.

Sir, my non-promotion and the refusal of the concerned authorities to even dignify my representations with a response has caused me immense pain and led to a **serious miscarriage of justice** on account of which I am being constrained to address the present communication.

Sir, I would once again request you to consider the facts and circumstances set out above and **objectively assess** the present situation in a manner so as to prevent grave injustice towards me. I would also request that apart from objectively considering the circumstances set out above, **you may also consider the following crucial aspects :-**

- In AIIMS there is no concept of promotion in the classical / conventional sense of the term. **There is no system in AIIMS by which, vacancies in higher posts are filled in from candidates belonging to some "feeder / lower posts".**

- The Assessment Promotion Scheme is a Scheme that has been introduced for the purposes of preventing stagnation in faculty posts that has the inevitable consequences of loss of morale etc. The APS, therefore, is a method through which faculty members belonging to a given position (for e.g. Additional Professor) are en-bloc "promoted" to the next higher position (Professor). This kind of promotion is not depended whatsoever on the existence of vacancies or posts in that higher grade. It is, therefore, stated that by its very nature, **APS is not competitive or comparative and it is a "personal" promotion.**

- Given an opportunity I can provide the hard facts to establish that in the same APS, **there are several colleagues of mine in various specialties who have been promoted as Professors by the same selection committee without even having a single publication,** or few publications (less than total 20) publications. In fact, I was surprised to see that on PubMed, which is the most widely used and credible search engine for medical publications, **even Director Dr. RC Deka (who was himself a professor before becoming the Director) has altogether only 43 publications (less than half of my publications)** to show **for his entire medical career of more than 40 years.** If a competent agency were to conduct a qualitative analysis of these 43, the results would be even more surprising. **In last 16 years, he has authored only one paper that too a case report of 4 cases. He has not conducted even a single prospective, randomized trial in his life time.**

- **The APS for promotion from Associate to Additional Professor was held in 2011 in which I was considered and promoted w.e.f. 01.07.2007.** Needless to say, that when the aforesaid exercise was undertaken my record would have been examined threadbare.

- **It is, therefore, strange that even though, less than two years have gone by since the aforementioned exercise, I am, for some strange reason, found unfit now. What has happened since then? I have not been made aware of anything untoward that has transpired since then that could have any impact on my promotion.**

- The **Director AIIMS** has been monitoring my clinical performance, teaching, academics and research through Annual Confidential Reports. **Did he ever inform me that I was NOT meeting the expectations in a specified area ?**

- As is common knowledge, I have been the Secretary of Faculty Association of AIIMS for 2 years, Vice-President for 1 year, President for 3 years and continue to be elected executive committee member even now. Therefore, I have had a very active role in fighting for the various causes that have come up from time to time. Perhaps this fact has been used against me and this non-promotion is a way to victimize me.

I request that, as President of AIIMS and Chairperson of Governing Body, AIIMS, you kindly **consider an objective, unbiased and just review** of my selection as has been done in the past two decades on several occasions by the Governing Body. **I would also like you to consider not including Dr. RC Deka in this review process as he has done little to hide his bias against me and I have suffered because of the same.**

Yours sincerely,

DR. BINOD K. KHAITAN, MD (AIIMS), MNAMS

Department of Dermatology and Venereology, AIIMS.

COPY TO HEALTH SECRETARY - MEMBER AIIMS GOVERNING BOD

डॉ. विवेका पी. ज्योत्स्ना
एम.डी. डी.एम. (एन्डो.)
सह-आचार्य
Dr. VIVEKA P. JYOTSNA
M.D., D.M. (Endo.)
Associate Professor

अन्तः स्रावि की एवं चयापचय विज्ञान विभाग
DEPARTMENT OF ENDOCRINOLOGY & METABOLISM
अखिल भारतीय आयुर्विज्ञान संस्थान
All India Institute of Medical Sciences
अंसारी नगर, नई दिल्ली-११००२९
Ansari Nagar, New Delhi-110.029
Tel.: 91-11-26594272 Fax : 91-11-26688663, 91-11-26688641
E-mail: vivekapjyotsna@yahoo.com

Dated 29/7/13

To,
Mr. Gulam Navi Azad.
The Honorable Minister,
President of Governing Body,
AIIMS,
New Delhi.

THROUGH PROPER CHANNEL

SUB: REQUEST FOR A REVIEW OF THE INTERVIEW RESULTS HELD ON 13TH APRIL UNDER APS SCHEME BY THE GOVERNING BODY OF AIIMS.

Dear sir,

I request for a review of results of the interview held on 13th April under APS scheme by the Governing Body of AIIMS.

I appeared for the interview for promotion to the grade of Additional Professor on the 13th April.

We were required to make a Powerpoint presentation of our work which I was not even allowed to present. Instead, as soon as I entered, I was asked," Why is your work not as much as a senior faculty member (Who is 10 years senior to me and was appearing for a higher post Additional professor to Professor!). The atmosphere was that of hostility and I was taken aback by the hostility of few members of the selection committee who seemed to be severely biased against me and not even seen my contribution in academic and clinical field.

I had been appointed as faculty in Department of Endocrinology and Metabolism. I have three OPDs a week where I see more than 50 old cases per day and 20 new cases a day. The Endocrinology Department caters to around 37,000 per year patients per year from India and nearby countries. These are mostly referred patients seeking a second or final opinion who have diagnostic difficulty and need time for skillful workup and diagnosis.

Apart from this, I am actively involved in academic teaching of the DM students which includes seminars, journal clubs and ward rounds. I have been the Chief guide for DM superspecialisation program in Endocrinology for 5 DM students and a co guide for two DM, two MD, one MS and two MSc nursing students. I am taking classes for undergraduate and postgraduate MBBS and MSc Nursing students.

Rec & forwarded

Apart from this Clinical management of indoor and outdoor patients and academic work I have published 15 papers in indexed national and international journals, for 7 among which I am either the first or the corresponding author.
I have published 17 papers in non indexed journals, for 14 among which I am either the first or corresponding author (CV attached).
This makes a total of 30 published papers, of which I am corresponding / first author in 21.

During the period of assessment I have carried out 4 projects as principal Investigator- two intramural, one ICMR funded and one DST funded.(List attached)

I have received the *BEST PAPER AWARD* in the annual meeting of the **Indian thyroid society Feb 13-14, 2010** for presentation of my original work, "*Bone health in patients of Graves disease: two years follow up study after patients became euthyroid.*" For which I was the first author and presentor.

I was a coauthor for Oral Presentation entitled, "Genetic Studies in patients with Isolated and Combined Pituitary Growth Hormone Deficiency from India" at the 41st Annual Conference of the Endocrine Society of India, December 2011, Pune, India.- A R Seith Gold Medal, Best Paper Award.

I have regularly been reviewing articles for journals like: Neurology India, Indian journal of Endocrinology and Metabolism, Saudi Medical Journals, Annuls of Saudi Medicine, Indian journal of physiology and pharmacology.

Apart from this I have contributed as expert in review committees of national bodies, as meet the expert session in National conferences, as PhD and DM examiner in National Universities of repute (CV attached).
Apart from the routine DM teaching in rounds, OPDs and seminars / journal clubs, I have taken undergraduate and postgraduate classes as and when allotted to me. I have performed all my duties as well as excelled in my work.

THE RESULTS ARE SHOCKING TO ME AND I AM UNABLE TO UNDERSTAND WHY INSPITE OF ALL THE WORK I HAVE DONE, I HAVE NOT BEEN PROMOTED TO THE POST OF ADDITIONAL PROFESSOR.

I HEREBY REQUEST FOR A REVIEW OF THE INTERVIEW RESULTS BY THE GOVERNING BODY OF AIIMS.
Please find attached a CV for the same purpose.

Thanking you,

Viveka P. Jyotsna

Dr. Viveka P Jyotsna
Cc : Faculty association of AIIMS

Copy to HEALTH SECRETARY, MEMBER - AIIMS GOVERNING BODY
ADVANCE COPY

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From
Dr. S. Senthil Kumaran
Associate Professor
Department of N.M.R.
All India Institute of Medical Sciences
New Delhi-110029

To

The Hon'ble Minister
Ministry of Health & Family Welfare
and
President, All Indian Institute of Medical Sciences
Nirman Bhawan, New Delhi

Through Proper Channel

Sub: Denial of Promotion to Dr. S. Senthil Kumaran, Associate Professor, Department of NMR, AIIMS, New Delhi

Respected Sir,

I am writing this representation to seek your intervention to help me get promotion to the post of Additional Professor, which has been very unjustly denied to me. In brief, the following are the facts –

1. The post of Additional Professor, Department of NMR exists in AIIMS and I am the only Associate Professor functioning in the feeder post eligible for promotion as Additional Professor in the Department of NMR.

2. That to be considered for promotion on fair and equitable basis is a fundamental right guaranteed to a Government servant under the Constitution of India as held by the Hon'ble Supreme Court in the case of Hem Raj Singh Chauhan Vs. Union of India, 2010(3) SCR 372.

3. That Additional Professor being a Group 'A' post, AIIMS had already adopted the guidelines and methodology issued by the Department of Personnel & Training to be adopted by the DPC or the Selection Committee as well as the criteria formulated by the Government.

4. Till 2012, which is the outer limit of assessment for the year 2012 as admitted by the Selection Committee in April, 2013, when the interview was held, I had never been communicated about any adverse remarks in the ACR nor any explanation whatsoever has ever been sought from me till 2012 regarding the same.

5. That despite being called in for the interview held in the month of April 2013, I was not promoted and no reasons whatsoever have been assigned. I have not been communicated any order(s) as to the reasons and ground for depriving me my valuable fundamental right. Rather, as per the practice prevalent, list of promotees is made available, which did not have my name against the post of Additional Professor, Department of NMR, which is post is still lying vacant.

The following are my academic qualifications in brief:

I obtained my Doctorate Degree from Indian Institute of Science, Bangalore in 1998.

I joined Department of NMR, AIIMS, New Delhi in 2005 as Assistant Professor and was promoted to the post of Associate Professor in 2009. I would like to mention that I was the first MR Scientist in the country to jointly establish FUNCTIONAL MAGNETIC RESONANCE IMAGING (fMRI) and the first to establish Clinical applications of fMRI in India.

I would like to draw your attention to my academic achievements during the assessment period (April 2008 – March 2012):

1. I have a total of eight (8) publications (five of them in International journals), one book chapter, and one funded research project (DST) as principal investigator (Annexure-1) and Fifty (50) papers in International Conferences, Thirteen (13) papers in National Conferences and Eleven (11) Invited talks.

2. I have guided Four (4) MD students and Four (4) Ph.D students, who were awarded degree during the period, as a Co-supervisor (with more than 40% contribution).

3. I am guiding two (2) Ph.D students as Chief Supervisor, four (4) Ph.D students and six (6) M.D. students as Co-Supervisor (with main work on functional MRI).

4. I had introduced the use of fMRI in pre-surgical planning and its potential use in monitoring the therapy / recurrence of disease in various neurological diseases, including Temporal Lobe Epilepsy, by designing and developing various paradigms and processing techniques for Cognitive evaluation.

5. I had generated additional revenue (to the tune of Rs.16 Lakhs towards MRI and fMRI charges) for the department with the various funded research projects with inter-disciplinary collaborations (including Neurology, Ophthalmology (Dr. Rajendra Prasad Centre for Ophthalmic Sciences), and Psychiatry departments of AIIMS) augmenting MRI based research in the Institute.

I have fulfilled all the objective criteria such as having project funding, publications, participation in national and international conferences, awards and recognitions and

guiding PhD students for being considered for promotion on a fair basis. When there are objective & verifiable parameters of requisite qualification and scientific achievements, I am at a loss to understand why I am denied promotion.

Through this representation, I humbly call for your good self to indicate me the reasons for denial of promotion when I am otherwise eligible as per the criteria evolved by AIIMS and the fact that there is no ceiling on the number of faculties promoted to the next grade.

During the interview, the experts were asking only on the number of publications, and nothing scientific.

One expert had retired from service and active research on 30th April, 2000 (Annexure-1). He has not been involved scientifically as corresponding or first author in any publication since 2000, as shown by Pubmed. He does not have active research experience in the field of fMRI or other Clinical biomedical magnetic resonance research.

Another expert (who asked me only about the number of publications) during her scientific career spanning 31 years, has only 20 publications (as obtained from IIT, Roorkee website), she being first author only in 13 of them and she does not have any publications between 1996 and 2003 (Annexure-2), and I have 20 publications in my career so far.

Both the experts have conflict of interest, as they have had collaborations and joint publication with our Head of the Department.

6. That as per assessment promotion which was introduced by a policy decision on 01.07.1989 the process for AP was initiated on 12.09.2012. The interviews were held in April 2013 and result was declared on 19.07.2013. In the discipline of N.M.R., I am the sole lone feeder category candidate, the post has not been filled up and I have been found unfit as transpired from the fact that my name is missing from the result list.

7. That in the assessment promotion not only the power point presentation / publications but also interview is an integral part of the process. However, the ACRs are not oblivion and are mere facet in considering suitability for promotion.

8. I had filed an RTI to seek information regarding furnishing of ACRs as well as the reasons for the unfitness for promotion. As a result thereof, and in response to the ACRs for the period 2007-2012 were furnished and regarding reasons for unfitness, the question was treated as hypothetical.

9. On perusal of the ACRS which is reported by same Reporting Officer Dr.N.R. Jagannathan, it transpired that the self appraisal filled by me with all mys achievements and publications, the Reporting Officer for the year 2009 found

the attributes as good, yet instead of giving a grading which corresponds to the achievement and coincides the benchmark set by the selection committee for promotion a "well above average" grade has been given.

10. In the next year 2010 with the same performance and publications, the Reporting Officer giving good attributes found me, the candidate, outstanding. However, a somersault has been taken by the Reporting Officer in the year 2012 whereby on the same level of performance and of attributes shows very good yet a "well above average" standard remark has been given as a grade.

11. That a person who has done outstanding in the yesteryear without any material on record to show that the performance has been declined and for which efforts made, by way of giving warnings, advisory notes and explanations being conspicuously missing downgrading me, the candidate, is not in consonance with law. The performance of an officer is not to be objectively evaluated but it has to be subjectively considered.

12. That the AIIMS Authorities though operated their promotions through APS introduced in 1989 but are following the orders passed by Government of India from time to time including the methodology of writing ACRs.

13. That the benchmark is a level set out by the Promotion Committee and an Officer falling below it is always declared unfit for promotion. As per APS Scheme, the attributes are bio-data for promotion which incorporates not only the achievements, but publication of faculty member but also a power point presentation and the achievements and recognitions are also a part of the assessment. In this head of achievements, the personal record of an officer falls i.e., his performance which is reflected in his ACR. The ACR is one of the most important and relevant aspect before the Assessment Committee to judge the merit of a candidate.

14. As per the methodology laid down by DOPT while introducing APAR, it is incumbent upon the authorities to convey to the Government servant his ACR whether it is adverse or otherwise as per DOPT OM dated 14.05.2009. In the instant case from the perusal of the ACRs, it transpires that the attributes entered by the Reporting Officer in my ACR, I deserved higher grading but without recording any reasons, a lower grading has been given which does not correspond with the assessment made by the Reporting Officer.

15. That the ACR for the year 2009 and 2012 have been graded below the optimum performance and grading as a result of which Standing Selection Committee had taken these ACRs adverse to the candidate and irrespective of the excellent power point presentation and numerous publications, the Committee as on the basis of these low gradings in the ACR did not find me as candidate fit for assessment promotion as Additional Professor w.e.f. 01.07.2012.

16. That right to be considered for promotion on fair and equitable basis is a guaranteed Fundamental Right of a Government servant. By not conveying the low grade ACRs which are per se adverse as had become an impediment for my non-promotion, non-communication of these ACRs to me before the meeting of Standing Selection Committee was denial of a reasonable right to me and in violation of Principles of Natural Justice.

17. That in the event, the ACRS are below the benchmark or are graded differently as against the performance, the same if not conveyed prior to the Selection Committee meeting, I have been deprived of a reasonable opportunity to represent against such grading and when this grading is taken against me as the candidate for assessing me unfit for promotion, this un-communicated ACRs with low grading should have been ignored and the performance during the interview and as presented in the power point presentation and the booklet sans these ACRS should have been evaluated.

I therefore, humbly pray to you Sir, that keeping in light the above submissions, a Review of the Assessment Promotion may be held and I be declared fit for promotion and be promoted as an Additional Professor w.e.f. 2012 with all consequential benefits.

Yours sincerely,

14th August, 2013
New Delhi

(S. Senthil Kumaran)

Dr Immaculata Xess
MBBS, M.D
Addl. Professor and Lab Incharge of
Infections in Immuno-compromised
Patients ,Mycology Division

All India Institute of Medical Sciences
Department of Microbiology
Ansari Nagar, New Delhi - 110029, India
Phone: +91-11-26593208
Fax: +91 11 26862663
E-mail: immaxess@gmail.com

Copy to secretary Health
AIIMS Governing body

To,
The President,
All India Institute of Medical Sciences and
Honorable Cabinet Minister of Health and Family Welfare,
Govt. of India,
New Delhi.

Date: 24/8/2013

Subject: Representation to request for a review by the Governing Body of the result of Assessment Promotion to the post of Professor held in April 2013

Sir,

With due respect, I would like to request a review by the AIIMS Governing Body of the Assessment Promotion Scheme process results for interviews held in April 2013. I am surprised and at loss of words to understand the reason for declaring me unfit. The parameters mentioned in the notice inviting application (namely, interview/presentation, innovation, publications, projects, hospital services), I believe, I do fulfill completely.

I would like to mention the following to support my request for a review of the result:

Work contribution (clinical diagnostic services): I have been providing the diagnostic services to all indoor and outdoor patients for fungal infections since the last 12 years. Since 2005, I have been doing it single-handedly.

I have standardized antifungal susceptibility testing for Candida, Cryptococcus and Aspergillus which hardly any laboratory in India is doing. That is why ICMR has designated my laboratory as a centre for antifungal susceptibility testing.

Research Projects: I have had 5 extramural projects ongoing during the assessment period. I am the PI in 2 extramural projects funded and a co-PI in 1 project (funding amount Rs. 89 lakhs, 40 lakhs and 17 lakhs, respectively) funded by DBT. The ICMR also funds 2 projects in our laboratory, including a centre for antifungal testing, in which I am a co-investigator.

Research Publications/ presentation: I have published 45 papers in various international and national peer-reviewed journals. During the period under review I published 17 papers.

I have guided 4 PhD students (3 completed, 1 ongoing), 3 MD students (2 complete, 1 ongoing) as chief guide and many as the co-guide.

Interview: I was allowed less time for my presentation, so that I could only present a few of my slides. During the presentation one of the subject experts asked questions on epidemiological aspects of ICU infections but did not respond appropriately to my answers as he was from basic sciences (not a clinical/ medical microbiologist). The other subject expert was clearly hostile and biased for some reason. I could feel he had already decided my fate even though the interview went well from my side.

I would humbly request you for a review of the results through the Governing Body of AIIMS.

Thanking you,
Sincerely,

(Dr. Immaculata Xess)

Additional Professor,
Department of Microbiology,
AIIMS, New Delhi- 29.

Copy to: Health Secretary, Member Governing Body AIIMS

To,
The President
All India Institute of Medical Sciences
New Delhi.

Dated: 1st Aug 2013

Through proper channel

Sub: Interviews for promotion to the grade of Professor under the Assessment Promotion Scheme (APS) for the batch of 01.07.2008 at the AIIMS, New Delhi.

Hon'ble Sir,

I, Dr. Nalin Mehta, Additional Professor, department of Physiology humbly request you to kindly institute an objective neutral review by competent experts, of the decision that was taken following the selection process under which I was declared unfit for promotion to the post of Professor in the department of Physiology at AIIMS, under the Assessment Promotion Scheme for the batch of 01.07.2008, interviews for which were held on 18th April, 2013.

I beg to state that I have served the Institute with distinction in the department of Physiology (1992-1994) in the capacity of a Senior Demonstrator and once again after I joined in the capacity of a faculty member, Assistant Professor (ad-hoc) in 1998. I also take this opportunity to highlight my achievements for your kind perusal.

1. After successful completion of MBBS & MD (Physiology) in the first attempt from JIPMER Pondicherry, and over 1 year of Senior Demonstratorship, I joined the AIIMS in the capacity of a Senior Demonstrator in 1991.
2. I became the first Indian Civilian Doctor to winter-over in Antarctica following my selection for the arduous Indian Scientific Expedition to Antarctica after in 1992 to carry out independent research in Antarctica for a period of 18 months.
3. Upon my return, I was selected by the MEA and MoH&FW, as one of the two expert Faculty members with Prof. R L Bijlani (ex HoD AIIMS) being the other, and sent on deputation for the Govt. of India aided project of founding the department in the B P Koirala Institute of Health Sciences at Dharan, Nepal. I served on deputation from 1994 to 1998.
4. I joined AIIMS as an ad-hoc Assistant Professor in 1998 despite having been promoted to Associate Professor at BPKIHS as well as having been selected to join as a regular Assistant professor in the CGHS, posted at JIPMER Pondicherry after having been successful in the rigorous selection interview conducted by the UPSC.
5. My first project "The effect of yogurt on the immune status of healthy subjects", was funded by the Ministry of Defense, Govt. of India. Rs. 5.00 lacs, in the year 2000.
6. I was one of the founding faculty members of the Integral Health Clinic that was established by the department of Physiology for management of lifestyle disorders.

a & meditation based comprehensive lifestyle intervention program and also carried out operational research.

7. In addition to my teaching and research contribution, I was also involved in administration in the department in various capacities over the years, some of which are - course coordinator for B.SC Human Biology and BSc Nursing courses, Faculty in-charge of the Integral Health Clinic, Teaching laboratories, Departmental Animal House and Safai Karmacharis, being the Faculty Secretary etc.
8. In 2000, I was awarded and successfully completed a WHO fellowship in Research Methodology at ICDDRB, at Dhaka, Bangladesh
9. I chose to remain in the department of Physiology at AIIMS, a premier institution, despite successfully being selected for a second offer of a regular post of Assistant Professor in the CGHS posted at LHMC, New Delhi in the year 2001, once again through the UPSC.
10. In 2002, I was awarded the prestigious Fogarty International Bioethics fellowship at Toronto, and the successful completion of the fellowship which was followed by assessment led to the successful award of a Master's degree in Bioethics, a very important and emerging science, crucial to healthcare delivery and research in Biomedical sciences.
11. I was promoted to the post of Associate Professor in July 2003.
12. Project - "Immunomodulatory effect of *Tulsi* (Ocimum sanctum lin) on healthy human subjects". Dr S C Mahapatra (PI), Dr Nalin Mehta (Co-I), Dr. S N Naik (Co-I), Dr S Varma (Co-I) & Dr. A C Kar (Co-I). Funded by the Central Council for Research in Ayurveda & Siddha (CCRAS). Amount: Rs 14,92,419 (Fourteen lacs ninety two thousand four hundred and nineteen only). Duration: 2007-2009
13. I have served as a medical education as well as Bioethics expert and resource person on many national and international fora and have held many training workshops for not just Resident Doctors and Scientists but also in the process of capacity building for faculty members of institutions all over India as well as AIIMS.
14. In 2007, I was awarded PSG-FAIMER Fellowship for the year 2007-2009 at the PSG-FAIMER Regional Institute a South Asia Regional Centre for Faculty Leadership Development in Medical Education at Coimbatore, sponsored by the Foundation for Advancement of International Medical Education and Research (FAIMER), a non-profit Foundation of the Educational Commission for Foreign Medical Graduates (ECFMG) Philadelphia, *USA*.
15. I serve as a member of the Ethics Committee for research on human subjects of many prominent institutions including Dr. RML Hospital and the Independent Ethics Committee of INCLEN - International Clinical Epidemiology Network Trust International.
16. I serve as a member of 'Project Evaluation Committee' of the Central Council for Research on Yoga and Naturopathy (CCRYN), MoH&FW, Govt. of India.
17. I have served as member of the SAARC expert group on Telemedicine.
18. I was nominated as a Member of "National Health Information Network', a committee set up by the Ministry of Health & Family Welfare to suggest measures for implementation of the recommendations of the National Knowledge Commission.
19. I was promoted to the post of Additional Professor in July 2008

20. Another notable achievement is my contribution towards the renovation of the entire department of Physiology as well as modernization and up-gradation of the Teaching (UG & PG) laboratories of the department in addition to having been involved in the planning of the departmental expansion program to accommodate increased number of UG & PG seats as well as the planning of the Physiology department component of Phase II of AIIMS at Jhajjar, Haryana.
21. I am a member of the South Asian Advisory Panel – Physiology expert – for Wolters Kluwer Health, Lippincott Willaims & Wilkins, who are renowned scientific books and journal publishers.
22. I was the Associate Editor of IJPP till the year 2010.
23. In addition to serving as a member of various other National and International committees, I have over 25 years of teaching experiences in reputed medical colleges in India and abroad, and over 45 publications, including abstracts as well as chapters in books.

In view of the above and the fact that I meet all the requisite eligibility criteria more than adequately, with creditable achievements that, in my opinion, would be extremely difficult to match for many faculty members of Medical Colleges and Institutions in India, none of my all round contributions (International, National or Institutional) were even touched upon for being considered for what would have been a fair and comprehensive assessment of a faculty position at AIIMS. As a faculty member at AIIMS, as per the vision, mission and goals of the AIIMS, I should ideally have been assessed in the areas of Teaching, Research, Patient care and Administrative renditions in addition to National and International achievements, awards and honors received.

During the course of my interview, my interaction with the two subject experts had lasted for about 3 to 4 minutes, and had proceeded most satisfactorily. It is most distressing and frustrating to note that, despite having had performed well, a few minutes were sufficient for the so called Experts (who have very little to show in terms of research publications and achievements in teaching or patient care) to assess my contribution and declare me unfit for promotion.

One illustrious member of the selection committee was pretty hostile towards my all round achievements in fields of Bioethics & Medical Education. I happen to be the one and only formally trained Bioethics expert Faculty member at AIIMS with a Master's degree in Bioethics. In the entire country there are a handful of qualified Bioethics experts. According to him, the fields of Medical Education and Bioethics are irrelevant for a Physiologist who must focus only on basic research.

As a faculty member of AIIMS, I have represented my institute with dignity, pride and honor, bringing laurels to AIIMS. I have served as an ambassador of AIIMS abroad and done it proud. My job requires me to teach, undertake research that is need-based, community oriented and which focuses on National priorities, and also participate in healthcare delivery ethically. These are the eligibility criteria for assessment and selection for faculty positions at AIIMS, and information regarding these domains is sought in the applications.

I have worked tirelessly for my department, the Institute and my Country and am sure that I have a very favorable ACR. My conduct has been exemplary and I have creditable professional achievements befitting a faculty member at the AIIMS. I see no reason at all for having been declared unfit. Sir, this calls not only for a comprehensive review of the results but a systematic enquiry and overhaul of the entire selection process that is currently in place so that future incumbents do not suffer.

In view of the above, I feel that gross injustice has been meted out in considering my case for assessment promotion as the process was very biased, superficial and inadequate. Going by the toughest and most stringent criteria also, if the process were to have been comprehensive, fair and just, I would most favorably have been comparable to a majority of my colleagues serving in various department at AIIMS, who were found fit for promotion. The objective of this APS interview was to assess the performance of faculty members with a set of objective criteria. It was not a 'selection' process.

This is my humble submission and in this moment of utter despair, frustration and grief, I implore upon you to institute remedial measures in the interest of the wronged as well as the premier medical institution of India. I also wish to render an unconditional apology and beg for forgiveness if my representation has, in any way offended you.

Sincerely yours,

Nalin Mehta
Additional Professor
Department of Physiology
All India Institute of Medical Sciences
New Delhi - 110029

Cc: FAIIMS

Copy to Health Secretary – Member AIIMS Governing Body

Dated: 24.7.13

To,

Hon. Shri Ghulam Nabi Azad,

President, All India Institute of Medical Sciences,

New Delhi.

Subject: Appeal to review the result of interview held on 20th April 2013, for the promotion to Additional Professor (01.07.2012 Batch) under APS at AIIMS, New Delhi.

Respected Sir,

This appeal is regarding the result of my interview before the Selection Committee held on 20th April 2013 in the office of The Director, AIIMS. The subject of the interview was: Promotion to the grade of Additional Professor (01.07.2012 Batch) under Assessment Promotion Scheme (APS).

Sir, I am an Institute graduate. I joined this Institute in 1991 as a MBBS student. Since then, I have been in AIIMS for more than 20 years. I joined this Institute as a Faculty member (Assistant Professor of Surgery in JPN Apex Trauma Center and the Department of Surgical Disciplines) on 7th October 2005.

The result of the interview (list of successful candidates) was declared on the evening of 19th July 2013 and to my utter dismay and shock, my name didn't figure in the list. So unexpected was my result that I initially thought there must have been some clerical mistake. I would like you to kindly go through my bio-data and Application form (Annexure 1).

I would like to summarize the salient features of my career as a Faculty member to highlight my credentials and contributions to the Institute in the following paragraphs. Kindly review whether I deserve to be reconsidered for the post of Additional Professor.

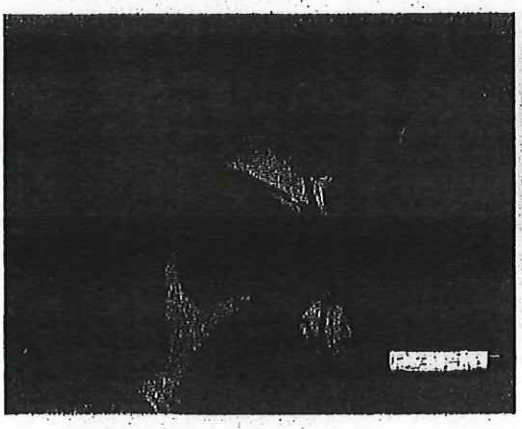
Salient features of my career highlighting my credentials:

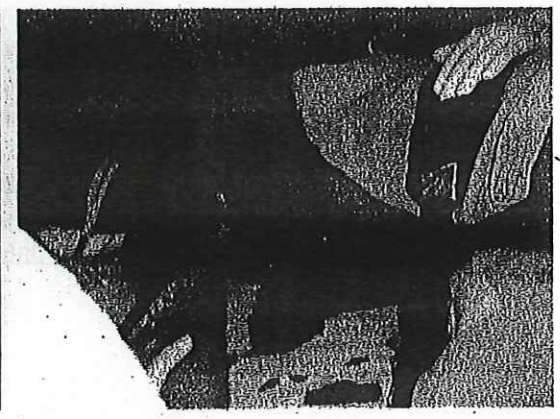
1. **Contribution in development and commissioning of JPN Apex Trauma Center, AIIMS:**

I was a prominent part of the team who started JPN Apex Trauma Center facility from scratch in November 2006. I was particularly involved in the development of specialized Trauma Surgery services.

2. **'Role in placing JPN Apex Trauma Center on the world map':**

Sir, I was the main operating surgeon of the first case of successful management of a person who was impaled through abdomen and chest by an iron bar in 2008. I hope that even you must have known about this case as it got immense positive attention for JPN Apex Trauma Center in the media and public. This case was also recognized internationally (telecast in Discovery Chanel in USA & special documentary was made in Japan).





The case presentation is also available online. http://www.youtube.com/watch?v=OZS4fU4AHuQ

After this the JPNATC became so famous that the statement 'Dr. Biplab Mishra's role in placing JPN Apex Trauma Center on the world map' was made by the Chief of JPN Apex Trauma Center, Prof M. C Misra himself in an international talk. I was also given two major awards for this case.

1. Shaurya Puraskar by a NGO (H R Entertainment) in Mumbai.

2. Delhi Ratan by a NGO (All India Conference of Intellectuals (AICOI)).

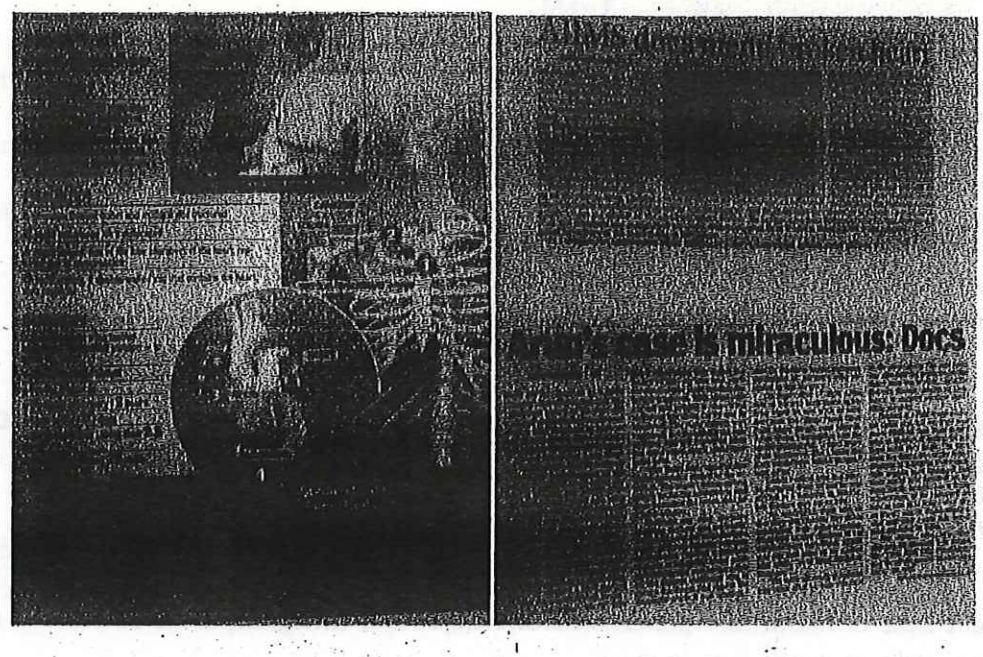
Though I felt happy that I had been able to bring my institute's name into the limelight, it is a fact that even after this I was never given any due honor or recognition officially from AIIMS though I am also aware of the fact that such feat is possible by team effort only.

3. **Contribution in management of heart injury cases:**

Till few years back, traumatic heart rupture was synonymous with death in India. I was fortunate to have successfully operated upon on such case in 2008. To the best of my knowledge and after searching the literature on the internet, it was the first successful case of rupture of heart (blunt injury) which was successfully managed surgically and patient walked out the hospital. This case was also positively highlighted in the media. Since then a new trend has been set in the management of traumatic heart injuries which was never done before in India. This has also been entirely to the institute's credit.

I was also given due recognition by an NGO for this case.

Since then, we have performed 25 traumatic heart injury surgeries in JPN Apex Trauma Center with high success rate. Let me point to the fact that I alone am responsible for operating upon on 10 cases and to the best of my knowledge I am one of the few persons in the world to have such a series of traumatic cardiac cases.



4. Contribution in Development of Thoracic Surgery Specialty in Department of Surgical Disciplines in AIIMS:

Though I have been primarily working in JPN Apex Trauma Center, I am also working in Unit III in Department of Surgical Disciplines. So I would like to point out the fact that **I am working and managing two Departments in AIIMS without any compromise in patient care.** I am actively involved in the UG, PG teaching, patient care services, research and community services.

It is a fact that before March 2012, Thoracic Surgery was managed by a single consultant of Professor grade in the Department of Surgery. I actively took the challenge to fill the void which was created in this specialty after he left the Institute. I am presently a part of the active two member team who are performing thoracic surgeries regularly.

5. Promulgation of ATLS in India:

Advanced Trauma Life Support (ATLS) course is founded by the American College of Surgeons (ACS) and is presently the most coveted and recognized trauma course in the world. This course was not

conducted in India before 2009. I was nominated by the Ministry of Health and Family Welfare as part of team to attend this course in Fujairah, UAE so that we could bring and promulgate the course in India. Presently it is being conducted successfully in various parts of India and is in the process of further dissemination. Presently I am a course Director for the same.

6. **Development of a course: MAWE (Management of Acute Wounds in Emergency Department www.mawe.in)**

I have developed the program MAWE which is about acute wound assessment and management skills of health care professionals working in the Emergency Department. The salient features of the course are hands on training, technique of wound anesthesia, wound preparation and debridement, wound closure (basic suturing techniques, tissue handling techniques, surgical staples etc) wound assessment, dressings and suture removal.

There are many courses regarding wound management (acute and chronic together) but this is the **only structured course in India which specifically address the acute wound management to the best of my knowledge.**

The inaugural course was conducted on 5th May 2011 following which 11 more courses have been conducted in JPNATC till date. I am the course and Program Director for the same.

Respected Sir, these were some of the salient features of my career but there are many other important contributions from my side which are apparent in my bio-data.

Proceeding of my APS Interview: what could have gone wrong?

I was instructed to present myself using a powerpoint for five minutes highlighting my contribution under the six headings:

1. Patient care services
2. Publications
3. Research and Innovations
4. UG PG teaching
5. Awards, Honours , Achelvements and recognitions and
6. Community services.

The Selection Committee constituted of the following members:

1. Dr. R A Badwe (Chairman)
2. Dr. M K Bhan (Member)
3. Dr. Abdul Hamid Zargar (Member)
4. Dr. R C Deka (Member Secretary)
5. Dr.Samiran Nandi (Subject Expert)
6. Dr. V K Kapoor (Subject Expert)

I was surprised by the fact that I was assessed by experts who were both Gastro Intestinal (GI) Surgeons and not General Surgeons or Trauma Surgeons which are my specialties. I had prepared my presentation in the PPT/in the same order as mentioned above (Annexure 2).

With all due respects to the Selection Committee, I was interviewed for the first two headings only, i.e. Patient Care Services and Publications (the headings which I started speaking). The rest of the presentation on the four headings were not even discussed or seen. In my opinion, even that discussion was positive and there were no indications from the committee which suggested any significant shortcoming from my side. Even if there was any shortcoming in the opinion of the committee, I strongly expect that I should have been given enough time to explain myself. I myself am a teacher and examiner for various examinations and if someone is not upto the mark I always would like to point out not only

his deficiency but also would like to know the situations / circumstances/ reasons responsible for his/her shortcoming so that the person be given enough help/ guidance to improve him/herself. But nothing of this sort happened during my interview.

I told the committee regarding my patient care activities also stressing upon the fact that I am actively involved in two departments without compromising patient care (JPN Apex Trauma Center: Torso, Vascular and Soft Tissue trauma and Department of Surgical Disciplines: General Surgeries with focus on Thoracic Surgeries).

I also told the committee regarding my three significant papers along with the fact that I had 9 papers in Indexed Journals during the assessment period. The other publications were apparent on the slide itself.

Indexed Journals	12	9
Abstracts Indexed	3	3
Non Indexed	43	35.
Clinical Images	3	1
Chapters in books	1	0
Chapters in books under publications (ASI)	7	7

I had a discussion regarding splenic artery embolization in splenic trauma among the papers.

All these discussions were done mostly by the experts only.

I still cannot fathom what went wrong in the interview. There must have been some mistake or misunderstanding, which I can only speculate. I believe my bio-data and medical and surgical profile compare favorably to those who were promoted. I am certainly not in any way less qualified, and I have done my utmost to work for the welfare and benefit of the Institute. I believe it would be discriminatory to exclude me in view of my work and contributions in the assessment period.

It is very distressing for me to know the fact that I was not promoted even with all my credibility and hard work and the decision was made in a five minute presentation only! This too was done without I being given the opportunity to explain myself, if there was any deficiency at all!

Prayer:

Respected Sir, with all the facts I have placed before you, I would humbly request you to kindly review and reconsider the result of my interview. This result has dampened my enthusiasm and motivation to work in this Institute and might also adversely affect my patient care and career. I am already performing to the best of my abilities therefore such negative result will definitely not help, not atleast in the interest of the Institute or the community. I sincerely hope your reconsideration will give me justice.

Thanking you,

With regards,

Dr.Biplab Mishra,

Associate Professor of Surgery,

JPN Apex Trauma Center & Unit III, Department of Surgical Disciplines,

From, COPY To HEALTH SECRETARY & Member AIIMS Governing Body

Dr. Rama Jayasundar
Additional Professor
Department of Nuclear Magnetic Resonance (NMR)
All India Institute of Medical Sciences
New Delhi-110029

To,

The Honourable Minister
Ministry of Health & Family Welfare
President, All Indian Institute of Medical Sciences
Nirman Bhawan
New Delhi

14.8.2013

Through Proper Channel

Sub: Denial of Promotion to Dr. Rama Jayasundar, Additional Professor, Department of NMR, AIIMS, New Delhi

Respected Sir,

I am writing this representation to seek your intervention to help me get promotion to the post of Professor, which has been unjustly denied to me. In brief, the following are the facts:

1. The post of Professor, NMR exists in AIIMS and I am the only Additional Professor functioning in the feeder post eligible for promotion as Professor in the Department of NMR.

2. That to be considered for promotion on fair and equitable basis is a fundamental right guaranteed to a Government servant under the Constitution of India as held by the Hon'ble Supreme Court in the case of Hem Raj Singh Chauhan Vs. Union of India, 2010(3) SCR 372.

3. That Professor being a Group 'A' post, AIIMS had already adopted the guidelines and methodology issued by the Department of Personnel & Training to be adopted by the DPC or the Selection Committee as well as the criteria formulated by the Government.

4. Till 2012, which is the outer limit of assessment for the year 2012 as admitted by the Selection Committee in April, 2013, when the interview was held, I had never been communicated about any adverse remarks in the ACR nor any explanation whatsoever has ever been sought from me till 2012 regarding the same.

5. I fulfil all the objective criteria such as having research grants, publications, participation in national and international conferences, awards and recognitions, and guiding PhD students, for being considered for promotion on a fair basis.

6. That despite being called in for the interview held in the month of April 2013, I was not promoted and no reasons whatsoever have been assigned. I have not been communicated any order(s) as to the reasons and ground for depriving me my valuable fundamental right. Rather, as per the practice prevalent, list of promotees is made available, which did not have my name against the post of Professor, NMR, which post is still lying vacant.

D/C
14/8/13

My academic qualifications in brief: I have dual professional degrees – a PhD in Physics (NMR) (Cambridge University, UK) and a professional medical degree in ayurveda. I would like to draw your attention to the fact that I am the only scientist at both the national and international level to have this unique combination of academic degrees. *I am also one of the very few women physicists in the country and probably the only biomedical Magnetic Resonance physicist in the country.*

My academic achievements during the assessment period:

1. I have research grants amounting to nearly Rs. 97 lakhs as a Principal Intestigator. I have generated additional revenue for the department with these funded projects and have made value addition to my department in the form of analytical equipments worth nearly 75 lakhs.

2. I have guided 2 PhD students and 2 MBiotech project students as a chief supervisor and one PhD (with more than 60% contribution) and 1 MD student as a co-supervisor for their thesis work. A postdoctoral research fellow works under me. This is the first time my department, in its history of over 20 years, has attracted a post doctoral research fellow.

3. I have 34 publications in the form of research and invited articles, book chapters, proceedings in international and national conferences. I have delivered more than 70 invited lectures during this period.

4. I have several awards and recognitions – one of them being the prestigious Cambridge-Hamied Visiting Lectureship, University of Cambridge, UK in 2011. And more recently I have been awarded the 'Women and Technological Innovation National Award' for my innovative use of NMR and MRI technology in the study of Ayurveda.

When there are objective and verifiable parameters of academic achievements for considering for promotion on a fair basis, I am at a loss to understand why I am denied promotion. Through this representation, I humbly request your good self to kindly let me know the reasons for the same when I am otherwise eligible as per the criteria evolved by AIIMS and the fact that there is no ceiling on the number of faculties promoted to the next grade.

I would like to inform you that in 2002, with official permission from the Institute (vide letter no. 6-54/93-Estt.I dated 14th Dec 2002)), I undertook to do a medical degree in ayurveda (BAMS – Bachelor of Ayurvedic Medicine and Surgery) to explore the use of scientific tools like NMR and MRI (both my area of expertise) to study Ayurveda, the indigenous system of medicine in India and which has gained global attention for its therapeutic value. I had also mentioned in my request letter for permission that such work would open new possibilities of scientific research on our indigenous system of medicine, which is eliciting a revival of scientific interest worldwide. Since I joined back after finishing my medical degree in 2008 (I completed the course within the permitted time), I have started innovative and path-breaking research (using my core expertise as Magnetic Resonance (MR) scientist) on scientific study of ayurvedic concepts with potential clinical applications benefiting patients, healthcare and modern medicine as well. I am using NMR / MRI innovatively in body composition analysis for identifying risk population for diabetes, and in clinically potential applications like personalized medicine, which would benefit patients and healthcare. In addition, NMR characterization of medicinal plants with potential for new drug development is also being carried out by me. **All these new areas of MR research have been initiated by me in my department with significant research grants.**

I have been actively involved in transferring of technology and knowledge of this new area to students, scientists and the medical community and I have received appreciation at both national and international levels for my efforts and research. I am one of the most sought after speakers (nationally and internationally) currently to articulate on scientific research in ayurveda, specifically on the

23rd March 2011 given during the denial of promotion last time). I strongly feel that the denial of promotion is part of the general hostility against me. I will be pleased to submit further documentary proofs to any of my statements above, if requested.

5. I feel there is a personal bias and malafide by this expert who had in the earlier interview held in 2010 had assessed me and declared me unfit. However, on a representation made by me, my case was reviewed. As a result thereof, I was declared fit for promotion in July, 2012 (No.F.11-1/2010-Estt.I dated 23 July 2012) dating it back to the year 2008. In this backdrop, it is reasonable to apprehend that inclusion of the above mentioned expert is tantamount to mar my prospects in service. As a result thereof, in the assessment promotion conducted in 2013, I apprehend that the same expert had been instrumental in depriving me my rightful claim for promotion as Professor being the lone incumbent in the feeder category. Though bringing in experts for assessment promotion is the prerogative of the management, yet with the experience of past where my assessment for promotion was not found apt and underwent a review would indicate that the promotion was actuated with malafide and bias towards me. As a result thereof said, this expert should not have been associated in my promotion for the year 2013. Things have also been precipitated by the grading given by the Reporting Officer in a very reckless and closed mind. I would like to point out that there is also a conflict of interest since both the experts have collaborations and joint publications with my head of the department, who is also the reporting officer for the Annual Confidential Report (ACR).

6. In the assessment promotion not only the power point presentation / publications / awards & honours, etc. and the interview, which is an integral part of the process, but also the ACRs play an important role. The ACR is one of the most important and relevant document before the Assessment Committee to judge the merit of a candidate, whom they otherwise do not know and whose work they are not familiar with and whom they are going to assess in the given time frame of a few minutes. I filed an RTI to seek information regarding furnishing of ACRs as well as the reasons for my unfitness for promotion. In response to this, the ACRs for the period 2008-2012 were furnished and regarding the reasons for unfitness, the question was treated as hypothetical.

7. On perusal of the ACRs, which are reported by the same reporting officer for all the years (2008-2012), I find contradictions and a clear bias in the reporting. Without going into the details of each ACR, I would like to point out some of the contradictions and bias - for instance, the Reporting Officer has found me outstanding in 2011, but again found me above average in the next year. This contradiction without a sudden fall in performance which is not otherwise reported upon in the ACR and without any corrective measures as well show the bias of Reporting Officer towards me. That the performance of a person who has done outstanding work in the preceding year has declined and for which no corrective efforts have been made by way of giving warnings, advisory notes and explanations is not in consonance with law.

8. Another example is in the ACR for the year 2012 - I had to take leave under mitigating circumstances (marriage of my only child and daughter, critical condition of my mother-in-law who had kidney failure, and then my daughter meeting with an accident in UK). However, during the rest of the year and earlier also I had explicitly shown punctuality and devotion to duty by performing it for more than 12 hours a day, including on Saturdays, which are officially only half working days. Infact, during my scientific career spanning more than 20 years, I have always put in more than 12 hours of work per day. This positive attitude of mine and my excellent performance as can be seen by the self appraisals and publications and awards, although very well known to the reporting officer, has nowhere been applauded or appreciated by the Reporting Officer. It appears that only on the issue of leave the low grading has been given to me in the ACR for the year 2011-2012. Leave as a matter of right is one of the concessions given to the Government servant to be availed of. Leave has not been taken by me as a recreation or to shirk from the work. It was taken when my only child and daughter was getting married, and when she was injured on account of an accident in UK. The Institute had given official permission with NOC to me to visit abroad. This shows that there was a tacit approval and

innovative use of MR in ayurveda. I have given more than 70 invited lectures during the assessment period. Some of the top medical Institutions in US like Johns Hopkins Medical Institute and prestigious universities like Cambridge University, UK have invited me to talk about my NMR research in ayurveda. I would have thought the Institute would be proud of such innovative initiatives, which has the potential to benefit healthcare and patients, and encourage my efforts. Instead I have been subjected to repeated denial of promotion that demoralizes any zealous scientist committed to serving the nation's interest.

My research work since 2008 has centered on the use of my core competence of NMR as always. There are no instances where AIIMS or my Department had sought any explanation from me or recorded a specific finding that after my regular course in BAMS, my discharge of duties or research, in NMR has at all being affected. Despite this, it appears that my having a medical degree in ayurveda and using my core expertise of NMR to do innovative research in ayurveda could have been considered against me because there is no other apparent reason for the denial of promotion. Is it so objectionable to carry out scientific research using NMR and MRI but relating to ayurveda in this premier National Institute of Medical Sciences?.

Any serious researcher would understand that conceptualising innovative projects like combining NMR methods to study ayurvedic concepts which can be used in modern medicine as well and to validate ayurveda, translating them to project proposals, obtaining research grants, devising experiments, obtaining objectively comparable results, getting them accepted in international NMR conferences and publishing them does take a lot of time and effort. In the short span of 4 years (2008 – 2012), I have managed all these and have had interesting results with potential clinical implications, publications and presentations in international NMR conferences. My research work has been carried out against odds and hurdles. My work on novel applications of MR in the scientific study of traditional medicine has own awards and international recognitions. But the selection committee has not appreciated the results which have implications for medical science in the years to come. Even if the external experts could not appreciate the clinical implication of my innovative work because they were from basic sciences, it is unfortunate that the other members also treated my research with the usual skepticism that most have for alternate systems of medicine. This was also evident in the hostile comments and queries raised by the committee members in the interview.

I would also like to draw your attention to the fact that the experts were not appropriate to assess/or evaluate my research work. Despite the great respect I have for the two external experts (they are respected scientists in their respective areas of research), I would like to mention that neither have been actively involved in work related to medicine or clinical MR. One of the expert had retired from service / active research on 30th April 2000, i.e. 13 years ago (Enclosure I). He has not been involved scientifically as corresponding or 1st author in any publication since 2000, as shown by Pubmed. The other expert had interviewed me last time in 2010 and took a biased stand against me in that interview. It is not clear why the same expert has been called the second time. This expert, in her scientific career spanning 31 years, has had only 20 publications till 2010 (she is the 1st author in only 13 of them). No publications have been listed for her between 1996 and 2003. This expert also has only 12 presentations in international conferences in her entire career (Enclosure 2). These details were obtained from her Institute's official website and from Pubmed. When criteria such as publications and presentations in international conferences are considered for eligibility for promotion, how could a person who does not fulfil these criteria be included as expert in the committee not once, but twice?. I have more publications and presentations in conferences than this expert.

I am one of the accomplished woman MR physicist in the country with unique academic credentials experience and contributions. My predicament makes me wonder whether a meritorious woman scientist committed to the advancement of science in the country gets nothing but discrimination and humiliation. I strongly feel that there is discrimination against me with a motive to demoralise me and jeopardise my career (I had already explained these in my previous representation letters dated 21st and

acknowledgement of the genuine cause for me to avail of the leave due to me as per Rules. This background demonstrates the bias side of the Reporting Officer which ultimately resulted in low grading and deprivation of my rightful claim for promotion.

9. The thrust of Reporting Officer in all the four ACRs (2008-2012) was also my indulgence in Ayurveda. In the self appraisal, I had always mentioned this ground of Ayurveda, which is an additional interest and also qualification acquired by me with the official permission of my Institute, which had encouraged me to undergo the regular medical course in ayurveda so that I combine my expertise and knowledge as an NMR scientist and ayurveda to do scientific research combining both, i.e. NMR and ayurveda. This said, I can assure you that this interest has not hampered the duties and responsibilities attached to my post and field. There is no material on record to show that on account of an interest in Ayurveda, I had derelicted my duties, and there is also no material to show that the same Reporting Officer who is also supervising my work had ever issued any memo, sought explanation or advisory note to me regarding this. This shows that on surmises and conjectures this piece of repeated allegation that I am interested in only ayurvedic research had been repeated in my ACR as a tool to down grade my grading. Otherwise, in these low graded ACRs, my performance has not been reported as such. It is a pity that instead of encouraging the innovative research I am doing using NMR, the reporting officer has sought to write biased comments about my research work.

10. As per the methodology laid down by DOPT, while introducing ACR, it is incumbent upon the authorities to convey to the Government servant his / her ACR and whether it is adverse or otherwise as per DOPT OM dated 14.05.2009. From the perusal of my ACRs, it transpires that the attributes entered by the reporting officer in my ACR were biased and without recording any objective reasons, a lower grading has been given which does not correspond with my performance. In some of the ACRs, a lower grading has been given which does not correspond with the assessment made by the reporting officer himself.

11. That in the event the ACRs are below the benchmark or graded differently as against the performance, the same if not conveyed prior to the selection committee meeting, the candidate has been deprived of a reasonable opportunity to represent against such grading and when this grading is taken against the candidiate for assessing him /her unfit for promotion, the un-communicated ACRs with low grading should have been ignored.

12. That the ACRs for the years 2008 – 2012 have been graded/ below the optimum performance, as a result of which the Standing Selection Committee had taken these ACRs adversely and despite fulfilling all the objective criteria like having publications, project grants, awards and recognitions, participation in national and international conferences, the committee on the basis of these low gradings in the ACR did not find me fit for promotion as Professor w.e.f 01.07.2012.

It is therefore, humbly prayed that in light of the above submissions, a review of the Assessment Promotion may be held and I may be promoted as a Professor w.e.f. 01.07.2012 with all consequential benefits.

Yours sincerely,

Rama Jayasundar
14/08/13

(Dr. Rama Jayasundar)

Encls: as above.

ELECTRON MICROSCOPE FACILITY
ANATOMY DEPARTMENT
ALL INDIA INSTITUTE OF MEDICAL SCIENCES
NEW-DELHI

To,

Health Secretary
Member AIIMS Governing Body

Ref: Assessment Promotion Scheme, 2013

Sub : Request for kind reconsideration of my case for promotion under APS, 2013 from level III (Addl. Prof.) to level IV (Professor).

Respected Sir,

This has reference to the interviews held in the month of April, 2013 under Assessment Promotion Scheme(APS) for promotion of faculties at AIIMS. I also appeared for the same for promotion from level III (Addl. Prof.) to level IV(Professor). The result of the APS interviews were declared on 19th July and to my surprise I found my name not considered for promotion.

In context of the same I humbly request you kindly reconsider my case as I feel my contributions & achievements have been overlooked in the APS interview. I have always worked to the best of my ability in the last seventeen years as faculty to maintain the high standards set at AIIMS in research, teaching and hospital service.

I am herewith enclosing my brief CV, highlighting my contribution and achievements and humbly request you to kindly recommend for a reconsideration of my case for promotion from level III (Addl. Prof.) to level IV (Prof).

Thanking you,
Yours truly,

Dr. Taposh K Das
Addl. Prof.
Ph. 26594375

'Copy to : Health Secretary-Member AIIMS Governing Body'

Dated- 31/07/13

To

The Honorable President/ Chairman Governing body
All India Institute of Medical Sciences
New Delhi

(Through proper channel)

Subject: - Request for Reconsideration /Review of the Promotion for the grade of Professor (01.07.2012 batch) in Neurobiochemistry, Neuroscience Centre under APS scheme, held in 12th April 2013.

Respected Sir,

I, Dr. Vivekanandhan S, Additional Professor, Neurobiochemistry, Neuroscience Centre, would like to request for an objective & fair review of my application / interview for the post of Professor. Recently I was asked by the administration to appear before the selection committee for the promotion/APS for grade/post of Professor in Neurobiochemistry on 12th April, 2013. In the result declared on 19th July 2013 my name was not there in the list of promotes. I feel that I have been denied a rightful promotion in spite of fulfilling all the eligibility criteria and satisfactory performance in interview.

To substantiate my foresaid analysis & conclusion the following facts are submitted for your kind consideration and necessary action to reverse the injustice matted to me:

1) I joined AIIMS in 1985 as Biochemist in Neurology.
2) I was selected for the post of Assistant Professor in Neurobiochemistry, Neuroscience Centre in 1998.
3) I got promoted to the post of Associate Professor in July 2003 through APS.
4) I got promoted to the post of Additional Professor in July 2008 through APS
5) I am working in the Neurobiochemistry of Neuroscience Centre for more than 28 years.
6) I am the only faculty in Neurobiochemistry, Neuroscience Centre.
7) I am the only faculty working at the Neurobiochemistry and I am in charge of all the routine and special investigations for the neurology and Neurosurgery OPD and Ward patients. As per our lab. report only patients are treated. Neurology and Neurosurgery faculty members are depending on me for their lab. support in the patient care as well as for their research projects. Daily we are doing more than 2000 routine tests and more than 300 special tests for the neurology and Neurosurgery patients. I have introduced many new investigations for the patient care and some of the tests are not available anywhere in India. Even other hospitals are sending samples to our laboratory for investigations.

Academic Achievements during the Assessment Period (2008 onwards)

- I am In-charge of Neurobiochemistry, Neuroscience Centre.
- I am the only faculty in Neurobiochemistry.
- Best Poster award in 2nd International Congress on Neurobiology, Psychopharmacology and treatment guidance, at Thessaloniki, Greece (2011)
- Best Poster award in XIX World Congress on Parkinson Disease and related disorders, Sanghai, China (2011)
- As a Coordinator, organized a National Workshop for SNCI at AIIMS (2013)
- As a Joint organizing secretary, organized a International Conference for SNCI at AIIMS (2013)
- Established **Ataxia screening facility**.
- Established **Bio-bank facility** funded by DST (FIST programme)

❖ Workload in the lab. for Neurology and Neurosurgery patients

- Routine Investigations: more than 2000 tests per day
- Special Investigations: more than 300 tests per day

❖ PhD Guidance (As Chief Guide)

- 4 students got awarded with Ph.D
- 5 students currently in the Ph.D programme

❖ As Co-Guide

- 2 students got awarded with Ph.D
- 2 students currently in the Ph.D Programme

❖ Publications (2008 onwards - During the assessment period)

- 30 paper publications in National and International Journals.
- 11 abstracts published in National and International Journals.

❖ Books & Chapters

Co-Author of the chapter: "Digital filtering techniques to reduce image noise and improve dose resolution in X-Ray CT based normoxic gel Dosimetry" in "Modern practices in Radiation Therapy"(ISBN 979-953-307-341-4) March, 2012

❖ Projects undertaken during the assessment period (funded by ICMR, DBT, AIIMS, DST and AERB)

- 11 projects as principal investigator.
- 9 projects as co-investigator.

Ongoing Special Investigations

Name of the investigation		Method
Therapeutic Drug Monitoring		
Phenytoin		Enhanced Chemiluminescence
Carbamazepine		
Valproic acid		
Phenobarbital		
Wilson's Disease		
Serum Copper		Colorimetric
Urinary Copper		
Ceruloplasmin		
ATP7B- Genetic Test		PCR and RFLP
Multiple Sclerosis		
Myelin Basic Protein		ELISA
Neuromyelitis Optica IgG (NMO-IgG)		
Oligoclonal bands of IgG		Isoelectric focusing
Myasthenia Gravis		
AChR-Ab		Radio Immuno Assay
MuSK Ab		
Vasculitis Profile		
ANA		A dedicated fully automated analyzer 'Chorus' for infectious diseases and autoimmunity
C-ANCA		
P-ANCA		
Anti dsDNA		
RA factor		Latex agglutination
Ganglioside Profile		
Detection of IgG and IgM antibodies of	GM 1,2,3	Enzyme immunoblot
	GD 1a,b	
	GD2,3	
	GT1a,b	
	GQ1b	

Neuronal Antibodies For Paraneoplastic Syndrome	
Amphiphysin CV2 PNMA2 Ri Yo Hu	Line blot technique
Neurocysticercosis	
Taenia solium Ab	ELISA
Neuropathies	
Protein electrophoresis	Electrophoresis
Phaeochromocytoma	
Urinary VMA	ELISA
Adrenaline	
Noradrenaline	
Bacterial antigens	
Streptococcus gr.B	Rapid latex agglutination
H influenzae type B	
S pneumoniae	
N meningitides A,C,Y,W135	
N meningitides gr.B	
E coli K1	
Hormone Profile	
T3	Enhanced Chemiluminescence
T4	
TSH	
GH	
ACTH	
Cortisol	
Prolactin	
LH	
FSH	

Other Special Investigations	
Homocysteine	Enhanced Chemiluminescence
Vitamin B12	
Ferritin	
Folic Acid	
ACE (Angiotensin-I Converting Enzyme)	Enzyme kinetics

I have undertaken 11 research projects **(as Principal investigator)** from different organizations like ICMR, DST, DBT and from A.I.I.M.S, I am also involved in many research projects in the CN centre and other departments of AIIMS **as co-investigator**.

Research projects as principal investigator during the assessment period.

S. No.	Project Title	Period	Funding Agency	Amount (Lakhs)
1.	The Role of activated Protein C on apoptotic pathway occur in hypoxic and hypoglycemic human cortical neuronal cells.	2012-2015	ICMR	SRF
2.	Alterations in the DNA repair efficiency in Wilson Disease.	2011-2014	ICMR	SRF
3.	Multi-Centric Project on Pharmacogenetics of Schizophrenia Drug Therapeutics	2011-2014	ICMR	67.0
4.	Pharmacogenetics of Alzheimer drug therapeutics	2010-2013	DST	33.0
5.	Exploring the role of MHC and co-stimulatory molecules in immune evasion mechanism of Glioma Stem cells.	2008-2011	DBT	23.0
6.	Validation of Gel dosimetry as 3D verification tool for highly conformal radiotherapy techniques	2009-2010	AERB	5.8
7.	The study of mitochondrial dysfunction in patients with Amyotrophic Lateral Sclerosis	2007-2010	ICMR	7.2
8.	Pharmacogenetic of epilepsy drug therapeutics	2007-2010	DBT	23.7
9.	Health Profile of Population of Dhar (MP) An ICMR task force study	2009-2010	ICMR	18.8
10.	Analysis of TGF-β Pathway components expression and mutation in glioma patients	2007-2008	AIIMS	1.0
11.	Health Profile of Population of Nellore (A.P.)-An ICMR task force study	2007-2008	ICMR	18.5

6

Research projects as Co-Investigator during the assessment period

S. No.	Project Title	Period	Funding Agency
1.	To study the genetic polymorphisms and correlation with cytokine and hormone levels of Macrophage migration inhibitory factor (MIF), peroxisome proliferator- Activated Receptor-γ (PPARγ), Interleukin-6 IL-6), C-reactive protein (CRP), Insulin receptor substrate (IRS)-1 and Leptin receptor genes in Obstructive sleep apnea syndrome (OSAS) and non alcoholic fatty liver disease (NAFLD)subjects.	2012-2015	DST
2.	Comparison of effects of administration of Bone Marrow Mononuclear (BMMNCs) in combination with melatonin versus BMMNCs alone in middle cerebral artery occlusion model of stroke in rats.	2007-2012	DBT
3.	Evaluation of cerebroprotective effects of Isoflurane and propofol anesthesia in patients undergoing neuroendoscopic procedures.	2012-2015	ICMR
4.	Role of acute lung injury biomarker gene polymorphism in susceptibility and their expression in development of obstructive sleep apnea syndrome patients.	2012-2015	ICMR
5.	Determination of efficacy and safety of reflexology therapy for the patients with intractable epilepsy: A multicentr randomized clinical trial	2011-2013	DST
6.	Prevalence of the restless legs syndrome in women and its relationship with iron deficiency- Prospective case-controlled study from North India.	2008-2011	AIIMS
7.	To explore and assess the platelets and serum levels of neurotransmitters and to correlate them with disease severity and progression in patients of Motor Neuron Disease.	2012-2014	AIIMS
8.	Evaluation of tear neuromediators in eyes with chronic glaucoma on longterm antiglaucoma therapy.	2012-2014	ICMR
9.	Study on role of Pathogens and Inflammatory Biomarkers in Cerebrovascular disease in young.	2010-2013	ICMR

18. Tripathi M, Vibha D, Gupta P, Padma MV, Bhatia R, Prasad K, Singh MB and Vivekanandan S. Risk factors of dementia in North India: a case control study. *Aging and Mental Health*; June 2011; Epub DOI:10.1080/13607863.2011.583632

19. Srivastava M, Vivekanandhan S, Pathy U, Behari M and Das TK. Mitochondrial perturbance and execution of apoptosis in platelet mitochondria of patients with Amyotrophic lateral Sclerosis. *International Journal of Neuroscience*; 2011; 121(3); 149-158

20. Srivastava M, Das TK, Behari M and Vivekanandhan S. Ultrastructural variations in platelets and platelet mitochondria: a novel feature in amyotrophic lateral sclerosis. *Ultrastruct Pathology*; 2011; 35(2); 52-59

21. Srivastava M and Vivekanandhan S. An Insight into Ultrastructural and Morphological Alterations of Platelets in Neurodegenerative Diseases. *Ultrastruct Pathol;* 2011; 35(3); 110–116

22. Gopishankar N, Watanabe Y and Vivekanandhan S. MRI-based polymer gel dosimetry for validating plans with multiple matrices in Gamma Knife stereotactic radiosurgery. *Journal of Applied Clinical Medical Physics;* 2011;12 (2); 133-145

23. Gopishankar N, Vivekanandhan S and Thulkar S. MAGAT gel dosimetry for its application in small field treatment techniques. *Journal of Physics*: Conferences Series; 2010; 250; 12061

24. Kannan L, Lodha R, Vivekanandhan S, Bagga A, Kabra SK and Kabra M. Intravenous fluid regimen and hyponatraemia among children: a randomized controlled trial. *Pediatr Nephorolog;* 2010; 25(11); 2303-2309

25. Suhail H, Vivekanandhan S, Singh S and Behari M. Serological and clinical features of patients with myasthenia gravis in north Indian population. *The International Journal Neuroscience*, 2010; 120 (2); 115-119

26. Suhail H, Soundararajan CC, Singh S, Vivekanandhan S and Behari M. Apo-E genotypes and Myasthenia Gravis. *Neurology India;* 2010; 58 (3); 443-445

27. Suhail H, Vivekanandhan S, Singh S and Behari M. Coexistent of MuSK and AChR antibodies in a myasthenia gravis patient. *Neurology India;* 2010; 58 (4); 668-669

28. Biswas A, Ranjan R, Meena A, Akhter MS, Yadav BK, Munisamy M, Vivekanandhan S, Behari M and Saxena R. Homocystine Levels, Polymorphisms and the Risk of Ischemic Stroke in Young Asian Indians. *Journal of Stroke and Cerebrovascular Diseases*; 2009; 18(2); 103-110

29. Gopishankar N, Vivekanandhan S and Thilkar. Normoxic Gel dosimetry using multislice X-ray Ct: preliminary study *Journal of Physics*. 2009; 164: 012-040

30. Lodha R, Arun S, Vivekanandhan S, Kohli U and Kabra S K. Myocardial cell injury is common in children with septic shock. *Acta Paediatr*; 2009; 98 (3); 478-481

During the assessment period I have11 abstract publications in national and international journals

1. Vivekanandhan S, S.Maityl, R.Sagar. Psychosis susceptibility gene ZNF804A and anti-psychotic response in Schizophrenic patients Published in October issue of Clinical Chemistry, 2012
2. N Sonali., M Tripathi, R Sagar, S. Vivekanandhan. Effect of single nucleotide polymorphism on the efficacy of Donepezil in patients with Alzheimer's disease in Indian population. AAPS, Oct.2012
3. S. Vivekanandhan, S. Nirmal, S. Munisamy, A. Jaiswal, M. Munisamy, M. Tripathi, R. Sagar. CYP2D6*18 Polymorphism on the efficacy of Donepezil in Alzheimer's disease patients. Published in October issue of Clinical Chemistry, 2011
4. Hardeep Gambhir, Vivekanandhan Subbiah, Vinay Goyal, Rashmi Mathur, Garima Shukla, and Madhuri Behari; Transplantation of Retinal Pigment Epithelial Cells (RPE) Exerts Motor Recovery in The Rat Model of Parkinson's Disease (PD). *Jounal of Movement Disorders.* Vol.4(s1): s1-s71; 2011
5. Vivekanandhan S., Sonali N, Manjari T.,Rajesh S. Association of CYP2D6*4 Genetic Polymorphism On the Metabolism of Donepezil with Alzheimer's Disease in Indian Population. Annals of General Psychiatry, 2010; 9 (Supplement1):S142
6. Murali M , Vivekanandhan S,Tripati M and Behari M . UGT1A6 (T181A) polymorphism in epileptic patients developing toxicity to sodium valproate. Clin Chem Lab Med 2009; 47, pp S1–S409, Page No.332
7. S. Vivekanandhan, M. Murali , N. Sonali, V. Sneha, M. Tripathi, Neurobiochemistry. Association of Vitamin D receptors gene polymorphisms with Multiple Sclerosis in an Indian Population Clinical Chemistry, Vol.55, No.6, Supplement, 2009
8. S. Vivekanandhan, M Murali, A Biswas, V Sneha, M Tripati, S Raghavan, D C Jain, M Behari. UGT1A6(R184S) polymorphism in epileptic patients developing toxicity to sodium valproate in Indian population. Clin Chem Lab Med 2008, 46 (8) A143
9. S Vivekanandhan, M Murali, V Sneha, M Tripati, , B Madhuri, S Raghavan, D C. Genetic Polymorphisms of CYP3A4 on Carbamezapine pharmacokinetics in Indian epileptic patients developing toxicity. Clin.Chem., June, 2008.

10. S Vivekanandhan, M Murali, V Sneha, M Tripati, M.Behari, S Raghavan, D C Jain, Genetic polymorphism of CYP2C19 on phenytoin pharmacokinetics in Indian epileptic patients developing toxicity. J Neurol (2008) 255(Suppl 2):104

11. Hamid S, Vivekanandhan S, Singh S, Behari M. Seropositive MG in North Indian Population. Annals of the New York Academy of Sciences, p.383, Vol.1132, 2008.

Sir, I would like to submit:

For the last 28 years I am working in the Neurobiochemistry, Neuroscience Centre for the Neurology and Neurosurgery patients care and in the interview committee there were no experts from Neuroscience to understand my credentials.

It is very unfortunate that all my hard work and contribution have never been recognized in promotion matter. I would request you to please review the decision and initiate a necessary corrective action.

I hope my request would be heard compassionately and fair justice be provided to me at the earliest.

Thanking you.

Yours Sincerely,

S. Vivekanandhan

Dr.Vivekanandhan S
Additional Professor
Neurobiochemistry
Neuroscience Centre
All India Institute of Medical Sciences
New Delhi-110029

RKF
3/8/13

प्रो. एन. के. मिश्रा / Prof. N. K. Mishra
अध्यक्ष, तंत्रिका विकिरणविज्ञान एवं
प्रमुख तंत्रिका विज्ञान केन्द्र
Head Neuroradiology &
Chief Neurosciences Centre
अ.भा.आ.संस्थान, नई दिल्ली-२९
A.I.I.M.S., New Delhi-29

संकाय प्रकोष्ठ/Faculty Cell
अ.भा.आ.वि.सं., नई दिल्ली-110029
A.I.I.M.S., New Delhi-110029
फाईल/File/पत्रावली
दिनांक/On Date 20/9/13
डायरी नं./Dy. No./एफटीएस नं./FTS No. 14732

निदेशक कार्यालय, अ.भा.आ.वि.सं.
प्राप्त किया
11 SEP 2013
RECEIVED
DIRECTOR OFFICE A.I.I.M.S.

निदेशक सचिवालय, अ.भा.आ.वि.सं.
Director's Secretariat, A.I.I.M.S.
ई.आफिस सं./E-Office No. R-59891
दिनांक/Date 16/9/13

प्राप्त किया / RECEIVED
उप-निदेशक कार्यालय, अ.भा.आ.वि.सं.
DY.-DIRECTOR OFFICE, A.I.I.M.S.
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E.O. - 59891
17/9/13

Office of the Minister of Health & FW
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FTS No. ...../2012/VIP

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FTS No. 173008/2012/VIP

सामान्य अनुभाग
GENERAL SECTION
डायरी सं./D. No. 2430
दिनांक/Date 11/9/13
अ.भा.आ.वि.सं., नई दिल्ली-110029
A.I.I.M.S., New Delhi-110029

Dr Guru Dutta Satyarthee

Associate Professor,

Department of Neurosurgery,

Jai Prakash Narayan Apex Trauma Centre,

All India Institute of Medical sciences,

New Delhi-110029

OSD-194/2013
27/8/13

File — the Minister has to decide for any such Review & not at any level

17/9/13

13/8/13

19/9
Mr Rawat

Gd/4/13/R New Delhi
14/08/2013

To

The President
All India Institute of Medical Sciences
New Delhi-110029
Honorable, Union Cabinet Minister
Health and Family Welfare
Government of India

Subject: Request for review of, 2013 APS result, declared on 19th July 2013 leading to non-promotion to the post of Additional Professor, Neurosurgery JPNATC, AIIMS New Delhi, in view of repeated expression of biased behavior of external Neurosurgery experts Prof S. Nair, and Prof Ajay Sharma causing serial harassment and exploitation, since December 2010 APS, to Associate Professor (2010 APS)., and further despite request for removal of names of both expert from the panel external experts (Gd/3/13/R dated 26/3/2013) for 2013 APS, both were again kept in panel and called as external experts in 2013 APS against repeated request and prayer.

In Continuity of letters:

1. Gd/3/13/R dated 26/3/2013: - Request for removal of Prof S. Nair, and Prof Ajay Sharma from panel of External experts Department of Neurosurgery for APS April 2013 (Letter to Director, AIIMS, New Delhi submitted through proper channel and additional advance copy)
2. Gd/3/11/R dated 10/3/ 2011: Request for review of APS 2010 result leading to non- promotion to the post of Associate Professor, Neurosurgery due to biased behaviour of Prof S. Nair, and Prof Ajay Sharma as external neurosurgery experts (Letter to President, AIIMS, New Delhi submitted through proper channel)
3. Gd/1/11/R, dated 24/2/2011 **apprehension of biased behaviour of Prof S. Nair, and Prof Ajay Sharma, external Neurosurgery experts may lead to unfair assessment and consequently unfair and biased result (much prior to declaration of APS 2010 result)** (Letter to President, AIIMS, New Delhi submitted through proper channel and additional advance copy)

Through: Proper channel

Respected sir,

This is to bring to your kind attention that I had apprehension that I may not be promoted to grade of Additional Professor, Department of Neurosurgery, at Jai Prakash Narayan Apex Trauma Centre AIIMS New Delhi" Assessment Promotion Scheme" examination held at AIIMS New Delhi , on April 2013, I had Requested for removal of Prof S. Nair, and Prof Ajay Sharma from panel of External experts in Neurosurgery Department of for April 2013, APS (Letter to Director, AIIMS, New Delhi vide letter Gd/3/13/R dated 26/3/2013) . Unfortunately Prof S. Nair and Prof Ajay Sharma together, both were called for interview despite my repeated request to not call both as external experts in 2013APS which lead to current state.

(Ref: *Annexure 1)*

In the past also I had similar profound apprehension against biased behavior Prof S. Nair, and Prof Ajay Sharma as external expert for 2010 APS for post of Associate Professor conveyed immediately after interview vide letter no. Gd/1/11/R, dated 24/2/2011, which became reality on declaration of result in 2011

(Ref: *Annexure 2)*

Despite my best effort in patient care, academics a, research publication, administrative effort. I am deprived of promotion, which will directly affect to contribution in patient care and related activities.

I far exceed the criteria for the post of Additional Professor, Neurosurgery including research and publication, experience set by Medical council of India. A.C.R of all the throughout working eight years period does not bear any adverse remark. I have been regularly encouraged for my work and well appreciated. Furthermore I have not received any communication regarding A.C.R.

I have achieved in spite of high patient work load comprising indoor preoperative patient, operative and postoperative care. Large proportion of neurosurgery cases are admitted in emergency and require urgent and emergency surgical care, post-operative intensive care, where I devoted energy.

In previous series of letters I have informed about fear caused by biased attitude of external Neurosurgical experts. My humble submissions are as follow:

1. Prof (Dr) N. Suresh Nair was one of the external examiners in Neurosurgery specialty for Assessment Promotion Scheme" held at AIIMS New Delhi, April 2013for post of Additional Professor. In the very beginning of examination, Prof

(Dr) N. Suresh Nair made a special remark, which is bothering me. His remark **'your multi centric research study co-ordinating authority "AO spine" is useless and all its researches are rubbish.'** This statement is neither scientifically correct nor consistent with prevailing norms at All India Institute of Medical sciences New Delhi. These statements of Prof (Dr) N. Suresh Nair was so biased and emphatic, and I believe that such emphatic and biased statement made by our respected examiner might have unfavorable influence on the rest of the respected members of the selection committee, leading to unfair assessment and unfavorable decision.

In the past ,also on 16th December 2010, during APs for promotion to the post of Associate Professor, Prof (Dr) N. Suresh Nair had also made a similar special remark, His remark was **"hundreds of case reports are equivalent to one case series. Publications are useless.** (Ref- *Annexure* 2)

It may be kindly noted that Prof (Dr) N. Suresh Nair, one of an external examiner, was extremely unhappy when I left M.Ch (Neurosurgery) at S.C.T.I.M.S Trivanthapuram on 13 January 1999, prematurely (after completing only one of years of required three years) to join M.Ch. (Neurosurgery) post graduate course at All India institute of Medical sciences, New Delhi and for treatment of sick father at Delhi. He did not like my leaving the course prematurely join at AIIMS New Delhi. But against his wishes, I joined the AIIMS, New Delhi on 19th January 1999. Since then Prof (Dr) N. Suresh Nair carries grudge against me and express it to me from time to time.

(Ref – *Annexure 3 A).*

2. It may be kindly looked to the point that Dr Ajay Sharma , was second external expert was having grudge against me since December 1997 December, when I left G. B. Pant Hospital prematurely to pursue M. Ch programme at another centre. So he was unhappy since then and lead to non promotion. (Ref– *Annexure 3B)*

3 Despite my duty regarding care of acute brain and spine injury, who require care in operation theatre and intensive care unit . I have much more publication than prescribed by Medical council of India for the post of Additional Professor.

4. For your kind consideration I submit my achievement as follows:
I far exceed the eligibility criteria for the post of Associate professor as set by Medical Council of India .Regarding publication desirably four indexed journal publications are required. I have a total of 26 journal publication and 5 chapters in books.

Ref- - Annexure– 4.1 Research activity

4.2 Patient care activity

4.3 Teaching activity

4.4 Publications

It may be noted that I have a total of fifty two publications, which includes 32 indexed journal publications . In addition eight abstract in journal publications

Table 1. M.C. I. Criteria for Eligibility of Professor

Sr. No.		MCI Criteria	Personal Experience (April 2013)
1.	Teaching experience in Super-speciality department	(i) As Associate Professor Neuro-Surgery for three years in a recognised medical college/teaching institution.	Three years and nine months twenty days
2	Total experience as faculty post	7 years	Seven year and 7 months
2.	Publications	**Desirable** (ii) Minimum of four Research publications indexed in Index Medicus/national journals	**Total publications 52** **1. Total index Journal 34** **2. International Journal- 24** **Australian Journal- 10** **European journal – 10** **American Journal- 04**

6. In comparison to my colleagues, who joined along with me and also appeared at examination "Assessment Promotion Scheme". I have performed better not only in clinical patient care, academics and number of surgeries carried out by me, which far exceeds others.

My personal contribution in patient care, research and publications, teaching and academics are is in no way inferior rather superior from the other colleagues who joined with me .In fact it is superior For comparison kindly compare the chart below listing my achievement against the achievement of a faculty colleague, who joined at the same time and appeared for the examination and has probably been promoted to the post of Associate Professor, in the Department of neurosurgery.

Table 2: Comparison chart of other colleague in Neurosurgery, JPNATC, AIIMS New Delhi who joined with me and appeared at interview and promoted.

Sr No.		**Dr Guru Dutta Satyarthee**	**One of colleague who was junior to me and promoted**
1.	Year of passing MCh (Neurosurgery)	2001, December	2005, May
2.	Senior Research Associate (Duration)	1 year (10-5-2002 to 9.-5-2003)	2 month 12 days (13-07-2005 to 25-09-2005)
3.	Total experience in Neurosurgery (on 16 th ,December 2010)	**15 year 9 months** (14 th July 1996 onward)	12Year 1 months (22-02-2001 onward)
4	Year of first international publication	2002	2006
5.	Total experience of publication	Nine year	Five year
6.	Total number of publication:	**Fifty two**	Forty seven
7.	Total number of Chapters in books	six	Five

7. I am dedicated, honestly and sincerely involved in of patient care, either at OPD services, indoor admitted cases, operative procedures or follow-up. I always believe that patients are my god. My patients have similarly acknowledged my work and they have rated my sincerity, dedication and devotion .

Table: 3. Patient care evaluation by relative

Sl. NO.	Relative of Patients treated under my care	Remark
1	**Prof. Anil Nanda,** Professor and Chairman, Neurosurgery University L SU Health Sciences Center in Shreveport, Louisiana	**Superlative Care** (Ref- 5.1)
2	**Mrs. Manju Varma** w/o Mr. Pravesh Kumar, Radiographer, AIIMS, New Delhi	like God (Ref- 5.2)
3	**Mr. Ravinder Angrish,** CEO, Centre of Telematics, Telecom Techonology centre, CDOT, Campus, N. Delhi- 9	**God sent messenger** (Ref- 5.3)
4	**Dr Ashish Agnihotri,** Assistant Professor, Centre for French Studies, Jawahar Lal Neharu University. New Delhi.	Excellent work (Ref- 5.4)

8. American Biographic society "Marquis Who's who" publication has included me as one of the candidate in the field of Who's Who in Medicine and Healthcare along with Who's Who in Asia after evaluating the potential of scientific publication and research. "Marquis Who's Who in Asia" in 2007 and Marquis Who's who in Medicine and Healthcare" in 2009

(Ref- – Annexure- 6)

9 All the consecutive A.C.R of all the working five years is good., I have been regularly encouraged for my work and well appreciated. Furthermore I have not received any communication regarding A.C.R.

10 .It may be kindly noted that only two members of selection committee were evaluating my contribution besides two external expert, ,although respected third member of selection committee could join at near completion of examination.

11 . As this " APS " is internal assessment with assured career promotion from level two to level 3, it is not an fresh appointment, as evaluation of eight years work may not be objectively be evaluated in few minutes of evaluating multiple aspect in detail i.e. research, teaching and patient care activities.

This I have achieved in spite of high patient work load comprising indoor preoperative patient, operative and postoperative care. Large proportion of neurosurgery cases are admitted in emergency and require urgent and emergency surgical care, post operative intensive care, where I devoted energy to maximum for the benefit for the suffering poor patients from different part of the country.

I request you to kindly promote me from the Assistant Professor to the post of additional Professor.

I pray for justice

With regards

(Dr Guru Dutta Satyarthee)
Associate Professor
Department of Neurosurgery
Jai Prakash Narain apex Trauma Centre
All India Institute of Medical Sciences
New Delhi -110029

Forwarded for NA
21/8/13

प्रो. एम.सी. मिश्रा/Prof. M.C. MISRA
अधीक्षक/Director
जे.पी.एन. अपेक्स ट्रामा सेंटर/JPNATC
अ.भा.आ.सं./A.I.I.M.S.
नई दिल्ली-29/New Delhi-29

Chief Office, JPNA Trauma Centre
3396-L
21/8/13

Thr. HOD (N.S.) Forwarded to recommended for NA.
22/8/13

Dr. B.S. SHARMA
Prof. & Head
Deptt. of Neurosurgery
AIIMS, New Delhi-29

Enclosures:

Annexure

Page No.

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Advanced Copy

Gd/3/13/R New Delhi
26/03/2013

To

The Director
All India Institute of Medical Sciences
New Delhi-110029

Subject: Request for non-inclusion of Prof (Dr) Suresh Nair, SCTIMST, Trivandrum and Prof (Dr) Ajay Sharma, G B Pant Hospital, New Delhi , from panel of " External Neurosurgical Experts " for "Assessment promotion Scheme " examination likely to be conducted in April 2013. As I had conveyed my profound apprehension (vide letter no. G d/1/11/R, dated 24/2/2011, & G d/3/11/R New Delhi 14/03/2011) regarding biased behavior and attitude of both the above external experts during "Assessment Promotion Scheme" held at AIIMS New Delhi , on 16th December 2010 which lead to unfair assessment (much prior to declaration of result on 10/3/ 2011)

Through: Proper channel

Respected sir,

This is to bring to your kind attention that I had apprehension about biased behavior of both external experts during " Assessment Promotion Scheme" examination held at AIIMS New Delhi , on 16th December 2010 for promotion to grade of Associate professor, Department of Neurosurgery, at Jai Prakash Narayan Apex Trauma Centre AIIMS New Delhi I had conveyed my profound apprehension for this unfortunate event vide letter no. Gd/1/11/R, dated 24/2/2011, much prior to declaration of result and result was declared on 10/03/2011 and apprehension was correct.

In previous letters I have informed about biased attitude of external Neurosurgical experts. My humble submissions are as follow:

1. Prof (Dr) N. Suresh Nair, was one of the external examiner in Neurosurgery specialty for Assessment Promotion Scheme" held at AIIMS New Delhi , on 16th December 2010 for promotion to the post of Associate Professor. In the very beginning of examination, Prof (Dr) N. Suresh Nair made a special remark, which is bothering me. His remark **"hundreds of case reports are equivalent to one case series. Publications are useless.** This statement is neither scientifically correct nor consistent with prevailing norms at All India Institute of Medical sciences New Delhi. These statements of Prof (Dr) N. Suresh Nair was so biased and emphatic, and I believe that such emphatic and biased statement made by our respected examiner might have unfavorable influence on the rest of the respected members of the selection committee, leading to unfair assessment.

In continuity of letter no. Gd/1/11/R, dated 24/2/2011

प्राप्त किया/RECEIVED
-5 AUG 2011
निदेशक कार्यालय, अ.भा.आ.सं.
DIRECTOR OFFICE A.I.I.M.S.

Gd/3/11/R New Delhi
In continuity 14/03/2011
5/8/11

To

The President
All India Institute of Medical Sciences
New Delhi-110029
Honorable, Union Cabinet Minister
Health and Family Welfare
Government of India

Subject: **Request for review of result, become reality for non promotion to the post of Associate Professor, Neurosurgery, with declaration of result on 10/3/ 2011 for "Assessment Promotion Scheme" examination held at AIIMS New Delhi, on 16th December 2010.**
(In continuity of letter no. Gd/1/11/R, dated 24/2/2011 regarding apprehension)

Through: Proper channel

Respected sir,

This is to bring to your kind attention that I had apprehension that I may not be promoted to grade of Associate professor, Department of Neurosurgery, at Jai Prakash Narayan Apex Trauma Centre AIIMS New Delhi" Assessment Promotion Scheme" examination held at AIIMS New Delhi, on 16th December 2010, I had conveyed my profound apprehension for this unfortunate event vide letter no. Gd/1/11/R, dated 24/2/2011

Despite my best effort in patient care, academics a, research publication, administrative effort. I am deprived of promotion, which will directly affect to contribution in patient care and related activities

I far exceed the criteria for the post of Associate professor, Neurosurgery including research and publication, experience set by Medical council of India. A.C.R of all the throughout working five years period does not bear any adverse remark. I have been regularly encouraged for my work and well appreciated. Furthermore I have not received any communication regarding A.C.R.

SREE CHITRA TIRUNAL INSTITUTE FOR MEDICAL SCIENCES & TECHNOLOGY
(An Institute of National Importance under the Government of India)
Thiruvananthapuram - 695 011, Kerala, India
Grams : Chitramed; Telex : 0435-6290; Fax : (91) 0471-446433; Phone : 443152; Email : sctimst@renback.delhi.nic.in

Relieving of Dr. Guru Dutta Sathyarthee PG student enrolled for MCh. Neurosurgery session 1998.

DIVISION OF ACADEMIC AFFAIRS

SCT/DAA/99 Trivandrum, 13.1.99

Read: (1) Letter from Dr. Guru Dutta Sathyarthee, Candidate admitted for M.Ch Neuro surgery Programme, Session 1998, decided to discontinue his studies on personal grounds.

ACADEMIC ORDER No.2/99

His letter reads (1) above, tendering resignation, was recommended by the Head of the Department of Neurosurgery.

The student has produced no dues certificate, in the prescribed form and vacated the PG apartment allotted to him. He also has remitted Rs.30.000/- towards notice pay as demanded by the agreement executed on his joining the course, ie. for discontinuing the course before completion.

Director has accepted his resignation and ordered to relieve him with effect from 13.01.1999 Forenoon.

Issued with the approval of the Director.

(A.V.George)
REGISTRAR

Copy to: Individual
HOD, Neuro Surgery, Med. Supdt., Nrsg. Supdt.,
Library, A.O. SMRO. Sec. Officer, Reception
FA&CAO : Kindly remove the name of Dr. Guru Dutta Sathyarthee from the roll of PG students.

Pers file

MAULANA AZAD MEDICAL COLLEGE AND ASSOCIATED LNJPN & G. B. PANT HOSPITALS : NEW DELHI-110002

OFFICE OF THE DIRECTOR
G.B. PANT HOSPITAL : NEW DELHI-110002

NO. F. 56-778 / /GBP/Estt./ 15521 Dated : 2/9/98

CERTIFICATE

Certified that Dr. Gurudutta Satyarthee has worked as Senior Resident (ad-hoc) in Neuro-Surgery Department of this hospital for the period with effect from ***

During the said period his/her work and conduct has been satisfactory.

***
06.01.97 to 04.04.97
06.04.97 to 30.04.97
02.05.97 to 29.07.97
31.07.97 to 27.10.97
29.10.97 to 16.12.97(FN)

R. Arora
MEDICAL SUPERINTENDENT
for Medical Superintendent
G. B. Pant Hospital
New Delhi-110002.

Annexure 4.1

REAEARCH STUDIES/PROJECTS

Total Projects-		24
Multicentric international trial -		05
Departmental projects-	18	
Principal site investigator-	01	
Co- investigator—	04	
Projects submitted		01

- **Multicentric International Projects :**
  - An assessment of surgical techniques for treating cervical spondylotic myelopathy. International multicenter study. AO spine **(principal co-coordinator) SS kale/ GD Satyarthee**
  - CRASH-2, study on severe head injury. Multicentric trial, UK
  - A registry of comparing catheter related infection rates among various shunt systems in treatment of hydrocephalus.
  - STICH-2 trial for management of intracerebral hematoma.
  - International infant hydrocephalus study (IIHS)

Departmental projects/thesis

Completed projects:

M. Sc. Thesis

1 Study to assess the effect of enhanced enteral feed on nutritional and neurological status of the severe head injury"

2"Comparison of continuous versus intermittent nasogastric tube feeding in head injury patients : A randomized control trail.

M.ch. Thesis

3. Management of congenital spinal lipoma,

4. Retrospective analysis of management and outcome of pituitary adenoma over six year period

5.Analysis of dorsal, dorsolumbar and lumbar spine injury at level 1 trauma centre.

6. Comparison of ultrasound and stereo tactic guided biopsy of supratentorial mass lesion

7. Role of decompressive craniectomy in severe head injury: A retrospective study

8.Cervical spine injury : Surgical management and outcome : a retrospective study.

9.Comparison of anterior and posterior cervical approaches for cervical spondylotic myelopathy

10. Management and outcome of 32 cases of Os otoideum at AIIMS.

DEPARTMENTAL PROJECTS/THESIS : Ongoing

- Prospective study of Management of intramedullary neoplasm
- Retrospective analysis of extradural spinal neoplasm
- Management and outcome analysis of traumatic C1-C2 injury
- Prospective analysis of decompressive craniectomy in Neurosurgical cases
- Analysis of craniospinal arachnoid cysts
- Prospective analysis of intradural extramedullary spinal neoplasm
- Prospective study of comparison of different method of brain biopsy
- Traumatic c1-c2 injuruy .
- Intramedullary lesions
- Intradural extramedullary lesions

Projects Submitted

- Public awareness about organ donations

PUBLICATION IN JOURNALS:

Total papers published 60
Papers published - 52
Papers abstract abstracted – 08

Published papers
Indexed Journals - 34

– **International index- 24**
European Journal 10
Australian Journal 10

American Journal 04

National Index -10

Under Publication
- Accepted - 03
- Submitted and Under submission - 59

Chapter in books/CME Monograms (6)

1. Mahapatra AK, Satyarthee GD. Encephaloceles, Paediatric Surgery Editors; DK Gupta, Jaypee Pub, 1st Edition, pp1148-1162,2009
2. Satyarthee GD, Mahapatra AK, Management of Moyamoya disease, In Brain Haemorrhage Editors AK Mahapatra, Raj Kumar, Jaypee Brothers pp-196-211,2008 ,
3. Satyarthee GD, Mahapatra AK, Management of spinal dysraphism, Progress in Neurosciences (CME) Editors: Bhatoe; JD service publication, Delhi pp. 98-111, 2002
4. Satyarthee GD Mahapatra AK, Management of skull base fracture In Head injury
5. Satyarthee .GD, Mahapatra AK. Recent advances in hydrocephalus at All India Institute of Medical Sciences, New Delhi , In CME, Paediatric surgery, ,KGMC, Lucknow , 2010 (in print)
6. Satyarthee GD, Raj kmal. Decompressive craniectomy in severe head injury (Editor- , Mahapatra AK (In Print)

Annexure 4.2

PATIENT CARE SERVICES

Departmental work

1. **Patient care services at JPNATC, New Delhi:**

A. **Out patient care (O.P.D.) service-**

- JPNATC : Head injury, spine injury, brachial plexus injury, and peripheral nerve injury
- Timing : Thursday morning

B. **Indoor services : at JPNATC, New Delhi**

- Care of admitted cases in Neurosurgical ICU, Neurosurgery Ward, Emergency
- Various surgical procedures carried out at JPNAC: **400 surgeries per year approximately**
  - Emergency head injury care
  - Head injury surgery
  - Extradural hematoma
  - Acute subdural hematoma
  - Chronic subdural hematoma
  - CSF rhinorrhea surgery
  - Depressed skull fractures
  - Cranioplasty
  - Cv junction surgery
  - Cervical spine surgery
  - Dorsal and lumbar spine fixation
  - Peripheral nerve surgery
  - Brachial plexus surgery

2. **Services at C.N.Centtre, AIIMS, New Delhi**

A. **OPD services:**

- Monday & Thursday
  Speciality clinic at C. N. Centre-
  Paediatric surgery,
  Oncosurgery,
  vascular surgery,
  Epilepsy surgery

B. **Indoor services**

- care of indoor admitted cases
- operative procedure (5days a week): approximately 140-250 cases per year

Cranial supratentorial surgery

- Skull base surgery
- C.P. angle surgery
- Spinal dysraphism
- Cervical spine surgery
- -Dorsal and lumbar spine surgery
- Posterior fossa mass surgery
- Sellar & suprasellar mass
- Intramedullary neoplasm

Innovation in speciality

- Use of early enhanced enteral feeds in severe head injury patients.- practiced at JPNATC dietics Department
- Hydro-dissection of scalp flap in cases for cranioplasty using normal saline normal causing significant reduction in blood loss as well as operative procedure time
- Chin traction in association of pulling of arms for surgical approach requiring exposure of upper cervical spine through anterior route.
- Use of Vitamin E capsule as fudicial for image guided surgery in surgery for complex cranial surgery
- Single X-ray utility for anterior cervical spine approach in corpectomy and fusion using iliac crest graft and plate-leading to reduction of radiation and avoiding dependency on image intensifiers

Innovations- Establishment of facilities

- Computerization of Neurosurgical case records at JPNATC, All India Institute of Medical Sciences New Delhi
- Allocation of spaces for different sections at JPNATC.
- Use of mobile CT scanner in ICU for management of Neurosurgical patients at JPNATC.
- Intra-operative utility of O-arm for screw placement in spine injury in cervical as well as dorso -lumbar spine in complex spinal instabilitty

NATIONAL /COMMUNITY SERVICES

- Contribution in
  - Training of police personnel regarding safety care of head injured victims
  - Newspaper articles for public
    - Stroke
    - Obesity
    - Backache
  - Program ***"Fruit and vegetables from courtyards to plate"***- to ensure every family gets 80 to 120 kg per annum

    3-tiers plantation

    Underground - roots and tuber
    Vines - grapes
    Small herbs & shrub - papaya, plum, mulberry, lemon ,

Annexure 4.3

EDUCATION- TEACHING & TRAINING

A. DEPARTMENT TEACHING :

1. **Undergraduate teaching: Never missed a class**
   - i) **Medical student(M.B.B.S.): Never missed a class**
     - Clinical case demonstration,
     - Theory class
   - ii) **Undergraduate Nursing students (B.Sc. Nursing): Never missed a class**
     - Clinical case demonstration in ward round
     - Operation theatre preparedness
     - Theory class
   - iii) **Medical interns (M.B.B.S. pass):**
     - Emergency medicaland surgical management in Neurosurgery
     - Life threatening surgical emergency management
   - iv) **Physiotherapist (Intern & observer)**
     - Physical rehabilitation of head injury
     - Spinal injured cases rehabilitation
     - Peripheral nerve injury case rehabilitation

2. **Postgraduate teaching :**

i) **Junior Resident (M.S. Surgery , M.ch) :Never missed a class**
- Seminar: Every Wednesday
- Mortality conference of neurosurgical case: Every Thursday
- Journal club presentation: Every Friday
- Interactive clinical case demonstration in ward round -each day
- Minor emergency surgical procedure in emergency operation theatre-every day
- Emergency Neurosurgical procedure demonstration in Neurosurgery operation theatre-each day
- Critical care and emergency medical management of Neurosurgical patient's Intensive care unit - each day

ii) **M.SC(Nursing student) : Never missed a class**
- Clinical case demonstration in ward round- every day
- Supervision of thesis work
- Surgery assistance techniques in operation theatre- 5 days of a week
- Critical care of neurosurgical patients in Neurosurgery I.C.U. –six days of a week

3. **Teaching for postdoctoral students : Never missed a class**
   i) **M.ch Neurosurgery students**
      - Supervision of Thesis
      - Clinical case presentation- on every Saturday and during ward rounds every day,
      - Seminar- every Wednesday
      - Mortality conference of Neurosurgical cases- every Thursday
      - Intensive Neurosurgical patient care teaching- every day
      - Operative skill and techniques demonstration- every day
   ii) **D. M. Neurology : Never missed a class**
      - Clinical case presentation,
      - Seminar
      - Mortality presentation,
      - Intensive Neurosurgical patient management
   iii) **D.M. Neuroradiology,& Neuro-intervention; never missed a class**
      - Case discussion in neuroradiology class,
      - Seminar
      - Intensive neurosurgical patient care of post coiling or embolization cases of AVM or Aneurysms
      - Neuroradiology conference –every Monday and Thursday

4. **Teaching to paramedics employed at AIIMS New Delhi : Never missed a class**
   - Operation theatre technician
   - Ward nursing staff during ward round
   - Operation theatre nursing staff during neurosurgery procedures in O.T.
   - I.C. U. Nursing staff during round i.e. technical staff during ICU rounds
   - Emergency service staff : during causality visit: on every Tuesday and one more days in a week
   - Sanitation staff member : during ward, ICU round
   - Infection control staff – ward, ICU, OR, O.P.D

5. **Visiting or observers in Neurosurgery Department:**
   - Neurosurgical patient management in ward, ICU,
   - Neurosurgical operative procedures
   - Departmental journal club, mortality conference
   - Clinical Case demonstration

6. **Teaching of qualified Neurosurgeons in Government service:**
   - At Experimental Neurosurgical laboratory:
     Micro neurosurgical techniques
     - Drills
     - Nerve anastomosis
     - Micro vascular anastomosis

7. **Inter-departmental Collaboration:**
   - E.N.T department for skull base and endoscopy procedure
   - Plastic surgery
     - For surgery of infant spinal dysraphism surgery
     - Complex skull mass requiring reconstruction
     - Brachial plexus surgery
   - Orthopedics- rehabilitative arthrodesis
   - CTVS - complex thoracic with intraspinal mass

B. ASSISTANCE IN ACADEMICS

i. Departmental Seminars : on Wednesday
ii. Clinical Case presentation: every Saturday
iii. Journal club presentation : Friday
iv. Mortality meetings : Thursday
v. Demonstration of Microneurosurgical techniques In O.R.
   - Micro neurosurgery lab
   - Annualmicro neurosurgery workshop

C. EXAMINATION AT A.I.I.M.S. NEW DELHI

i) Question paper Setting For Senior resident entrance examination
ii) Thesis Evaluation : M. SC nursing
M.ch Neurosurgery
iii) Supervision of examination conducted for undergraduate and postgraduate examination
iv) Centre Supervision for conduction of entrance examination

D C.M.E organisation

Workshop/Seminar:

Microneurosurgery workshop 1999,
Microneurosurgery workshop 2000
Microneurosurgery workshop 2001
Microneurosurgery workshop 2002
Microneurosurgery workshop 2003
Microneurosurgery workshop 2004
Microneurosurgery workshop 2006
Microneurosurgery workshop 20007
Microneurosurgery workshop 2008
Microneurosurgery workshop 2009
Microneurosurgery workshop 2010
Cadaveric spinal workshop 2010
Cadaveric endoscopic workshop2010,-2011to13

- **Member of Professional Bodies**
  - Life Member Neurological Society of India (NSI)
  - Member- The Asian Congress of Neurological surgeons, Fugita Health University, Japan
  - Life member- Neuro-otological & Equiliobriometric Society of India
  - life member- Neuro-trauma Society of India
  - Life member- Indian Society of Trauma and Acute Care (ISTAC)
  - Member- Delhi Neurological Society
  - Member- Skull base society of India
  - Member- AO Spine International

Member of Editorial Bard as a reviewer

- Clinical Neurology and Neurosurgery
- Journal of Emergency, Trauma and Shock
- Journal of Neuroscience and Behavioral Health.

Annexure 4.4

PUBLICATION

1. Kumar A, Mahapatra AK, **Satyarthee GD**. Congenital spinal lipomas: Role of prophylactic surgery. *J Pediatr Neurosci. 2012; 7(2):85-9.*
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Annexure 5

Annexure 5.1

Print

From: Nanda, Anil (ANanda@lsuhsc.edu)
To: duttaguru2002@yahoo.com;
Date: Mon, 11 January, 2010 10;53:14 PM
Cc:
Subject: Greetings

Dear Dr. Sathyarthee,

I would like to thank you for your superlative care of my uncle, Mr. Kailash Puri. Unfortunately, he was hit by a motorcycle, had a head injury, and has sort of declined gradually. He has never been married and has no children. He has been somewhat estranged from the whole family. However, at this time all the brothers and sisters are in agreement that they do not want anything aggressive done with him on a long term basis. I realize the laws in India are different from the U.S. where we can withdraw someone from the ventilator and put them on DNR status. Since that is not possible in India we still do not want to be aggressive and that is the consensus of the family. Let me know if you can advise us as to where we can put him in a custodial care situation once he can get out of the ICU situation.

Once again words cannot express my gratitude for what you have done for our family. I deeply appreciate it and if I can ever be of assistance feel free to call me. If I can ever be of assistance to you feel free to call me.

Warmest regards,

Sincerely,

Anil Nanda, MD, FACS
Professor and Chairman
Department of Neurosurgery
ananda@lsuhsc.edu
www.universityneurosurgery.com

Annexure 5.2

सेवामें,

24/7/10

निदेशक,
तकनीकी शैक्षिक शिक्षा विभाग,
भा० गा० सा० संस्थान
अन्सारी नगर, नई दिल्ली-29

महाशय, मैं आपको सूचित कर रही हूँ, मेरे पति प्रवेश कुमार जिनकी दिनांक 19 मई 2010 को पंजाबी बाग में सड़क दुर्घटना हो गई थी, वे अब पूर्णतः स्वस्थ हैं। मेरे पति प्रवेश कुमार जो तकनीकी शिक्षण विभाग में कार्यरत हैं जिनका कर्मचारी स्वास्थ्य सेवा नं 14323 है जाते दिनांक 19 मई को लगभग 11 बजे सेक्टर के बाद पार आ रहे थे उनको किसी अज्ञात वाहन द्वारा टक्कर लगने से सिर में गम्भीर चोट आ गई और वह अचेत हो गए उन्हें अस्पताल के ट्रोमा सेन्टर में पहुँचाया। वहाँ हमें डा० जी० सेठ (सहायक आचार्य) आपात कालीन कक्ष में मिल गए उन्होंने तुरन्त ही खून की खींचकर सी.टी. स्कैन के लिए ले गए। वहाँ स्कैन करने के उपरान्त उन्होंने बड़े विनम्र स्वभाव से बताया कि चोट बहुत गम्भीर है बचने की सम्भावना बहुत कम है हम अपनी तरफ से हर सम्भव कोशिश करेंगे प्रवेश जी हमारे बड़े भाई के समान हैं हमें उन्होंने तसल्ली दी। लम्बे आपरेशन बाद वह बाहर आए उन्होंने कहा आपरेशन सफल रहा। जान भी बच गई और शरीर के किसी भी भाग को हमने नुकसान होने से भी बचा लिया इसकी पूरी सम्भावना है आई. सी. यू. डिस्चार्ज कर दिया

गया। वहाँ पर भी हमारे मरीज की अच्छी तरह से देखभाल की गई। घर में शिफ्ट होने पर भी डा० सत्यार्थी दिन में कई चक्कर लगाते थे। विभाग के सारे स्टाफ ने पूरी तरह से सहयोग दिया। वह तारीफ के काबिल है। 27 मई को हमारे मरीज की मृत्यु हो गई। हमारे परिवार के सारे सदस्य डा० सत्यार्थी व विभाग के हार्दिक आभारी हैं। डा० सत्यार्थी हमारे लिए भगवान हैं उन्होंने मेरे पति को नया जीवन दिया है मैं हृदय से उनका धन्यवाद करती हूँ।

भवदीया ..

Manju Verma

G-543, आनन्द वास
शाहदरा दिल्ली-35
PH.NO- 9868917899

Annexure 5.3

Original Message ----
From: Ravinder angrish <angrish1312@yahoo.co.in>
To: duttaguru2002@yahoo.com
Sent: Friday, 14 March, 2008 8:05:21 PM
Subject: Fwd: letter of gratitude

Dear Dr.Satyarthi G. D.,

Pls. recall our interactions outside ICU as an attendant.My mother was admitted at trauma center on 15th february 2008 after fall at home resulting in a head injury. Despite of the best efforts,best facilities of the hospital except poor nursing care, she unfortunately passed away on 2nd March 2008,.
I would like to extend my heartful gratitude and thanks to you for your sincere efforts.I am mooved by proffessional attidute along with a symphathatic and spiritual apparoach towards all patients.You were kind enough to operate her with full professional apparoach for four hours in the middle of the night.
You are a God sent messenger for the benifit of mankind,who goes beyond the call of the duty and work day and night to serve the needy patients.
May god bless you with long life,happiness and the holy spirit in you.

yours sincerely,
Ravinder Angrish
Sr Exec Administration,
Centre for Development Of Telematics,
Telecom Technology centre of Govt. of India
C-DOT Campus, Mehrauli, New Delhi-110030

Annexure 5.4

director aiims

From: "Ashish Agnihotri" <agni@mail.jnu.ac.in>
To: <pygopal@aiims.ac.in>
Cc: <director@aiims.ac.in>; <rcdeka@aiims.ac.in>
Sent: Wednesday, January 17, 2007 12:23 PM
Subject: Appreciation for Dr. Satyarthi (Neuro-surgery, AIIMS)

Dear Sir,

This is to express my deep appreciation of the excellent work of AIIMS doctors under your leadership.

My father, Mr. G.K. Agnihotri (age 72) was brought to AIIMS (Emergency) on Sat. 13th Jan. 2007 in a critical condition. A brain shunt, intalled in 1987 had ceased to function. As per the diagnosis of various privately practising Neurologists in the city, the patient urgently needed a new shunt.

The very timely intervention of Dr.Gurudatt Satyarthi, Consultant Neuro-surgeon at AIIMS (alongwith Dr. Vikas & Dr. Manish, both Senior Residents) not only saved my father's life, but also permits him to resume a reasonably healthy and normal lifestyle.

My appreciation and deep admiration may please be conveyed to the treating doctors.

Wishing you and your team the very best for the future,

sincerely,

Ashish Agnihotri, Ph.D.
Assistant Professor
Centre for French & Francophone Studies
School of Lang., Lit. & Culture Studies
Jawaharlal Nehru University
New Delhi - 110 067
Tel. : 26704239 / 26197364.

HOD Neuro-Surgery

Dr. Satyarthi

1/29/2007

Annexure 6

From: Who's Who Selection Committee (MarquisWhoSWho@email.marquiswhoswho.com)
To: duttaguru2002@yahoo.com;
Date: Fri, 31 October, 2008 8:55:43 PM
Cc:
Subject: Reminder: DEAR G. SATYARTHEE of INDIA, you have been nominated for Who's Who

Note: If you have already submitted your biography to Marquis Who's Who, please disregard this email

Dear DEAR G. SATYARTHEE,

I would like to remind you that you are being considered for inclusion in the upcoming 2009-2010 Edition of **Who's Who in Medicine and Healthcare** which is scheduled for publication in August 2009.

Marquis Who's Who, publisher of the original **Who's Who in America** since 1899, continues to uphold its reputation as the world's foremost biographical reference publisher with an unmatched dedication to reliable and accurate biographical reporting.

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The information you provide will be evaluated according to the selection standards Marquis Who's Who has developed over 110 years as the world's premier biographical publisher. If your data passes our initial screening, we will prepare your biography in Marquis Who's Who format and send you a pre-publication proof for your verification and approval.

I congratulate you on the achievements that have brought your name to the attention of our editorial committee. We look forward to hearing from you.

Sincerely,

Robert Docherty
Director, Editorial and
Selection Committee

P.S. Inclusion of your biography in **Who's Who in Medicine and Healthcare**, of course, carries neither cost nor obligation to you of any kind. Our goal with each new edition is to have full representation of noteworthy and accomplished men and women across all areas of the medical and healthcare industry.

Please Note: If you are prompted to enter a V.I.P. Code when accessing our Online Data Form, please enter the following: **HC07028EFJ.**

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निदेशक कार्यालय, अ.भा.आ.सं.
प्राप्त किया
24 SEP 2013
RECEIVED
DIRECTOR OFFICE, A.I.I.M.S.

To,

The Honorable President
All India Institute of Medical Sciences
New Delhi

THROUGH PROPER CHANNEL

Subject:- Request for Reconsideration/ Review of result of my interview held on 12th April 2013.for Promotion to the grade/ post of Professor (Neuroanesthesiology) under the Assessment Promotion Scheme for the batch of 01.07.2007.

Respected Sir,

I, Dr. Rajendra Singh Chouhan, Additional Professor, Department of Neuroanaesthesiology, would like to request for an objective & fair review of my result following interview for the post of Professor. I appeared before the selection committee for the promotion under APS for grade/post of Professor in Neuroanaesthesiology for the batch of 01.07.2008 on 07.04.2013.

Sir, it was deeply shocking and demoralizing to know that in the result declared on 19th July 2013 my name was not there in the list of promotees. I feel that I have been denied a rightful promotion despite fulfilling all the eligibility criteria and satisfactory performance in interview.

To substantiate my aforesaid analysis & conclusion and to represent my grievances, I would like to submit following facts for your kind consideration and necessary action to reverse an injustice meted out to me:

1. I joined AIIMS on 01.02.1995 as a Senior.Resident in the department of Neuroanesthesiology.
2. I was selected for the post of Assistant Professor in Neuroanaesthesiology in March 1997.
3. I am working as Additional Professor in Neuroanaesthesiology, since July 2008.
4. Sir, for the interview, we were asked to present our contribution under three headings 1. Service/ Innovation 2. Research/ Publication 3. Major recognition and awards. This was done with the idea of evaluating fitness against each heading. I have good records in each category and also good clinical performance but it seems that those points have not been taken in to consideration and my result has been declared arbitrarily. I have reasons to believe that my annual confidence report (ACR) is either outstanding or excellent. Sir, it is very disheartening and demoralizing to see the result of this interview because in spite of my excellent service to AIIMS in terms of patient care, teaching and research, I have not been promoted to the grade of Professor, despite fully deserving it. **Sir, I mention the above lines with full conviction and I have sufficient reasons to believe so.**

Sir, I am working in the department of Neuroanaesthesiology for more than 18 years. Being a neuroanesthesiologist, I work for the care of patients in the neurosurgery operation theatre and neurointensive care units where working hours are often painfully long. Though I start my work early in the morning, I never know when I would be free to go home. Very often it goes till late night and I have to stay for work till the operations are finished. Despite these painfully long hours of work and the stress that comes with it, I work sincerely but my family responsibilities are definitely neglected and the family members (wife and kids) suffer and get stressed. Sir, it is very unfortunate that this kind of hard work has never been recognized in promotion matters. When a chance to recognize the hard work comes, it is dismissively disregarded. Sir, I work in a clinical department where the patient's waiting list is very-very long which explains the nature of workload we have. So I can't be

DD(A)

compared with someone in the non clinical department who only does teaching and research and whose working hours are limited. But unfortunately these factors have not been taken into consideration while deciding promotion.

Sir, in spite of the hectic clinical schedule, I have worked hard for the last 18 years in neuroanesthesiology, and contributed sufficiently to the teaching and research activities of the institute. I have been the I/c of departmental academic schedule for 07 years (1997-2004). I prepared the logbook for the D.M. (Neuroanesthesiology) students. I have been the chief/ Co-guide of 08 DM students for their thesis work. I have been an examiner in 04 examinations. I have also been acting as a co-ordinator for preparing for MCQs for various entrance examinations for the department for DM as well as non-DM residents. I have involved with many research projects in the department.

Sir, I have 43 publications in various international and national journals (14 in the assessment period). Several of my students have published many research papers in journals of high repute. I have attended many conferences, seminars, and symposia and presented research papers in several international/ national conferences. I have also chaired scientific sessions (02) and participated in 01 panel discussion in national conferences. I have been one of the assistant editors of the Indian Society of Neuroanaesthesia and critical care news letter since its inception in 2005-2006. All this information, definitely attests to my keen interest and ability in academic activities.

5. It is disbelieving that many faculty members in other departments with far less clinical work-load, academic activities, research work & publications have been promoted while I have been denied promotion.

   Sir with the due permission of Govt of India and AIIMS (Permission copy attached), I accepted an assignment for two years in Sultan Qaboos Univertsity Hospital, Muscat, Sultanate of Oman in July 2009, to start neuroanesthesia facility there, hoping to win goodwill for AIIMS and also for the country but, unfortunately the result of this promotion process has ruthlessly ignored those efforts. And **it is now coming to knowledge in the institute that while some of those who had gone abroad during the assessment period have been declared fit, few of them have been declared unfit.** Sir, I would like to mention that I had gone there with due permissions and it was not mentioned in the permission letter that my seniority and promotion would be affected by that posting.

6. Sir, one fact is also noteworthy that in other medical colleges of Delhi and other places in the country, 08 years of teaching experience (10 years as per U.G.C.) is required for promotion to the grade of professor, and I have been denied the same despite having teaching experience of 16 years. Sir, For my promotion from Assistant professor to Associate professor, it took 06 years because of the 'adhoc era' in AIIMS (None of my fault). Again, for the promotion from Additional professor to Professor, I am at the verge of loosing some years (again none of my fault).

7. Last, but not the least, in every organization some hierarchy/ seniority is should be respected. But, in my case, here at A.I.I.M.S., **the situation is becoming 'BAD TO WORST'. Several faculty members in other departments who were junior to me went ahead and became senior and the WORST SCENARIO- some faculty members who trained under me, in other words my students have now become my seniors.** Even in my own department, my students (who got trained by me have become equivalent to me **and if the result remains the same** (and biased, because silent workers are ignored in this promotion process and people who are potentially noise maker are promoted) my student will become my senior. Therefore, denying promotion to me is not only demoralising, and demotivating but, also embarrassing and humiliating personally, it will also affect the zeal and enthusiasm to put in the hard work to make AIIMS stay as the topmost medical institute in India.

   Sir, The GOI notification dated 04.01.11 said that the new promotion scheme is being implemented from 31.12.2008 with the provision that 100% faculty will be promoted to the next grade obviously if their ACR does not have adverse remarks or no other enquiry is going against them, which I belive I

do not have in my case as I have never been informed about (This is a legal requirement). Then, what is this joke of deciding fitness of the candidates for promotion by the interviewers? Doesn't it smell bias? One more thing indicates BIAS against me is that at the time of my promotion through APS in 2010, also I was subjected to the same humiliation (Including 39 other faculty members). The decision was reversed by your esteemed office and the Governing body, A.I.I.M.S. despite Director A.I.I.M.S. being against that. This time also some of the faculty members from that group, who were eligible for further promotion to the next grade under the APS have again been declared unfit. Probably, the current disposition at A.I.I.M.S. (Director) and the selection committee members have not taken last time's events in right spirit and acted in a revengeful manner leading to this result of ours.

Therefore, I most humbly request you and hope my plea would be heard compassionately and fair justice provided to me at the earliest. Please review the decision and initiate a necessary corrective action as has been done in the past.

Thanking you

Sincerely yours

Dr. Rajendra Singh Chouhan
Additional Professor,
Department of Neuroanesthesiology,
All India Institute of Medical Sciences,
New Delhi – 110029.

Enclosures-

1. Curriculum Vitae

23.9.13

CURICULUM - VITAE

PERSONAL DETAILS

Name	**DR. Rajendra Singh Chouhan**
Father's Name	Shri Keshar Singh Chouhan
Mother's Name	Mrs. Parvati Devi Chouhan
Date of Birth	18th September 1963.
Category	**Scheduled Caste**
E - mail	drrajendrasinghchouhan@gmail.com

EDUCATIONAL QUALIFICATIONS

M.B.B.S	Oct. 1991	M. G. M. Medical College, Indore (M.P.), India.
M.D (Anaesthesiology)	Dec. 1994	M. G. M. Medical College, Indore (M.P.), India.

Working Experience In Anesthesiology

Total	21 years
Post M. D.	18 years

SUMMARY OF PROFESSIONAL EXPERIENCE

POST HELD	INSTITUTION	PERIOD
Additional Professor	Department Of Neuroanesthesiology, All India Institute of Medical Sciences, New Delhi, India	1st July, 2008 to till date
Consultant	Sultan Qaboos University Hospital Muscat, Sultanate of Oman	18th July 2009 to 17th July 2011
Associate Professor	Department Of Neuroanesthesiology, All India Institute of Medical Sciences, New Delhi, India.	1st July, 2003 to 30th June 2008
Assistant Professor	Department Of Neuroanesthesiology, All India Institute of Medical Sciences, New Delhi, India.	27th March, 1997 to 30th June 2003
Senior Resident	Department Of Neuroanesthesiology, All India Institute of Medical Sciences New Delhi, India.	1st Feb. 1995 to 26th March 1997
Postgraduate Trainee	Department Of Anesthesiology, M. G. M. Medical College & M. Y. Group of Hospitals, Indore (M.P.),	Dec. 1992 to Dec. 1994.
House Physician	Department Of Anesthesiology, M. G. M. Medical College & M. Y. Group of Hospitals, Indore (M.P.), India.	Dec. 1991 to Dec. 1992.

RESEARCH

Papers published		43
As main author	05	
As Co-author	38	
National Journals	12	
International Journals	31	
Papers submitted for publication		01
Papers presented in Scientific Meetings		23
Main Author	06	
Co-author	17	

ADMINISTRATIVE EXPERIENCE

- **Headed the department several times in absence of senior colleagues (From 01 – 15 Days)**

- **Actively participated in the organization of**

  i). WHO workshop on Palliative Care held at A. I. I. M. S., From Oct. 25th - 26th, 1997.
  ii). 2nd International Symposium & 8th Annual Conference of National Conference of Indian Society Of Neuroanesthesiology and Critical Care, held at New Delhi, on Feb. 9th - 11th, 2007.

- I/C of the departmental teaching programme from July 1997 to 2004.
- I/C of the departmental duty roster from July 1997 to July 2004.

EXAMINER

- **Internal examiner for DM (Neuroanaesthesiology) held 09th – 10th Dec., 2006 at the All India Institute of Medical Sciences, on New Delhi, India.**

- **External examiner for Diploma in Anesthesiology (D.A.) held on 15th – 16th May, 2007 at the G.M. Medical College, Bhopal (M.P.).**

- **Contributed Multiple Choice Questiones (MCQs) on various occasions for various entrance examinations for admission to DM (Neuroanesthesiology) and for the written test for selection of trainee Senior Residents (Neuroanesthesiology) held at the All India Institute of Medical Sciences, New Delhi, India.**

- **Interviewed various potential postgraduate trainees (Senior Residents in Neuroanesthesiology) on various occasions for their selection.**

LIFE MEMBERSHIP OF PROFESSIONAL BODIES

- **"Indian society of Neuro-Anaesthesiology and Critical Care"**

- **"Research Society of Anaesthesiology Clinical Pharmacology"**

- **"Indian Society of Anesthesiologists"**

- **"The AIIMSONIANS".**

RESEARCH

DURING ASSESSMENT PERIOD

Completed studies

1. Intraoperative non-invasive versus invasive haemodynamic monitoring during craniotomy for supratentorial tumour surgery: A cost-effective analysis.

2. Neurological outcome after intracranial aneurysm surgery at AIIMS: A retrospective analysis.

3. Comparative study of thiopentone and propofol for brain protection during temporary clipping in intracranial aneurysm surgery.

4. Comparative evaluation of percutaneous retrogasserian glycerol rhizolysis and radiofrequency thermocoagulation techniques in the management of trigeminal neuralgia.

5. Effect of intraoperative brain protection with propofol on postoperative cognition in patients undergoing temporary clipping during intracranial aneurysm surgery .

On-going studies

1. Use of tranexamic acid during excision of intracranial meningioma.

2. Effect of stellate ganglion block on intraoperative propofol and fentanyl consumption in patients with CRPS-2, undergoing surgical repair of brachial plexus injury.

OTHERS

1. Chaturvedi A, Dash HH, Bithal P, Vishnoi N, **Chouhan RS**: Central venous cannulation through arm veins in padiatric patients. **Presented at 25th Annual meeting of Neurosurgical Anesthesia and Critical Care, held at San Diego, USA, in Oct. 1997.**

2. Bhutra S, Tiwari RR, **Chouhan RS,** Dash HH: Jugular venous oxygen saturation monitoring in comatose neurosurgical patients. **Presented at 6th National Neurotrauma Conference, held at Varansi in Aug, 1997.**

3. Mohanty B, Bhutra S, **Chouhan RS,** Dash HH: Is Medisys system - I ventilator effective in mechanical ventilation of severe head trauma patients. **Presented at 6th National Neurotrauma conference, held at Varansi in Aug. 1997.**

4. Satpathy GC, Dash HH, Chaturvedi A, **Chouhan RS,** Bhalotra A: Perioperative management of patients undergoing emergency intracranial aneurysm surgery. **Presented at XIV Annual National Conference of ISA, held at New Delhi in Dec. 1997.**

5. **Chouhan RS,** Dash HH, Chaturvedi A, Bithal P, Mohanty B: Use of deliberate mild hypothermia in intracranial aneurysm surgery. **Presented in 1st National Conference of Indian Society of Neuro-anaesthesiology and Critical Care,** held at New Delhi on Sept. 25th - 26th, 1999.

6. **Chouhan RS,** Dash HH, Chaturvedi A, Mohanty B, Bithal PK: Stellate ganglion blockade with absolute alcohol for treatment of upper limb causalgias. **Presented in 5th Biennial Congress of Asian and Oceanic Society of Regional Anaesthesia (AOSRA),** held at New Delhi on Oct. 29th –Nov. 2nd, 1999.

7. **Chouhan RS:** A randomized, controlled study on use of mild hypothermia for brain protection during intracranial aneurysm surgery - a preliminary report. **Presented at XIV Annual Conference of the RSACP,**

held at Bangalore on Sept. 29th - Oct. 1st, 2000.

8. Mohanty B, Sandhu K, **Chouhan RS,** Chaturvedi A, Bithal PK, Kale SS, Dash HH: Anaesthetic considerations in craniovertebral junction anomalies. **Presented at XIV Annual Conference of the RSACP, held at Bangalore, on Sept. 29th - Oct. 1st, 2000.**

9. Bithal PK, Pandia MP, Dash HH, Mohanty B, **Chouhan RS:** Venous air embolism – comparison between adults and children. **Presented at 28th Annual Meeting of Society of Neurosurgical Anesthesia and Critical Care, held at San Fransisco, California on Oct. 13th, 2000.**

10. Rath GP, Prabhakar H, Bithal PK, **Chouhan RS:** Haemodynamic and intracranial pressure changes during tunneling phase of ventriculo-peritoneal shunt. Presented at **4th Annual Conference of Indian Society of Neuroanaesthesiology and Critical care,** held at Bangalore from 6th - 8th Feb., 2004.

11. Radhakrishnan M, Parmod K Bithal, **Rajendra S Chouhan:** Influence of anti- convulsants on BIS values during orotracheal intubation – A controlled study. Presented at **4th Annual Conference of Indian Society of Neuroanesthesiology and Critical care,** held at Bangalore from 6th – 8th Feb., 2004.

12. Jain V, Dash HH, **Chouhan RS,** Suri A, Rath GP: Effect of stellate ganglion block on refractory cerebral vasospasm. Presented at the **Annual Meeting of American Society of Anesthesiologists held from Oct. 13 – 17, 2007 in San Francisco California.**

13. Ramaiah VK, **Chouhan RS,** Dash HH, Bithal PK, Radhakrishnan M, Gupta MM: Effect of intraoperative rupture of intracranial anerurysm on neurological outcome. Presented at the **Annual Meeting of American Society of Anesthesiologists held from Oct. 13 – 17, 2007 in San Francisco California.**

14. Bhagat H, Dash HH, Bithal PK, **Chouhan RS,** Pandia MP: Planning of early emergence in neurosurgical patients: A comparison of low dose anesthetics. Presented at the **Annual Meeting of American Society of Anesthesiologists held from Oct. 13 – 17, 2007 in San Francisco California.**

15. Clinical outcome intracranial aneurysms: A retrospective comparison between endovascular coiling and neuro-surgical clipping. **Published in Ind J Anaesth, 2008; 52: 63-69.**

16. Ketamine hydrochloride as sole anaesthetic agent for endoscopy procedures.

PUBLICATIONS

DURING ASSESSMENT PERIOD

1. Bindra A, **Chouhan RS**, Prabhakar H, Dash HH, Chandra PS, Tripathi M. Comparison of the effects of different anesthetic techniques on electrocorticography in patients undergoing epilepsy surgery – a bispectral index guided study. **Seizure 2012; 21(7): 501-507.**

2. Prasanna BU, **Chouhan RS**, Dash HH, Bithal PK, Prabhakar H. Comparative evaluation of Percutaneous Retro-gasserian Glycerol Rhizolysis and Radiofrequency Thermocoagulation techniques in the management of Trigeminal Neuralgia. **Neurosurgery 2012; 70 (2): 407–412.**

3. Jain V, Rath GP, Dash HH, Bithal PK, **Chouhan RS**, Suri A. Stellate ganglion block for treatment of cerebral Vaso-spasm in patients with aneurysmal subarachnoid hemorrhage-A preliminary study. **J Anaesth Clin Pharmacol 2011; 27 (4): 516-521.**

4. Bhagat H, Dash HH, Bithal PK, **Chouhan RS**, Pandia M P. Planning for early emergence in neuro-surgical patients: a randomized, prospective trial of low-dose anesthetics. **Anesth Analg 2008; 107 (4): 1348-1355.**

5. Deepak Sharma, Parmod K Bithal, Hari H Dash, **Rajendra S Chouhan**, Pimwan Sookplung, Monica S Vavilala. Cerebral Autoregulation and CO_2 Reactivity Before and After Elective Supratentorial Tumor Resection. **J Neurosurg Anesthesiol, 2010; 22 (2): 132-137.**

6. Pandia M P, Dash HH, Bithal PK, **Chouhan RS**, Jain V. Does egress of cerebrospinal fluid during percutaneous Retro-gasserian glycerol rhizotomy influence long term pain relief. **Reg Anesth Pain Med 2008; 33 (3): 222-226.**

7. Gandhi R, **Chouhan RS**, Ponniah V. Failure of transcutaneous pacing in a head-injured patient. **Anaesth Intensive Care. 2008; 36 (4): 623-624.**

8. Prabhakar H, Bithal PK, **Chouhan RS**, Dash HH. Rupture of intracranial aneurysm rupture after partial clipping due to aspiration drainage system-a case report. **Middle East J Anesthesiol 2008; 19 (5): 1185-1190.**

9. Kumar R, Goyal V, **Chouhan RS.** Venous air embolism during microelectrode recording in deep brain stimulation surgery in an awake supine patient. **Br J Neurosurg, 2009; 23 (4); 446–448.**

10. Dyamanna DN, Bhakta P, **Chouhan RS**, Al Azri F. Anaesthetic management of a patient with pituitary adenoma for caesarian section. **Int J Obst Anesth 2010; Aug 9.**

11. Garg R, Ramaiah V, **Chouhan RS.** Damaged guidewire by the introducer needle tip while inserting central venous catheter in subclavian vein by supraclavicular approach. **Saudi J Anaesth 2010; 4 (3): 210-212.**

12. Pandia MP, Dash HH, Bithal PK, **Chouhan RS**, Jain V. Refer to current results. **Reg Anesth Pain Med 2008; 33 (3): 273.**

13. Das S. C., **Chouhan R. S.**, Bhagat H., Bithal P. K., Dash H. H. Subclavian vein cannulation by supraclavicular approach in a series of 200 neurosurgical patients. **Anesthesiology 2008; 109: A 463.**

14. Prabhakar H, Bindra A, **Chouhan RS**, Chandra PS, Tripathi M. Comparison of effects of different anaesthetic techniques on electrocorticography in patients undergoing epilepsy surgery. **Eur J Anaesth, 2012; A54.**

OTHER PUBLICATIONS

1. Chaturvedi A, Dash HH, Bithal P, Vishnoi N, **Chouhan RS:** Central venous cannulation through arm veins in paediatric patients **(abstract). J Neurosurg Anesthesiol, 1997; 9 (4): 390.**

2. **Chouhan RS**, Dash HH, Chaturvedi A, Mohanty B, Bithal PK: Stellate ganglion blockade with absolute alcohol for treatment of upper limb causalgias **(abstract). J Anaesth Clin Pharmacol, 1999; 15 (4): 397.**

3. Bhutra S, Tiwari RR, **Chouhan RS**, Dash HH: Jugular venous oxygen saturation monitoring in comatose Neuro-surgical patients. **J Anaesth Clin Pharmacol, 1999; 15 (2); 143 - 147.**

4. **Chouhan RS**, Dash HH, Bithal PK, Chaturvedi A, Mohanty B: Deliberate mild hypothermia for intracranial aneurysm clipping. **Ind J Anaesth, 2000; 44 (9): 31 - 39.**

5. **Chouhan RS**: A randomized, controlled study on use of mild hypothermia for brain protection during intra-cranial aneurysm surgery - a preliminary report **(abstract). J Anaesth Clin Pharmacol, 2000; 16 (4): S 274.**

6. Mohanty B, Sandhu K, **Chouhan RS**, Chaturvedi A, Bithal PK, Kale SS, Dash HH: Anaesthetic considerations in cranio-vertebral junction anomalies **(abstract). J Anaesth Clin Pharmacol, 2000; 16 (4): S 276.**

7. Bithal PK, Pandia MP, Dash HH, Mohanty B, **Chouhan RS**: Venous air embolism–comparison between children and adults. **(abstract). Anesthesiology, 2000; 93 (3 A): A 263.**

8. Bithal P, Pandia M, Dash HH, Mohanty B, **Chouhan R**: Venous air embolism - it's impact on outcome. **(abstract). J Neurosurg Anesthesiol, 2000; 12 (4): A 29.**

9. Mohanty B, Bhutra S, **Chouhan RS**, Dash HH: Is Medisys system - I ventilator effective in providing IPPV in severe head trauma patients. **Ind J Anaesth, 2001; 45 (2): 24-29.**

10. Kumar A, Bithal P, **Chouhan RS**, Sinha PK: Should one rely on capnometry when a capnogram is not seen? **J Neurosurg Anesthesiol, 2002; 14 (2): 153-156.**

11. Bithal. PK, Dash HH, **Chouhan RS**, Mohanty B. Haemodynamic changes in response to skull pins application. Comparison between normotensive and hypertensive patients. **Ind J Anaesth 2002; 46(5): 381-383.**

12. **Chouhan RS**, Bithal PK, Pandia MP: Generalized Tonic - Clonic Seizures During Percutaneous Retrogasserian Glycerol Rhizolysis. **J Anaesth Clin Pharmacol, 2003; 19(2): 217-219.**

13. Prabhakar H, Umesh G, **Chouhan RS**, Bithal PK: Reverse brain herniation during posterior fossa surgery: A case report. **J Neurosurg Anesthesiol, 2003; 15 (3): 267-269.**

14. Chaturvedi A, Bithal PK, Dash HH, **Chouhan RS**, Mohanty B: Catheter malplacement during central venous cannu-lation through arm veins in pediatric patients. **J Neurosurg Anesthesiol, 2003; 15 (3): 170-175.**

15. Dash M, Bithal PK, Prabhakar H, **Chouhan RS**, Mohanty B: ECG changes in pediatric patients with severe head injury. **J Neurosurg Anesthesiol, 2003; 15 (3): 270-273.**

16. Chaturvedi A, Dash HH, Bithal PK, **Chouhan RS**, Mohanty B: Neurolytic Stellate Ganglion Blockade For Long - Term Pain Relief in Patients with Complex Regional Pain Syndrome of Upper Limb. **J Anaesth Clin Pharmacol, 2003; 19(2): 171-177.**

17. Bithal PK, Dash HH, **Chouhan RS**, Mohanty B, Padhy N: Comparative incidence of venous air embolism and Asso-ciated hypotension in adults and children operated for neurosurgery in the sitting position. **Eur J Anaesth, 2004; 21: 517–522.**

18. Rath GP, Chaturvedi A, **Chouhan R S**, Prabhakar H: Transient cardiac-asystole in trans-sphenoidal pituitary surgery – A Case report. **J Neurosurg Anesthesiol, 2004; 16 (4): 299–301.**

19. Jagia M, Bithal PK, Dash HH, Prabhakar H, Chaturvedi A, **Chouhan RS**: Effect of cerebrospinal fluid return on success rate of percutaneous retrogasserian glycerol rhizotomy. **Reg. Anaesth Pain Med, 2004; 29 (6): 592–595.**

20. Jagia M, **Chouhan RS:** Internal Jugular Vein Occlusion Test For Rapid Detection Of Misplaced Subclavian Vein Catheter. **The Internet Journal of Anesthesiology, 2005; Volume 9 Number 1.**

21. Prabhakar H, Rath GP, Bithal PK, **Chouhan RS.** Intracranial pressure and hemodynamic changes during tunneling phase of ventriculoperitoneal shunt surgery- A preliminary study'. **Eur J Anaesthesiol 2005; 22 (12): 947-950.**

22. **Chouhan RS,** Dash HH, Bithal PK, Chaturvedi A, Pandia MP, Radhakrishnan M, Rath GP, and Padhy N: Intra-operative mild hypothermia for brain protection during intracranial aneurysm surgery. **J Anaesth Clin Pharmacol, 2006; 22 (1): 21–28.**

23. Karamchandani K, **Chouhan RS,** Bithal PK, Dash HH.: Severe bradycardia and hypotension after connecting Negative pressure to the subgaleal drain during craniotomy closure. **Br J Anaesth, 2006; 96: 608–610.**

24. Prabhakar H, Anand N, **Chouhan RS,** Bithal PK. Sudden asystole during surgery in cerebellopontine angle. **Acta Neurochir 2006; 148 (6): 699-700.**

25. Ghosh I, Jain V, **Chauhan RS,** Bithal PK: Neurogenic pulmonary oedema following aneurysmal subarachnoid haemorrhage. **The Ind J Chest Dis & Allied Sc 2007; 49(2): 115 – 117.**

26. Bithal PK, Pandia MP, **Chouhan RS,** Sharma D, Bhagat H, Dash HH, Arora R: Hemodynamic and bispectral index changes following skull pin attachment with and without local infiltration of the scalp. **J Anaesth 2007; 21: 442–444.**

27. Jain V, Dash HH, **Chouhan RS,** Suri A, Rath GP: Effect of stellate ganglion block on refractory cerebral vasospasm. **Anesthesiology, 2007; 107: A 1853.**

28. Ramaiah VK, **Chouhan RS,** Dash HH, Bithal PK, Radhakrishnan M, Gupta MM: Effect of intraoperative rupture of intracranial anerurysm on neurological out-come. **Anesthesiology, 2007; 107: A 1062.**

29. Bhagat H, Dash H H, Bithal P K, Chouhan R S, Pandia M P: Planning of early emergence in neurosurgical patients: A comparison of low dose anesthetics. **Anesthesiology, 2007; 107: A 1079.**

TEACHING

DURING ASSESSMENT PERIOD

AS AN ADDITIONAL PROFESSOR

From 1st July 2008 to till date (Except the period of sabbatical leave from the A.I.I.M.S. from 18.07.2009 to 17.07.2011), in the Department Of Neuroanaesthesiology, Neurosciences Centre, A. I. I. M. S., New Delhi, involved in regular clinical and bedside teaching and training programme of the postgraduate M.D. (Anaesthesiology) students from of A.I.I.M.S. and also from other medical colleges of Delhi coming for their superspeciality training, senior residents (Non–academic) and D.M. Neuroanaesthesiology students and the paramedical staff in the operation theatre as well as Intensive Care Unit. Was chief thesis guide of 01 and co-guide of 02 D.M. Neuroanaesthesiology students during this period.

AS CONSULTANT, ANESTHESIOLOGY & CRITICAL CARE

At the Sultan Qaboos University Hospital (SQUH), Muscat, Oman (From 18.07.2009 to 17.07.2011, on Sabbatical leave from A.I.I.M.S.), was involved in teaching of undergraduate students, SHOs, registrars, senior registrars and paramedical staff.

OTHERS

- As a house physician (From 31st Dec. 1991 to 30th Dec. 1992), I was involved in clinical teaching of undergraduate students and interns.
- As a postgraduate M.D. (Anaesthesiology) student (From 31st Dec. 1992 to 30th Dec. 1994), along with clinical teaching of undergraduate and junior Postgraduate students, I have sincerely done several seminars and case presentations in the departmental teaching programme.

AT THE ALL INDIA INSTITUTE OF MEDICAL SCIENCES

AS A SENIOR RESIDENT

I have taken keen interest and participated in regular academic activities, presenting several seminars, Journal club articles and case presentations in the departmental teaching programme and teaching of the Junior Residents (of A.I.I.M.S. and other medical colleges, who came to our department for specialty posting as an integral part of their postgraduate training), Senior Residents (junior to me) and OT and I.C.U. staff.

- AS A FACULTY

As Assistant Professor (From 27th March 1997 to 30th June 2003) and as Associate Professor (From 1st July 2003 to 30th June 2008), involved in regular clinical and bedside teaching and training programme of the junior residents, senior residents, sponsored (in service candidates, different visitors who came to the department from all over the country and other countries) and the paramedical staff in the operation theatre as well as Intensive Care Unit. During this period, I was chief thesis guide of 01 and co-guide of 05 D.M. Neuroanaesthesiology students

PATIENT CARE SERVICE

DURING ASSESSMENT PERIOD

AS AN ADDITIONAL PROFESSOR

From 1st July 2008 to till date (Except the period of sabbatical leave from the A.I.I.M.S. from 18.07.2009 to 17.07.2011), in the Department Of Neuroanaesthesiology, Neurosciences Centre, A. I. I. M. S., New Delhi, involved in and supervising perioperative anaesthetic management of patients undergoing neurosurgical procedures (Except trauma patients) and those undergoing diagnostic neuroradiologic procedures and therapeutic neuroradiologic interventions. Also involved in and supervising intensive care management of neurosurgical and neurological patients

AS CONSULTANT, ANESTHESIOLOGY & CRITICAL CARE

At the Sultan Qaboos University Hospital (SQUH), Muscat, Oman (From 18.07.2009 to till date (On Sabbatical leave from A.I.I.M.S.), I was responsible for perioperative management of routine and emergency neurosurgical cases and also patients of other surgical disciplines. There I was also responsible for intensive care management of all surgical and medical (except cardiac) cases.

OTHERS

Through-out my career as an anaesthesioloist, starting from a house physician in anaesthesiology, post-graduate (M.D. Anaesthesiology) student, Senior resident (Neuroanaesthesiology at AIIMS) and then as a faculty always worked sincerely for perioperative anaesthetic management of patients and intensive care management of critically-ill patients and was also involved in management of patients with acute and chronic pain coming through pain clinic.

AWARDS, HONOURS, ACHIEVEMENTS AND RECOGNITIONS DURING ASSESSMENT PERIOD

1. Our research paper "Prasanna BU, **Chouhan RS**, Dash HH, Bithal PK, Prabhakar H. Comparative evaluation of Percutaneous Retrogasserian Glycerol Rhizolysis and Radiofrequency Thermocoagulation techniques in the management of Trigeminal Neuralgia. Neurosurgery 2012; 70 (2): 407–412" was awarded **Certificate of notable contribution in AIIMS Excellence Award 2012.**

2. Played an instrumental role in starting Pre-Anaesthesia Check-up (PAC) Clinic facility in Neurosciences O.P.D. from Jan. 2012.

3. Was Assistant editor of News Letter of Indian Society of Neuroanaesthesiology and critical care from 2006-2010.

4. Played important role for constitution of "OT Committee" and "ICU Committee" for better management in Neurosurgical operation theatres and Neurosurgical-ICU.

5. Started Neuroanesthesiology facility at the Sultan Qaboos University Hospital (SQUH), Muscat, Oman (From 18.07.2009 to 17.07.2011, on Sabbatical leave from A.I.I.M.S.).

OTHERS

1. Modified departmental anaesthesia chart in 2001, which is still in use.

2. Compiled "Log-Book" for D.M. (Neuroanaesthesiology) students in 2005.

Forwarded
&
Recommended strongly

23/9/13

आचार्य प्रमोद बिठ्ठल / Prof. Parmod Bithal
आचार्य एवं अध्यक्ष / Professor & Head
तंत्रिका संवेदनाहरण विभाग / Dept. of Neuroanaesthesiology
तंत्रिका विज्ञान केन्द्र / Neurosciences Centre
अ.भा.आ.सं. नई दिल्ली / A.I.I.M.S., New Delhi-29

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निदेशक सचिवालय, अ.भा.आ.वि.सं.
Director's Secretariat, A.I.I.M.S.
ई.आफिस सं./E-Office No. K-5903/23/8/13
दिनांक/Date..... Date : 12.08.2013

प्राप्त किया / RECEIVED
उप-निदेशक कार्यालय, अ.भा.आ.वि.सं.
DY.-DIRECTOR OFFICE, A.I.I.M.S.
23 AUG 2013

Office of the Minister of Health
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21 AUG 2013
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निदेशक कार्यालय, अ.भा.आ.वि.सं.
प्राप्त किया
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DIRECTOR OFFICE, A.I.I.M.S.

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A.I.I.M.S., New Delhi-110029
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दिनांक/On Date
डायरी सं./Dy. No./Received
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To

The President,

AIIMS,

New Delhi.

(Through Proper Channel)

Subject: **Representation for the re-evaluation of Assessment Promotion Scheme (APS) for Professor.**

Respected Sir,

With due respect, I wish to bring the following facts to your kind notice. I had been appointed to the post of Assistant Professor in the Dept. of Lab. Medicine on 29.02.1996 (19 years). I was promoted to post of Associate Professor on July 1st, 2005 (8 years) than promoted to the post of Additional Professor on July 1st 2008 (5 Years) after going through the selection process. Further my promotion was due to the grade of Professor under Assessment Promotion Scheme (APS) of the Institute for the batch of July 1st, 2012. I had appeared for the interview on 19th April, 2013. (Copy of the interview letter enclosed)

Further, I would like to bring it to your notice that I am working in AIIMS since 1977 (thirty six years) in the capacity of JRF, SRF, ARO, Pool officer, Assistant Professor, Associate Professor and then Additional Professor. During this tenure, I was actively involved in Research work in the field of Haematology and Medical Oncology. I have 27 publications in the field of hematology including 18 in international journals with high Impact Journals, 09 in national journals, 7 manuscript under review & preparation and 05 chapters in international books. Further, I have 37 papers abstracted in the book of abstracts, 11 research presentations seminars and journal reviews and had been moderator in 67 combined PG teaching seminars. I have been guide and co-guide in 12 M.D. thesis and 2 Ph.D. thesis and member of 3 doctoral committees (Ph.D.), have participated in 29 International and national conferences, members of 9 committees. I have 11 honour, I am Chief investigator in one project and co-investigator in four projects and three national awards (Dr. S. Radhakrishnan Memorial Award – 2008, ICMR," Raja Sher Singh Kalsia memorial Cancer Research award 1986" for fetal liver Infusion: an adjudvant in the therapy of acute myeloid leukemia. I am a second author in this work in my share and Coagulopathy as a prognostic predictor following isolated acute traumatic brain injury – a prospective study". **This work was awarded 1st Prize in award paper (oral) session in Trauma 2011**). I was organizing secretary in two AIIMS-BD joint workshop (CME) on Quality Assurance in Lab Medicine (Copy of Biodata enclosed.)

I am managing the Haematology Section (where more than 38,26,658 tests are run annually including 11,09,622 tests run in haematology section of emergency lab.) and blood

निदेशक कार्यालय, अ.भा.आ.वि.सं.
Director's Office, A.I.I.M.S.
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दिनांक/Date 14/8/13

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

ANSARI NAGAR, NEW DELHI – 110 029

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

Dated the : 23rd March, 2013

To

Dr. Subhadra Sharma
Additional Professor of Laboratory Medicine (Haem.)
A.I.I.M.S., New Delhi

Subject :- Promotion to the grade of Professor (01.07.2012 batch) under Assessment Promotion Scheme at the AIIMS, New Delhi.

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Sir/Madam,

With reference to your application/bio-data for promotion to the grade of Professor (01.07.2012 batch) under Assessment Promotion Scheme, you are requested to appear before the Standing Selection Committee for an interview on **Friday, the 19th April, 2013 at 09:30 A.M. in the Office of the Director.**

You may please notethe following instructions carefully :-

1. You should bring copies of manuscripts of research papers stated to have been submitted/ sent for / under publication, if any, at the time of interview.
2. You are required to make a Power Point presentation for five minutes duration highlighting your contributions especially during the period of assessment, under the following heads :-

   i) UG
   ii) care service
   iii) Communi/PG teaching
   iv) Patient ty service
   v) Research and innovations
   vi) Awards, Honours, achievements & recognitions
   vii) Publications

The receipt of this communication may be acknowledged immediately.

Yours faithfully,

(ATTAR SINGH)
CHIEF ADMN. OFFICER

CURRICULUM-VITAE

CONTENTS

CURRICULUM VITAE

NAME	:	**DR. SUBHADRA SHARMA**
DATE OF BIRTH	:	25.9.1952
EDUCATION	:	M.Sc. Zoology Meerut University, 1976 Ph.D. 1985 Thesis titled **"Studies on Corpuscular Structures of Human Blood Affected by Acute and Chronic Leukemia"** work carried out in the Deptt. of Medicine (Clinical Haematology) & Medical Oncology in Institute of Rotary Cancer Hospital at All India Institute of Medical Science, New Delhi. INDIA.
PRESENT APPOINTMENT	:	**Additional Professor** **Deptt. of Laboratory Medicine (Haematology)** **All India Institute of Medical Sciences,** **New Delhi –110029. INDIA**
PERMANENT ADDRESS	:	A-75, Inderpuri, New Delhi –110012 (INDIA)
CONTACT NO.	:	25831398, 25834190 (Res.), 9868397273
CLINICAL HAEMATOLOGY	:	**Thirty one years, AIIMS**, New Delhi-110029.
LABORATORY RESEARCH EXPERIENCE	:	**Fourteen years in the field of Clinical Haematology and Medical Oncology.** **Seventeen years in Lab. Medicine Department (Haematology), AIIMS**
1st May 1977 – 31st March 1978	:	**Junior Research Fellow** Worked with Prof. M.G. Deo in the Deptt. of Pathology, AIIMS, New Delhi on the Project titled **"Control Mechanism in Growth and Differentiation in Biological System"** financed by INSA.
1st April 1978 – 30th April 1980	:	**Junior Research Fellow** Worked with Prof. Vinod Kochupillai in the Deptt. of Medicine **(Clinical Haematology)** AIIMS, New Delhi on the Project titled **"Metabolic Abnormalities in various Blood Cell of Acute & Chronic Leukemia Patients.** financed by LTMT, Bombay.

1st May 1980 – 30th Nov. 1984	:	Senior Research Fellow Continued work with Prof. Vinod Kochupillai on the above project
1st Dec. 1984 – 5th May 1988	:	**Assistant Research Officer** Worked with Prof. Vinod Kochupillai in the Deptt. of **Medical Oncology Institute of Rotary Cancer Hospital AIIMS** on the project. **"Fetal Liver Infusion in Aplastic Anemia and Acute Leukemia patients"** financed by DST
6th May 1988 – 5th May 1991	:	**Pool Officer** Worked with Prof. Vinod Kochupillai in the Deptt. of **Medical Oncology, IRCH, AIIMS**, New Delhi, New Delhi- 110029.
29th Feb.1996 –30th June 2005	:	**Assistant Professor in the** Deptt. of Laboratory Medicine (Haematology) All India Institute of Medical Sciences.
1st July 2005 – 30th June 2008	:	**Associate Professor in the** Deptt. of Laboratory Medicine (Haematology) All India Institute of Medical Sciences.
1st July 2008 - Till date	:	**Additional Professor in the** Deptt. Of Laboratory Medicine (Haematology) All India Institute of Medical Sciences.

ROUTINE HAEMATOLOGY LABORATORY SERVICES FOR PATIENTS CARE IN THE DEPTT. OF LABORATORY MEDICINE, AIIMS

I have been working in the Deptt. of Laboratory Medicine since 29.02.1996 when I joined as a Asstt. Professor and then got promoted as Associate Professor on 23.9.2005 and again got promoted as Additional Professor in 2008. I am incharge of centralized blood Collection services (where the patients comes for the various investigations from all the OPD's, Clinics and other centers of the Hospital) and emergency Lab which receives samples for fluid cytology (CSF, Ascitic Fluid and Peritoneal Fluids, Pleural fluids, etc.), coagulation profile and complete haemogram from all the wards, causality and other centers of the hospital round the clock. I am also managing the Hematology Section (where samples are received from various OPD's, Wards, Emergency and Main Blood Collection Center). I am the member of the ***Technical Specification Committee for the Purchase of Instruments*** of the Department of Laboratory Medicine, Jai Prakash Narayan Apex Trauma Center (JPNATC) and Jhajjar (Haryana) of AIIMS,New Delhi. Beside this I also participate in all the activities of the Department whatever work is assigned to me.

I actively contributed my potentiality caliber on national basis during the Dengue epidemic in September – October 1996, September – October 2003, September – October 2006 and September – October 2008. I was on Duty round the clock managing the patient samples, staff, instruments and sending of reports as early as possible during the crisis period when almost about 1500 samples were received in twenty four hours in Emergency Lab. Emergency Laboratory contributed similarly in dengue epidemic of year 2010. Malarial parasite detection on emergency basis is a part of emergency haematology lab. Cytological examination including cell counts of all body fluids is also undertaken in emergency lab.

I am looking after the ***Departmental Store since August 2009.*** Automated blood cell counters, Automated ESR, Coagulation profile and Immuno Assay analyzer has been setup/ upgraded in Haematology section. We have started DIC studies in emergency lab free of cost which would help DIC detection at earliest and thereby reducing mortality. Other new investigations like serum B12, folate, Ferritin, bone markers and tumor markers etc. are started in Haematology Section. Vit B12, Folate and ferritin would help categorize anemia's more appropriately. Tumor markers are also being done to facilitate monitoring various carcinomas. Recently I have been working on the electronic submission of the test report to the ward and OPD directly, thereby reducing the turnaround time and post-analytical errors which in turn will help in improving the quality of the test result.

Studies Carried Out :

1. Cell population kinetics of stem cells in the intestine of young x-radiated rats.
2. Measurement of cell population dynamics using auto-radiography following administration of H^3 thymidine.
3. Enzymes (G6PD, PK and HK) activity in various blood cells (Red cells, Platelets, Lymphocytes and Granulocytes) of acute and Chronic Leukemia patients.
4. Fetal liver infusion in Aplastic anemia, Acute leukemia patients and also in rhesus monkeys along with thymus cells after inducing aplasia with Chemotherapy (Endoxan 30 mg/kg body wt x 2 days) and Radiotherapy (400 rads x 3 days).
5. Maintained patients data and follow-up of Heamatology Clinic, Leukemia Lymphoma (LL) Clinic and Chemotherapy evaluation (CTE) Clinic in IRCH.
6. T & B Lymphocytes for leukemia patients.
7. Separation of haematopoietic cells (stem cells) from humans and monkeys fetal liver cells.
8. Tissue culture, granulocyte macrophage colony formation (GM-CFU or CFU-C) in fetal liver cells, bone marrow of aplastic anemia and acute leukemia patients before and after fetal liver infusion.

9. Cryopreservation of bone marrow, fetal liver cells and also done CFU-GM before and after cryopreservation of the cells.

10. Chromosomes done in CML patients.

11. Routine Hematological investigations were done in the patients, which includes Hb, TLC, DLC, Platelets, ESR, PCV, RBC Counts, Reticulocyte Counts, other then routine were HbA2, Hb F, PNH, G6PD, PK, HK etc.

12. Involved in the team of Bone Marrow Transplantation.

13. Prognostic significance of coagulation factors V, VIII, VIII : V ratio serum lactate and ABG Parameters in patients with Acute Hepatic Failure.

14. Coagulation Profile in acute pancreatitis (PT, APTT; TT, Fibrinogen, D-Dimer, Antithrombin III, Protein C and Protein S).

15. Role of interleukin –1, 6 & 10 and TNF - ∝ in Acute Hepatic Failure.

16. Immunoassays for Vit B12, Folate, ferritin, Bone markers and tumor markers.

MAJOR CONTRIBUTION IN RESEARCH WORK

1. The major contribution in Research was done on Fetal liver transplantation in aplastic anemia & acute leukemia patients with Prof. Vinod Kochupillai and I was the main person involved in this work. It was also standardized by me in rhesus monkeys. Fetal Liver Transplantation has proved to be an alternative to bone marrow transplantation, which is simple safe and cost effective, one patient survived for 106 months.

2. Studied morphological pattern of haemopoiesis (stem cell)in fetal liver cells.

3. Setup tissue culture work, Granulocyte macrophage colony (GM-CFU) formation in the bone marrow and fetal liver cells of humans and monkeys.

4. Set-up cryopreservation inof bone marrow and fetal liver cells.

5. Standardized the technique for separation of blood cells viz. Red Cells, Platelets, Lymphocytes and Granulocytes and performed the enzyme assays in acute and chronic leukemia patients in relapse and remission.

6. Setup of Coagulation Studies including Prognostic significance of coagulation factors V, VIII, VIII : V ratio serum lactate and ABG Parameters in patients with Acute Hepatic Failure.

7. Setup of Coagulation studies in acute pancreatitis (PT, APTT, TT, Fibrinogen, D-Dimer, Antithrombin III, Protein C and Protein S).

8. Role of Interleukin –1, 6 & 10 and TNF - α in Acute Pancreatitis.

LABORATORY SERVICES IN CLINICAL HAEMATOLOGY, DEPTT. OF MEDICINE, AIIMS, HEMATOLOGICAL PARAMETERS AND CLINICAL WORK DONE FOR PATIENTS CARE.

I have been working in AIIMS, New Delhi since 1977 and gained my experience in various departments viz. Department of Pathology, Department of Medicine (Clinical Haematology), Medical Oncology (IRCH) in the capacity of JRF, SRF, ARO, Pool Officer. During this period I got the opportunity to work in clinical side for patients care and developed Clinical Haematology Lab. in the Deptt. of Medicine and helped in running the Clinical Haematology services to the patients. I joined as Assistant Prof. in the Department of Lab. Medicine (Haematology) in 1996 and was subsequently promoted to Associate professor and Additional professor. The following routine hematological and other parameters were done for the patients care:-

1. Draw the patient's blood for haemogram which includes Haemoglobin (Hb), Total Leucocyte Counts (TLC), Differential Leucocyte Counts (DLC), Platelets, PCV, RBC counts, Reticulocyte counts & ESR etc. These were done approximately of 70-80 patients on the day of Clinical Haematology once in a week and on other days 10-20 patient's haemogram were done.

2. Other tests done were HbA2, HbF, PNH, G6PD, PK, HK etc.
3. Helping in preparing the smears from patient's bone marrow & bone biopsy. Also helping in infusing IV anticancer drugs to the leukemic patients.
4. Maintained the patients data, record and follow up of Haematology Clinic, Leukemia Lymphoma (LL) Clinic and chemotherapy evaluation (CTE) clinic in IRCH.
5. Blood smears and bone marrow smears were screened.
6. Smears were also studied from fetal blood, fetal liver cells, fetal spleen and fetal thymus cells in human and Rhesus monkeys.
   i) Studied morphological pattern of hematopoiesis in human fetal liver cells.
   ii) Studied hemopoietic stem cells differentiation in fetal liver, spleen and thymus of human as well as rhesus monkeys.
7. Hematopoietic cells separated from fetal liver cells in laminar flow (in sterile condition) and infused IV to the Aplastic anemia patients and one ampule Affcorlin was induced to 5% dextrose drip, one ampule of Avil was infused IV directly.
8. T & B lymphocytes were done in CML and other patients.
9. Involved in the team of Autologous bone marrow transplantation in solid tumours.
10. Data was collected and analysis of Acute Lymphocytic Leukemia **(ALL)**, Acute Myeloid Leukemia **(AML)**, Chronic Myeloid Leukemia **(CML)**, Chronic Lymphocytic Leukemia **(CLL)**, Aplastic anemia **(AA)**, Hodgkin's disease **(HD)**, Non Hodgkin Lymphoma **(NHL)**, Multiple Myeloma **(MM)**, Idiopathic Thrombocytopenic Purpura **(ITP)**, head-neck cancer and breast cancer patients.

RESEARCH EXPERIENCE IN CLINICAL HAEMATOLOGY & MEDICAL ONCOLOGY.

The significant work was done on fetal liver transplantation (FLT) in Aplastic anemia and acute myeloid leukemia patients, along with chemotherapy and reported a rare case of Chronic myeloid leukemia with busalphan toxicity. I was the main person involved in this work to standardized the technique, prepared the fetal liver cells and also helping to infused fetal liver cells I.V. to patients and maintained the patients follow up, also analysis the patient's data.

FETAL LIVER TRANSPLANTATION IN APLASTIC ANEMIA AND ACUTE LEUKEMIA PATIENTS.

It is an ICMR awarded work "Raja Ravi Sher Singh Khalsa Memorial Cancer Research award 1986 on fetal liver infusion: an adjuvant in the therapy of acute myeloid leukemia (AML), I am the second author in this work [publication No. 24 chapter in books].

Fetal liver infusion in AML suggest that fetal liver infusion given following induction chemotherapy may increase the remission rate in AML either by temporary engraftment or by accelerating the rate of hematological recovery (publication no.4).

Forty patients with severe aplastic anemia received intravenous infusion (I.V.) of hematopoietic cells prepared from fetal livers of 8 –32 wks of abortuses. Twenty – two evaluable patients (62%) responded favorable. Seven patients with good response were alive after 9 – 44 months; one patient died 106 months after fetal liver infusion due to renal lithiasis. 4 others with moderate response were alive after 9 to 31 months. 3 died within 16 months, 8 months, 8 patients with minimal response, died in 3.4 to 10 months, median survival of responders was 15.7 months. Bone marrow cellularity became normal in 12 patients following fetal liver infusions. This data strongly suggests a role of fetal liver infusions in inducing bone marrow recovery. Of 13 non-responders, 4 were lost follow up and 9 died within 20 days to 4.3 months (median 1.60). Fetal liver infusion appears to be an effective therapy in patients with severe aplastic anemia. pub. 2.

Acute undifferentiated leukemia developed in a patient of aplastic anemia treated with fetal liver infusions (Pub. 17).

FETAL LIVER TRANSPLANTATION IN RHESUS MONKEYS ALONG WITH THYMUS CELLS AFTER INDUCING APLASIA.

In monkeys aplasia was induced by chemotherapy (Endoxan 30mg/kg body wt. x 2 days) and Radiotherapy 400 rads x 3 days). After bone marrow aplasia the monkeys were treated with fetal liver cells along with thymus cells.

Studied morphological pattern of haematopoiesis in human fetal liver cells (Publication No. 18 chapter in books).

Studied haemopoietic stem cell differentiation in fetal liver spleen and thymus of human and rhesus monkeys (Publication No. 9 & 10).

Chromosomes done in human and rats bone marrow.

T & B lymphocytes done in CML and other patients.

METABOLIC ABNORMALITIES IN VARIOUS BLOOD CELLS (RED CELLS, LEUCOCYTES (LYMPHOCYTES, GRANULOCYTES) AND PLATELETS OF ACUTE AND CHRONIC LEUKEMIA PATIENTS.

In this study Glucose –6-Phosphte dehydrogenase (G6PD), Pyruvate Kinase (PK) and Hexokinase (HK) enzyme assays were estimated in a total of 340 blood samples from acute lymphocytic leukemia (ALL), Acute Myeloid Leukemia (AML) during relapse and remission, Chronic myeloid Leukemia (CML) and CML blast crisis. Red Cells, lymphocytes, Granulocytes and Platelets were separated from the blood samples. Normal values for each enzyme were established in the clinical haematology laboratory prior to the enzyme assays done in leukemic patients.

The studies demonstrated that the enzyme alterations occur primarily during relapse and tend to get, either normalized or show only minor defects during remission, following an eradication of leukemic cell clone with the help of chemotherapy. This observation strongly supports the contention that the derivation of abnormal cell lines from an abnormal pluripotent stem cell. This work has been included in my Ph.D. thesis.

TISSUE CULTURE

Set up the tissue culture in the Clinical Haematology Laboratory and studies carried out in Bone Marrow cells and fetal liver cells of human and monkeys for Granulocyte macrophage colony formation (CFU-GM)

CRYOPRESERVATION (LIQUID NITROGEN AT -196°C)

Set up the cryopreservation in the Clinical Haematology Laboratory and studies carried out as follows:

1. Cryopreservation of human and monkeys bone marrow cells and also studied CFU-GM before and after cryopreservation of the cells.
2. Cryopreservation of human and monkey's fetal liver cells to established the fetal liver cells bank for the future plan and also studied the CFU-GM before and after cryopreservation of the cells.
3. Involved in the team of Autologous Bone Marrow Transplantation in Solid Tumours.

RESEARCH AND TEACHING EXPERIENCE IN LABORATORY MEDICINE

1. Coagulation factor V, VIII, VIII : V ratio in Acute Hepatic Failure patients.

2. Coagulation Studies including PT, APTT, TT, Fibrinogen, D-Dimer, Antithrombin III, Protein C and Protien S in acute pancreatitis patients.

3. Interleukin –1, 6 & 10 and TNF - $\propto$ by ELISA method in Acute Hepatic Failure patients.

4. Immunoassays for Vit B12, Folate, ferritin, Bone markers and tumor markers.

5. Thirty years extensive research experience in the field of clinical Hematology Laboratory, Medical Oncology and Hematology laboratory Service in the Dept. of Laboratory Medicine AIIMS. 26 publications (13 international Journals, 8 National Journals and 5 chapters in international Book) and 31 abstracts in the book of abstracts.

6. Guide in one M.D thesis and co-guide in nine M.D. theses on Coagulations profile and others. Also co- guide in two Ph.D thesis and Member of Doctorate committee in three Ph.D theses.

7. Chief –investigator in one project, two projects submitting soon.

8. Co-investigator in three projects.

9. Honours 7 and 26 participation in international and national conferences.

Contribution in teaching:

(i) Moderator of as many as 61 combined PG teaching seminars and Slide discussions every day in the haemotology lab.

(ii) Organizing teaching activities for MD students (including MD Lab Medicine, MD Pathology, MD Biochemistry) in field of haematology as well as regular teaching Nursing students. Training is also provided to M.Sc. students from across India.

(iii) **Organizing Secretary**, CME on safe blood collection and Pre - Analytical variables. AIIMS- BD Joint Work shop on quality assurance in lab-Medicine- increasing importance of Pre-analytical Face, Inaugurated by Prof. R.C. Deka, Director AIIMS, on 10th April 2010.

(iv) **Organizing Secretary**, AIIMS – BD joint Workshop on "Importance of Pre Analytical science in quality improvement in Lab. Medicine " Inaugurated by Prof. R.C. Deka, Director AIIMS, 22nd February 2012.

LIST OF PUBLICATIONS

A. Publications in International Journals :-

1. Prabhu M., Kochupillai V., ***Sharma S.***, Ramachandran P., Sundaram KR Bijlani L. and Ahuja RK.: Prognestic assessment of various parameters in chronic myeloid leukemia, **cancer** 58: 1357-1360, 1986

2. Kochupillai V., ***Sharma S.***, Francis S, et al: Fetal liver infusion in aplastic anemia. **Thymus** 10(1-2), 95-102, 1987.

3. Bhargava M., Karak AK., ***Sharma S.***, and Kochupillai V.: Bone marrow recovery following fetal liver infusion (FLI) in aplastic anemia : Morphological studies. **Thymus** 10(1-2) 103-108, 1987.

4. Kochupillai V., ***Sharma S.***, Francis S. et al: Fetal liver infusion in acute myeloid leukemia. **Thymus** 10 (1-2) 117-124, 1987.

5. Bhatia P., Mathew S., Mehra NK., Nanu A., Jayasuryan NS., ***Sharma S.***, Francis S. and Kochupillai V. : Studies on engraftment following fetal liver infusion. **Thymus** 10 (1-2), 125-130, 1987.

6. Mehra NK., Taneja V., Jhingan B., Chaudhuri T., ***Sharma S.*** and Kochupillai V. : HLA studies following fetal liver transplantation in aplastic anemia and acute myeloid leukemia. **Thymus** 10 (1-2) 131-136, 1987.

7. Aggarwal S., Sharma DN., ***Sharma S.***, Chatterjee B., Rath GK, and Kochupillai V. : Fetal liver transplantation in Rhesus Monkeys. **Transplantation proceeding** 21 (1) 3114-3115- 1989.

8. Kochupillai V., ***Sharma S.***, Sundaram K. R. and Ahuja R.K. Hemopoietic recovery following fetal liver infusion in Aplastic Anemia. **Eur J Heamatology** 47:319-325, 1991.

9. ***Sharma S.***, Karka A. Sharma D.N. Aggarwal S, : Hemopoietic stem cell defferentiation in fetal liver, spleen and thymus of rhesus monkeys. **Med. Oncol. & Tumor Pharmacother**. 8 (2) : 113-4, 1991.

10. ***Sharma S.***, Pati H.P., Ahuja R.K., Takkar D. & Kochupillai V.: Haemopoietic cell composition of human fetal liver, spleen and thymus. **Medical Oncology** 14 (2) : 99-101, 1997.

11. ***Sharma S.***, Pati HP. and Mohanty Alok: in vitro colony formation from fetal liver cells and their infusions in patients of aplastic anemia. **Medical Oncology** 14:137-139, 1997.

12. ***Sharma S.***, Kochupillai and Pati HP: Fetal liver infusion in a chronic myeloid leukemia patient with busulphan toxicity. **Medical Oncology** 15 : 70-71, 1998.

13. Mansoori N., Tripathi M., Luthara K., Alam R., Rama, Lakshmi R., ***Sharma S.***, Arulselvi S., Praveen S., Mukhopadhyay AK : MTHFR (677&1298)and IL-6-174 G/C genes in pathogenesis of Alzheimer's and Vascular dementia and their epistatic interaction. Journal : **Neurobiology of Ageing** . 10 Sept. 2011.
14. Bhaumik Arvindkumar Shah, Arulselvi Subramanian, Hara Prasad Pati, ***Subhadra Sharma***, Deepak Agrawal, Rajesh Abuja, and Ashok Kumar Mukhopadhyay **"Immature Platelet Fraction As a Measure of Thrombocytopenia Trauma Patients and Its Cut off value with Severity of Thrombocytopenia"** 30.12.2011 Blood (ASH Annual Meeting Abstracts)
15. Bhaumik Arvindkumar Shah, Arulselvi Subramanian, Hara Prasad Pati, ***Subhadra Sharma***, Deepak Agrawal, Rajesh Abuja, and Ashok Kumar Mukhopadhyay **"Thromboelastography-Viscoelastic Haemostatic Assay (VHA) Vresus Routine Plasma Based Coagulation Parameters in Trauma Patients to Detect Coagulopathy With in 24 Hrs After Injury"** 30.12.2011 Blood (ASH Annual Meeting Abstracts).
16. Kuldeep Mohanty, Swetasmita Mishra, Jhumur Pani, Tarannum Hasan, Abhishek Purohit, ***Subhadra Sharma*** , Rima Dada : **Heparin or EDTA ; anticoagulant of choice in free radical estimation ? Oxidants and Antioxidants** in Medical Science 2012 ; 1 (1) :21-24.
17. Chhabra Gaurav, ***Sharma Subhadra***, S Arulselvi, Agrawal Deepak, Sinha Sumit, Mukhopadhyay Asok K **"Coagulopathy as prognostic marker in acute traumatic brain injury"**. Journal of Emergencies, Trauma & Shock, Jul- Sep. -2013 : 6(3) : 180-185.
18. Pooja Pallavi, Rajesh Sagar, Manju Mehta, Subhadra Sharma, Arulselvi S, Asok K. Mukhopadhyay **"Serum neurotrophic factors in adolescent depression : Gender difference and correlation with clinical severity"** Publication in Journal of affective disorders, 2013 Jun 11.Doi: 10.1016/j.jad.2013.04.033. [Epub ahead of print]

B. PUBLICATIONS IN NATIONAL JOURNALS :

19. Kochupillai V., ***Sharma S.***, and Sundaram KR.: Anabolic steroids in aplastic anemia. **Ind. J. Med. Res**. 80 : 174-179. 1984.
20. Kochupillai V. Nanu A, Mehra NK, ***Sharma S.*** et al.: Severe aplastic anemia bone marrow reconstitution following fetal liver infusion. **J Assoc.Phys India,** 33:53, 1985.
21. Kochupillai V., Nundy S. and ***Sharma S.***: Idiopathic thrombocytopenic purpura in adults : Response to corticosteroids and splenectomy. **J Assoc Phys India**, 34: 555- 558, 1986.
22. ***Sharma S.***, Pati H.P.: Acute undifferentiated leukemia in a patient of aplastic anemia treated with fetal liver infusions. **J. Assoc Phys. India,** 4: 337-338, 1992.
23. ***Sharma S.***, and Pati H.P.: Fetal liver infusion in a chronic myeloid

leukemia patient with BUSULPHAN TOXICITY. **J. Assoc Phys. India** ,45 (12): 972, 1997.

24. ***Sharma S.*** and Pati H.P.: Erythrocyte Enzymes Abnormalities in Leukemias. **J. Assoc Phys. India,** 54: 453-457, 2006.

25. Gaurva Chhabra, Kanchana Rangarajan, Arulselvi Subramanian, Deepak Agrawal, ***Sharma S.***, A.K.Mukhopadhyay : Hypofibrinogenemia in isolated traumatic brain injury in Indian patient.**J.Neurlogy India,**58 (5):756-757,2010.

26. ***Sharma S.***, Abhishek HL Purohit, H P Pati, Vinod Kochupillai : Platelet enzyme abnormalities in Leukemias. **Indian Journal of Cancer,** 48 (3):326-330. July –Sept.2011. Volume 48|Issue 3.

27. Badal S.S, ***Sharma S.***, Anoop Saraya, Mukhopadhyay A.K. "Prognostic significance of D-Dimer, natural anticoagulants and routine coagulation parameters in Acute Pancreatitis". **Tropical Gastroenterology,** July – September 2012. Volume 33 (3): 193-199.

CHAPTERS IN INTERNATIONAL AND NATIONAL BOOK

28. ***Sharma S.***, Bhargava M. and Kochupillai V. Morphological pattern of hematopoiesis in human fetal liver. Prog. In Clinical & Biol. Res. 193: 161 – 171, 1985. Fetal liver transplantation, **Ed. By Gale RP., Touraine J.L., Lucarelli G., Alan R. Liss, INC., New York.**

29. Kochupillai V., ***Sharma S.***, Francis S et al: Bone marrow reconstitutsion following fetal liver infusion (FTI) in sixteen severe aplastic anemia patients. Prog. Clini. & Biol. Res. 193 : 251-265, 1985. Fetal liver transplantation, **Ed. by Gale RP., Touraine J.L., Lucarelli G., Alan R. Liss, INC., New York.** ICMR," **Raja Sher Singh Kalsia memorial Cancer Research award 1986"**

30. Kochupillai V., ***Sharma S.***, Francis S. et al: Fetal liver infusion : an adjuvant in the therapy of acute myeloid leukemia (AML). Prog. in Clinical & Biol. Res. 193 : 267-279, 1985. Fetal liver transplantations, **Ed. by Gale RP., Touraine J.L., Lucarelli G., Alan R. Liss, INC., New York.**

31. Kochupillai V. & ***Sharma S.***, Fetal liver infusion: an alternative to bone marrow transplantation. In Prog. of Med. Oncology in India **Ed. by A.K. Das JIPMER, Pondicherry 1985.**

32. Mathur M. and ***Sharma S.***: Stem cell in aging : A study of microcolony forming cells in intestine of neonatal and aged rats. Aging, Indian perspective and Global Scenario, Proceedings of the International Symposium on Gerontology and Seventh Conference of the Association of Gerontology (India) **Edited by Professor Vinod Kumar, New Delhi, 451-454, 1996.**

WORKSHOP TECHNIQUES PUBLISHED

1. ***Dr. Subhadra Sharma*** and Prof. Vinod Kochupillai: Preparation of Fetal Liver Cells. Workshop technique manual, New Directions fetal liver transplantation International Symposium-Workshop at AIIMS, New Delhi 1-5th February 1986.

2. Dr. T.N. Chapekar and ***Dr. Subhadra Sharma***: in vitro tissue culture studies. Workshop technique manual New Directions in New Directions fetal liver transplantation International Symposium-Workshop at AIIMS, New Delhi 1-5th February 1986.

3. ***Dr. Subhadra Sharma***: Double layer soft agar method Ist National Workshop on tissue culture techniques in Bio-medical Research, Deptt. of Biochemistry Cell Biology Laboratory AIIMS, New Delhi from 21st to 30th April, 1989.

MANUSCRIPTS UNDER REVIEW & PREPARTION .

1. Pooja Pallavi, Rajish Sagar, Manju Mehta, ***Subhadra Sharma***, Arulselvi S, Farah Shamshi, Utpal Sen Gupta, Ravindra M. Pandey, Asok K Mukhopadhyay "Gender differences in serum cytokine levels in anxiety and deprenion in India adolescents". Manuscript under preparation to be sent to Journal of Neuro inflammation, April 2013.

2. ***Subhadra Sharma***, A.K.Mukhopadhyay, Arul Selvi, Abhishek Purohit, "Evaluation of fully automated ESR analyzer – StaRRsed for measurement of erythrocyte sedimentation rate (ESR)" Funded by AIIMS. (under publication).

3. Praveen Kumar, Abhishek Purohit, Arti Kapil, ***Subhadra Sharma***, **"Study of VCS parameter in acute bacterial sepsis"** (Accepted) International Society for Laboratory Hematology (ISLH 2013).

4. Ashish Gupta, Usha BR, ***Subhadra Sharma***, Sandeep, A k Mukhopadhyay, J B Sharma **"What are tumor markers doing in pregnancy"** (Accepted) Laboratory Medicine Congress 2013. (LMC 2013).

5. Study of Tumor markers, nutritional markers, haematological & coagulation profile in pregnancy (Cross- Sectional Study).

6. Role of MPV as a marker for progression in Diabetes Mellitus.

7. Samanyoya Gochhait, Aashish Gupta, ***Subhadra Sharma***, Asok K mukhopadhyay **"A Cross-sectional Study of Nutritional markers in Pregnancy"** (Accepted) Heamatocon 2013.

PAPERS ABSTRACTED IN THE BOOK OF ABSTRACTS

1. Kochupillai V., Sood S.K. and ***Sharma S.*** : Red cell and Platelet metabolic abnormalities in acute leukemia and chronic myeloid leukemia. **Indian Society of Haematology and Blood Transfusion.** Trivandrum January 20-23, 1980

2. Kochupillai V. and ***Sharma S***: Clinical observations in aplastic anemia Ann. Conf. **Ind. Soc. of Haematology and Blood Transfusion.** Jammu November 6-8, 1982.

3. Kochupillai V. and ***Sharma S.*** Acute Lymphoid Leukemia in adults experience at AIIMS. Ann. Conf. **Ind. Soc. of Haematology and Blood Transfusion.** Jammu November 6-8, 1982.

4. ***Sharma S.*** and Kochupillai V.: Pattern of haematopoietic stem cell differentiation in fetal liver. Silver Jubilee Conference, **Indian Society of Haematology & Blood Transfusion**. New Delhi, December 1-5th, 1984 A6P10.

5. Kochupillai V. and ***Sharma S.*** : Profile of chronic myeloid leukemia in Northern India. Silver Jubilee Conference, **Indian Society of Heamatology & Blood Transfusion**. New Delhi, December 1-5th, 1984 HU6P12.

6. Kochupillai V., & ***Sharma S.*** : Fetal liver infusion in aplastic anemia. **Annual Conference of Haematology & Blood Transfusion**, Varanasi 1985.

7. Aggarwal S., Kochupillai V. and ***Sharma S.*** : Prognostic factors in adult acute lymphoblastic leukemia. 2nd Biennial Conference, **Indian Society of Oncology** Bombay. February 9-15, 1986, P/7 P.317.

8. Kochupillai V. and ***Sharma S.*** : Fetal liver infusion in acute myeloid leukemia 2nd Biennial Conference, **Indian Society of Oncology** Bombay. February 9-15, 1986, 0/167, P.273.

9. Kochupillai V. and ***Sharma S.*** Fetal liver infusion in aplastic anemia and acute leukemia studies to find engraftment. 2nd Biennial Conference, **Indian Society of Oncology** Bombay. February 9-15, 1986, P/8 P.318.

10. Kochupillai V., ***Sharma S.***, Francis S., Nanu A., Susan M., Bhatia P., Dua H., Kumar L., Aggarwal S. and Singh S. : Fetal liver infusion in aplastic anemia. International symposium workshop on **New Directions in fetal liver transplantation** at AIIMS, New Delhi Feb. 1-5th ,1986.

11. ***Sharma S.***, Dua H., Bhargava M., Bhagava V., Takkar D., Kochupillai V. : Hemopoietic cell composition of human fetal liver, spleen and thymus. International Symposium Workshop on **New Directions in fetal liver transplantation** at AIIMS, New Delhi, February 1-5th, 1986.

12. Kochipillai V., ***Sharma S.***, Francis S., Nanu A., Verma I.C., Bhatia P., Dua H., Kumar L., Aggarwal S., Singh S.,: Fetal liver transplantation in acute

myeloid leukemia. International Symposium-Workshop on **New Directions in fetal liver transplantation** at AIIMS, New Delhi, February 1-5th, 1986.

13. Mehra N.K., Taneja V., Jhingon B., ***Sharma S.*** & Kochipillai V. : HLA status following fetal liver transplantation in aplastic anemia and acute myeloid leukemia. International Symposium Workshop on **New Directions in fetal liver transplantation** at AIIMS, New Delhi, February 1-5th, 1986.

14. Bhatia P., Methew V., Mehra N.K., Nanu A., Jaya Suryan N., ***Sharma S.***, Francis S. and Kochupillai V. : Studies to find engaftement following fetal liver infusion. International Symposium-Workshop **on New Directions in fetal liver transplantation** at AIIMS, New Delhi, February 1-5th, 1986.

15. Bhargava M., Karak A., ***Sharma S***. and Kochupillai V. :Hemtological and morphologic changes in the peripheral blood and bone marrow following fetal liver infusion (FLI) in aplastic anemia. International Symposium-Workshop on **New Directions in fetal liver transplantation** at AIIMS, New Delhi, February 1-5th, 1986.

16. Kochupillai V. and ***Sharma S.*** : Fetal liver infusion : An alternative to bone marrow transplantation **14th International Cancer Congress at Budapest, August 1986.**

17. Aggarwal S., Kochupillai V. and ***Sharma S.*** : Prognostic factors in acute lymphoblastic leukemia. **14th International Cancer Congress at Budapest** August 1986

18. Singh S., Kochupillai V. & ***Sharma S.*** : A study of multiple *myeloma. 2nd UAE Cancer Conference at Abu Dhabi, February 1987.*

19. Aggarwal S., Sharma DN., Kumar L., ***Sharma S.***, Chatterjee B., Rath GK., Kochupillai V. : Fetal liver transplantation an alternative to bone marrow transplantation ? **XII International Congress of the transplantation Society Sydney, Australia,** August 14-19, 1988, 573, P110

20. ***Sharma S.***, Aggarwal S., Sharma DN., Chattergee B., Karark A., and Chapekar TN. : Hemopoietic stem cell differentiation in fetal liver, spleen and thymus and CFU-GM in fetal liver of Rhesus monkeys. **15th International Cancer Congress Hamburg Federal Republic of Germany,** August 16-22, 1990.

21. Aggarwal S., Ranganathan A., Kochupillai V., Bhargava M., Rath G.K., Ahuja R.K., Kumar L. and ***Sharma S.***, : Adult acute lymphoblastic leukemia at AIIMS (1975 – 89) : Results of treatment and assessment of prognostic factors. **VI Biennial Conference of Indian Association of Cancer Chemotherapists at AIIMS,** New Delhi 16th – 17th February, 1991, P-11.

22. ***Sharma S.***, Pati H.P. and Chapekar T.N.: CFU-GM in aplastic anemia before and after fetal liver infusion. . **VI Biennial Conference of Indian Association of Cancer Chemotherapists at16AIIMS,** New Delhi 16th – 17th February,

1991, P-63.

23. ***Sharma S.***, Gupta P. and Pati H.P.: In vitro colony formation from fetal cells and their infusion in aplastic anemia . **VI Biennial Conference of Indian Association of Cancer Chemotherapists at AIIMS,** New Delhi 16th–17th February,1991,P-63.

24. Maheshwari M., Pathak R., Chibber S., ***Sharma S.***, Kumar Vinod, Arora S., Kabra M., Menon P.S.N. and Verma I.C.: Control of thalassemia by antenatal screening. **23rd Annual Conference of Indian Society of Human Genetics at AIIMS,** New Delhi. 16-18th December, 1997, ABS, No. 0-35.

25. Badal S.S., Mukhopadhya A.K., ***Sharma S.***, Saraya Anoop, Arul Selvi S.: Coagulation profile in acute pancreatitis. Indian society of Gastroenterology conference at Mumbai 8-10 November, 2006 PA – 34. Published in **Indian Journal of Gastroenterology**, vol 25 (suppl. 2) Nov 8-10, 2006.

26. Naveen L. Gupta, ***Sharma S.***, Anoop Saraya, Ashok K. Mukhopadhyay (Intr. By Manoranjan Mahapatra) Abstract # [3931] Coagulation Factor - V Major survival Predictor in patients of viral Hepatitis induced Acute Liver Failure. **The American Society of Hematology, Atlanta, Georgia (USA)** 8-11th December 2007. Published in Blood,Vol.110, issue11, November 16, 2007.

27. Sherry Narang, ***Subhadra S.***, Anubhav Sinha, Lalit Dhar, Ashok K Mukhopadhay. Prevalence of anaemia in HIV positive patients **International Conference on Opportunistic Pathogens in AIDS (TCOPA-INDIA, 2008),** Conference Proceedings PP- 17 January 27 – 29, 2008 Sub.

28. Gaurav Chhabra, Kanchana R, Arulselvi S, Deepak Agrawal, Sumit Sinha, ***Subhadra S.***, A K Mukhopadhyay. **Hypofibrinogenemia in isolated traumatic brain injury: preliminary results of a pilot study truma 2008**. International conference, CME cum lives workshop & inaugural conference of the Indian Society for Trauma and Acute Care (ISTAC) 28th -30th November, 2008.

29. Naveen Gupta, ***Subhadra S.***, Asok Mukhopadhyay. **Coagulation Factor Level Most Important Variable in Triaging Hepatitis B Induced Acute Liver failure Patients For Liver Transplantation**. International Journal of Laboratory Hematology 11-14 May, 2009 Las Vegas, USA.

30. Sukhbir Badhal, A. Saraya, A.K.Mukhopadhyay, ***S.Sharma***, S.Arulselvi. **Prognostic value of coagulation profile in acute pancreatitis.** ISLH 2010, The XXIIIrd International Symposium on Technological Innovations in Laboratory Hematology Submission number: 229. 9th – 10th May, 2010 Brighton, UK.

31. Gaurav Chhabra, ***Subhadra Sharma***, Arulselvi S, Deepak Aggrawal, Sumit Sinha, A. K. Mukhopadhyay **"Evaluation of coagulation profile in isolated head injury patients"**. European Journal of Neurology, Poster presentation in **international at the 15th EFNS congress in Budapest, Hungary. 10-13th Sept. 2011,** P 1671.

32. Gaurav Chhabra, ***Subhadra Sharma***, Arulselvi Subramanian, Sumit Sinha, Deepak Aggrawal, A K Mukhopadhyay **"Coagulopathy as a prognostic predictor following isolated acute traumatic brain injury – a prospective study."** 1st Prize in award paper (oral) session in Trauma 2011. **Fourth annual International Conference of Indian Society for Trauma and Acute Care (ISTAC) & International Congress, CME cum Live workshops** 9th – 13th November, 2011.

33. Bhaumik Arvindkumar Shah, Arulselvi Subramanian, ***Subhadra Sharma***, Deepak Aggrawal, A K Mukhopadhyay **"Thromboelastography – viscoelastic haemostatic assay (VHA) as an indicator of overt disseminated intravascular coagulation in neurotrauma patients within 24 hours after injury"** Poster presentation in **Trauma 2011. Fourth annual International Conference of Indian Society for Trauma and Acute Care (ISTAC) & International Congress, CME cum Live workshops** 9th – 13th November, 2011.

34. Praveen Kumar, Abhishek Purohit, ***Subhadra Sharma***, Arti Kapil, A.K.Mukhopadhyay **"VCS parameters in predicting Bacterial Sepsis"** The workshop on Haematology conducted the 5rd VCS-Vellor Coulter Series meeting in Vellor from 19th - 20th October, 2012.

35. Praveen Kumar, Abhishek Purohit, Arti Kapil, ***Subhadra Sharma***, **"Study of VCS parameter in acute bacterial sepsis"** (Accepted) International Society for Laboratory Hematology (ISLH 2013)

36. Ashish Gupta, Usha BR, ***Subhadra Sharma***, Sandeep, A k Mukhopadhyay, J B Sharma **"What are tumor markers doing in pregnancy"** (Accepted) Laboratory Medicine Congress 2013.(LMC 2013).

37. Samanyoya Gochhait, Aashish Gupta, ***Subhadra Sharma***, Asok K mukhopadhyay **"A Cross-sectional Study of Nutritional markers in Pregnancy"** (Accepted) Heamatocon 2013.

Chief Guide and Co-Guide in MD Thesis

1. Dr. Niladri, Dr. B. L. Jailkhani, Dr. Ashok K. Mukhopadhyay, Dr. M. Irshad, Dr. Sarman Singh, ***Dr. Subhadra Sharma***
   " Serum adenosine deaminase isoenzymes in myasthenia gravis." Submitted in November 2002.

2. Dr. Naveen L. Gupta, Dr. Ashok K. Mukhopadhyay, Dr. B.L. Jailkhani, Dr. Anoop Saraya, ***Dr. Subhadra Sharma***, Dr. A.K. Srivastava.
   "Prognostic significance of coagulation Factors V, VIII: V Ratio, Serum actate and A.B.G. parameters in patients with acute hepatic failure." Submitted in November 2004.

3. Dr. Sukhbir Singh Bandhal, Dr. Ashok K. Mukhopadhyay, Dr. B. L. Jailkhani, Dr. Anoop Saraya, ***Dr. Subhadra Sharma***
   "Coagulation Profile in acute pancreatitis." submitted in June 2006.

4. Dr. Dhrubajyoti Bora, Dr. Ashok K. Mukhopadhyay, Dr. Anoop Saraya, ***Dr Subhadra Sharma***, Dr. S. Arul Selvi
   "Role of interleukin – 1,6,10 and TNF – Alpha in Acute pancreatitis."
   Submitted in July 2009.

5. Dr. Kishore Mandal, Dr. M. Irshad, Dr. S. K. Aggarwal, ***Dr. Subhdra Sharma***
   "Prevalence and association of TT Virus infection with blood borne hepatitis viral infections in Hemodilysis patients". Submitted in June 2009.

6. Rajesh Kumar Mishra, Dr. Purva Mathur, ***Dr. Subhadra Sharma***, Dr. S. Arulselvi
   "Identification of *Candida* by conventional and rapid automated methods"
   (M.Sc.Dissertation thesis).March – September 2007.

7. Dr. Gaurav Chhabra , ***Dr. Subhadra Sharma*** , Dr. A.K.Mukhopadhyay, Dr. S, Arulsevi, Dr. Deepak Aggarwal, Dr. Sumit Sinha "Coagulation profile in traumatic brain injury ". submitted in June 2010.

8. Dr. Raghavendra L, Dr. M. Irshad, Dr. Y.K. Joshi, ***Dr. Subhadra Sharma***
   "Significance of HCV- Genotypes in cirrhosis and hepatocellular carcinoma"
   Thesis submitted in July 2011.

9. Dr. Bhaumik Shah, Dr.A.K.Mukhopadhyay, ***Dr. Subhadra Sharma*** ,
   Dr. S. Arulselvi, Dr. Deepak Aggarwal,
   "Role of VHA (Viscoelastic Haemostatic Assay: A Point of care Device) in severely injured trauma patients." 20th May 2010."

10. Dr.Munna Kumar, ***Dr. Subhadra Sharma*** , Dr. A.K.Mukhopadhyay, Dr. H.P.Pati, Dr. Arulselvi
    "Microcytic Hypochromic Anemia Prevalance and Etiology"

11. Dr. Anil Kumar, Dr. S. Arulselvi, Dr. A.K. Mukhopadhyay, Dr. Vivek Trikha, ***Dr. Subhadra Sharma***
"Study of coagulation parameters and IL – 6 level in patients with traumatic fracture shaft femur before and after intra medullary nailing."

12. Dr. Samanyoya Gochhait, ***Dr. Subhadra Sharma***, Dr. A.K. Mukhopadhyay, Dr. N.K. Shukla, Dr. S.V.S. Deo, Dr. Arulselvi J.
"D-Dimer and other coagulation parameters in operable breast cancer with lymph node metastasis."

Guide and Co-Guide in Ph.D Thesis

1. Ms. Pooja Pallavi, Dr. A.K.Mukhopadhyay, Dr. H.Krishna Prasad, Dr. Manju Mehta, Dr. Rajesh Sagar, ***Dr. Subhadra Sharma***, Dr. S. Arulselvi
"The role of genetic polymorphisms, neurotrophins, apoptotic and immune markers in clinical manifestation of Depression in adolescents"July 2009.

2. Ms. Rizwana Qadri, Dr. A.K.Mukhopadhyay, Dr. Madhuri Behari, ***Dr. Subhadra Sharma***, Dr. S. Arulselvi **"The study of mitochondrial DNA mutations and Reactive oxygen species in Parkinsion's Disease"** 24th Feb., 2011.

Member of Doctoral Committee

1. Mohd. Nasim Mansoori, Dr. Subrato Sinha, Dr. R. Lakshmy, ***Dr. Subhadra Sharma***, Dr. S. Arulselvi Feb. 2007 (Thesis Completed)

   "Study of genetic predisposition and biochemical risk factors for Alzheimer disease and vascular dementia" Feb. 2007.

2. Ms. Pooja Pallavi, Dr. A.K.Mukhopadhyay, Cr. H.Krishna Prasad, Dr. Manju Mehta, Dr. Rajesh Sagar, ***Dr. Subhadra Sharma***, Dr. S. Arulselvi, Dr Utpal Sengupta, July 2009.

   "The role of genetic polymorphisms, neurotrophins, apoptotic and immune markers in clinical manifestation of Depression in adolescents".

3. Ms. Rizwana Qadri, Dr. A.K.Mukhopadhyay, Dr. Madhuri Behari, ***Dr. Subhadra Sharma***, Dr. S. Arulselvi
"The study of mitochondrial DNA mutations and Reactive oxygen species in Parkinsion's Disease" 24th Feb., 2011.

Research Projects

Chief Investigator

1. ***Dr. Subhadra Sharma***, Dr. Arul Selvi, Dr. Abhishek Purohit, Dr. A.K.Mukhopadhyay "Evaluation of fully automated ESR analyzer – StaRRsed for measurement of erythrocyte sedimentation rate (ESR)" Funded by AIIMS.

Co-investigator

1. Dr. S. Arul Selvi, Dr. A.K.Mukhopadhyay, Dr. V.K.Behl, ***Dr.Subhadra Sharma***, Dr. Sundeep Mishra "Association of cytokines TNF α, IL6, IL10 & IL18 in acute coronary syndrome research". Funded by ICMR (17,19,030/-Rs.), file no- 52/6/07-BMS.(Completed)

2 . Dr. A.K.Mukhopadhyay, Dr. Madhuri Behari, Dr. Vinay Goyal, ***Dr. Subhadra Sharma*** "The study of mitochondrial mutations, mitochondrial functions and oxidative stress in Parkinsion's Disease" submitted to DBT (37,40,226/-) on 30th June 2010 file no. 10-48/10/RS.

3. Dr. A.K.Mukhopadhyay, Dr. B.T. Chidananda Murthy, Dr. Manju Mehta, Dr. Rajesh Sagar, ***Dr. Subhadra Sharma*** "Randomized controlled trial of yoga therapy vs. Conventional therapy : their effect on Neurotrophin and T cell Apoptotic profile in peripheral blood of depression patients". Submitted to Central council for research on yoga & naturopathy (CCRYN) (37,93,888/- Rs.) on 24th Feb. 2011.

4. Dr. Parveen Aggarwal, ***Dr Subhadra Sharma*** Comparative evaluation of biomarkers with clinical severity scores for outcome prediction in patients with sepsis in the emergency department Funded by ICMR.

ORGANIZING SECRETARY

1. ***Dr. Subhadra Sharma*** : AIIMS-BD JOINT WORKSHOP (CME) ON "Quality Assurance in lab Medicine- Increasing Importance of Preanalytical Phase" 10th April 2010, LT II AIIMS New Delhi.

2. ***Dr. Subhadra Sharma*** : AIIMS – BD joint Workshop on "Importance of Pre Analytical science in quality improvement in Lab. Medicine " 22nd February 2012.

Member of Committees

1. Member of the ***Technical Specification Committee*** for the purchase of instruments of the Department of Laboratory Medicine for Jai Prakash Narayan Apex Trauma Center (JPNATC), AIIMS New Delhi.

2. Member of the ***Technical Specification Committee*** for the purchase of instruments of the Department of Laboratory Medicine, AIIMS New Delhi.

3. Member of the ***Executive Committee*** of the Faculty Club in 2006, AIIMS, New Delhi.

4. Life Membership of Indian Society of Hematology and Transfusion Medicine. Society Regd. No. F7800 (At Mumbai) Room No. 158, Dept. Hematology, AIIMS, New Delhi. Membership No. is L- 879, since 21st March, 2007. Life Membership of Indian Society of Haematology and Transfusion Medicine.

5. Faculty in charge of departmental store, Dept. of Laboratory Medicine since August 2009.

6. Designated as Central Assistant Public Information Officer (CAPIO) 07.07.2010.

7. Member of the ***Technical Specification Committee*** for the purchase of instruments of the Department of Laboratory Medicine for Jhajjar (AIIMS) Haryana.

8. Designated as internal examiner for MD Examination in December 2012.
9. Member of the ***Technical Specification Committee*** for the purchase of instruments of the Department of Laboratory Medicine, AIIMS New Delhi.

LECTURE DELIVERED

1. Hematological investigations hemogram and coagulation tests specimen collection, transport, quality assurance sources of error for Nursing students every year.

AWARDS

1. ICMR," Raja Sher Singh Khalsa memorial Cancer Research award 1986" for fetal liver Infusion: an adjudvant in the therapy of acute myeloid leukemia. I am a second author in this work, publication no. 20 Chapter in Books.

2. Dr. S. Radhakrishnan Memorial Award – 2008, awarded on 6th September 2008, By Delhi SIKSHA EVAM KHEL VIKAS Sangh, Healthy universe foundation Venue: Speaker Hall, Constitution club, Vithal Bhai Patel House, Rafi Marg New Delhi.

3. Gaurav Chhabra, ***Subhadra Sharma***, Arulselvi Subramanian, Sumit Sinha, Deepak Aggrawal, A K Mukhopadhyay "Coagulopathy as a prognostic predictor following isolated acute traumatic brain injury – a prospective study". **This work was awarded 1st Prize in award paper (oral) session in Trauma 2011**. Fourth annual International Conference of Indian Society for Trauma and Acute Care (ISTAC) & International Congress, CME cum22Live workshops 9th – 13th November, 2011.

RESEARCH PRESENTATION AND JOURNAL REVIEWS

1. Red cell, white cell and platelet enzymes in leukemia 4.9.87.

2. Granulocyte – macrophage colony formation in aplastic anemia before and after fetal liver transplantation. 13.11.87.

3. Comparison and follow up data of patients attending LL (Lymphoma, Leukemia) and CTE (Chemotherapy evolution) Clinics during January to September, 1987 VS, September 87 to May 1988, 22.9.88.

4. Estrogens as a cause of human cancer : the Richard and Hinda Rosenthal Foundation Award lecture by B.E. Handerson, R. Ross and L. Bernstin Cancer Research 48, 246-253, January 1988, 8.12.88

5. Cultivation of human breast carcinoma in soft agar experience with 237 fresh tumor specimens L. Ottestad, K.M. Treit etal. br. J. Cancer 58: 8-12, 1988. 8.1.89.

6. Granulocytic colony formation in CML, 26.4.89.

7. Treatment of refractory aplastic anemia with recombinant human granulocyte macrophage colony stimulating factor : by R.E. Champlin., S.D. Nimer, P. Lreland et al. Blood 73:694-699, 26.7.89.

8. Pattern of Hemopoietic stem cell differentiation in fetal liver spleen and thymus and proliferation potential of fetal liver cells in vitro from rhesus monkeys, 30.8.89.

9. Colony forming ability of human breast carcinomas : Lack of prognstic significance by L. Odtestad, K.M. Tveit et al Br. J. Cancer 60 : 216-219, 1989, 14.2.90.

10. Granulocyte macrophage colony formation (CFU-GM) in human fetal liver cells 18.4.90.

11. Haemopoietic cell composition of human fetal liver, spleen and thymus. Sharma S., Pati H.P., Ahuja R.K. , Takkar D. and Kochupillai V., J. Medical Oncology, 14:99-101, 1997, 18.10.97.

Moderator in combined PG Teaching Seminars

1. Seminar on: Leukemia, Leukemia in past, definition and classification, 31.3.98.
2. Laboratory investigation of Anemia 27.4.99.
3. Laboratory investigation of bleeding disorders 31.8.99.
4. Pathogenesis of leukemia 5.10.99.
5. Hypercoagulable State, 29.2.2000.
6. Investigations of Hemolytic anemia, 14.3.2000.
7. Hypoplastic anemia, 18.4.2000.
8. Automation in Haematology, 29.8.2000.
9. Thrombocytopenia and platelet function defect, 14.11.2000.
10. Thalassaemia, 13.2.2001
11. Lymphoma : Types & Laboratory diagnosis, 24.4.2001
12. Automation in Haematology, 11.9.2001.
13. Platelets : Functional disorder, 13.11.2001
14. Acquired disorders of Coagulation, 02.04.2002.
15. Role of blood group antigens in areas other than transfusion, 23.04.2002.
16. Bone marrow stem cell, 04.02.2003
17. Myelofibrosis, 08.04.2003
18. Diagnostic use of electron microscope, 02.09.2003.
19. Natural anticoagulants their role in normal physiology & in pathogensis of disease, 23.09.2003.
20. Myelodysplastic syndrome, 14.10.2003.
21. Coagulation profile in AHF & Acute Pancreatitis, 3.3.2004
22. Multiple Myeloma, 20.4.2004
23. Lymphoid Leukemia, 24.8.2004
24. Hemolytic Anemia, 5.10.2004
25. Hemopoietic environment, 16.11.2004
26. Platelet Function disorders, 1.3.2005

27. Pure Red Cell aplasia, 19.04.2005
28. Hemopoiesis and its regulation, 23.8.2005
29. Automation and Quality assurance in Haematology Laboratory, 20.9.2005
30. Coagulation defects in liver disorders, 25.10.2005
31. Latest developments in Chromic Myeloid leukemia, 18.04.2006
32. Interleukin in cardiac diseases, 18.07.06
33. Principles & operations of automated equipment's in Haematology, 08.08.06
34. Lab. Methods in coagulation, I, 05.09.06
35. Lab. Methods in coagulation, II (Secondary haemostasis, fibrinolysis), 26.09.06
36. Semen analysis, 07.11.06
37. Role of laboratory in identification, management and investigation of chronic renal diseases, 27.02.07
38. Invitro red cell modulation in blood bank services, 27.03.07
39. HDN, antenatal prophylaxis, quantitation of fetomaternal hemorrhage and management, 24.04.07
40. Invitro red cell modulation in blood bank services,28.08.07
41. Anti CD 20 monoclonal antibody therapy in hematological conditions associated with disordered autoimmunity,18.09.07
42. Disorders due to defects in red cell cytoskeleton – pathogenesis, diagnoses and management,1610.07
43. Bone marrow transplantation and Gene therapy in treatment of primary immunodeficiency- indications, complications and outcome, 06.11.07
44. MDS. Laboratory approach to diagnosis & management ,26.02.08
45. Thrombocytopenia in last trimester of pregnancy, 18.03.08
46. Acquired aplastic anaemia approach to diagnosis and management, 19.08.08
47. Childhood and adult ALL differences in molecular, cytogenetic phenotypes, prognosis and approaches to treatment, 21.10.08
48. Iron metabolism & clinical applications, 24.02.09
49. Laboratory Medicine in Antenatal care, 31.03.09
50. Molecular diagnosis of Hereditary Hemolytic Anemia, 28.04.09

51. Blood substitutes, 06.10.09
52. Laboratory aspects of Acute leukemias, 27.10.09
53. Quality Assurance for blood coagulation tests, 24.08.10
54. Platelet function tests, 05.10.10
55. Live cell – sorting,23.11.10
56. Investigation of Aplastic Anemia, 08.02.2011
57. Platelet function disorders, 08.03.2011
58. E.S.R., The basic and recent advances 05.04.2011
59. Recent advances in Acute Leukemia 16.08.2011
60. Congenital and acquired Coagulation disorders2.09.2011
61. Microangiopathic Hemolytic anemia 01.11.2011
62. Approach to diagnosis of Myelodysplastic Syndrome 07.02.2012
63. Molecular diagnosis of Hemoglobinopathies 13.03.2012
64. Iron sequestration and anemia of inflammation: Pathophysiology and diagnosis 08.01.2013
65. Plasma cell leukemia: Classification and newer diagnostic techniques 12.02.2013
66. Laboratory markers of stress 05.03.2013
67. Role of Electrophoresis and HPLC in diagnosing Hemoglobinopathies 09.04.2013

HONOURS

1. Member of Organizing Committee of International Symposium Cum- Workshop on New Direction in Fetal Liver Transplantation at AIIMS, New Delhi 1-5th Febuary 1986. Organized by Prof. Vinod Kochupillai, Medical Oncology, IRCH, AIIMS, New Delhi.

2. Demonstration the Fetal Liver Transplantation & Tissue culture techeniques in International Symposium Workshop on New Directions in Fetal Liver Transplantation at AIIMS, New Delhi 1-5th February, 1986, organized by Prof. Vinod Kochupillai, Medical Oncology, IRCH, AIIMS, New Delhi.

3. ICMR awarded "Raja Ravi Sher Singh Khalsa Memorial Cancer Research Award 1986", for Fetal Liver Infusion an: Adjuvant in the therapy Acute Myeloid Leukemia. I am second author in this work. Publication No. 20 chapter in books.

4. Invited by the Director, Gujarat Cancer & Research Institute Ahmadabad to give experimental demonstration of Fetal Liver Transplantation (FLT) on 10th May, 1986.

5. Demonstration on Fetal Liver Transplantation shown through Video-film on Doordarshan on 2.3.86 and in one of the scientific session on 4.10.86 at Vigyan Bhavan, as a simple safe and cost affective alternative source of Bone Marrow Transplantation.

6. Invited for the 1st National Workshop in tissue culture techniques in Bio-Medical Research "In vitro predictive tests for anti cancer drugs" to demonstrate the double soft agar layer. Cultures and recovery of colonies from the gel for the stainging of cells organized by Dr. T.N. Chapekar, Deptt. of Biochemistry, Cell Biology Laboratory, AIIMS, New Delhi from 21st to 30th April, 1989.

7. Member of the Workshop Committee, 1st National Workshop on tissue culture techniques in Bio-Medical Research Organized by Dr. T.N. Chapekar, Deptt. of biochemistry, cell Biology Laboratory, AIIMS, New Delhi from 21st to 30th April, 1989.

8. Dr. S. Radhakrishnan Memorial Award – 2008, awarded on 6th September 2008, By Delhi SIKSHA EVAM KHEL VIKAS Sangh, Healthy universe foundation Venue: Speaker Hall, Constitution club, Vithal Bhai Patel House, Rafi Marg New Delhi.

9. **Organizing Secretary**, CME on safe blood collection and Pre - Analytical variables. AIIMS- BD Joint Workshop on quality assurance in lab-Medicine-increasing importance of Pre-analytical Face, Inaugurated by Prof. R.C. Deka, Director AIIMS, on 10th April 2010.

10. **Organizing Secretary**, AIIMS – BD joint Workshop on "Importance of Pre Analytical science in quality improvement in Lab. Medicine Inaugurated by Prof. R.C. Deka, Director AIIMS, 22nd February 2012.

11. Designated as internal examiner for MD Examination in December 2012.

PARTICIPATION IN NATIONAL & INTERNATIONAL CONFERENCES

1. Pattern of Haematopoietic Stem Cell Differentiatrion in Fetal Liver. Presented in Silver Jubilee Conference of the Indian Society of Heamatology & Blood Transfusion held in UCMS, New Delhi, 1st –5th December, 1984, A6P10.

2. Preparation of Fetal Liver Cells & In Vitro Tissue Culture Techniques was demonstrated in International Symposium Workshop on New Directions in Fetal Liver Transplantation at AIIMS, New Delhi 1st – 5th February, 1986 P11 & 35.

3. Fetal Liver Transplantation in Aplastic Anemia and Acute Leukemia Patients : Studies of find Engraftment. Presented in Indian Society of Oncology. IInd Biennial Conference at Bombay 9th to 14th February, 1986, P/8 P318.

4. Double Layer Soft Agar Culture Technique was demonstrated in 1st National Workshop on Tissue Culture Techniques in Bio-Medical Research at AIIMS, New Delhi, 21st to 30th April.

5. Hematopoietic Stem Cell differentiation in Fetal Liver, Spleen & Thymus & CFU- GM in Fetal Liver of Rhesus Monkeys. **Poster presentation in 15th International Cancer Congress. Hamburg Federal Republic of Germany 16th to 22nd August 1990.**

6. Symposium on Autologous Bone Marrow Transplantation at AIIMS, New Delhi 15th February, 1991.

7. CFU-GM in aplastic anemia before and after fetal liver infusion. Poster presentation VI Biennial Conference of Indian Association of Cancer Chemotherapists at AIIMS, New Delhi 16-17th February, 1991.

8. In vitro colony formation from fetal liver cells and their infusions in aplastic anemia patients. Poster presentation VI Biennial Conference of Indian Association of Cancer Chemotherapists at AIIMS, New Delhi 16th – 17th Feb. 1991.

9. Workshop on quality control in Hospital Laboratories (under the aegis of ACBI), organized by Deptt. of Gastroenterology & Human Nutrition Unit, AIIMS, New Delhi, 26-27th April, 1997.

10. Symposium on Gynecologic Oncology at AIIMS, New Delhi 8-9th November 1997.

11. Seminar on Accreditation of Clinical Laboratories Organized by Delhi Chapter of Association of clinical Biochemists of India, National Accreditation Board for testing and calibration of Laboratories & Batra Hospital & Medical Research Centre, New Delhi. Department of Science and Technology, 28th Feb. 1998.

12. Silver Jubilee Conference of the Indian Immunology Society & International Workshop on flow cytometry organized by Prof. G.P. Talwar (Director, National Institute of Immunology, New Delhi) at AIIMS, New Delhi, 7th November, 1998.

13. International symposium on Sudarshan Kriya, Pranayam, and Consciousness, at AIIMS New Delhi 2nd – 3rd March 2002.

14. National Haematology update IV organized by Department of Haematology AIIMS.New Delhi on 26th –27th Feb. 2005.

15. World Conference on Expanding Paradigms : Science, Consciousness and Spirituality, Organized by Prof. Vinod Kochupillai Chief of IRCH, AIIMS New Delhi on 24th Feb.2006.

16. National Haematology update V organized by Department of Haematology AIIMS. New Delhi on 25th –26th Feb. 2006.

17. IFCC – AC B1 workshop on Evidence Based Laboratory Medicine on 9th November 2006 organized by Deptt. of Biochemistry, Lady Harding Medical Collage, New Delhi.

18. National Haematology Update VI organized by Department of Haematology AIIMS New Delhi on 1-7th March 2007.

19. Backman Coulter Center of Excellence in Haematology Vellore Coulter Series I organized by Christion Medical College Vellore from 14-15th Feb.,2008

20. The workshop on Hematology entitled CML-VCS Series II, under the auspices of Coulter Center of Excellence in Laboratory Hematology, Christian Medical Collage (CMC) Vellore, a two day workshop organized from 31st July to 1st August, 2009 at Goa.

21. The conference organized by The Economic Times for Rethinking Curriculum ; Redefining Fundamentals to Strengthen the New Age Knowledge Foundation at Le-Meriden, New Delhi on 11th August, 2009.

22. Golden Jubilee Conference of Indian society of Hematology & Transfusion Medicine, AIIMS New Delhi on 19-22 November 2009.

23. Symposium On Haemostasis Diagnostics Stago, Suyog Diagnostics, on 22nd June, 2010 Mangolia Hall ,India Habitat Centre, Lodhi Road, New Delhi.

24. Institute of Management Technology (IMT) and Education Times in association with Imagesbazaar present "Innovation in education" event on 26th August 2010, The Lalit, Barakhamba Avenue, CP at New Delhi.

25. The workshop on Haematology conducted the 3rd VCS-Vellor Coulter Series meeting in Chennai at fortune select palm from 27th - 29th August, 2010.

26. National Conference on Latest Advancements in Laboratory Medicine Organised by MAX New Delhi on 12th Feb.,2011.

27. The workshop on Haematology conducted the 4th VCS Christian Medical Collage Vellore Coulter Serise Meeting in New Delhi at Hotal Surya Sofitel from 16th - 17th September, 2011.

28. National Conference on Advances in Coagulation & Thrombosis (Lab. And Clinical Perspective) Institute of Laboratory Medicine Max Healthcare Institute Ltd. on 2nd March, 2012.

29. The workshop on Haematology conducted the 5rd VCS-Vellor Coulter Series meeting at Vellor, CMC Vellore (Bagayam) Theme : "Haemocytomorphometry – cell counters are more reliable morphologists" from 19th - 20th October, 2012.

To

Date: 25 July, 2013

Director

All India Institute of Medical Sciences,

Ansari Nagar

New Delhi

Subject: Review of recently held selection process through Assessment promotion scheme

Respected Sir,

I would like to bring it to your kind notice that I had applied for promotion to the grade of professor through APS. The interview for the same was held on 19th April 2013. During interview I was asked to present my CV. However when I started my presentation, immediately one of the member of the selection committee stopped me and started asking questions , after that one of the experts ,a retired professor from AIIMS and now practicing in a private sector, asked me another question and then another expert asked another question and then it went on and on. I was not given the opportunity to complete my presentation and to present the work which I wanted to highlight. This perhaps gave a wrong impression of mine amongst the members of the selection committee and as a result of this I have been denied the promotion through APS.

I would like to inform you that I have a more than 100 publications including 19 chapters in text books like de-Gruchy's Clinical Hematology in Medical Practice and API's Text book of medicine 2010. During my assessment period (2008-2012) I have got more than 28 papers published in various National and International journals and written 12 chapters as first author for various books including text books of Hematology- de-Gruchy's Clinical Hematology in Medical Practice((sixth Adapted Edition).

I had organized VIIth National Hematology Update in 2008 and was joint organizing secretary in SHC-AIIMS Hemophilia conference in 2008. Since 2004, I am regularly organizing various workshops in different topics of Hematology and from 2008 onwards, I have organized 7 wet workshops on Thalassemia, Anemia, Coagulation, Flowcytometry, Leukemias and Quality Assessments in Hemogram in the department of Hematology,AIIMS. I have also organized and conducted National level quiz during golden jubilee conference of Indian Society of Hematology and Transfusion Medicine in 2009.

During my assessment period (2008-2012), I have completed 9 DM thesis as chief guide and 15 DM thesis as co-guide. I have delivered 15 lectures, moderated the academic session on thalassemia and hemoglobinopathies and taken Clinico-pathological conferences during various CMEs and National Conferences.

I have been invited as chairpersons, moderator and judge for various academic sessions. . I have been appointed as Quality manager for NABL accreditation of Hematology laboratory, AIIMS

I continued to be the teaching in charge for Undergraduates, Postgraduates (Pathology and Laboratory medicine) since 2002 and Academic Coordinator for teaching program for DM Hematopathology and DM Clinical Hematology from 2007. I have incorporated several new methods of teaching like microteaching, brainstorming sessions, thesis update and mini symposium in their teaching curriculum. and streamlined teaching by emailing details of upcoming classes to improve the attendance and discussion.

Recd. from Dr. Seema Tyagi on 9.1.14.
9/1
Mr. Rawat

I take 12 teaching session per year for Undergraduates and 35-40 teaching session per year for Postgraduates (Pathology and Laboratory Medicine), 75-80 teaching session per year for DM Hematopathology and DM Clinical Hematology and 16-20 clinico- pathological dicussion sessions per year.

I have been involved in regular diagnostic patients care and on an average I would report 10,240 coagulation cases per year, 3050 anemia and thalassemia cases per year, 825 bone marrow aspirates morphology per year, 725 bone marrow biopsies per year and 285 Cytochemistry and 300 Flow cytometry for acute leukemia cases and PNH per year.

I have completed two research projects one of which was funded by ICMR and second one was funded by AIIMS itself. One of my projects is under submission for extramural funding.

I have been selected as member of editorial board for one National Journal (Journal of Krishna Institute of Medical Sciences University) and two international journal (Signpost Open Access Journal of Pathobiology and Toxicology) and Journal of Hematology & Thromboembolic Diseases an open access journal of OMICS group

I have been serving as Scientific Reviewer for several medical journals like Indian journal of Pathology and Microbiology since 2005, Indian journal of Hematology and Blood Transfusion since 2005, Indian Journal of Medical research since 2008 and Indian Journal of Biotechnology since 2012.

I am a regular and sincere worker and understand my professional duties for teaching, research and patient care. I fulfill all the criteria required for promotion through Assessment promotion scheme i.e. Number of publications, teaching and patient care as recommended in Dr. Sneh Bhargava Committee report.

I would request you to kindly look into the matter and my promotion through APS to the grade of professor may be reconsidered. I am also enclosing my detail CV.

Thanking you

Yours sincerely

Dr. Seema Tyagi
Additional Professor
Dept of Hematology
All India institute of Medical sciences,
Ansari Nagar, New Delhi

*CC to 1. President AIIMS
2. FAAIIMS

CV of Dr. Seema Tyagi

Current Status

Additional Professor

Dept. of Hematology, AIIMS, New Delhi

Areas of expertise : Hematology
Experience : 18 years post M D and for last 13 years as faculty in Department of Hematology,
Current Position : Additional Professor in department of Hematology AIIMS

HIGHER EDUCAITON

(a) Post graduate, MD (Pathology)	December 1994	King George's Medical College, Lucknow. India
(b) M.B.B.S.	December 1990	King George's Medical College, Lucknow. India

PROFESSIONAL EXPERIENCE:

Additional Professor of Hematology	2008	All India Institute of medical Sciences, New Delhi
Associate professor of Hematology	2005	All India Institute of medical Sciences, New Delhi
Assistant professor of Hematology	2000	All India Institute of medical Sciences, New Delhi
Assistant professor of Hematology	1999	Government Medical College and Hospital, Chandigarh

Publications: More than 100 publications in various scientific journal including 19 chapters in books

LIST OF PUBLICATIONS

Papers published in various journals

International

1. **Tyagi S**, A.K.Kapoor, S.Bhatnagar Anti PGL-1 IGM Antibody detection does not affect the spectral classification of leprosy. Role of Lepromin Test in the Diagnosis of Indeterminate Leprosy. *Rivista Diparasitologia* Vol XIII (LVI)-N.2-Agosto 1995.
2. **Tyagi S**, S.Jain, N. Kumar, A.K. Mandal. Role of Alkaline Phosphatase in Cytodiagnosis of Osteosarcoma- A Report of two cases. *Journal of Cytology* 17 (1):53-55,2000

3. **Tyagi S,** N Tandon, M Kabra, H. P Pati, R.Saxena, V P Choudhry. Clinico- haematological profile of Thalassemia Intermedia Patients. *International Journal of Human genetics.*Vol 3 No.4 (Dec) 251-258;2003.
4. **Tyagi S,** V P Choudhry, R Saxena. Subclassification of Hb S Syndrome: Is It Necessary. *Clin. Lab. Haem*atology. 25; 377-381; 2003.
5. **Tyagi S,** H. P Pati. V P Choudhry,R Saxena.Clinico-hematological Profile of HbE Syndrome in adults and children. *Hematology.*(Feb):Vol.9(1),pp57-60; 2004.
6. T. Chatterjee M. Mahapatra H P Pati P K Gupta **Tyagi S,** Ashish Dixit M Bhattacharya V P Choudhry R. Saxena..Clinical, Haematological and Histomorphological Profile of Myelodysplastic Syndrome. Eur J Haematol. 2004 Aug; 73(2):93-7.
7. R.Kumar, **Tyagi S.**,J.Kishore,M.Mahapatra,V.P.Choudhry Human parvovirus B19-induced acquired pure amegakaryocytic .thrombocytopenia.J.,.British Journal of Haematology; Volume 128, Issue 1, Page 128 , Jan 2005.
8. Dixit A, Chatterjee TC, Mishra P, Choudhry DR, Mahapatra M, **Tyagi S,** Kabra M, Saxena R, Choudhry VP.Ann Hematol. Hydroxyurea in thalassemia intermedia-A promising therapy. 2005.Jul;84(7);441-6.
9. Mishra Pravas, Mahapatra M, **Tyagi S,** Dixit Ashish, Chatterjee T,Choudhry DR, Sazawal S, Kumar Rajat, Choudhry VP.Chromosome Positive Thrombocythemia In A Child Eur J Haematol 2005 Sep; 75(3):262 -3.
10. Kumar R, Choudhary DR, Prem S, Mahapatra M, Chatterjee T, Mishra P, Kotwal A, **Tyagi S,** Saxena R, Choudhry VP. A 4 year study of aplastic anemia from India: Epidemiology and response to treatment. Br J Haematol 2005, 129 (Suppl. 1): 47.
11. Dixit A, Kumar R, Mahapatra M, Chatterjee T, Mishra P, Choudhry DR,Kotwal A, **Tyagi S,** Pati HP, Saxena R, Choudhry VP.Response to cyclosporin in myelodysplastic syndrome:A study of 49 cases from India .Br.J. Haematol.2005, 129(suppl):42
12. Chatterjee T,Mahapatra M, Dixit A, Naithani R, **Tyagi S,** Mishra P, Bhattacharya J, Dutta P, Pati H P, Choudhry DR, Kumar R, Choudhry VP, saxena R. Primary Myelodysplastic syndrome in Children – clinical hematological and histo morphological profile from a tertiary care centre in India. Hematology 2005, Dec; 10(6):495-9.
13. Dutta P, Hasan S, Bhattacharya J, Kumar R, Mahapatara M, Saxena R, **Tyagi S,** sazawal S Pati H P. Acute promyelocytic leukemia with secondary myelofibrosis –Case report and review of the literature. Am.J Hematol. 2006 Jun; 81 (6):476-7.
14. Sriniwas U, Kumar R, Pati H, Saxena R, **Tyagi S.** Sub classification and clinico-hematological correlation of 40 cases of acute erythroleukemia - can proerythroblast/myeloblast and proerythroblast/total erythroid cell ratios help subclassify? Hematology. Oct; 12(5):381-5. 2007.
15. Naithani R,**Tyagi S,** Choudhry V P. Secondary Myelofibrosis in Children. J. Pediatr hematol Oncol. Mar; 30(3): 196-8. 2008
16. **Tyagi S,**Anand H, Sharma P, Bhardwaj R.Pleomorphic multiple myeloma. A case report and images in www. Blood med.com. November, 2008.
17. Rakhee Kar, Rajat Kumar, **Tyagi S.** De-novo CD5 + B- PLL presenting at younger age with favourable outcome.Vol 25, Issue3, Pg 149-151, September 2008.Turkish Journal of Hematology.
18. Naithani R, Kumar R, Mahapatra M, **Tyagi S,** Saxena R.Efficacy and safety of anti-D for treatment of adults with immune thrombocytopenia. Platelets. 2009 Nov;20(7):525-7.
19. Sharma P, Asthana B, **Tyagi S.**Triphenotypic acute leukemia with TRAP-positive blasts: A pathological rarity. Leuk Research. 2009 Jul;33(7):e83-4.
20. Rakhee Kar, Shyamali Dutta, **Seema Tyagi.** Primary autoimmune myelofibrosis: a report of three cases and review of the literature. Turkish Journal of Hematology.2009; 26;3.Pages 146-150..

21. Prashant Sharma; and **Seema Tyagi**. An Unusual Cause of Eosinophilia in AML-M4 without the Inv(16) Abnormality. Journal of Blood Disorders & Transfusion. Vol 1 issue 1.104, 2010
22. Jasmita Dass, Sonal Jain, **Seema Tyagi**. PAS-positive Auer rods in classical acute promyelocytic leukemia. A case report and images in www. Blood med.com, March, 2011.
23. Jasmita Dass;Sonal jain; Sudha sazawal and **Seema Tyagi**. Cml with monocytosis with BCR-ABL 210. Lymphoma Leukemia Journal 2011 Jul;52(7):1380-1 Mar 22 Epub 2011
24. Jasmita dass;. sonal jain; **Seema Tyagi**. Microfilaria in haematological malignancies. Mediterranean Journal of hematology and infectious diseases. 2011; 3(1):e2011015. Epub Mar 29. 2011
25. Sharma M, Dass J, **Tyagi S**. ATRA induced hemophagocytosis-a case report. Mediterranean Journal of Hematology and Infectious diseases.; 3(1):e2011015. Epub 2011 Aug 29. 2011.
26. Tejwani N, **Tyagi S**, Dass J. Aplastic anaemia with microfilaria in marrow aspirate. Mediterr J Hematol Infect Dis. 2012; 4(1):e2012019.
27. Sharma SK, Agrawal N, Jain S, Chowdhry M, Singh PK, Seth T, Mishra P, Mahapatra M, **Tyagi S**, Pati H.An unusual clonal cytogenetic abnormality with t(15;17)(p11;q21) in a patient with severe aplastic anemia.Indian J Hum Genet. 2012 May;18(2):268-9.
28. Sharma SK, Kumar S, Seth T, Mishra P, Agrawal N, Singh G, Singh AK, Mahapatra M, **Tyagi S**, Pati H, Saxena R. Clinical profile of patients with rare inherited coagulation disorders: a retrospective analysis of 67 patients from northern India. Mediterr J Hematol Infect Dis. 2012;4(1):e2012057.
29. Sanjeev Kumar Sharma, Suman Kumar, Avinash Kumar Singh, Tulika Seth, Pravas Mishra, Manoranjan Mahapatra, Sanjay Sharma, **Seema Tyagi**, Immaculata Xess, Ruma Ray. Feasibility and outcome of CT-guided lung biopsy in patients with hematological diseases and suspected fungal pneumonia. Journal of Infectious diseases in Developing Countries. 2013; 7(10):748-752.
30. Prashant Sharma, **Seema Tyagi**,: NSE/ a NAE positivity in B-lineage acute lymphoblastic leukemia: revisiting a potential cytochemical diagnostic pitfall. Biotechnic & Histochemistry 2013, Early Online: 1–4.
31. Monica Sharma, **Seema Tyagi**: Significance of Cytopenia in Chronic Lymphocytic Leukemia at diagnosis. European Jornal of hematology(under publication)
32. Monica Sharma, **Seema Tyagi** :Syndecan-1 levels in chronic lymphocytic leukemia: clinical and hematological correlation. European journal of hematology(Under publication).
33. Mrinalini Kotru, **Tyagi S**, Evaluation of CD16/CD66b/CD45 compared to CD55/CD59/CD45 in PNH : An Indian Experience (Under publication in Cytometry: Part B

National:

1. **Tyagi S**, S. Basu. Bone marrow Trephine Biopsy -A Review. *Indian Practitioner.* Vol 52 (7). July 1999.
2. **Tyagi S**, N.Marwaha, S.Basu . Haemoglobin S-D disease (Compound Hetrozygous state)- A Case Report. *Ind. J. of Haematol and Blood Transfusion.* Vol 18, June 30-31, 2000.
3. A Nanda, **Tyagi S** , S Basu, N Marwaha. .Prevalence of Transfusion Transmitted Diseases among Voluntary and Replacement Donors. *Ind. J of Haematol and Blood Transfusion.* Vol XIX No 4, 104-105, December 2001
4. R. Saxena, **Tyagi S** .Haemostatic changes in malignancy- A Review. *Ind. J. Haematol & Blood Transfusion.* Vol XIX No 2, 39-40, June 2001 .

5. S Basu; N Marwaha; **Tyagi S**. Blood Transfusion Trends. *Ind. J. of Haematol and Blood Transfusion.* Vol XX No 1, 28-29, March 2002.
6. **Tyagi S**, R. Saxena Anemia in pregnancy.. *Physcian Digest.* Vol.12; No.5. Pg 69-76; 2003 .
7. **Tyagi S,** R Saxena. Gray Platelet Syndrome presenting as Menorrhagia –Letter to the Editor. *International Journal of Haematology.* 77(2)Feb):201-202; 2002.
8. **Tyagi S,**_R.Saxena, V.P.Choudhry HPLC- Is It Necessary for Haemoglobinopathy Diagnosis in India. *Indian. J. Pathol. and Microbiol.*Vol 46.No.3. July 2003.
9. **Tyagi S**, R. Saxena ,V.P Choudhry. Rapid diagnosis of Paroxysmal Nocturnal heamoglobinuria by Gel Card Test- Letter to the Editor. *Indian Journal of Pathology and Microbiology* .vol 46, No.1. (Jan) 2003.
10. Dutta P, Chatterjee T, **Tyagi S**, Pati H P, Choudhry VP, Kanan M, Saxena R.Gel card in the diagnosis of autoimmune hemolytic anemia.Indian J Pathol Microbiol .2005,Jul;48(3):332-4.
11. Sharma V, Panigrahi I, Dutta P, **Tyagi S**, Choudhry V P, Saxena R. HFE Mutation H63D predicts risk of iron overload in thalasemia intermedia irrespective of blood transfusions. Indian J. of Pathol Microbiol 2007. Jan, 50. (1):82-5.
12. Dutta P, Hasan S K, Sazawal S, Kumar B, Bhattacharya J, Jain M, **Tyagi S**, Kumar R, Pati H.P, Saxena R. AML1-ETO Positive AML: First Report from India. Indian J. of Pathol Microbiol 2007; 50(3):652-654.
13. Anand H; **Tyagi S**. Granular ALL in an adult patient-a case report. Indian J. of Pathol Microbiol Jan-Mar; 51(1):116-7. 2008
14. Kar R, Dutta S, **Tyagi S**.Clinically unsuspected Hodgkin's lymphoma diagnosed Primarily from trephine biopsy: Report of Six cases. Indian J Pathol Microbiol 2008 Jul (5) ;51:186-9
15. Kar R, Dutta S, Bhargava R, **Tyagi S.** Crystal Storing histiocytosis:A rare presentation of plasma cell myeloma. Vol 24, number 2 June, pg 63-66. 2008. Indian Journal of Blood and Transfusion.
16. Tuphan Kanti Dolai, R. Kumar, R. Bhargava, M. Mahapatra, P. Mishra, T. Seth, R. Kar, S. Rathi, H. P. Pati, R. Saxena, **S. Tyagi**. Multi-organ failure due to Mycobacterium tuberculosis and Aspergillus flavus infection after allogeneic bone marrow transplantation.Vol 24, number 2 June, pg 78-80. 2008. Indian Journal of Blood and Transfusion.
17. Gupta SK, Rao S, Kar R, **Tyagi S**, Pati HP Congenital sideroblastic anemia: a report of two cases. Indian J Pathol Microbiol. 2009 Jul-Sep;52(3):424-6.
18. Naithani R, Kumar R, Mahapatra M, **Tyagi S**, Mishra P. Efficacy and safety of anti-D for immune thrombocytopenic purpura in children. Indian Pediatr. 2010 Jun;47(6):517-9.
19. Sanjeev K. Gupta, Monica Sharma, **Seema Tyagi**, Hara P. Pati. Transfusion-induced hemoglobinopathy in patients of beta-thalassemia major. Indian J Pathol Microbiol.54 (3), July-September 2011.
20. Rakhee Kar. Bhavna Dhingra. Deepti Vibha .Manoranjan Mahapatra • Tulika Seth. **Seema Tyagi.** T-Acute Lymphoblastic Leukemia in a Young Adult Complicated with Unusual Findings: An Interesting Case. Indian J Hematol Blood Transfusion. DOI 10.1007/s12288-011-0128-5.13 December 2011.
21. Jain M, **Tyagi S**. Transient abnormal megakaryocytic hyperplasia secondary to all-trans retinoic acid therapy. Indian J Pathol Microbiol. 2012 Apr; 55(2):268-9.
22. Deepti Mutreja, **Seema Tyagi**, Narender Tejwani, Jasmita Dass. Double heterozygous hemoglobin Q India/hemoglobin D Punjab hemoglobinopathy: Report of two rare cases. Indian Journal of Human Genetics. Volume 19 Issue 4. October-December 2013.
23. Mutreja D, Kotru M, **Tyagi S** . A 1-year-old male child with recurrent respiratory infections since birth..Indian J Pathol Microbiol. 2013 Jul-Sep; 56(3):315-6. doi: 10.4103/0377-4929.120410

Chapters in Books

1. **S Tyagi.** Cytogenetics in Leukemia and Myelodysplastic Syndrome. Recent Advances in Hematology.Jaypee Brothers Medical Publishers (P) Ltd. 2004.
2. **S Tyagi,** V P Choudhry. Thalassemia Intermedia Syndrome. Recent advances in Hematology. Jaypee Brothers Medical publishers (P) Ltd. 2004
3. V P Choudhry ;T Chatterjee; P K Gupta ; H P Pati; M Mahapatra; **S Tyagi**; R. Saxena. Clinical,Haematological and Histomorphological profile of Adult Myelodysplastic Syndrome: Study of Ninety Six Cases in Single Institute (AIIMS). (Ed. By P K Bhattacharya).; Medicine Update; Vol. VII; 2003;XIII APICON
4. Chatterjee T, **Tyagi S,** Mahapatra M, Pati HP Kumar R, Choudhry VP, Saxena R. Primary myelodysplastic syndrome in children: clinical, haematological and histomorphology profile. Haematology today 2005.
5. Chatterjee T, **Tyagi S,** Pati HP, Saxena R.Hodgkins lymphoma a pathologist point of view. Haematology today 2005.
6. **Tyagi S,** Bhardwaj R. Cytogenetics of Acute leukemia and Myelodysplastic Syndromes: Diagnosis and Clinical Relevance. Hematology Today, Mumbai, Ed Agarwal MB. 2006.
7. **Tyagi S,** Sriniwas U. Diagnosis of Hemoglobinopathies in Recent advances in Hematology 2nd Ed. 2006
8. **Tyagi S,** Kar R. Laboratory Diagnosis of acute leukemias. in Haematology Today, Mumbai, Ed Agarwal MB. 2008
9. Chatterjee T, Kumar R, Mahapatra M, Charan V.D, **Tyagi S,** Pati H.P, Nair Velu, Saxena R. Hairy cell Leukemia:Biology,diagnosis,diferential diagnosis and management. in Haematology Today, Mumbai, XIIth National CME in Haematology and Haemato-Oncology. Ed Agarwal MB. 2008.
10. **Tyagi S,** Kar R. Gene Expression Profile: Basics and Hematological applications. Hematology Today Ed. by MB Agarwal. 2009
11. **Seema Tyagi,** Prashant Sharma Cytogenetics and Molecular Abnormalities in CML: From Patho-Biology to Clinical Applications. Hematology Today Ed. by MB Agarwal. 2010.
12. Rajat Kumar, **Seema Tyagi.** Myelodysplastic Syndromes, Chapter in Text book of Medicine.2010.Editor Dr.Y.P.Munjal
13. **Seema Tyagi,** Prashant Sharma. Secondary Leukemia. *Recent Advances in Hematology-3.*2011.
14. **Seema Tyagi** ,Jasmita Dass. Diagnosis,cytogenetics, karyotyping: Acute Myeloid Leukemia 2010. Acute Myeloid Leukemia. Editor Dr MB Agarwal
15. **Seema Tyagi,** Sanjeev Gupta. Minimal residual disease (MRD) detection in acute leukemia. Recent Advances in Hematology-3.2010
16. **Seema Tyagi;** jasmita Dass; Monica Sharma. Thalassemia and hemoglobinopathy. Hematology Today 2011.Editor Dr MB Agarwal
17. **Seema Tyagi,** Prashant Sharma. Secondary Leukemia. Recent Advances in Hematology-3.2010.
18. **Seema Tyagi;** Sonal Jain: Platelet function tests in genetic and acquired bleeding disorders for Hematology Today 2012.Editor Dr MB Agarwal
19. **Seema Tyagi.** HPLC in Hematology. De gruchy,s Clinical Hematology in Medical Practice , 6th Edition .

Abstracts Published:

International

1. Clinico-Haematological profile of children with Thalassemia Intermedia. **S Tyagi,** N Tandon, M Kabra, H. P Pati, R.Saxena, V P Choudhry (Abstract) in Indian Journal of Pediatrics.2nd SIOP Asia Conference& 6th National Conference of Pediatric Heamatology-Oncology .Vol 69,SS No-2,2002.

2. Acute Promyelocytic leukemia (APML) in India: Is it different from West? Hasan S K,Dutta P, Kumar B, Bhattacharya J, Pillai L.Mahapatra M ,Kumar R, **Tyagi S**,Choudhry V P, Sazawal S, Saxena R. Published as abstract in 46th Annual Scientific Meeting of *British Society of Haematology*. Edinburgh, 2006
3. Clinico-morphological characteristics of eyrthroleukemia (AML-M6). **S.Tyagi** , R.Saxena, VP Choudhry , HP Pati. Proceeding of 5th Sass International conference on emerging concepts in leukemia and lymphoma in Indian J of medical & Paeditric oncology Dec. vol 24, no. 3 .2003
4. Diagnosis of Hodgkin's disease primarily from bone marrow trephine biopsy -Report of three cases. **S.Tyagi**, T.Chatterjee, VP Choudhry, R.Saxena. HP. Pati. Proceeding of 5th Sass International conference on emerging concepts in leukemia and lymphoma in *Indian J of medical & Paeditric oncology* Dec. vol 24, no. 3 2003
5. **Tyagi S**, Dass J, Malhotra S. MDS in Young: Heamatological features– A pilot study from India. Leukemia Research. Volume 35, Supplement 1 (May 2011).
6. Monica Sharma, Mahapatra M, **Seema Tyagi:** Cytopenia in CLL.Bridging the GAP ,.Abstract book of National University cancer institute, Singapore in association with MD Anderson cancer Institute. March 18-20 2011.

National

1. Incidence of Positivity for Transfusion Transmitted Diseases among the Blood Donors. **S Tyagi,** R.M.Joshi, S.Basu, N. Marwaha, J.G. Jolly. 40th ISHTM. Pune 9-12th Dec. 1999.
2. Haemoglobin S-D Disease - A Case Report. **S Tyagi** N. Marwaha, S.Basu. 40th ISHTM. Pune 9-12th Dec.1999.
3. Frequency of Anaemia based on Red cells Indices in Outdoor Patients. **S Tyagi,** N.Marwaha, S.Basu, A.Agarwal, R.Kakar. 40th ISHTM. Pune 9-12th Dec. 1999.
4. Aggressive Therapy in Acute Fulminant Disseminated Intravascular coagulation A.Aggarwal, **S Tyagi,** S.Basu, N.Marwaha. 40th ISHTM Pune 9-12th Dec.1999.
5. Gelatinous Transformation of Bone marrow S.Basu, **S Tyagi,** M.Ahaluwalia, N.Marwaha. 40th ISHTM, Pune 9-12th Dec.1999.
6. Autoimmune Haemolytic Anemia in a patient of Acute Leukemia. A. Aggarwal **S Tyagi,** S. Basu, N.Marwaha. 40th ISHTM, Pune 9-12th Dec.1999.
7. Auto-antibodies associated with Immune Haemolytic anemia. S.Basu, R,Kumar, A.Aggarwal, N.Marwaha, **S Tyagi**. . 40th ISHTM, Pune 9-12th Dec.1999.
8. Diagnosis of Haemoglobin Defects: Cation Exchange High Performance Liquid Chromatography vs Conventional Methods. **S Tyagi** ; R. Saxena, V.P.Choudhry.42nd ISHTM, Bhubaneshwar 23-25th Nov.2001.
9. Non –Autosomal Dominant Hereditary Spherocytosis: Does It Occur in India. A.S Karan, R Saxena, **S Tyagi,** V P Choudhry. 42nd ISHTM, Bhubaneshwar 23-25th Nov. 2001.
10. Clinico-Haematological profile of Thalassemia Intermedia patients. **S Tyagi,** R. Saxena, VP Choudhry. (Abstract). Annual conference of Delhi Society of Haematology, 4th May 2002 at St. Stephen Hospital, New Delhi.
11. Antiglobulin Test with Gel Card: AIIMS experience. **S Tyagi**, T.Chatterjee,V.P.Choudhry, R.Saxena. (Abstract) in Ind J of Haematology & Blood Transfusion Vol XX Suppl.1 Oct. 2002
12. Rapid diagnosis of paroxysmal nocturnal hemoglobinuria using sepharcyl gel test micro- typing system **S Tyagi,**V.P.Choudhry, R.Saxena. (Abstract) in Ind J of Haematology & Blood Transfusion Vol XX Suppl.1 Oct. 2002
13. Clinico-Haematological profile of Thalassemia Intermedia patients. **S Tyagi,** N Tandon, M Kabra, H. P Pati, R.Saxena, V.P Choudhry. (Abstract) in Indian J of Haematology & Blood Transfusion Vol XX Suppl.1 Oct. 2002.

14. Hairy cells leukemia - clinical hematological and ultrastructural findings in five cases" AIIMS experience T. Chatterjee, M. Mahapatra, HP. Pati, **S. Tyagi**, PK Gupta . Mbhattacharya, A Dixit, VP Choudhry, R.Saxena. Ind. J. Heamatology & Blood transfusion vol XXI suppl. I 2003.
15. Correlation of Alpha thalassemia genotype with clinical and Heamtological parameters of Thalassemia intermedia. Panigarhi I , Kashyap R, Kannan M, **Tyagi S**, Choudhry VP , Saxena R. Ind. J. Heamatology & Blood transfusion vol XXI suppl. I. 2003. Pp-17.
16. Clinico Haematological profile of HbE syndrome in adults and children (Abstract) **S.Tyagi**, HP Pati, VP Choudhry, R.Saxena. Ind. J. Heamatology & Blood transfusion vol XXI suppl. I. 2003.pp.55.
17. Hairy cell leukemia - clinical hematological and ultrastructural findings in five cases" AIIMS experience. T. Chatterjee, M. Mahapatra, HP. Pati, **S. Tyagi**, PK Gupta, A Dixit , VP Choudhry, R.Saxena. Proceeding of 5th Sass International conference on emerging concepts in leukemia and lymphoma in *Indian J of medical & Paeditric oncology.* Dec. vol 24, no. 3 2003.
18. Srinivwas U, Chatterjee T, Dutta P, **Tyagi S**, Pati HP, Saxena R, Choudhry. Spectrum of abnormal Haemoglobins in a tertiary Hospital (abstr). Ind J of Haematology & Blood transfusion. Vol XXII (suppl). 2004.
19. Prashant Sharma, **Seema Tyagi.** Hemophagocytic syndrome :Report of Three cases. Publised in journal of ISHTM during 49th national conference of ISHTM, 2008.
20. Jasmita dass, **Tyagi Seema**. Abnormal hemoglobinopathy detected by HPLC. Published as abstract in DSH annual meeting in 2008.
21. Gurmeet Singh ,Mrinalini kotru, Tulika seth, **Seema Tyagi,** Renu Saxena, H P Pati.To evaluate the role of annexinA1 by immunohistochemistry in diagnosis of hairy cell leukemia(HCL).Indian J hematolblood Transfus(Jan –March2013)29(1):61-64

Lectures delivered:

1. Preanalytic variables in Hematology at workshop in Quality assessment in Haemogram. NHU-IV February 2005.
2. Myelodysplastic syndrome: classification and diagnosis at NHU-IV February 2005.
3. Thalassemia Intermedia. In National Hematology Update - VI February 2007,AIIMS.
4. External quality Assessment in Hematology: in Wet Workshop on Quality Control in Haemogram. NHU- VI February 2007, AIIMS
5. Myelofibrosis: Pathobiology and prognostic Factors. In National Hematology Update held on 23-24th Feb 2008 at AIIMS
6. External Quality Assessment in Hematology: Wet Workshop on Quality Control in Haemogram. NHU- VII, 23rd February 2008, AIIMS.
7. Gene Expression Profiling: Basics and Hematological Applications. XVth national CME in Hematology & hemato-oncology held at Bombay Hospital Mumbai on 24th-26th January 2009
8. Chronic lymphocytic leukemia.prognostic factors.50th golden jubilee conference of ISHTM, Nov 2009.
9. HPLC in the diagnosis of thalassemia and hemoglobinopathies in National Thalassemia Conference held on 22 Nov 2010 at AIIMS, New Delhi
10. Screening of thalassemia and hemoglobinopathies. In a Workshop during National Thalassemia Conference held on 21-22nd Nov 2010 at AIIMS, New Delhi
11. Role of HPLC in the diagnosis of Thalassemia and hemoglobinopathies in national CME held on 21 January 2011 at Bombay Hospital Mumbai.
12. Interesting cases of thalassemia and hemoglobinopathies. 52nd annual national Hematology conference of Indian society of Hematology and transfusion Medicine at PGI Chandigarh held from 10-12 Nov 2011

13. Interesting cases in Hematology. In National Hematology Update held in Feb 2011 at AIIMS New Delhi
14. Platelet function tests in genetic and acquired bleeding disorders during XVIIIth National CME in Haematology at Mumbai held from Jan 26- 27 -29, 2012.
15. Interesting cases of CLPD. In National Hematology Update held on 6-8th April 2012 at AIIMS.
16. Thalassemia Intermedia: on 15th Dec 2012 during 61st APCON 2012 Organised by IAPM at Jamnagar, Gujarat.
17. Invited to be a moderator for a CME on Thalassemia and Hemoglobinopathies in 61st APCON held at annual IAPM conference in Jamnagar, Gujarat from 13-16 Dec 2012.
18. Delivered a talk on Thalassemia intermedia in 61st APCON held at annual IAPM conference in Jamnagar, Gujarat from 13-16 Dec 2012.
19. CPC as main pathology discusser at AIIMS on 26th Feb 2012

Member of Editorial board of Journal:

1. Member of editorial board of Journal of Krishna Institute of Medical Sciences University, ISSN 2231-4261] a peer reviewed biannual indexed in Indian Science Abstract (CSIR) Govt. of India a medical journal published by Krishna Institute of Medical Sciences University, Karad, Maharashtra, India
2. Member of editorial advisory board of Journal "Signpost Open Access Journal of Pathobiology and Toxicology" is an international, peer reviewed, open access journal. Publishing from Saudi Arabia.
3. Editorial board member of Journal of Hematology & Thromboembolic Diseases ISSN: 2329-8790- Open access Journal of OMICS Group

Training course attended

1. Workshop on**"Bone marrow biopsy in Hematological Disorders"** held in the Department of Pathology at Maulana Azad Medical College, New Delhi on 18th April 1998.
2. Training course on **"Advanced Hematology and Immunohaematolgy"** held at Institute of Immunohaematology (ICMR), KEM Hospital, Mumbai, from 15th - 29th Oct. 1999.
3. Workshop on **"Evaluation"** by Department of Medical Education (National Teachers Training Centre) at Maulana Azad Medical College, New Delhi, form 17th Dec. 1997 to 19th Dec. 1997.
4. Workshop on **"Prenatal and Postnatal Diagnosis of Genetic Disorders using Molecular Methods"** Organized by Department of Anatomy and Department of Biotechnology from March 11-25 , 2002 at All India Institute of Medical Sciences ,New Delhi.
5. Workshop on **"Teaching Learning and Assessment in medical Education"**. January 13-15.2004.K L Wig centre for medical Education and Technology, AIIMS, New Delhi.
6. Workshop on **"FISH diagnosis in Micro deletion Syndromes"**. August 2006. Reproductive Biology, AIIMS.
7. Workshop on medical Laboratory Quality Management System &Internal Audit. August 2012. Organized by NABL at AIIMS. New Delhi

Membership of Academic societies:

1. Life member: Delhi Society of Hematology
2. Life member: Indian Society of Hematology and Transfusion Medicine
3. Life member: Indian Association of Pathologists and Microbiologists(Delhi chapter)
4. Life member: Indian Association of Pathologists and Microbiologists

Scientific Reviewer:

1.Serving as Reviewer for Indian journal of Pathology and Microbiology since 2005

2.Serving as Reviewer for Indian journal of Hematology and Blood Transfusion since 2005

3.Serving as Reviewer for Indian Journal of Medical research since 2008.

4.Serving as Reviewer for Indian Journal of Biotechnology since 2012.

Research Work

Funded Research Project:

1. Molecular Cytogenetic Study in Acute leukemia and Myelodysplastic syndromes: Diagnosis and prognostic implications
Name of Chief Investigator: **Dr. Seema Tyagi**
Funding Agency: AIIMS,Duration: 2005-2007
2. Co- investigator in ICMR funded project: elucidation of molecular genetics in acute myeloid Leukemia Duration 2006-08

Chief investigator in DM Thesis:

1. Evaluation of sCD138 (SYNDECAN-1)in B-Chronic lymphocytic leukemia
2. Role of CD 34 and CD 3 doses in predicting the GVHD in bone marrow transplantation in acute leukemia
3. To evaluate the role of induction day 14 bone marrow aspirate and biopsy in acute myeloid leukemia
4. Evaluation of NPM 1 monoclonal antibody by Immunohistochemistry in AML patients
5. Formulating minimal panel of antibodies for immunophenotyping of acute leukemias.
6. Significance and Comparision of LAC Assays (aPTT-LA, KCT, dPT and dRVVT (Screen) in High Risk Pregnancy Clinics"
7. Comparision of Myeloproxidase Detection by IHC, Cytochemistry and Flow Cytometry in AML.
8. The Diagnostic Value of CD1d Expression in a Large Cohort of Patients With B-Cell Chronic Lymphoproliferative Disorders.

Co- investigator in DM Thesis:

1. Co-investigator in 'Thalassemia Intermedia- Effect of hydroxyurea and L-Carnitine therapy".
2. Co–investigator in "Etio-Pathogenesis of Childhood Aplastic Anemia"
3. Co–investigator in Molecular Characterization of acute myeloid leukemia especially APML by RT-PCR.
4. Co-investigator in" Electron microscopic characterization of acute leukemias
5. "Study of Lymphoid infiltrates in Bone Marrow. Morphology and Immunohistochemistry.
6. Efficacy and safety of Tranexamic acid prophylaxis inpatients of aplastic anemia in reducing need of platelets and bleeding risk
7. An Open label study for the evaluation of anti-D for the treatment of Immune Thrombocytopenic purpura.

8. Role of CT guided biopsy in Infections in immuno compromised patients in AML.
9. Central nervous system status in acute lymphoblastic lymphoma
10. To study the prognostic significance of CD34+,Cd38-and Cd123- leukemic blasts in acute leukemia by seeing the response to the standard Induction Therapy
11. Evaluation of bone micro vessel density in patients with Aplastic Anemia.
12. Diagnostic Utility of CD200 expression in B cells chronic lymphproloferative Disordrs.

12. Conferences, quiz Organized:

1. Organized an academic quiz for MD (Pathology) and DM (Hematology) students during National Hematology Update in Feb 2006
2. Organized wet workshop in Quality Control assessment in Hemogram in 2006 at AIIMS
3. Organized wet workshop in Quality Control assessment in Hemogram in 2007 at AIIMS
4. Organizing Secretary of 7th National Hematology Update on 23-24th Feb 2008 held at Jawahar Lal Auditorium AIIMS
5. Joint Organizing Secretary in SHC-AIIMS Hemophilia conference held on 13-14March,2008 at AIIMS
6. Invited as Chairperson in a scientific session in 49th Annual conference of Indian society of haematology and transfusion medicine held at Pondicherry from 19th -21st November,2008
7. Invited as judge for best poster award session in 49th national conference of Indian society of haematology and transfusion medicine held at Pondicherry from19th -21st November, 2008
8. Organized wet workshop in Quality Control assessment in Hemogram in 2008 at AIIMS
9. Organized an academic quiz for MD (Pathology) and DM (Hematology) students during golden jubilee conference of ISHTM 2009.
10. Organized Hands on workshop on thalassemia and hemoglobinopathy during National Thalassemia Conference on 21-22 November 2010
11. Organized wet workshop on Flowcytometry in April 2012 in dept of Hematology at AIIMS
12. Organized wet workshop on Coagulation and Hemostasis in April 2012 in dept of Hematology at AIIMS

Technical Evaluation:

Invited for the Technical Evaluation of Medical Equipment for hematology Department under PMSSY scheme of MOH&FW of Government of India on 20th Feb 2009.

Awards:

1. Biography published in Marquis Who's Who in Asia 1st edition 2007.
2. Biography published in Marquis Who's Who in Asia 2012 (2nd Edition)I
3. Biography published in Marquis Who's Who in the World. 25th Silver Anniversary edition 2007.
4. Nominated as a candidate for inclusion in the International WHO'S WHO of Professionals,2011 Edition,

Patient care Service: Reporting of all bone marrow aspirate and biopsy

- Cytochemistry of all leukemias
- Friday clinic every week.
- Holding discussion on difficult cases on Every Thursday
- Characterization of acute leukemias and CLPD by flow cytometry
- CD 34 counting by Flow cytometry for Bone marrow transplantation.
- Reporting of all bone marrow biopsy done in hematology day care
- Reporting of thalassemia and hemoglobinopathy and other hemolytic anemias.
- Reporting of coagulation and bleeding disorders

Newer technique: Standardized the conventional cytogenetic technique, G-banding technique and FISH in the department

Annexure - II

Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

F.No. 2-1/2013-Genl.

Ansari Nagar, New Delhi-29
Dated: 30.09.2013

MEMORANDUM

Subject:- **Final Minutes of the 149th Meeting of the Governing Body held on Friday, the 19th July, 2013 at 12:00 P.M. in the Committee Room, 3rd Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.**

Minutes of the Governing Body meeting held on 19th July, 2013 at 12:00 P.M. in the Committee Room, 3rd Floor, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi duly approved by the President were circulated to all the Members of the Governing Body vide No.2-1/2013-Genl. dated 03.09.2013 inviting observations, if any, within two weeks from the date of issue of the memo.

Final approved minutes as approved by Chairman after incorporating an observation received from Smt Sumshma Sawraj, MP(LS) are being circulated with the approval of the Chairman, Governing Body, AIIMS for kind perusal and record.

(Prof. R.C. DEKA)
DIRECTOR &
MEMBER SECRETARY
30/9/13

Encl. As above

The Chairman and all the
Members of the Institute Body.

MINUTES OF THE 149TH MEETING OF THE GOVERNING BODY HELD ON FRIDAY, THE 19TH JULY, 2013 AT 12.00 NOON IN COMMITTEE ROOM, 3RD FLOOR, THE MINISTRY OF HEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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The 149th meeting of the Governing Body of AIIMS, New Delhi was held on Friday, the 19th July, 2013 at 12.00 Noon in the Committee Room, 3rd Floor 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 Keshav N. Desiraju, Secretary to the Govt. of India, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi-110 011	--	Member
5)	Dr. Jagdish Prasad, Director General of Health Services, Ministry of Health & Family Welfare Govt. of India, Nirman Bhawan, New Delhi-110 011.	--	Member
6)	Shri S.K. Srivastava, Addl. Secretary & Financial Adviser, Government of India, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi – 110 011.	--	Member

7)	Dr. R.A. Badwe, Director, Tata Memorial Hospital, Dr. E. Borges Road, Lower Parel, Mumbai	--	Member
8)	Dr. K.K. Talwar Pocket-14, Sector-8, Dwarka Phase-I, New Delhi.	--	Member
9)	Prof. R.C. Deka, Director, All India Institute of Medical Sciences, Ansari Nagar, New Delhi-110 029	--	Member-Secretary
10)	Shri Sundeep Kumar Nayak, Joint Secretary to the Govt. of India, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi-110 011	--	Special Invitee
11)	Dr. Shashi Wadhwa, Dean (Academic), All India Institute of Medical Sciences, Ansari Nagar, New Delhi-110 029	--	Special Invitee
12)	Dr. D.K. Sharma, Medical Superintendent, All India Institute of Medical Sciences, Ansari Nagar, New Delhi – 110 029.	--	Special Invitee

Dr. R.S. Shukla, Dy. Director (Admn.), AIIMS and Shri Sandeep Lall, Sr. Financial Advisor, AIIMS also attended the meeting.

Shri Ashok Thakur, Secretary to the Govt. of India, Ministry of Human Resource Development and Dr. S.P. Agarwal, Secretary General, Indian Red Cross Society could not attend the meeting.

At the outset, Chairman welcomed the distinguished Members of the Governing Body of AIIMS, Special Invitees and the officials to the 149th meeting of the Governing Body. Warm welcome was also extended to Shri Keshav N. Desiraju, Secretary and Shri S.K. Srivastava, Addl. Secretary & Financial Adviser, Ministry of Health & Family Welfare, who were newly inducted members to the Governing Body and were attending the meeting of the Governing Body for the first time. Chairman apprised the Members that since the last

meeting of the Governing Body, which was held in October, 2012, there had been additions to the infrastructure of AIIMS, New Delhi such as Outreach OPD at Jhajjar, and underground parking with the capacity of over 400 vehicles an Masjid Moth. Besides, a multi-storied Convergence Centre, and the hostel blocks for accommodating 346 students were in the advance stage of completion. He added that the Convergence Block, a G+9-storey building with two basements, was expected to be completed by the end of September, 2013 and the hostel blocks by December 2013. He informed that the Master Plan of AIIMS, which had been submitted to the NDMC in February, 2010 was approved by Delhi Urban Art Commission (DUAC) in their meeting held on 10.7.13. However, the minutes of the DUAC meeting were awaited.

Chairman admired the excellent services being rendered by the doctors and staff of the AIIMS to the people of the country despite the manpower, space & infrastructure constraints in AIIMS. He also informed the Members that the agenda items, inter-alia, include consideration of the recommendations of the Standing Selection Committee for promotion of faculty under APS, guidelines for work standards for faculty, Institutional Bio-Design Centre etc., and welcomed valuable suggestions and inputs from the Members. He then invited the Member Secretary to proceed with the agenda items.

Before proceeding with the agenda items, the Member Secretary also extended his warm welcome to the Chairman and Members to the 149th meeting of the Governing Body. In his welcome address, he made a special mention of Shri Keshav N Desiraju, Health Secretary and Shri S.K. Srivastava, Addl. Secretary & FA, who is also the representative of Finance Ministry, as both these senior officers were the newly inducted members of the Governing Body and were attending the meeting of the Governing Body for the first time. With the permission of the Chair, the agenda items were taken up for discussion as follows.

Item No.GB-149/1

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

The minutes of 148th meeting of the Governing Body were placed before the GB for consideration and confirmation. The minutes were accordingly confirmed.

Item No.GB-149/2

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

Dr. R.S. Shuka, Dy. Director (Admn.) presented the action taken report on the minutes of the 148th meeting of GB held on 22/10/2012.

Apart from the information given in the action taken report regarding the National Cancer Institute to be set up on the Jhajjar campus of AIIMS, it was informed by Dr. R.S.

Shukla that a meeting of the Committee in the Ministry was taken by the Health Secretary to review progress of the Jhajjar campus. The Health Secretary also stated that development of a master plan for the entire 300 hundred acres of land at Jhajjar was essential before individual centres/facilities were approved and set up. Keeping in view the urgency of setting up of a Cancer Institute, it was finally decided that a piece of 50 acre land should be kept aside and should not be the part of overall master plan which is time consuming.

Dr. Badwe stated that the Jhajjar campus would be a hub and spoke model with state-of-the-art conglomerate of specialty centres, research activities and services. He also informed that discussion had been held with the National Institute of Health, USA and there was a proposal to visit the NIH Centres dealing with non-communicable diseases for getting inputs for a unified approach towards the development of the campus at Jhajjar.

Smt. Sushma Swaraj desired to know about the time-frame for setting up the Jhajjar campus. Dr. R.A. Badwe replied that it would take about 3 years. The Health Secretary stated that master plan for the entire campus needed to be completed before specific activities for individual centres are taken up. On being asked about the time-frame for the master plan, Dr. R.S. Shukla informed that the prospective agencies have been shortlisted for the tendering and their bids would be received by September, 2013 and, thereafter selection of agency would follow in due course. The selected agency would require time to prepare the master plan.

Smt. Sushma Swaraj suggested that in order to expedite the setting up of above centres, the process for procurement of equipment etc. should also be taken up simultaneously. Dr. R.A. Badwe stated that the process of procurement would be initiated about 18 months before the expected completion of a centre/facility and the steps for creation of human resources would be taken up at the time of start of construction activity. Chairman suggested that the creation of posts should be ensured before placement of orders for equipment in the new facilities on Jhajjar Campus. Member Secretary informed the GB that outreach OPD at Jhajjar had been made functional.

While taking up the action taken report on construction of new OPD block at Masjid Moth, Chairman desired to know the progress. Dr. R.S Shukla informed that proposal for new OPD block had been examined by NDMC and forwarded to DUAC for their clearance. DUAC in their meeting held on 10/7/2013 took up the proposal and made some observations which are to be complied with by the next meeting of DUAC. Chairman desired timely compliance with the observations of DUAC by AIIMS and HSCC. Sh. Sundeep Nayak, Joint Secretary, informed the GB that EFC Memo on new OPD Block had been circulated. He also informed that a Committee had been set up with the approval of the Secretary (Health) to examine cost particulars in DPR of new OPD block.

It was informed by Dr. R.S. Shukla that as per the decision of GB projects costing more than Rs. 5 crore would be placed before the Estate Committee first and brought before the Standing Finance Committee and Governing Body for consideration thereafter.

As regards the demolition of the old private ward it was informed that in pursuance of the earlier decision of the GB, a separate agenda item (149/15) was being placed before the GB.

While discussing the action taken report regarding 'Censure' of Dr. O.P. Murty, it was observed by Sh. Sundeep Nayak, that the order of the 'Censure' was communicated after a long period of the GB decision taken in the last meeting on 22/10/12. Smt. Sushma Swaraj also desired to know the reason behind the delay. Dr. R.S. Shukla said that this needed to be checked from the records and the position in this regard would be reported in next meeting of GB.

As regards the report of Dr. Sneh Bhargava Committee for determining works standards for faculty, it was intimated that the Ministry of Health and Family Welfare had examined the report in consultation with the autonomous institutions. The Ministry has already forwarded guidelines on the report vide letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013. This was being brought as separate agenda item (149/5) for discussion.

It was also brought to the notice of Members that, a separate agenda item (149/11) was being placed before the Governing Body for consideration of the appeal of Ms. Sneh Lata, ex-ANS.

With reference to the Amendment of Schedule II of AIIMS Regulation, 1999, it was reported that as per suggestion of Smt. Sushma Swaraj, the decision of the last meeting of the Governing Body was implemented placing the erstwhile Group "D" employees under the jurisdiction of the authorities meant for Group "C", on their becoming Group "C" under the 6th CPC recommendations in respect of all relevant service matters.

As regards the representations of three faculty members of the Deptt. of CTVS concerning their seniority, it was informed that a Committee headed by former Secretary Sh. P.K. Pradhan was set up by the Governing Body. The Committee had submitted its report and the same was being placed as an agenda item No.GB-149/6.

Sh. Sundeep Nayak observed that the action taken report referred to only those decisions which were taken in the preceding meeting. He suggested that there should be a mechanism for tracking decisions of the previous GB meetings which had remained unattended. Smt. Sushma Swaraj also agreed with this observation and said that from the next meeting a report on previous decisions which were yet to be implemented should be placed before the GB along with reasons for non-implementation and status thereof.

With above observations the action taken report was approved.

Item No.GB-149/3

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

Before the agenda item GB-149/3 was taken up for consideration, the Member Secretary, with the permission of Chairman, requested all officers and staff, except the Members of the Governing Body, to leave the meeting room. The agenda item was then taken up and discussed only in the presence of Members of Governing Body.

The minutes containing the recommendations of the Standing Selection Committee (SSC) were removed from sealed covers and copies of the minutes were given to each Member of GB for perusal and discussion. The Member Secretary then informed the Members about the procedures followed with regard to evaluation of candidates eligible in 2011 and 2012 under Assessment Promotion Scheme including the guidelines as approved by IB in 1997. The interviews were conducted from 12th to 14th April, 2013 and from 18th to 20th April, 2013. Two external experts from each discipline assisted the Standing Selection Committee in determining the suitability of candidates for promotion under Assessment Promotion Scheme. Director also mentioned about the guidelines as approved by IB in 1997 which were followed strictly in this APS. Besides subject experts giving grades (fit/unfit), members of SSC also assessed candidates and gave them grades (fit/unfit). Director, then, requested the Chairman of the Standing Selection Committee, Dr. R.A. Badwe, to give his remarks and also to present the recommendations of SSC before the Governing Body. The summary of recommendations is as follows:

	Recommended	Not Recommended	Total
Level II to III (Associate Professor to Additional Professor) for the batch eligible on 01.07.2011	10	02	12
Level III to IV (Additional Professor to Professor) for the batch eligible on 01.07.2011	39	03	42
Level II to III (Associate Professor to Additional Professor) for the batch eligible on 01.07.2012	61	05	66
Level III to IV (Additional Professor to Professor) for the batch eligible on 01.07.2012	29	07	36
TOTAL	139	17	156 *

*Out of a total of 158 candidates, two candidates, namely, Dr. O.P. Murty, Additional Professor of Forensic Medicine and Dr. Madhu Vajpayee, Additional Professor of Microbiology did not appear for the interview for promotion to the grade of Professors for the batch of 01.07.2012 and were not considered in-absentia for promotion under Assessment Promotion Scheme (APS) by the SSC.

This was followed by a detailed discussion in which the Members such as Smt. Sushma Swaraj and Shri Motilal Vora participated. After detailed discussions, the recommendations of the SSC were accepted and approved by the Governing Body.

In this context, a representation made by Dr. B.K. Khaitan, Additional Professor, Department of Dermatology, AIIMS was also examined and discussed. Both, Chairman and Director, were of the view that there was no merit in the points made by Dr. Khaitan in his representation. Director also presented before the GB, the records of assessment (such as

fit/unfit)) made by the subject experts as well as the members of SSC in case of Dr. Khaitan. He added that the selection process was as per guidelines and the subject experts, one from Lady Hardinge Medical College, New Delhi and the other from JIPMER, Puducherry, were eminent Professors in the field of Dermatology and they had made their independent assessment of the candidate. Director further added that these two professors had also served as domain experts in 2010 during the interview of Dr Khaitan for his promotion from Associate Professor level to Additional Professor level. The Members of GB expressed their satisfaction at the assessment of Dr. Khaitan by the SSC. The representation of Dr. Khaitan was found to be devoid of any merit and was accordingly disposed off.

Director also took permission of Chairman of GB to issue promotion orders on 19/7/13 itself after the GB meeting and this request of Director was kindly acceded to by Chairman of GB.

Item No.GB-149/4

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.

While discussing the Agenda Item 149/4, the Member Secretary informed that representations had been received from following faculty members who had availed three chances for promotion under A.P.S:

1. Dr. Krishna Dalal, Associate Professor of Biophysics
2. Dr. N.N. Sarkar, Associate Professor of Reproductive Biology
3. Dr. A.P. Bhalla, Assistant Professor of Anaesthesiology
4. Dr. Nepal Singh Raj, Assistant Professor of Clinical Pharmacology
5. Dr. Nanaji Kaw, Assistant Professor of Psychiatry (NDDTC)

Director briefed the Members about the Guidelines for Assessment Promotion Scheme and informed that three chances were available to a faculty member at each level to face the Selection Committee for promotion to the next higher grade. In the event a faculty member exhausted his/her first chance without promotion, he/she would be eligible for next chance after a gap of two years. During this intervening period of two years, he/she was expected to work towards improving performance. Even in the second chance if one does not get promoted, he/she would be eligible to get a third chance after a gap of three years. In the instant case, these faculty members had already exhausted all three chances and had been requesting for one more chance in relaxation of existing guidelines. He also mentioned about the recommendations of Dr. Sneh Bhargava Committee which suggested that three chances to appear before the Selection Committee for promotion should be conceded annually. DGHS stated that his views were similar to those of Director that three consecutive chances should be given in three years.

Smt. Sushma Swaraj endorsed the views of the Director to the extent that the chances should be given annually and added that the individuals whose representations were under consideration, should be given one more (4th) chance in relaxation, and this 4th chance should not be linked to the recommendations of Dr. Sneh Bhargava Committee. At this point

Chairman suggested that four annual chances should be given to all faculty members at each level in future, and, to this extent the Dr Sneh Bhargava Committee recommendations may be amended for acceptance.

After detailed discussion on the representations of the faculty members and the relevant recommendations by Dr. Sneh Bhargava Committee forwarded by the Ministry, it was decided as follows:

(i) Faculty members, whose representations were being considered by the Governing Body, would be given one more chance to appear before Standing Selection Committee.
(ii) Henceforth, all faculty members would be eligible to avail of three consecutive chances to appear before the SSC in 3 years.

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 & Family Welfare, Government of India for adoption at the AIIMS, New Delhi.

Dy. Director (Admn.) briefed the Members that a Committee headed by Dr. Sneh Bhargava, Ex-Director, AIIMS had been constituted by the Government and the Committee submitted its report to the Ministry of Health & Family Welfare. The Ministry of Health & Family Welfare circulated the recommendations of Dr. Sneh Bhargava Committee on work standards for faculty of autonomous Institutions of Medical Education on 15th May, 2013 after consultation with the various Institutions and suggested that these recommendations might be adopted by the respective Institutes. He added that these recommendations were related to allocation of faculty time for teaching, research and patient care; evaluation of faculty promotion under APS etc.

Chairman informed that these guidelines had been implemented in PGIMER, Chandigarh. Smt. Sushma Swaraj suggested that these recommendations should be uniformly made applicable to all the three Institutions viz AIIMS, New Delhi; PGIMER, Chandigarh and JIPMER, Pondicherry.

Participating in the debate, Dr. Badwe suggested that there should be some clear criteria for annual assessment.

The Director informed that for selection to the post of Asstt. Professor or Assoc. Professor under the mode of direct recruitment, there was a grading system (A+, A, B+, B &C) to be awarded by the members of the Selection Committee and the experts and as per guideline of IB, 1997 selected candidates on this basis were only appointed. He opined that if this system was also to be made applicable as per recommendations of Dr. Sneh Bhargava Committee for promotion to faculty posts under APS, the same ought to be circulated amongst the faculty members in order to make them aware of the guidelines after their knowledge about the benchmark of fitness, we may implement after its ratification in due course of time.

 ANNEXURE-III

MINUTES OF THE 146TH MEETING OF THE GOVERNING BODY HELD ON 16TH JANUARY, 2012 AT 09.30 A.M. IN THE MINISTRY OF HEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

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The 146th meeting of the Governing Body was held on 16th January, 2012 at 09.30 a.m. in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi and the followings were present in the meeting:-

1) Shri Ghulam Nabi Azad,
Hon'ble Union Minister of Health & F. W.,
Nirman Bhawan,
New Delhi-110 011 -- Chairman

2) Smt. Sushma Swaraj,
Hn'ble Member of Parliament (LS)
8, Safdarjung Lane,
New Delhi – 110 011 -- Member

3) Shri Motilal Vora
Hon'ble Member of Parliament (RS)
33, Lodhi Estate,
New Delhi-110 011 -- Member

4) Ms. Vibha Puri Das,
Secretary,
Government of India,
Department of Higher Education,
Ministry of Human Resource Development,
New Delhi – 110 001 -- Member

5) Dr. Jagdish Prasad,
Director General of Health Services
Government of India,
Nirman Bhawan,
New Delhi – 110 011 -- Member

6) Shri R.K. Jain,
Addl. Secretary & Financial Adviser
Government of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi – 110 011 -- Member

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

8) Dr. K.K. Talwar, -- Member
President,
National Academy of Medical Sciences,
Ansari Nagar,
New Delhi – 110 029

9) Dr. R.C. Deka, -- Member-Secretary
Director & CEO,
All India Institute of Medical Sciences,
Ansari Nagar,
New Delhi – 110 029

Dr. Rani Kumar, -- Special Invitee
Dean (Academic)
AIIMS, Ansari Nagar,
New Delhi-110 029

Shri Debasish Panda, -- Special Invitee
Jt. Secretary to the Govt. of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi – 110 011

Dr. D.K. Sharma, -- Special Invitee
Medical Superintendent,
AIIMS, Anari Nagar,
New Delhi – 110 029

Shri Vineet Chawdhry, Dy. Director (Admn.), AIIMS and Shri Sandeep Lall, Sr. Financial Adviser, AIIMS also attended the meeting.

Shri P.K. Pradhan, Secretary to the Govt. of India, Ministry of Health & Family Welfare and Shri R.A. Badwe, Director, Tata Memorial Hospital, Mumbai could not attend the meeting.

The Chairman welcomed the Hon'ble Members to the Governing Body meeting and wished them Happy New Year.

The Director also welcomed the Hon'ble Members to the meeting of the Governing 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 Governing Body.

With the permission of the Chair, Shri Debasish Panda took charge of the Agenda for discussion by the Governing Body as under:-

Item No.GB-146/1

Confirmation of the minutes of the Governing Body meeting held on 1st March, 2011 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

The Director informed that no comments/objections were received from any member of the Governing Body. The minutes were confirmed.

Item No.GB-146/2

Action Taken Note on the minutes of the Governing Body meeting held on 1st March, 2011 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

Shri Debasish Panda informed that under Item No.GB-144/3 Shri Moti Lal Vohra wanted to know the status of creation of posts. Shri Panda informed that this proposal with reference to the implementation of Oversight Committee Report. He said that 548 faculty posts and the posts of Sr. Residents were envisaged. These posts have already been sanctioned and recently 230 faculty and some other technical posts have been sanctioned and communicated to the Institute and the Institute was in the process of advertising these posts. Prior to this, posts lying vacant had already been advertised for which selection would take place soon.

Shri Panda also informed that a proposal for Rs.750 crores was approved by the Cabinet which had three component – Civil Work and 2 Projects viz Convergence Centre and Multi-level Parking already inaugurated by the Hon'ble Health Minister and concurrence for other projects awaited. The Chairman informed that the projects would be completed within a period of one year. He also informed that land use change is pending with the Ministry of Urban Development and the same was expected to be cleared soon.

The Director informed that for the faculty posts already advertised, 3 time slots have been given by the Chairman, Standing Selection Committee and the Committee would meet in the end of January, 2012 and February in this regard. Shri Vineet Chawdhry informed that there was no backlog vacancy and assured that 49% reservation in respect of SC, SC and OBCs would be taken care of. The Chairman desired that selection process should be completed on fast track basis. Ms. Vibha Puri Das suggested that there should be more than one Board for selection for fast tracking the selection process.

With regard to establishment of National Cancer Institute, the Chairman informed that the entire world is worried about the chronicle diseases like cardiac-surgery, cancer. He also informed that the WHO had reported that by 2030 every second person in India is going to become diabetic and 30-35 crores of people would be suffering from cancer disease. He laid emphasis on the need of a Cancer Hospital in the capital city of each state in India and said that if the proposal was to be conceived then, it would be materialized after 5 years. He also said that for the time being, at

Item No.GB-146/15

To review Selection Process for promotion to faculty of AIIMS, New Delhi under Assessment Promotion Scheme for the batches/year 2007, 2008, 2009 and 2010.

Dr. Jagdish Prasad informed that it was informed to him by the Director while reviewing the APS promotion cases of 30 incumbents that a decision had already been taken. The President, AIIMS informed that the Governing Body only approved the minutes of the Selection Committee.

Smt. Sushma Swaraj informed that under APS there was no fixed quota and the promotion was not based on sanctioned posts. She laid emphasis that the defects or draw backs of the concerned incumbents should have been informed to him and until one was not informed of ones defects, there was no reason for him to improve. In the present case, principle of natural justice was violated She suggested that in one go, all these cases should have been done favourably and it should be mentioned in the guidelines that the candidates should be told about the reasons of their failure as no consistent rule were applied in this regard. She also suggested that in future such selection should be guided by the guidelines to be framed. She informed that the promotion of these candidates should be amnesty bases which should not be quoted a precedent for future reference.

Dr. K.K. Talwar informed that general amnesty would give different view and for the Institute of eminence, it would not be a healthy practice.

Dr. Jagdish Prasad informed that some of the candidates were outstanding in their field and were held "Unfit" in a 10 minutes of interview. Dr. S.P. Agarwal suggested that the Institute should certify that the Institute should certify that these people were eligible to be promoted and their ACR was up to the mark and they were cleared from Vigilance angle. He suggested these people should be promoted from the date other people were promoted as it was not direct recruitment and nothing adverse was recorded against them.

AS&FA suggested that criteria should be prepared in terms of ACR, Vigilance Clearance, Research Papers etc. for future.

Dr. S.P. Agarwal informed that the exercise done by the Standing Selection Committee was laudable and the Governing Body had full faith in the Selection Committee. He, however, emphasized that there was no clear-cut guidelines for declare them unfit while these people were eligible for consideration.

Dr. K.K. Talwar agreed that there was no clear-cut guidelines to assign the reasons of their failure and ultimately it reflect on the members of the Selection Committee.

The Governing Body placed on record, its appreciation for the Selection Committee and showed its full faith and considered the fact that 20% of faculty posts were lying vacant, 6 AIIMS like Institutions are coming up, these people were eligible for consideration and also there was no clear-cut guidelines to declare them Unfit.

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The Governing Body decided to a Committee for formulation of the Guidelines for future promotion under Assessment Promotion Scheme in terms of new APS Scheme taking into consideration Dr. Sneh Bhargava Committee Report and place the same before the Governing Body for consideration.

In the backdrop of the aforesaid discussion, the Governing Body also decided that since this was the last batch under old APS Guidelines, these people should be promoted to their next higher grade from the date their batchmate were promoted, and the same should not be quoted a precedence for future reference.

Item No.GB-146/16

Amendment of Recruitment Rules for the post of Executive Engineer (Elect) at AIIMS.

Approved.

Item No.GB-146/17

To consider the recommendations of the Standing Selection Committee in the review of the fitness of Dr. N.N. Sarkar for promotion to the Grade of Additional Professor as per directions of Hon'ble CAT.

The minutes of the Standing Selection Committee were Approved.

Item No.GB-146/18

To consider the request of Dr. Sandeep Guleria, Professor of Surgical Disciplines for grant of Voluntary Retirement from the service of the Institute w.e.f. 30.06.2011 (AN).

Approved.

Item No.GB-146/19

To consider the request of Dr. K.S. Reddy, Professor of Cardiology for grant of Voluntary Retirement from the service of the Institute w.e.f. 23.11.2011 (A.N.)

Approved.

Item No.GB-146/20

To consider the proposal for establishment of a Centre for Interdisciplinary Sciences and Technology in Child Health (CISTeCH) at AIIMS, New Delhi.

Approved in principle.

Annexure-IV

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Through Special Messenger
By Speed Post

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

F. No.2-1/2012-Genl.

Ansari Nagar,
New Delhi-110029

~~2nd~~ 3rd July, 2012

MEMORANDUM

Sub: Minutes of the 147th meeting of the Governing Body held on 14th April, 2012 in the Committee Room, 3rd Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

Minutes of the Governing Body meeting held on 14th April, 2012 in the Committee Room, 3rd Floor, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi as approved by the Chairman, are circulated to the Chairman and all the Members of the Governing Body for information. Observations, if any, kindly be communicated to the undersigned **latest by ~~16th~~ 20th July, 2012.**

(PROF. R.C. DEKA)
DIRECTOR &
MEMBER SECRETARY

3/7/12

To

The Chairman and all the
Members of the Governing Body.

Encl: as above

MINUTES OF THE 147TH MEETING OF THE GOVERNING BODY HELD ON 14TH APRIL, 2012 IN THE MINISTRY OFHEALTH & FAMILY WELFARE, NIRMAN BHAWAN, NEW DELHI.

The 147th meeting of the Governing Body was held on 14th April, 2012 in the Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi. The following were present –

1) Shri Ghulam Nabi Azad, - Chairman
Hon'ble Union Minister of Health & F.W.
Nirman Bhawan,
New Delhi.

2) Smt. Sushma Swaraj, - Member
Hon'ble Member of Parliament(LS),
8, Safdarjung Lane,
New Delhi.

3) Shri Motilal Vora, - Member
Hon'ble Member of Parliament(RS),
33, Lodhi Estate,
New Delhi.

4) Shri P.K. Pradhan, - Member
Secretary,
Government of India,
Ministry of Health & F.W.,

Nirman Bhawan,
New Delhi-1100108

5) Ms. Vibha Puri Das, - Member
Secretary,
Government of India,
Department of Higher Education,
Ministry of Human Resource Development,
New Delhi-110001.

6) Dr. Jagdish Prasad, - Member
Director General of Health Services, (Ex-Officio)
Government of India,
Nirman Bhawan,
New Delhi-110011.

7) Shri R.K. Jain, - Member
Addl. Secretary & Financial Adviser,
Government of India,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi-110108.

8) Dr. S.P. Agarwal, - Member
Secretary General,
Indian Red Cross Society,
Rafi Marg,
New Delhi-110001.

9) Shri R.A. Badwe, - Member

Director,
Tata Memorial Hospital,
Mumbai.

10) Dr. K.K. Talwar, - Member
President,
National Academy of Medical Sciences,
Ansari Nagar,
New Delhi-110029.

11) Dr. R.C. Deka, Member Secretary
All India Institute of Medical Sciences,
Ansari Nagar,
New Delhi-110029.

Shri Vineet Chawdhry,Dy. Director (Admn), AIIMS, Dr. Rani Kumar, Dean, Shri Sandeep Lall, Sr. Financial Adviser, AIIMS and Dr. D.K. Sharma, MS, Main Hospital, AIIMS also attended the meeting.

The Chairman called the meeting to order. It was noted that all the 11 members were present. Hence the quorum was complete.

The Chairman welcomed all members, invitees and officials to the 147th meeting of the Governing Body and requested the Director, AIIMS to initiate discussions on the agenda.

Director, AIIMS thanked the Chairman for convening the meeting of the Governing Body and also welcomed all the members to the 147th meeting. Thereafter, the agenda was taken up for discussion.

Item No. GB-147/1 – Confirmation of the minutes of the Governing Body meeting held on 16th January, 2012 in the Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

The Governing Body was informed that the minutes of the 146th meeting of the Governing Body held on 16th January, 2012 were circulated on 21.2.2012. Comments had been received from Smt. Sushma Swaraj, Hon'ble Member of Parliament, Shri Motilal Vora, Hon'ble Member of Parliament and Shri R.K. Jain, AS&FA, Ministry of Health and Family Welfare. Smt. Sushma Swaraj and Shri Motilal Vora had made observations regarding item nos.GB/146/15 and GB/146/24, while Shri R.K. Jain had suggested changes in the minutes against item nos. GB/146/12 and GB/146/24.

The Chairman observed that it was for the first time during his tenure that the confirmation of minutes was being debated in the GB. He emphasised that the minutes should be precise and must reflect the decisions correctly. Smt. Shushma Swaraj pointed out that the minutes as recorded appeared to suggest that the entire case had been advocated by one particular member which was not the correct position. Many members had participated in the discussion whose views had not been reflected in the minutes. Moreover, the media had reported the decision in a manner

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that conveyed the impression as if the three politicians in the Governing Body had pushed for the decision in this item. Dr. RC Deka Director AIIMS maintained that the minutes had been correctly recorded. He clarified that the minutes are not intended to be a verbatim recording of the discussions but were expected to capture the essence of the discussions. Sh. Moti Lal Vohra pointed out that the contents of his letters to the President AIIMS had been reported by the Press. It was undesirable for such communications to be released to the media.

After considerable discussion, it was agreed that though the item had been discussed at length in the meeting the decision had been arrived at by consensus. It was, therefore, agreed that minutes recorded against item no.GB/146/15 should be recast to read as under:-

" There was considerable discussion on the issue of promoting 39 faculty members, who had not been recommended for promotion by the Standing Selection Committee. It was pointed out that this would set a bad precedent and would send a wrong signal that promotions in the Institute could be obtained on considerations other than merit. At the same time, it was felt that in view of the significant shortage of doctors at faculty level and the long years of service rendered by the faculty in question, it would be appropriate to promote them by taking a lenient view. Considering all these aspects, the Governing Body by consensus decided in principle to promote all the 39 faculty to their respective higher grades. It was categorically

stipulated that this decision was in no way a reflection on the Standing Selection Committee and that this will be a onetime relief measure not to be quoted as precedent. The matter was accordingly resolved."

Item No.GB/146/12 – It was decided to amend the minutes as proposed by Shri R.K. Jain. The amended minutes would read as under:-

"The Institute Body would meet at least once a year, preferably in the month of October that would enable the Institute to finalize all budgetary and plan proposals before the Budget Session of the Parliament. The Governing Body shall meet at least thrice a year, preferably in the months of January, May and September. Regulation 4.1 and Regulation 8.1 would be amended accordingly."

Item No.GB/146/24 - It was agreed that the minutes would be amended to read as under:-

"Governing Body approved in principle the proposal for regularization of all ad-hoc employees working in the Institute, after examination of full facts."

The minutes of the 146th meeting of the Governing Body were accordingly confirmed with these amendments.

Item No. GB-147/2 – Action Taken Report on the minutes of the Governing Body meeting held on 16th January, 2012 in the Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi.

Item No.GB.144/3 (1) Progress of creation of 2393 posts.

The Governing Body took note of the action taken and the approval accorded by the President AIIMS for appointment of faculty following the recently held SSC meetings. It advised that results of the posts in a particular cadre should be declared together. All results should finally be brought before the Governing Body for ratification and harmonization of issues of seniority.

Item No. 146/15 – Review of promotion of faculty of AIIMS, New Delhi under Assessment Promotion Scheme for the batches/years 2007, 2008, 2009 and 2010.

It was brought to the notice of the Governing Body that the Institute administration had placed before the President AIIMS the implications of promoting the 39 faculty members who had not been recommended by the Standing Selection Committee for promotion. Of these 39 faculty members 8 were considered in the year 2007 for promotion from Associate Professor to Additional Professor. As per the Assessment Promotion Scheme as applicable in 2007 there was a cap that not more than 75% of the Associate Members found fit for promotion would actually be promoted. The remaining would get their promotion in the next year. In the

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year 2007, 42 faculty members had been promoted and 6 though fit had been promoted in 2008 due to the operation of the cap. Now if the 8 faculty members who had not been recommended for promotion by the SSC in 2007 were promoted in terms of the decision of the GB, then at least 4 faculty members who had already been promoted would have to be reverted and promoted in 2008. This was likely to cause resentment and possibly lead to litigation as well.

The matter was discussed in detail and members of the Governing Body expressed their view points on the subject.

Taking all these aspects into consideration, the Governing Body reconsidered the matter in view of the facts now placed before it and by consensus decided that the 39 faculty members should be promoted/placed in the higher grades. However, the faculty so promoted would be placed immediately below the last faculty member of their respective year of eligibility already promoted, without affecting the batch wise seniority of those faculty members already promoted on the basis of the recommendations made by the SSC in 2010.

Item No.146/24 – Any other item with the permission of the Chair – Regularisation of ad-hoc employees

The Governing Body noted that certain facts about the status of the ad-hoc employees including recent decisions of the Supreme Court had not been placed before the Governing Body in the last meeting. Hence, the matter had

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/9

To consider the proposal for amendment of Recruitment Rules for the post of Administrative Officer at AIIMS, New Delhi

No.12-6/2013-Estt.(RCT)

NOTE FOR THE GOVERNING BODY

Item No.GB/150/9

TO CONSIDER THE PROPOSAL FOR AMENDMENT OF RECRUITMENT RULES FOR THE POST OF ADMINISTRATIVE OFFICER AT THE AIIMS, NEW DELHI.

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INTRODUCTION

The incumbents in the post of Assistant Administrative Officer at this Institute have represented that as per the prescribed Recruitment Rules for the post of Administrative Officer, the post is to be filled in 100% by promotion failing which by deputation. The Assistant Administrative Officer with 5 years of regular service is required for promotion to the post of Administrative Officer in the pay scale of Rs.15600-39100+GP Rs.5400 whereas in deputation method, the candidates holding the analogous post or officers holding the post in the pay band 2 of Rs.9300-34800+GP Rs.4600/-(corresponding pay scale of Rs.2000-3200 & Rs.2000-3500 under 5th C.P.C. and Rs.6500-10500 under 5th CPC) with 3 years of service are eligible to the post of Administrative Officer at this Institute. Due to this, the Asstt. Administrative Officer in the pay scale of Rs. 9300-34800+GP Rs.4600/- who have completed more than 3 years of service at AIIMS but less than 5 years are not eligible for promotion to the post of Administrative Officer, whereas under the mode of deputation, the outside candidate holding the post in the identical pay band / grade pay with 3 years of service are eligible for the post . They have also stated that as per DOPT guidelines vide O.M. No.AB.14017/61/2008(RR) dated 24th April, 2009, the eligibility condition for promotion from the post carrying the Grade Pay of Rs.4600 to the post carrying the Grade Pay of Rs.5400 should be only 3 years (Annexure-I). Keeping in view this, they have requested that the eligibility condition in the promotion mode should be revised to 3 years instead of 5 years of regular service as Assistant Administrative Officer in terms of DOPT's O.M. dated 24th April, 2009, so that the departmental Assistant Administrative Officers who have served the Institute more than 25-30 years could be considered for promotion to the post of Administrative Officer.

ADMINISTRATIVE COMMENTS

In the above context, it is submitted that the existing Recruitment Rules for the post of Administrative Officer at this Institute is as under:-

FOR PROMOTION MODE	FOR DEPUTATION MODE
Assistant Administrative Officer with 5 years of regular service in the grade. (The post of Asstt. Admn. Officer was in the pay scale of Rs.2000-3200 under 4th Central Pay Commission)	Officers under the Central Government, U.T. administrations or of Central Statutory/Autonomous Bodies holding analogous post or with at least 3/5 years of service in posts in pay scale of Rs.2000-3500/2000-3200 (revised to Rs.6500-10500) or equivalent respectively and having a degree and experience in administration and establishment matters and also preferably in Accounts Matters. Officers possessing MBA or PG Diploma in Personnel Management shall be given preference. (Period of deputation shall not ordinarly exceed 3 years).

It will be seen from the above table that the Asstt. Administrative Officer in the pay scale of Rs.9300-34800+GP Rs.4600 has to put in 5 years of regular service for promotion to the post of Administrative Officer at this Institute. Whereas, on deputation basis, the person/officers holding analogous post in the pay scale of Rs. 9300-34800+GP Rs.4600 has to put only 3 years of regular service for becoming eligible for appointment on deputation to the post of Administrative Officer at AIIMS. In this connection, it is submitted that prior to 5th & 6th Central Pay Commission, the pay scale for the post of Asstt. Administrative Officer was Rs.2000-3200, therefore, 5 years of service was required for promotion to the post of Administrative Officer. Whereas, the posts carrying the pay scale of Rs.2000-3500 were required 3 years of service for promotion / deputation to the post of Administrative Officer at this Institute. However, under 5th Central Pay Commission , the pay scale of the post of Asstt.Administrative Officer i.e. Rs.2000-3200 has been upgraded and the same has been merged in the pay scale of Rs.2000-3500. Therefore, there is no more difference in the pay scale of Rs.2000-3200 and 2000-3500. However, Recruitment Rules of the post of Administrative Officer were not amended accordingly. The said pay scale of Rs.2000-3500 has also been revised to the corresponding PB-2 of Rs.9300-34800 +GP Rs.4600 under 6th CPC. Further, as per Department of Personnel & Training vide O.M. No.AB14017/61/2008-Estt.(RR) dated the 24th March, 2009 three years of service is required in the feeder grade for promotion from the grade pay of Rs. 4600/-to the Grade Pay of .PB-3 Rs.5400/-. Therefore, the amendment in the Recruitment Rules for the post of Administrative Officer with 3 years

experience as Assistant Administrative Officer in the Grade Pay of Rs.4600 is justified and in accordance with instructions issued by the DOPT.

It is pertinent to mention here that as per existing Recruitment Rules, Asstt. Administrative Officer has to complete 5 years of regular service in the grade pay of Rs.4600 for promotion to the post of Administrative Officer in the PB-3 Grade Pay of Rs.5400. While Assistants of CSS Cadre with 3 years of service in the Grade Pay of Rs.4600/- are eligible for promotion/deputation to PB-3 of Rs.5400/. at AIIMS. Accordingly, number of Assistants having grade pay of Rs.4600/- with 3 years of regular service are working as Administrative Officer on deputation basis at this Institute.

The post of Administrative Officer in the pay scale of Rs.15600-39100 +GP Rs.5400/- is Group 'A' post at this Institute and the Governing Body is the Authority Competent to make the appointment in respect of Group 'A' posts at this Institute.

PROPOSAL

In view of above, it is proposed that the eligibility condition of 3 years instead of 5 years of regular service as Assistant Aministrative Officer in terms of DOPT's O.M. Dated 24TH April, 2009 may be approved under the mode of promotion to the post of Administrative Officer at AIIMS.

APPROVAL OF DIRECTOR

The proposal has the approval of Director, AIIMS.

APPROVAL SOUGHT

The above proposal is placed before the Governing Body for their consideration and approval.

ANNEXURE-I

No. AB.14017/61/2008-Estt. (RR)

Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training
New Delhi

Dated the 24th March, 2009

OFFICE MEMORANDUM

Subject:- Sixth Central Pay Commission's recommendations – revision of pay scales- amendment of Service Rules/Recruitment Rules

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The recommendations of 6th CPC have been considered by the Government and the CCS (Revised Pay) Rules 2008 have since been notified on 29th August, 2008. Consequently, in place of the pre- revised pay scales, the revised pay structure comprising the Pay Band and Grade Pay/Pay Scale has come into effect. Some of the pre-revised pay scales have been merged and some others are upgraded/likely to be upgraded. In the light of these, it has been decided that the following consequential steps to amend the existing Service Rules/Recruitment Rules shall be undertaken on a priority basis:

(i) Substituting the existing scales by the Grade Pay alongwith the Pay Band

The existing pay scales have to be substituted by the new pay structure (Pay Band and Grade Pay/Pay Scale) straightaway without making a reference to the Department of Personnel and Training (DOP&T)/Union Public Service Commission (UPSC). The heading of column No.4 of the Schedule on RRs may be modified to "Pay Band and Grade Pay/Pay Scale". In cases where deputation is also one of the methods of recruitment, the field of selection for deputation, which might include various grades, should also reflect the corresponding Grade Pay alongwith the Pay Band/Pay Scale, and the minimum eligibility service as per the revised guidelines, as enclosed in Annexure.

(ii) Where there is an upgradation of posts

The instructions issued by Department of Expenditure under OM No. 1/1/2008-IC dated 13th September, 2008 and DoPT O.M. No. AB-14017/66/08-Estt (RR) dated 9th March, 2009 may be applied in such cases.

However, for each of the merged grades, a single set of Recruitment Rules may be formulated and notified.

(iii) Consequential changes

It is necessary to make consequential changes in the Recruitment Rules/Service Rules so as to prescribe eligibility conditions with reference to the revised Grade Pay/Pay scale. It is also necessary to review other columns of the Recruitment Rules /Service Rules, where some minimum service in a particular scale/grade is prescribed for consideration for appointment on deputation/absorption etc., keeping in view particularly the merger of a number of pre-revised scales, upgradation of some scales and the consequential changes in the minimum eligibility service in a grade.

(iv) Department Promotion Committee (DPC)

Where two or more scales have been merged, the existing DPC for the higher/highest grade will be the DPC for the merged grade.

(v) Regulation of regular service rendered in the pre-revised scales

The revised pay structure approved includes a number of 'merged grades' with a common grade pay and the concept of pay bands with grade pay introduced effective from 1.1.2006. Insofar as the issue of regulation of service rendered prior to 1.1.2006 is concerned, while the general rule may be that such regular service be deemed to be service rendered in the corresponding grade pay/pay scale approved effective from 1.1.2006 or from a subsequent date, as the case may be, this formulation cannot apply in cases where there has been merger of more than one grade into one with a single grade pay/pay scale. Since the merger is effective from 1.1.06 only, even notional benefits of the merger cannot be extended for periods falling prior to 1.1.06. A Note to the following effect may, therefore, be inserted under col.12 of the Schedule on RRs, and under relevant provisions in Service Rules, to take care of the requirements:

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For the purpose of computing minimum qualifying service for promotion, the service rendered on a regular basis by an officer prior to 1.1.2006/the date from which the revised pay structure based on the 6th CPC recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay/pay scale extended based on the recommendations of the Commission. For purposes of appointment on deputation/absorption basis, the service rendered on a regular basis by an officer prior to 1.1.2006/the date from which the revised pay structure based on the 6th CPC recommendations has been extended, shall be deemed to be service rendered in the corresponding grade pay/pay scale extended based on the recommendations of the Commission except where there has been merger of more than one pre-revised scale of pay into one grade with a common grade pay/pay scale, and where this benefit will extend only for the post(s) for which that grade pay/pay scale is the normal replacement grade without any upgradation.

2. The Recruitment Rules/Service Rules are of statutory nature. Therefore, the changes brought out by other relevant instructions have to be incorporated in the Recruitment Rules/Service Rules by suitable amendments so that the necessary steps like holding of DPC etc. are taken to fill the post carrying the revised Grade Pay/Pay Scale on regular basis. All the Ministries/Departments are, therefore, requested to effect necessary amendments to the Recruitment Rules/Service Rules notified by them after following the normal procedure of furnishing proposals to the Department of Personnel and Training and the UPSC in the format prescribed in the general guidelines on Recruitment Rules circulated by the DOPT OM No. 14017/12/87-Estt. (RR) dated 18.3.1988, and also in consultation with the Legislative Department.

3. Ministries/Departments may initiate action to complete the review in this regard and furnish necessary amendment proposals to the DOPT and the UPSC in the case of Group A and Group B posts within six months from the date of issue of this Office Memorandum. They may also, simultaneously, take similar action in respect of Recruitment Rules for Group C and D posts, which are within their delegated powers. Appropriate action to update the Service Rules for organized Group A, B Services, etc. shall also be taken up with DOPT/UPSC within a period of six months.

4. Hindi version will follow.

(S.J.Kumar)
Deputy Secretary to the Government of India

To

All Ministries/Departments of Government of India, etc.,
(as per standard mailing list)

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1. The President's Secretariat, New Delhi.
2. The Prime Minister's Office, New Delhi.
3. The Cabinet Secretariat, New Delhi.
4. The Rajya Sabha Secretariat, New Delhi.
5. The Lok Sabha Secretariat, New Delhi.
6. The Comptroller and Auditor General of India, New Delhi.
7. The Union Public Service Commission, New Delhi. (20 copies)
8. The Staff Selection Commission, New Delhi.
9. All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions.
10. Establishment Officer and Secretary, ACC (10 copies).
11. All Officers and Sections in the Department of Personnel & Training
12. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi
13. All Staff Members of National Council (JCM)
14. All Staff Members of the Departmental Council (JCM), Ministry of Personnel, PG and Pensions
15. Establishment (RR Division) (200 copies)

Annexure

Sl.No.	Grade Pay		Minimum qualifying service for promotion
	From	To	
1	1800	1900	Placement as per 6th CPC recommendations
2	1900	2000	3 years
3	1900	2400	8years
4	2000	2400	5 years
5	2400	2800	5 years
6	2400	4200	10 years
7	2800	4200	6 years
8	4200	4600	5 years
9	4200	4800	6 years
10	4200	5400	8 years
11	4200	6600	10 years
12	4600	4800	2 years
13	4600	5400	3 years
14	4600	6600	7 years
15	4800	5400	2 years
16	4800	6600	6 years
17	5400	6600	5 years
18	6600	7600	5 years
19	6600	8700	10 years
20	7600	8700	5 years
21	7600	8900	6 years
22	8700	8900	2 years
23	8700	10000	3 years
24	8900	10000	2 years
25	10000	12000	3 years
26	12000	HAG+ Scale	1 year
27	12000	Apex scale	2 years
28	HAG+ Scale	Apex scale	1 year

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/10

To consider the proposal for Regularization of Group "B" & "C" employees working on ad-hoc basis at the AIIMS, New Delhi

No. 9-20/2014-Estt. (RCT)

NOTE FOR THE GOVERNING BODY

Item No. GB-150/10

TO CONSIDER THE PROPOSAL FOR REGULARIZATION OF GROUP 'B' AND 'C' EMPLOYEES WORKING ON AD-HOC BASIS AT THE AIIMS, NEW DELHI.

1) INTRODUCTION

1.1 There are 193 employees working on adhoc basis in various categories of posts at the AIIMS as under:-

Sl. No.	Name of the Post	Number of Employees	Group
1.	Junior Engineer	01	B
2.	Sister Grade-II	03	B
3.	Pharmacist Grade-II	01	C
4.	Data Entry Operator Gd.A	27	C
5.	Driver Ordinary Grade	02	C
6.	Lower Division Clerk	94	C
7.	Laboratory Attendant Grade-II	37	C
8.	Laboratory Technician	02	C
9.	Library Attendant Grade-III	02	C
10.	Mechanic (E&M)	01	C
11.	Sanitation Supervisor Gd-II	01	C
12.	Security –cum-Fire Guard	01	C
13.	Stenographer	14	C
14.	Telephone Operating Assistant Gd-I	04	C
15.	Workshop Assistant	03	C
	TOTAL	193	

1.2. The matter of their regularization has been considered from time to time since 2004 but the decision could not be arrived at till date. As decided by the Governing Body in its meeting on 14.4.12, these adhoc employees were given age relaxation in order to make them eligible for consideration for regular appointment to various posts. However, these adhoc employees filed court cases before Hon'ble CAT, PB, New Delhi seeking their regularization and also stay on going ahead with the recruitment process for which they were given age relaxation. Hon'ble CAT granted stay as requested by the applicants and the stay is still in operations. These adhoc employees are simultaneously also requesting Director, AIIMS through their numerous representations to regularize their adhoc appointment as vacancies exist for the same.

1.3. It is also relevant to mention that these adhoc employees have been working at AIIMS since 10-15 years and their insecurity is understandable as in case they could not get selected through the selection process, they will be thrown out of AIIMS. Their fear is not out of place as in case people selected through open competition are appointed, continuation of adhoc appointment of these persons may not be possible.

1.4. Therefore, it has been decided to place this matter before the Governing Body again to take a view of this long pending issue to regularize 193 adhoc employees in various Groups posts as per list attached at Annexure-I.

2) ADMINISTRATIVE COMMENTS

2.1. Due to manifold increase in the activities of the Institute, the Institute had to engage the people on daily wages/ad-hoc basis. Majority of these employees were initially engaged on daily wages basis. Later on, employees working against Group 'C' posts were given ad-hoc appointment without following the selection process for making such appointments.

2.2. Consequent upon revision of pay scales based on the recommendations of 6th Central Pay Commission, the posts at Sr. No. 01 & 02 have now been categorized as Group 'B' posts and hence, employees initially appointed on

Group 'C' posts are now classified in Group 'B'. The detailed list of all the employees working on ad-hoc basis at the Institute at present is placed at **ANNEXURE-I.**

2.3. Initially, the proposal for regularization of Group 'C' & 'D' employees working on ad-hoc/temporary status/daily wages basis at the AIIMS was placed before the Standing Finance Committee in its meeting held on 06.10.2004 (vide item No. FC/7) and on 20.06.2005 (vide item no. FC/19). It was submitted that these Group 'C' & 'D' employees are working in the regular scale of pay and are getting full salary of the concerned posts. The regular vacancies are available occasionally due to retirement/resignation. Hence, it was difficult to accommodate them against the regular vacancies. Since, the services of these employees with ad-hoc/temporary status/daily wages could not be dispensed with, it was proposed that their services are regularized on supernumerary basis provided they fulfill the Recruitment Rules of their concerned post and subject to suitability of work & conduct, but no decision with regard to regularization of Group 'C' employees could be arrived at.

2.4. Subsequently, a proposal for regularization of Group 'D' employees working on Temporary Status/Daily Wages at the AIIMS was again placed before the Standing Finance Committee in its 193rd Meeting on 7th May, 2008 vide item No. FC/29 and the same was approved. In pursuance to the above decision, those Group 'D' employees who fulfilled the Recruitment Rules of their concerned posts and whose work and conduct were satisfactory, have been regularized.

2.5. Later on, a proposal for regularization of Group 'C' ad-hoc employees at the AIIMS was again placed before the Standing Finance Committee in its 195th meeting held on 20-07-2010 vide item No. FC/23. The decision of the SFC in this regard is reproduced as under:-

> *"AS&FA handed over a Supreme Court judgment disapproving regularization of ad-hoc employees. It was pointed out that service of ad-hoc employees were not being terminated in compliance with a decision of the SFC. Director pointed out that though some of the ad-hoc nurses were good in their work, they were unable to score well in*

the written test as they were not in touch with academic studies. It was agreed that such ad-hoc nurses should be allowed special tution classes to update their theoretical knowledge. If they failed to qualify even after such tution, their services should be dispensed with.

However, the Chairperson desired that the recruitment process should be initiated immediately as there were large number of vacancies available and the ad-hoc employees should be encouraged to apply against such vacancies in order to accommodate them. She expressed that weightage should be given to ad-hoc Nurses for the services rendered by them but while doing so merit should not be compromised under any circumstances at the time of making such recruitment."

2.6. In pursuance of the above decision of the Standing Finance Committee, the process of recruitment for the vacant post of LDC, Data Entry Operator Gd. A, Stenographer and Laboratory Attendant Grade-II were initiated. The nominations were invited from the Employment Exchange as well as from the Departmental candidate vide memorandum No. F.1-6/2001-Estt, (RCT) dated 06.01.2012 for the posts of LDC, Data Entry Operator Grade-A and Stenographer and memorandum No. F.1-9/2010-Estt.(RCT) dated 25.02.2012 for the post of Laboratory Attendant Grade-II.

2.7. In the meantime note for regularization of Group 'C' employees working on ad-hoc basis at the AIIMS, New Delhi was put up before the Governing Body in its meeting held on 14.04.2012 vide item No. 147/5 and the decision of the Governing Bodyt is pronounced as under:-

"…… The GB also noted that the SFC had considered the issue in 2004 and 2010 and had decided that ad-hoc appointees could not be regularized without going through a proper recruitment process ……

Taking all these aspects into consideration, the Governing Body decided that in view of the judgment of the Supreme Court, the regularization of ad-hoc employees at the

Institute should be processed as per the recruitment scheme already formulated and explained in the agenda. The Governing Body also decided that ad-hoc employees, who had become overage, should be given the necessary age relaxation to participate in the recruitment process."

2.8. The age relaxation was given to the departmental ad-hoc employees as per Governing Body decision mentioned above. However, these employees filed various court cases before Hon'ble CAT for their regularization and also for stay on the ongoing recruitment exercise till Final decision in these court cases. These cases have been clubbed by Hon'ble CAT and are under regular hearing. Hon'ble CAT granted stay on declaration of final result which is still in operation.

2.9. It is indeed a fact that there is no scheme for regularization of ad-hoc employees as per the Government of India instructions. However, it is also a fact that throwing these 193 ad-hoc employees out of the service of AIIMS on ground that their initial appointment on ad-hoc basis was irregular or that no scheme exists for such regularization may not also be in order. There is a need to strike a balance between the legal position and the humanitarian view.

2.10. These ad-hoc employees are performing their duties to the satisfaction of the superiors under whom they have been working. They are being granted extension of ad-hoc appointment from time to time on the basis of satisfactory work and conduct report from such officers. It is also undeniable that they are presently working against sanctioned posts.

2.11. It is also pertinent to point out here that there is a scheme for absorption of project employees who have completed 15 years of total service in different projects of AIIMS. Many such project employees have been absorbed in AIIMS in the last 10 years under that scheme. However, these ad-hoc employees who have been working for AIIMS for 10-15 years have so far been deprived of regularization. The main reason for allowing absorption of project employees is to utilize the expertise of persons working in a project for 15 years. The same analogy can be applied in the case of ad-hoc institute employees also.

3) FINANCIAL IMPLICATION:-

3.1. These 193 ad-hoc employees are already getting the salary etc., in the appropriate pay scale and other allied benefits. They are also getting LTC and EHS benefits. However, they are not presently entitled for pensionary benefits. In case they are regularized, they will be entitled for pensionery benefits under New Pension Scheme for which there will be financial liability.

4) PROPOSAL AND APPROVAL SOUGHT

4.1. The issue of regularization of services of the ad-hoc employees working at the Institute is submitted for consideration please.

4.2. If it is approved, the regularization of ad-hoc employees as per Annexure-I to the agenda can be made for which there are following two options:-

(i) To regularize these ad-hoc employees against the Vacancies existing in the respective sanctioned posts, OR,

(ii) They may be regularized on supernumerary basis on humanitarian ground. In that case the post on which they will be regularized will cease to exist, once it is vacated by these ad-hoc employees. Further these employees will also not be entitled for promotion to higher grades in respective cadres as they would be regularized in the entry grade post of respective cadre on supernumerary basis.

Annexure-I

Statements showing the details of employees working on Adhoc basis at AIIMS

S.No	Designation	Group	Name	Date of Joining on adhoc basis	Place of Posting
1.	Jr. Engineer (Civil)	B	Sh. Satish Kumar	13.03.2002	Engg. Department
2.	Sister Gr-II	B	Ms. Rossamma	15.01.2000	Hospital
3.	Sister Gr-II	B	Ms. Niangneih Kim	30.07.2003	Hospital
4.	Sister Gr-II	B	Ms. Bindu Mandal	10.01.2004	R P Centre
5.	Pharmacist Gr-II	C	Umesh Chandra Tiwari	19.06.2003	NDDTC
6.	D.E.O. Grade-A	C	Poonam Wadhwa	02.05.1997	DR. BRAIRCH, Radiotherapy
7.	D.E.O. Grade-A	C	Sanjiv Pandey	15.09.1997	DR. BRAIRCH, Radiotherapy
8.	D.E.O. Grade-A	C	Raj Kumar	27.03.1998	CRHS, Project Ballabhgarh
9.	D.E.O. Grade-A	C	Sunil Kumar	22.03.2000	NMJI
10.	D.E.O. Grade-A	C	Babli Rani	22.03.2000	Academic Section
11.	D.E.O. Grade-A	C	Sindhu K.	22.03.2000	Hospital
12.	D.E.O. Grade-A	C	Sita Ram	22.03.2000	Establishment Section (DO)
13.	D.E.O. Grade-A	C	Archana Daur	22.03.2000	Academic Section
14.	D.E.O. Grade-A	C	Sonal Puri	22.03.2000	ORBO
15.	D.E.O. Grade-A	C	Balraj Tyagi	22.03.2000	Computer Facility
16.	D.E.O. Grade-A	C	Rajeev Kumar	22.03.2000	Finance Division
17.	D.E.O. Grade-A	C	A.K. Singh	22.03.2000	Computer Facility
18.	D.E.O. Grade-A	C	Aman Gupta	22.03.2000	Computer Facility
19.	D.E.O. Grade-A	C	Vinod Kumar Sharma	22.03.2000	Computer Facility
20.	D.E.O. Grade-A	C	Raj Bala	22.03.2000	Telemedicine
21.	D.E.O. Grade-A	C	Amresh Kr. Singh	22.03.2000	Recruitment Cell
22.	D.E.O. Grade-A	C	Ritu Gupta	22.03.2000	Computer Facility
23.	D.E.O. Grade-A	C	Shashi Bhushan	22.03.2000	Computer Facility
24.	D.E.O. Grade-A	C	Archana Tyagi	07.10.2000	Computer Facility
25.	D.E.O. Grade-A	C	Sreeja Nair (nee Mohan)	07.10.2000	Examination Section
26.	D.E.O. Grade-A	C	Preeti Unhale	07.10.2000	ORBO
27.	D.E.O. Grade-A	C	Adarsh	10.10.2002	Engg. Department
28.	D.E.O. Grade-A	C	Jitender Sonthwal	20.06.2003	Physiology
29.	D.E.O. Grade-A	C	Bijyanand Naik	20.06.2003	Gestro. & HNU
30.	D.E.O. Grade-A	C	Hanuman Prasad	01.07.2003	Pediatric Surgery
31.	D.E.O. Grade-A	C	Pushpa	01.07.2003	Transplant Immunology & Immungenetics.
32.	D.E.O. Grade-A	C	Nitin Agarwal	01.01.2007	DR.BRAIRCH
33.	Driver Ordinary Grade	C	Beer Singh	07/02/2003	CNC
34.	Driver Ordinary Grade	C	Ravinder Singh	04/08/2000	CNC
35.	L.D.C.	C	Kiran Bala (Nagpal)	22.03.2000	Academic Section
36.	L.D.C.	C	Ajay Kumar Saxena	22.03.2000	Biophysics
37.	L.D.C.	C	Anita	22.03.2000	Cafeteria
38.	L.D.C.	C	Vijay	22.03.2000	Orthopedics
39.	L.D.C.	C	Vijay Pal	22.03.2000	Cafeteria
40.	L.D.C.	C	Neelam Arya	13/03/2000	Finance Division
41.	L.D.C.	C	Neeru Bhatia (Solanki)	17/01/2003	Finance division
42.	L.D.C.	C	Vijay Kumar	06/11/2003	CMET
43.	L.D.C.	C	Anita Jand	22/03/2000	College of Nursing
44.	L.D.C.	C	Indresh Verma	17/01/1997	Dr. R.P. Centre
45.	L.D.C.	C	Binita Kumari Pande	22/03/2000	Dr. BRAIRCH
46.	L.D.C.	C	Birender Singh Rana	22/03/2000	Dr. BRAIRCH
47.	L.D.C.	C	Chander Shekhar	13/06/2003	Dr. BRAIRCH
48.	L.D.C.	C	Garima Negi	19/04/2002	Dr. BRAIRCH
49.	L.D.C.	C	Harjeet Pharma	12/06/2003	Dr. BRAIRCH
50.	L.D.C.	C	Khajant Singh	22/03/2000	Dr. R.P.Centre
51.	L.D.C.	C	Lalit Azad	13/03/2000	Dr. BRAIRCH

S.No	Designation	Group	Name	Date of Joining on adhoc basis	Place of Posting
52.	L.D.C.	C	Neelam	22/03/2000	Dr. BRAIRCH
53.	L.D.C.	C	Surender Kathyat	22/03/2000	CNC
54.	L.D.C.	C	Anil Thomas	22/03/2000	Finance Division
55.	L.D.C.	C	Bijender Singh	22/03/2000	Dr. R.P. Center
56.	L.D.C.	C	Deepa Bisht	22/03/2000	CNC
57.	L.D.C.	C	Sunil Kumar	22/03/2000	DR. R.P.Centre
58.	L.D.C.	C	Anjana	22/03/2000	Engg. Service Department
59.	L.D.C.	C	Ashok Kumar	22/03/2000	Establishment Section (F/c)
60.	L.D.C.	C	Kailash Chand	22/03/2000	Establishment Section (DO)
61.	L.D.C.	C	Pushpa	30/09/1998	Establishment Section (DO)
62.	L.D.C.	C	Lince Kuriakose	22/04/2004	Establishment Section(Rectt.)
63.	L.D.C.	C	Geeta	22/03/2000	Estate Section
64.	L.D.C.	C	Neelam Pal	22/03/2000	Estate Section
65.	L.D.C.	C	Poonam Mallik	22/03/2000	Finance Division
66.	L.D.C.	C	Sukesh Kumar	22/03/2000	Finance Division
67.	L.D.C.	C	Pramod Kumar Pandey	22/03/2000	Finance Division
68.	L.D.C.	C	Rajender Singh	22/03/2000	Gastroenterology
69.	L.D.C.	C	Chittaranjan Patra	22/03/2000	Gymkhana
70.	L.D.C.	C	Anuradha	22/03/2000	Hematology
71.	L.D.C.	C	Rupinder Kaur	22/03/2000	Hospital
72.	L.D.C.	C	D. Poongothai	22/03/2000	Hostel Section
73.	L.D.C.	C	Manju Bala	22/03/2000	Dr. BRAIRCH
74.	L.D.C.	C	Kesho Ram Sharma	22/03/2000	CNC
75.	L.D.C.	C	Satender Singh	22/03/2000	Hospital (MR Section)
76.	L.D.C.	C	Yogesh	22/03/2000	Hospital (MR Section)
77.	L.D.C.	C	Manbar Singh	22/03/2000	Hospital (M.S. Office)
78.	L.D.C.	C	Poonam Chopra	22/03/2000	Hospital (Dept. Dietitics)
79.	L.D.C.	C	Seema Chawla	22/03/2000	Hospital (M.S. Office)
80.	L.D.C.	C	G. Subhalaxami	22/03/2000	Main O.T
81.	L.D.C.	C	Jagdish Chandra Pujari	22/03/2000	Main O.T
82.	L.D.C.	C	Sanjay	22/03/2000	CNC
83.	L.D.C.	C	Mohini Manral	22/03/2000	Pathology
84.	L.D.C.	C	Sunita	22/03/2000	Pathology
85.	L.D.C.	C	Sushila	22/03/2000	Pathology
86.	L.D.C.	C	Rajeev Gautam	22/03/2000	Radio-Diagnosis
87.	L.D.C.	C	Naresh Kumar	22/03/2000	Research Section
88.	L.D.C.	C	Sanjay Kumar	22/03/2000	Research Section
89.	L.D.C.	C	Sujata	22/03/2000	Research Section
90.	L.D.C.	C	Pramod Joshi	22/03/2000	Hospital (M.R. Section)
91.	L.D.C.	C	Chitralekha	22/03/2000	Store Section
92.	L.D.C.	C	Anju Kumari	22/03/2000	Telephone Exchange
93.	L.D.C.	C	Anjali	13/03/2000	Research Section
94.	L.D.C.	C	Anu Kwatra	13/03/2000	Hospital (Billing Section)
95.	L.D.C.	C	Anuradha Verma	13/03/2000	CNC
96.	L.D.C.	C	Ashok Mandal	13/03/2000	CNC
97.	L.D.C.	C	Bhuwan Singh	13/03/2000	CNC
98.	L.D.C.	C	Chandra Shekhar	13/03/2000	Finance division
99.	L.D.C.	C	Charat Lal	13/03/2000	CNC
100.	L.D.C.	C	Deepak Kumar	17/01/2003	CNC
101.	L.D.C.	C	Dharam Pal	19/05/1997	CNC
102.	L.D.C.	C	Duli Chand	05/06/1997	CNC
103.	L.D.C.	C	Fehmida Begum	13/03/2000	CNC
104.	L.D.C.	C	Jai Prakash	13/03/2000	CNC
105.	L.D.C.	C	Kailash Chand Sharma	17/01/2003	Finance Division

S.No	Designation	Group	Name	Date of Joining on adhoc basis	Place of Posting
106.	L.D.C.	C	Kaushalya Mehra	13/03/2000	CNC
107.	L.D.C.	C	Kritika Sharma	04/06/1997	CNC
108.	L.D.C.	C	Mamta Kathayat	22/05/2003	CNC
109.	L.D.C.	C	Manju Jeenwal	13/03/2000	CNC
110.	L.D.C.	C	Manju Verma (Sharma)	17/01/2003	CNC
111.	L.D.C.	C	Manoj Kumar Mehra	04/02/2003	CNC
112.	L.D.C.	C	Mohan Lal	13/03/2000	CNC
113.	L.D.C.	C	Neelam Puri	13/03/2000	CNC
114.	L.D.C.	C	Nigam Rani	19/05/1997	CNC
115.	L.D.C.	C	Nisha Singh	17/01/2003	CNC
116.	L.D.C.	C	Pooja Chadha	13/03/2000	Finance Division
117.	L.D.C.	C	Puran Kumar Sehgal	04/06/1997	CNC
118.	L.D.C.	C	Radhey Shyam	13/03/2000	CNC
119.	L.D.C.	C	Ravinder Singh	13/03/2000	CNC
120.	L.D.C.	C	Sanjay Singh	17/01/2003	CNC
121.	L.D.C.	C	Seema Sharma	17/01/2003	Dr. R.P.Centre
122.	L.D.C.	C	Shagufta Hussain	13/03/2000	CNC
123.	L.D.C.	C	Sonu	13/03/2000	CNC
124.	L.D.C.	C	Sunder Lal Tanwar	13/03/2000	CNC
125.	L.D.C.	C	Sushma Luthra	05/06/1997	CNC
126.	L.D.C.	C	Valsamma Chacko	13/03/2000	CNC
127.	L.D.C.	C	Vijay Pal	13/03/2000	CNC
128.	L.D.C.	C	Chanchal Saxena		ACR Cell
129.	Laboratory Attendant	C	Sh. Balak Ram	31.03.2000	CRHS, Project Ballabhgarh
130.	Laboratory Attendant	C	Sh. Jawahar Lal	30.03.2000	DRBRAIRCH
131.	Laboratory Attendant	C	Sh. Praveen Kumar	31.03.2000	Nuclear medicine
132.	Laboratory Attendant	C	Sh. Rajender Kumar	30.03.2000	Laboratory Medicine
133.	Laboratory Attendant	C	Sh. Sanjeev Kumar	30.03.2000	Laboratory Medicine
134.	Laboratory Attendant	C	Sh. Nizamudin	30.03.2000	Lab. Medicine
135.	Laboratory Attendant	C	Sh. Hari Om	30.03.2000	Lab. Medicine
136.	Laboratory Attendant	C	Sh. Pradeep Dabas	30.03.2000	Lab. Medicine
137.	Laboratory Attendant	C	Sh. Shashi Bhushan Sharma	30.03.2000	Lab. Medicine
138.	Laboratory Attendant	C	Mohd. Kayoom Ansari	31.03.2000	Anesthesia
139.	Laboratory Attendant	C	Sh. Naresh Kumar	30.03.2000	Pathology
140.	Laboratory Attendant	C	Sh. Dharmender	31.03.2000	Biotechnology
141.	Laboratory Attendant	C	Sh. Rajesh Kumar	30.03.2000	NDDTC
142.	Laboratory Attendant	C	Sh. Parmod Kumar	30.03.2000	Biochemistry
143.	Laboratory Attendant	C	Sh. Deepak Kumar	31.03.2000	Microbiology
144.	Laboratory Attendant	C	Sh. Jitender Singh	30.03.2000	Endo & Metabolism
145.	Laboratory Attendant	C	Mrs. Sharda Devi	30.03.2000	Anatomy
146.	Laboratory Attendant	C	Sh. Pankaj Kumar	24.01.2000	Hematology
147.	Laboratory Attendant	C	Sh. Inder Singh	14.06.1997	DRBRAIRCH
148.	Laboratory Attendant	C	Sh. Jai Ram	04.05.1994	Medicine
149.	Laboratory Attendant	C	Sh. Vinod Bhatt	27.05.1997(A.N)	Radiotherapy
150.	Laboratory Attendant	C	Sh. Rajesh Sharma	16.09.2000	Microbiology
151.	Laboratory Attendant	C	Sh. Ravi Kumar	25.02.2002	Lab. Medicine
152.	Laboratory Attendant	C	Sh. Parvez Ansari	01.03.2002	Lab. Medicine
153.	Laboratory Attendant	C	Sh. Jasbir	17.06.2003	Central Animal Facility
154.	Laboratory Attendant	C	Sh. Vinod Kumar	27.09.2001	CNC
155.	Laboratory Attendant	C	Sh. Umesh Kumar	27.09.2001	CNC
156.	Laboratory Attendant	C	Sh. Sunder Lal	27.09.2001	CNC
157.	Laboratory Attendant	C	Sh. Sanjeev Kumar	27.09.2001	CNC
158.	Laboratory Attendant	C	Sh. Rajesh Tokas	27.09.2001	CNC
159.	Laboratory Attendant	C	Sh. Om Prakash	27.09.2001	CNC
160.	Laboratory Attendant	C	Sh. Narender Kumar	27.09.2001	CNC
161.	Laboratory Attendant	C	Sh. Kuldeep Sharma	27.09.2001	CNC
162.	Laboratory Attendant	C	Sh. Hari Om	27.09.2001	CNC

S.No	Designation	Group	Name	Date of Joining on adhoc basis	Place of Posting
163.	Laboratory Attendant	C	Sh. Grish Chandra	28.06.1994	CNC
164.	Laboratory Attendant	C	Sh. Gajender	27.09.2001	CNC
165.	Laboratory Attendant	C	Sh. Abhey Kumar	27.09.2001	CNC
166.	Laboratory Technician	C	Sh. Javed Akthtar	22.03.2000	Lab. Medicine
167.	Laboratory Technician	C	Sh. Keshav Kumar	14.01.1998	Biochemistry
168.	Library Attendant	C	Ms. Santosh Kumari	21.03.2000	B.B. Dixit Library
169.	Library Attendant	C	Sh. Sunil Kumar	21.03.2000	B.B. Dixit Library
170.	Mechanic (E&M)	C	Sh. Narender Saini	22/03/2000	Computer Facility
171.	San. Supervisor Gr-II	C	Ramesh Chand	17/07/2000	Hospital
172.	Security-Cum-Fire Guard	C	Sh. Kuldeep	09.06.2003	RAK, Shimla
173.	Stenographer	C	Deepak Panjanani	16/05/1997	CNC
174.	Stenographer	C	Ritu Kalra	16/01/2003	CNC
175.	Stenographer	C	Shambhu Saran Singh	16/05/1997	CNC
176.	Stenographer	C	Unnikrishan Verma	22/03/2000	JPNATC
177.	Stenographer	C	Manju Bains	22/03/2000	CCM
178.	Stenographer	C	Sree Devi	22/03/2000	Examination Section
179.	Stenographer	C	Geeta Kumari	22/03/2000	Medicine
180.	Stenographer	C	Pushpa (Raghav)	22/03/2000	Obst. & Gynae.
181.	Stenographer	C	Ganga Rawat	22/03/2000	Pathology
182.	Stenographer	C	Meenu Vohra	24/03/2000	Pharmacology
183.	Stenographer	C	Deepali (Chug)	22/03/2000	Physiology
184.	Stenographer	C	Deepa Rawat	22/03/2000	Radio-Diagnosis
185.	Stenographer	C	Ravi Ranjan Chauhan	04/05/2000	Radiotherapy
186.	Stenographer	C	Anil Bhutani	22/03/2000	Security Office (DO)
187.	Telephone Operating Assistant Gr	C	Nusrat Parveen	31/03/2000	Engg. Service Department
188.	Telephone Operating Assistant Gr	C	Saroj Sharma	31/03/2000	Engg. Service Departmen
189.	Telephone Operating Assistant Gr	C	Suman	31/03/2000	Engg. Service Departmen
190.	Telephone Operating Assistant Gr-I	C	Alka	31/03/2000	Engg. Service Departmen
191.	Workshop Assistant	C	Sh. Parminder	19.07.2001	CSSD
192.	Workshop Assistant	C	Sh. Sumesh	19.07.2001	CSSD
193.	Workshop Assistant	C	Sh. Dharmender	22.04.2002	CSSD

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/11

To consider the proposal to authorize the Director, AIIMS, New Delhi to appoint Assistant Professor on contract basis at the AIIMS, New Delhi

No.F.20-29/88-Estt. I.

NOTE FOR THE GOVERNING BODY

Item No. G.B/150/11

TO CONSIDER THE PROPOSAL TO AUTHORIZE THE DIRECTOR, AIIMS TO APPOINT ASSISTANT PROFESSOR ON CONTRACT BASIS AT THE AIIMS, NEW DELHI.

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1. INTRODUCTION

1.1 In accordance with Item No. 19 (i) of Schedule of AIIMS Regulations, 1999 (as amended), the Director, AIIMS has full powers to make ad-hoc/temporary appointments to the post of Lecturer, Assistant Professor and Associate Professor (re-designated as Assistant Professor, Associate Professor & Additional Professor respectively) not exceeding a period of one year. The aforesaid powers have also been re-iterated by the Institute Body in its meeting held on 05.06.1995. However, no provisions with regard to delegation of powers either to the Director, AIIMS or to the President, AIIMS for making contractual appointments in faculty positions have been laid down in the AIIMS Regulations. Appointments to faculty posts on ad-hoc basis have been discontinued from the year 2003 onwards.

1.2 In the past, various appointments on contractual basis to cope-up with the increased work-load in various departments have been made with the approval of the Hon'ble President, AIIMS, New Delhi.

1.3 The Institute Body, however, in its meeting held on 15th May, 2013 vide Item No. IB-145/2 while considering the Action Taken on the minutes of the 144th meeting of the Institute Body held on 16.01.2012 deliberated as under:-

> " The Action Taken report was presented by Deputy Director (Administration), Smt. Sushma Swaraj wanted to know the status of people appointed as Assistant Professors on contractual basis as pointed out by Dr. Jyoti Mirdha. It was informed by the Director that the vacant posts were advertised and these appointments were made pending the regular meeting of the Standing Selection Committee. Director further added that contractual appointments were made to ensure that the patient care activities should not suffer on account of vacation and other kinds of leave availed by faculty. In a reply to a query from Smt. Sushma Swaraj, Director clarified that the candidature of that contractual appointees was considered for appointment on regular basis based on their merit and some of them were found suitable by the Standing Selection Committee for regular appointment. DGHS pointed out that vacations and leave being availed by the faculty at AIIMS was the regular feature and he observed that merely on these grounds, contractual appointments should not have been made. He termed such contractual appointments as wrong practice .....".

1.4 Requests from Chief of Centers/Heads of the Departments for making contractual appointments at the level of Assistant Professor against vacancies are constantly being received to cope with the increased number of patients visiting AIIMS, New Delhi.

2. ADMINISTRATIVE COMMENTS

2.1 It is submitted that 148 vacant posts of Assistant Professor/Lecturer in Nursing had been advertised vide Advertisement No. 03/2012-(FC), 04-2012-(FC) & 05/2012-(FC). The last date of receipt of applications was 31.01.2013. The process of screening of applications initially by concerned Heads of the Departments and thereafter by Main Screening Committee headed by the Director, AIIMS has been completed. The meeting of the Standing Selection Committee is scheduled from 25th to 27th February, 2014 to interview the eligible candidates applied against the advertisement. The interview will however be conducted in phased manner.

2.2 As already pointed out that appointments to faculty posts on ad-hoc basis have not been made after 2003. However, contractual appointments have been made (for 6 months at a time) in some departments with the approval of the President, AIIMS. Whereas all efforts are being made to fill the existing vacancies of Assistant Professors, there is need for stop-gap arrangements till such time the vacancies are filed-up so that the patient care services are not affected.

3. APPROVAL SOUGHT

In view of the above, the proposal to authorize the power to Director, AIIMS, New Delhi to appoint Assistant Professor on contract basis for a period of 6 months (to be extended by another 6 months) for various Departments where there is an urgent need of additional manpower at the AIIMS, New Delhi is placed before the Governing Body for consideration & approval.

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/12

To consider the proposal for allotment of C-1 type accommodation to Dr. Shakti Kumar Gupta, Medical Superintendent, Dr. R.P. Centre for Ophthalmic Sciences, AIIMS New Delhi

 F.No. Estate/16-19/2007

NOTE FOR THE GOVERNING BODY

Item No.G.B/150/12

Review of decision vide the G.B. Item No.149/12 for allotment of C-I type residential accommodation in AIIMS Residential complex to Dr. Shakti Kumar Gupta, Medical Superintendent, Dr. R.P. Centre and HOD, Hospital Administration, taken in G.B. meeting held on 19.07.2013.

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1. **INTRODUCTION**

1.1 There are only 20 C-I type houses. CI/CII type accommodation at AIIMS campus is allotted to Professors by seniority and current seniority lists are enclosed. **(Annexure 'A'& 'B').** Professors have to wait for more than 10 years to get this entitled accommodation. There are many Professors who have to still reside in E type accommodation in the Campus.

1.2 Pay scale of Medical Superintendent is equivalent to that of Professors.

1.3 Dr. Shakti Kr Gupta stands at Sl No.59 and 35 respectively, in the lists of seniority amongst the Professors waiting for CI/CII type accommodation respectively.

1.4 Dr. Shakti Kr Gupta represented and was granted out of turn allotment of CI type house on the basis of another Medical Supdt. who was allotted CI type accommodation through Governing Body in the past, though it invited immense discontent and criticism by faculty. Even that allotment by G.B. was approved for a C-II type house.

1.5 The proposal for allotment of C-I type residential accommodation in AIIMS Residential Complex to Dr. Shakti Kr

Gupta, M.S, Dr R.P. Centre and HOD, Hospital Administration was approved in 149th meeting of Governing Body held on 19.07.2013 (Item No.GB-149/12).

1.6 Subsequent to the approval, various verbal and written representations have been received from Faculty Association, AIIMS and also from Dr. Anand Kumar, Professor & Head of Reproductive Biology, vide which they have expressed their strong discontentment on issue of out-of-turn allotment of houses at the discretion of the Director or on the recommendations of the Institute/Governing Body etc. in view of the acute shortage of housing at AIIMS.

1.7 On the basis of representations, Director has desired that the item may be placed before G.B. again for reviewing its decision of out of turn allotment of C-I type accommodation to Prof. Shakti Kumar Gupta.

2. **ADMINISTRATIVE COMMENTS**

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. As per seniority position, the case of Dr. Shakti Kumar Gupta is not expected to mature for C-I type quarter in near future. As per seniority list for C-I quarters, his name stands at Sr.No.59.

2.2 The Institute is facing acute shortage of Residential accommodation. Against the total requirement of 204 C-I quarters for Professors, only 20 Nos of C-I quarters are available in the Institute.

2.3 In case Medical Superintendents have to be allotted houses in Campus, we may Earmark two DII type houses for Medical Superintendent and thereafter, they may wait for their turn of CI/CII type as per their seniority.

3. DECISION/APPROVAL SOUGHT

3.1 In view of the position explained above, and subsequent to representations received from Faculty Association and Dr Anand Kumar, Professor & Head of Reproductive Biology, the item is placed before Governing Body again for reviewing its decision for allotment of C-I type accommodation approved in G.B. Meeting held on 19.07.2013 (Item No.GB-149/12).

Annexure 'A'

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ALL INDIA INSTITUTE OF MEDICAL SCIENCES
ANSARI NAGAR, NEW DELHI-110029

23 JAN 2014

F.No.Estate/16-1/2014

Dated the:

OFFICE MEMORANDUM

Subject: **Waiting Position as per Seniority list of Professors for allotment of C-I type accommodation at Ansari Nagar during the Year-2014 (Position as on 01.01.2014)**

Sl.No.	Name	Department	Priority date	*Present Quarter*	Location of Qtr
1.	Dr. Anurag Srivastava	Surgery	21.02.2000	CII/12	Ansari Nagar
2.	Dr. Bhawani S Sharma	Neuro-surgery	16.03.2000	CII/2	Ansari Nagar
3.	Dr. Suresh Sharma	ENT	16.03.2000	CII/18	Ansari Nagar
4.	Dr. Chandralekha	Anaesthesiology	01.07.2000	CII/1	Ansari Nagar
5.	Dr. N.K. Shukla	Surgery (IRCH)	01.07.2000	CII-28	Ansari Nagar
6.	Dr. M.K. Arora	Anaesthesiology	01.07.2000	SIII/442	Aslad Village
7.	Dr. Manju Mehta	Psychiatry	01.07.2000	---	--
8.	Dr. S.K. Khandelwal	Psychiatry	01.07.2000	DII/37	Ansari Nagar
9.	Dr. D.K. Pawar	Anaesthesiology	01.07.2000	DII/39	Ansari Nagar
10.	Dr. S. Rastogi	Orthopaedics	01.07.2000	CII/13	Ansari Nagar
11.	Dr. Neeta Singh	Biochemistry	01.07.2000	CII/8	Ansari Nagar
12.	Dr. A.K. Gupta	Radiology	01.07.2001	DII/41	Ansari Nagar
13.	Dr. Usha Kiran	Cardiac Anaesthesia	01.07.2001	--	--
14.	Dr. J.S. Tyagi	Biotechnology	01.07.2001	CII-24	Ansari Nagar
15.	Dr. A.C. Ammini	Endocrinology	01.07.2001	CII-10	Ansari Nagar
16.	Dr. H. Krishna Prasad	Biotechnology	01.07.2001	SI/439	Aslad Village
17.	Dr. Arvind Jayaswal	Orthopaedics	01.07.2001	CII/26	Ansari Nagar
18.	Dr. R.K. Batra	Anaesthesia	01.07.2001	--	--
19.	Dr. D.N. Rao	Biochemistry	01.07.2001	CII-16	Ansari Nagar
20.	Dr. V.K. Paul	Paediatrics	01.07.2001	CII-14	Ansari Nagar
21.	Dr. C.S. Pandav	Community Medicine	01.07.2002	CII-30	Ansari Nagar
22.	Dr. Subhash Chander	Radiotherapy (IRCH)	01.07.2002	--	--
23.	Dr. A.K. Mukhopadhyay	Lab. Medicine	01.07.2002	CII-20	Ansari Nagar
24.	Dr. P.K. Bithal	Nuero-Anaesthesia	01.07.2002	CII-4	Ansari Nagar
25.	Dr. Rita Sood	Medicine	01.07.2002	DII-23	Ansari Nagar
26.	Dr. D.K. Gupta	Paediatric-Surgery	01.07.2002	DII/31	Ansari Nagar
27.	Dr. Yograj Sharma	Dr. R.P.Centre	01.07.2002	DII-46	Ansari Nagar
28.	Dr. Umesh Kapil	HNU	01.07.2002	DII/13	Ansari Nagar
29.	Dr. Rajive Kumar	Haematology	01.07.2003	DII-44	Ansari Nagar
30.	Dr. H.P. Pati	Haematology	01.07.2003	DII-15	Ansari Nagar
31.	Dr. Nibhriti Das	Biochemistry	01.07.2003	DII-52	Ansari Nagar
32.	Dr. P.N. Dogra	Urology	01.07.2003	DII-42	Ansari Nagar
33.	Dr. V. Bhatnagar	Pediatric Surgery	01.07.2003	SIII-418	Aslad Village
34.	Dr. A.B. Dey	Medicine	01.07.2003	DII-17	Ansari Nagar
35.	Dr. Atul Kumar	Dr. R.P.Centre	01.07.2003	--	--
36.	Dr. Pradeep Sharma	Dr.R.P.Centre	01.07.2003	--	--
37.	Dr. Ramanjit Sihota	Dr. R.P.Centre	01.07.2003	SI/409	Aslad Village
38.	Dr. Rashmi Mathur	Physiology	01.07.2003	DII-48	Ansari Nagar
39.	Dr. K.K. Deepak	Physiology	01.07.2003	DII-47	Ansari Nagar
40.	Dr. Sanjiv Sharma	Cardiac-Radiology	05.08.2003	--	--
41.	Dr. Neena Khanna	Dermatology	05.08.2003	--	--
42.	D. Sunesh Kumar	Obst. & Gynecology	03.09.2003	DII-9	Ansari Nagar

43.	Dr. S.S. Kothari	Cardiology	03.09.2003	DII-38	Ansari Nagar
44.	Dr. Randeep Guleria	Medicine	03.09.2003	--	--
45.	Dr. K.K. Verma	Dermatology	03.09.2003	DII-7	Ansari Nagar
46.	Dr. Manoj K Singh	Pathology	23.03.2004	DII-1	Ansari Nagar
47.	Dr.O.P. Kharbanda	Dental Surgery	01.07.2004	SIII-430	Aslad Village
48.	Dr. V.L. Kumar	Pharmacology	01.07.2004	--	--
49.	Dr. Geeta Sathpathy	Dr. R.P.Centre	01.07.2004	With husband	--
50.	Dr. Rama Choudhary	Microbiology	01.07.2004	--	--
51.	Dr. A.K. Deorari	Pediatrics	01.07.2004	DII-21	Ansari Nagar
52.	Dr. H.N. Mallick	Physiology	01.07.2005	SIII-406	Aslad Village
53.	Dr. Kamal Kishore	Pharmacology	01.07.2005	DII-24	Ansari Nagar
54.	Dr. Rakha Jain	Biochemistry (NDDTC)	01.07.2005	SI-414	Aslad Village
55.	Dr. Rajni Safaya	Pathology	01.07.2005	SI-432	Aslad Village
56.	Dr. S. Rajeswari	Anaesthesiology	01.07.2005	DII-20	Ansari Nagar
57.	Dr. M. Bajpai	Paediatric Surgery	23.09.2005	DII-43	Ansari Nagar
58.	Dr. S. Datta Gupta	Pathology	23.09.2005	DII-49	Ansari Nagar
59.	Dr. Shakti Kr Gupta	MS, Dr.R.P.C.	23.09.2005	SIII-400	Aslad Village
60.	Dr. Lalit Kumar	Med. Oncology (IRCH)	23.09.2005	DII-36	Ansari Nagar
61.	Dr. Anjan Trika	Anaesthesiology	23.09.2005	SIII-419	Aslad Village
62.	Dr. Tara Shanker Roy	Anatomy	23.09.2005	E-59	Ansari Nagar
63.	Dr. N.R. Biswas	Pharmacology	23.09.2005	DII-4	Ansari Nagar
64.	Dr. D.N. Srivastava	Radiology	23.09.2005	DII-22	Ansari Nagar
65.	Dr. Shashi Kant	CCM	23.09.2005	E-55	Ansari Nagar
66.	Dr. S.S. Chauhan	Biochemistry	23.09.2005	E-43	Ansari Nagar
67.	Dr. Jiwan Singh Titiyal	Dr. R.P.centre	23.09.2005	DII-34	Ansari Nagar
68.	Dr. C.S. Bal	Nuclear medicine	23.09.2005	SI-427	Aslad Village
69.	Dr. M.V. Padma	Neurology	23.09.2005	CII-23	Ansari Nagar
70.	Dr. Rajesh Malhotra	Orthopaedics	23.09.2005	--	--
71.	Dr. Anoop Saraya	Gastroenterology	23.09.2005	CII-32	Ansari Nagar
72.	Dr.Debabrata Ghosh	Physiology	23.09.2005	--	--
73.	Dr. Sanjeev K Gupta	CCM	23.09.2005	E-101	Ansari Nagar
74.	Dr. Nikhil Tandon	Endo. & Metabolism	23.09.2005	SIII-413	Aslad Village
75.	Dr. Radhika Tandon	Dr.R.P.C.	23.09.2005	-with husband	Aslad Village
76.	Dr. Balram Bhargava	Cardiology	23.09.2005	SIII-431	Aslad Village
77.	Dr. G.C. Khilnani	Medicine	23.09.2005	SIII-424	Aslad Village
78.	Dr. Sudershan Kumar Khokkar	Dr.R.P.Centre	23.09.2005	SIII-443	Aslad Village
79.	Dr. Ruma Roy	Cardiac Pathology	23.09.2005	SIII-412	Aslad Village
80.	Dr. Sandeep Chauhan	Cardiac Anaesthesiology	23.09.2005	E-6	Ansari Nagar
81.	Dr. Arvind Bagga	Paediatrics	24.09.2005	--	--
82.	Dr. K.C. Goswami	Cardiology	26.09.2005	--	--
83.	Dr. Rakesh Kumar Chadha	Psychiatry	28.09.2005	--	--
84.	Dr. R.M. Pandey	Biostatistics	05.11.2005	DII-33	Ansari Nagar
85.	Dr. Pratap Sharan	Psychiatry	22.12.2005	SIII-407	Aslad Village
86.	Dr. Rakesh Lal	Psychiatry (DAC)	01.07.2006	--	--
87.	Dr. Mahesh Chandra	Dr. R.P. Centre	01.07.2006	DII-50	Ansari Nagar
88.	Dr. Maya	Anaesthesiology	01.07.2006	DII-25	Ansari Nagar
89.	Dr. Asis Kumar Karak	Pathology	01.07.2006	DII-11	Ansari Nagar
90.	Dr. Praveen Agarwal	Emergency Medicine	01.07.2006	DII-32	Ansari Nagar
91.	Dr. M. Irshad	Lab. Medicine	01.07.2006	DII-18	Ansari Nagar
92.	Dr. Sarman Singh	Lab. Medicine	01.07.2007	DII-35	Ansari Nagar
93.	Dr. Lakhi Ram Murmu	Surgery	01.07.2007	E-61	Ansari Nagar

94.	Dr. Sanjay K Aggarwal	Nephrology	01.07.2007	DII-19	Ansari Nagar
95.	Dr. Dilip R Shende	Dr.R.P.C	01.07.2007	SII-398	Aslad Village
96.	Dr. Peush Sahni	GI Surgery	01.07.2007	DII-28	Ansari Nagar
97.	Dr. S.K. Maulick	Pharmacology	01.07.2007	DII-10	Ansari Nagar
98.	Dr. Arti Kapil	Microbiology	01.07.2008	With husband	--
99.	Dr. Lokesh Kashyap	Anaesthesia	01.07.2008	--	--
100.	Dr. S.K. Kabra	Paediatrics	01.07.2008	DII-29	Ansari Nagar
101.	Dr. M. Ramam	Dermatology	01.07.2008	SII-416	Aslad Village
102.	Dr. Sunil Chumber	Surgery	01.07.2008	E-57	Ansari Nagar
103.	Dr. S.B. Gaikwad	Neuroradiology	01.07.2008	E-95	Ansari Nagar
104.	Dr. Neerja Bhatla	Obst. & Gynecology	01.07.2008	--	--
105.	Dr. Ganga Prasad	Anaesthesia	01.07.2008	E-35	Ansari Nagar
106.	Dr. Nandita Gupta	Endocrinology	01.07.2008	With husband	--
107.	Dr. Kalol Kumar Roy	Obt. & Gynecology	01.07.2008	E-3	Ansari Nagar
108.	Dr. Madhulika Kabra	Paediatrics	01.07.2008	With husband	--
109.	Dr. M.S. Bajaj	Dr. R.P.Centre	01.07.2008	--	--
110.	Dr. H.L. Nag	Orthopaedics	01.07.2008	E-83	Ansari Nagar
111.	Dr. Amit Kumar Dinda	Pathology	01.07.2008	E-67	Ansari Nagar
112.	Dr. Rajinder Prasad	Surgery	01.07.2008	E-17	Ansari Nagar
113.	Dr. Lalit Dhar	Microbiology	01.07.2008	E-79	Ansari Nagar
114.	Dr. M.R. Rajeswari	Biochemistry	01.07.2008	E-102	Ansari Nagar
115.	Dr. Raju Sharma	Radiology	01.07.2008	--	--
116.	Dr. Rajnish Juneja	Cardiology	01.07.2008	E-45	Ansari Nagar
117.	Dr. Rajiv Narang	Cardiology	01.07.2008	E-109	Ansari Nagar
118.	Dr. D.N. Bhardwaj	Forensic Medicine	01.07.2008	E-49	Ansari Nagar
119.	Dr. K.P. Kochhar	Physiology	01.07.2008	--	--
120.	Dr. Rajpal	Dr R.P. Centre	01.07.2008	E-106	Ansari Nagar
121.	Dr. B.R. Mirdha	Microbiology	01.07.2008	E-11	Ansari Nagar
122.	Dr. Arvind Chaturvedi	Neuro-Anaesthesia	01.07.2008	E-75	Ansari Nagar
123.	Dr. Niranjan Nayak	Dr. R.P. Centre	01.07.2008	E-53	Ansari Nagar
124.	Dr. Bimal Kumar Das	Microbiology	01.07.2008	SIII-401	Aslad Village
125.	Dr. Kiran Goswami	Community Medicine	01.07.2008	--	--
126.	Dr. Ahmadulla Sheriff	Anatomy	01.07.2008	--	--
127.	Dr. Subrata Basu ray	Anatomy	01.07.2008	E-47	Ansari Nagar
128.	Dr. Pushpa Dhar	Anatomy	01.07.2008	E-21	Ansari Nagar
129.	Dr. Sanjay Wadhwa	Phy.Med. & Rehb.	01.07.2009	--	--
130.	Dr. S.N. Dwivedi	Biosttistics	01.07.2009	E-108	Ansari Nagar
131.	Dr. S.N. Das	Biotechnology	01.07.2010	DII-12	Ansari Nagar
132.	Dr. Ritu Duggal	Dental Surgery	01.07.2010	--	--
133.	Dr. Ujjwal Kumar Chowdhary	CTVS	01.07.2010	SIII-436	Aslad Village
134.	Dr. Shiv Kumar Chowdhury	CTVS	01.07.2010	E-13	Ansari Nagar
135.	Dr. A.K. Bisoi	CTVS	01.07.2010	DII-51	Ansari Nagar
136.	Dr. Amlesh Seth	Urology	01.07.2010	--	--
137.	Dr. Sidharth Satpathy	Hosp. Admn. (IRCH)	01.07.2010	E-91	Ansari Nagar
138.	Dr. Sandeep Aggarwal	Paed. Surgery	01.07.2011	--	--
139.	Dr. A. Roychoudhury	Dental Surgery	01.07.2011	SI-403	Asaid Village
140.	Dr. R. Goswami	Endo. & Metabolism	01.07.2011	E-107	Ansari Nagar
141.	Dr. S.L. Yadav	Phy. Med. & Rehab.	01.07.2011	IV-26	A.V. Nagar
142.	Dr. Mehar Chand Sharma	Neuro-Pathology	01.07.2011	E-105	Ansari Nagar
143.	Dr. Dr. S.V.Suryanarayana Deo	Surgical Oncology, IRCH	01.07.2011	IV-14	A.V. Nagar

144.	Dr. Sanjay Prayagraj Thulkar	Radio-Diagnosis, IRCH	01.07.2011	E-89	Ansari Nagar
145.	Dr. Ashutosh Biswas	Medicine	01.07.2011	--	--
146.	Dr. Punit Kaur	Biophysics	01.07.2011	--	--
147.	Dr. Naveet Wig	Medicine	01.07.2011	SII-428	Aslad Village
148.	Dr. Varinder Kr Mohan	Anaesthesiology	01.07.2011	E-27	Ansari Nagar
149.	Dr. S. Iboyaima Singh	Hosp. Admn.	01.07.2011	--	--
150.	Dr. Seema Sen	Ocular Pathology, RPC	01.07.2011	--	--
151.	Dr. V. Seenu	Surgical Disciplines	01.07.2011	--	--
152.	Dr. S.S. Kale	Neurosurgery	01.07.2011	E-99	Ansari Nagar
153.	Dr. Parthaprasad Chattopadhyaya	Tissue & Organ Culture (Biochemistry)	01.07.2011	E-93	Ansari Nagar
154.	Dr. Alok Thakar	ENT	01.07.2011	--	--
155.	Dr. Dipankar Bhowmik	Nephrology	01.07.2011	E-87	Ansari Nagar
156.	Dr. Pramod Kumar Garg	Gastroenterology	01.07.2011	--	--
157.	Dr. Rakesh Kumar	Nuclear Medicine	01.07.2011	E-81	Ansari Nagar
158.	Dr. C.S. Yadav	Emergency Medicine (Ortho)	01.07.2011	IV-28	A.V. Nagar
159.	Dr. Anju Dhawan	Psychiatry	01.07.2011	SI-421	Asiad Village
160.	Dr. Sanjay Sharma	Radio-Diagnosis	01.07.2011	SII-422	Asiad Village
161.	Dr. Ravi Mithal	Orthopaedics	01.07.2011	--	--
162.	Dr. Rajesh Sagar	Psychiatry (DAC)	01.07.2011	--	--
163.	Dr. Dependera Kr. Mitra	Histocompatibility & Immunogenetics	01.07.2011	--	--
164.	Dr. Kalpana Luthra	Biochemistry	01.07.2011	--	--
165.	Dr. Neena Malhotra	Obst. & Gynaecology	01.07.2011	E-9	Ansari Nagar
166.	Dr. Neeti Makhija	Cardiac Anaesthesia	01.07.2011	--	--
167.	Dr. Lakshmy Ramakrishan	Biochemistry (CTC)	01.07.2011	IV-10	A.V. Nagar
168.	Dr. Poonam Malhotra	Cardiac Anaesthesia	01.07.2011	---	--
169.	Dr. Sandeep Seth	Cardiology	01.07.2011	SI-408	Asiad Village
170.	Dr. Dharam Vir Singh Arya	Pharmacology	01.07.2011	--	--
171.	Dr. Manjari Tripathi	Neurology	01.07.2011	--	--
172.	Dr. Sushma Bhatnagar	Anaesthesiology, IRCH	01.07.2011	--	--
173.	Dr. Sanjay Kumar Arya	Hosp. Administration	01.07.2011	--	--
174.	Dr. Seema Kashyap	Ocular Pathology (RPC)	01.07.2011	--	--
175.	Dr. M. Srinivas	Paediatric Surgery	01.07.2011	SI-397	Asiad Village
176.	Dr. K. Anand	Community Medicine	01.07.2012	--	--
177.	Dr. Pankaj Hari	Paediatrics	01.07.2012	SI-415	Asiad Village
178.	Dr. Ratna Sharma	Physiology	01.07.2012	SII-435	Asiad Village
179.	Dr. A. Srinivasan	Biophysics	01.07.2012	E-71	Ansari Nagar
180.	Dr. Vatsala Dadhwal	Obst. & Gynecology	01.07.2012	E-97	Ansari Nagar
181.	Dr. Veena Jain	Dental Surgery	01.07.2012	SII-441	Asiad Village
182.	Dr. P. Sharat Chandra	Neuro Surgery	01.07.2012	--	--
183.	Dr. Sandeep Kr Mishra	Cardiology	01.07.2012	--	--
184.	Dr. Benu Dhawan	Microbiology	01.07.2012	--	--
185.	Dr. Nutan Aggarwal	Obst. & Gynaecology	01.07.2012	E-96	Ansari Nagar
186.	Dr. Vimi Rewari	Anaesthesiology	01.07.2012	--	--
187.	Dr. Atul Sharma	Medical Oncology	01.07.2012	IV-31	A.V. Nagar
188.	Dr. Sandeep Agarwal	Surgery	01.07.2012	SI-420	Asiad Village

189.	Dr. Ashish Suri	Neurosurgery	01.07.2012	--	--
190.	Dr. Tanuja Dada	Ophthalmology (RPC)	01.07.2012	--	--
191.	Dr. Namarta Sharma	Ophthalmology (RPC)	01.07.2012	--	--
192.	Dr.Neelam Pushkar	Ophthalmology(RPC)	01.07.2012	E-19	Ansari Nagar
193.	Dr. Pradeep Venkatesh	Ophthalmology(RPC)	01.07.2012	E-104	Ansari Nagar
194.	Dr. Sudhir Kumar Gupta	Forensic Medicine	01.07.2012	SI-438	Asiad Village
195.	Dr. Venkateshwar K Iyer	Pathology	01.07.2012	E-73	Ansari Nagar
196.	Dr. Vinay Goyal	Neurology	01.07.2012	SII-417	Asiad Village
197.	Dr. Nitish Nayak	Cardiology	01.07.2012	--	
198.	Dr. Rakesh Yadav	Cardiology	01.07.2012	IV-25	A.V. Nagar
199.	Dr. Uma Kumar	Medicine	01.07.2012	E-56	Ansari Nagar
200.	Dr. Vineet Ahuja	Gastroenterology	01.07.2012	--	--
201.	Dr. Rima Dada	Anatomy	01.07.2012	SII-434	Asiad Village
202.	Dr. Arti Vij	Hosp. Admn. ORBO	01.07.2012	--	--
203.	Dr. Arundhati Sharma	Anatomy (Genetics)	01.07.2012	E-38	Ansari Nagar
204.	Dr. Manoranjan Mahapatra	Haematology	01.07.2012	E-64	Ansari Nagar

(M.S. Yadav)
Administrative Officer (Estate)

Distribution:

All Centres/Departments – with the request that this list may please be brought to the notice of all Professors working under their control.

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Annexure 'B'

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ALL INDIA INSTITUTE OF MEDICAL SCIENCES
ANSARI NAGAR, NEW DELHI-110029

F.No.Estate/16-1/2014 Dated the: 23 JAN 2014

OFFICE MEMORANDUM

Subject: **Waiting Position as per Seniority list of Professors for allotment of C-II type accommodation at Ansari Nagar during the year 2014 (Position as on 01.01.2014)**

Sl.No.	Name	Department	Priority date	*Present Quarter*	Location of Qtr.
1.	Dr. Rita Sood	Medicine	01.07.2002	DII-23	Ansari Nagar
2.	Dr. D.K. Gupta	Paediatric-Surgery	01.07.2002	DII-31	Ansari Nagar
3.	Dr. Yograj Sharma	Dr. R.P.Centre	01.07.2002	DII-46	Ansari Nagar
4.	Dr. Umesh Kapil	HNU	01.07.2002	DII-13	Ansari Nagar
5.	Dr. Rajive Kumar	Haematology	01.07.2003	DII-44	Ansari Nagar
6.	Dr. H.P. Pati	Haematology	01.07.2003	DII-15	Ansari Nagar
7.	Dr. Nibhriti Das	Biochemistry	01.07.2003	DII-52	Ansari Nagar
8.	Dr. P.N. Dogra	Urology	01.07.2003	DII-42	Ansari Nagar
9.	Dr. V. Bhatnagar	Pediatric Surgery	01.07.2003	SIII-418	Asiad Village
10.	Dr. A.B. Dey	Medicine	01.07.2003	DII-17	Ansari Nagar
11.	Dr. Atul Kumar	Dr. R.P.Centre	01.07.2003	--	--
12.	Dr. Pradeep Sharma	Dr.R.P.Centre	01.07.2003	--	--
13.	Dr. Ramanjit Sihota	Dr. R.P.Centre	01.07.2003	SI/409	Asiad Village
14.	Dr. Rashmi Mathur	Physiology	01.07.2003	DII-48	Ansari Nagar
15.	Dr. K.K. Deepak	Physiology	01.07.2003	DII-47	Ansari Nagar
16.	Dr. Sanjiv Sharma	Cardiac-Radiology	05.08.2003	--	--
17.	Dr. Neena Khanna	Dermatology	05.08.2003	--	--
18.	D. Sunesh Kumar	Obst. & Gynaecology	03.09.2003	DII-9	Ansari Nagar
19.	Dr. S.S. Kothari	Cardiology	03.09.2003	DII-38	Ansari Nagar
20.	Dr. Randeep Guleria	Medicine	03.09.2003	--	--
21.	Dr. K.K. Verma	Dermatology	03.09.2003	DII-7	Ansari Nagar
22.	Dr. Manoj K Singh	Pathology	23.03.2004	DII-1	Ansari Nagar
23.	Dr.O.P. Kharbanda	Dental Surgery	01.07.2004	SIII-430	Asiad Village
24.	Dr. V.L. Kumar	Pharmacology	01.07.2004	--	--
25.	Dr. Geeta Sathpathy	Dr. R.P.Centre	01.07.2004	With husband	--
26.	Dr. Rama Choudhary	Microbiology	01.07.2004	--	--
27.	Dr. A.K. Deorari	Pediatrics	01.07.2004	DII-21	Ansari Nagar
28.	Dr. H.N. Mallick	Physiology	01.07.2005	SIII-406	Asiad Village
29.	Dr. Kamal Kishore	Pharmacology	01.07.2005	DII-24	Ansari Nagar
30.	Dr. Rakha Jain	Biochemistry (NDDTC)	01.07.2005	SI-414	Asiad Village
31.	Dr. Rajni Safaya	Pathology	01.07.2005	SI-432	Asiad Village
32.	Dr. S. Rajeswari	Anaesthesiology	01.07.2005	DII-20	Ansari Nagar
33.	Dr. M. Bajpai	Paediatric Surgery	23.09.2005	DII-43	Ansari Nagar
34.	Dr. S. Datta Gupta	Pathology	23.09.2005	DII-49	Ansari Nagar
35.	Dr. Shakti Kr Gupta	MS, Dr.R.P.C	23.09.2005	SIII-400	Asiad Village

36.	Dr. Lalit Kumar	Med. Oncology (IRCH)	23.09.2005	DII-36	Ansari Nagar
37.	Dr. Anjan Trika	Anaesthesiology	23.09.2005	SIII-419	Asiad Village
38.	Dr. Tara Shanker Roy	Anatomy	23.09.2005	E-59	Ansari Nagar
39.	Dr. N.R. Biswas	Pharmacology	23.09.2005	DII-4	Ansari Nagar
40.	Dr. D.N. Srivastava	Radiology	23.09.2005	DII-22	Ansari Nagar
41.	Dr. Shashi Kant	CCM	23.09.2005	E-55	Ansari Nagar
42.	Dr. S.S. Chauhan	Biochemistry	23.09.2005	E-43	Ansari Nagar
43.	Dr. Jiwan Singh Titiyal	Dr. R.P.centre	23.09.2005	E-77	Ansari Nagar
44.	Dr. C.S. Bal	Nuclear medicine	23.09.2005	SI-427	Asiad Village
45.	Dr. Rajesh Malhotra	Orthopaedics	23.09.2005	--	--
46.	Dr.Debabrata Ghosh	Physiology	23.09.2005	--	--
47.	Dr. Sanjeev K Gupta	CCM	23.09.2005	E-101	Ansari Nagar
48.	Dr. Nikhil Tandon	Endo. & Metabolism	23.09.2005	SIII-413	--
49.	Dr. Radhika Tandon	Dr.R.P.C.	23.09.2005	With husband	Asiad Village
50.	Dr. Balram Bhargava	Cardiology	23.09.2005	SIII-431	Asiad Village
51.	Dr. G.C. Khilnani	Medicine	23.09.2005	SIII-424	--
52.	Dr. Sudershan Kumar Khokkar	Dr.R.P.Centre	23.09.2005	SIII-443	Asiad Village
53.	Dr. Ruma Roy	Cardiac Pathology	23.09.2005	SII-412	Asiad Village
54.	Dr. Sandeep Chauhan	Cardiac Anaesthesiology	23.09.2005	E-6	Ansari Nagar
55.	Dr. Arvind Bagga	Paediatrics	24.09.2005	--	--
56.	Dr. K.C. Goswami	Cardiology	26.09.2005	--	--
57.	Dr. Rakesh Kumar Chadha	Psychiatry	28.09.2005	--	--
58.	Dr. R.M. Pandey	Biostatistics	05.11.2005	DII-33	Ansari Nagar
59.	Dr. Pratap Sharan	Psychiatry	22.12.2005	SIII-407	Asiad Village
60.	Dr. Rakesh Lal	Psychiatry (DAC)	01.07.2006	--	--
61.	Dr. Mahesh Chandra	Dr. R.P. Centre	01.07.2006	DII-50	Ansari Nagar
62.	Dr. Maya	Anaesthesiology	01.07.2006	DII-25	Ansari Nagar
63.	Dr. Asis Kumar Karak	Pathology	01.07.2006	DII-11	Ansari Nagar
64.	Dr. Praveen Agarwal	Emergency Medicine	01.07.2006	DII-32	Ansari Nagar
65.	Dr. M. Irshad	Lab. Medicine	01.07.2006	DII-18	Ansari Nagar
66.	Dr. Sarman Singh	Lab. Medicine	01.07.2007	DII-35	Ansari Nagar
67.	Dr. Lakhi Ram Murmu	Surgery	01.07.2007	E-61	Ansari Nagar
68.	Dr. Sanjay K Aggarwal	Nephrology	01.07.2007	DII-19	Ansari Nagar
69.	Dr. Dilip R Shende	Dr.R.P.C	01.07.2007	SII-398	Asiad Village
70.	Dr. Peush Sahni	GI Surgery	01.07.2007	DII-28	Ansari Nagar
71.	Dr. S.K. Maulick	Pharmacology	01.07.2007	DII-10	Ansari Nagar
72.	Dr. Arti Kapil	Microbiology	01.07.2008	With husband	--
73.	Dr. Lokesh Kashyap	Anaesthesia	01.07.2008	--	--
74.	Dr. S.K. Kabra	Paediatrics	01.07.2008	DII-29	Ansari Nagar
75.	Dr. M. Ramam	Dermatology	01.07.2008	SII-416	Asiad Village
76.	Dr. Sunil Chumber	Surgery	01.07.2008	E-57	Ansari Nagar
77.	Dr. S.B. Gaikwad	Neuroradiology	01.07.2008	E-95	Ansari Nagar
78.	Dr. Neerja Bhatla	Obst. & Gynecology	01.07.2008	--	--
79.	Dr. Ganga Prasad	Anaesthesia	01.07.2008	E-35	Ansari Nagar
80.	Dr. Nandita Gupta	Endocrinology	01.07.2008	With husband	--
81.	Dr. Kalol Kumar Roy	Obst. & Gynaecology	01.07.2008	E-3	Ansari Nagar

82.	Dr. Madhulika Kabra	Paediatrics	01.07.2008	With husband	--
83.	Dr. M.S. Bajaj	Dr. R.P. Centre	01.07.2008	--	--
84.	Dr. H.L. Nag	Orthopaedics	01.07.2008	E-83	Ansari Nagar
85.	Dr. Amit Kumar Dinda	Pathology	01.07.2008	E-67	Ansari Nagar
86.	Dr. Rajender Prasad	Surgery	01.07.2008	E-17	Ansari Nagar
87.	Dr. Lalit Dhar	Microbiology	01.07.2008	E-79	Ansari Nagar
88.	Dr. M.R. Rajeshwari	Biochemistry	01.07.2008	E-102	Ansari Nagar
89.	Dr. Raju Sharma	Radiology	01.07.2008	--	--
90.	Dr. Rajnish Juneja	Cardiology	01.07.2008	E-45	Ansari Nagar
91.	Dr. Rajiv Narang	Cardiology	01.07.2008	E-109	Ansari Nagar
92.	Dr. D.N. Bhardwaj	Forensic Medicine	01.07.2008	E-49	Ansari Nagar
93.	Dr. K.P. Kochhar	Physiology	01.07.2008	--	--
94.	Dr. Rajpal	Dr. R.P.Centre	01.07.2008	E-106	Ansari Nagar
95.	Dr. B.R. Mirdha	Microbiology	01.07.2008	E-11	Ansari Nagar
96.	Dr. Arvind Chaturvedi	Neuro-Anaesthesia	01.07.2008	E-75	Ansari Nagar
97.	Dr. Bimal Kumar Das	Microbiology	01.07.2008	SIII-401	Aslad Village
98.	Dr. Kiran Goswami	Community Medicine	01.07.2008	--	--
99.	Dr. Ahmadulla Sheriff	Anatomy	01.07.2008	--	--
100.	Dr. Subrata Sasuray	Anatomy	01.07.2008	E-47	Ansari Nagar
101.	Dr. Pushpa Dhar	Anatomy	01.07.2008	E-21	Ansari Nagar
102.	Dr. Sanjay Wadhwa	PMR	01.07.2009	-	--
103.	Dr. S.N. Dwivedi	Biostatistics	01.07.2009	E-108	Ansari Nagar
104.	Dr. S.N. Das	Biotechnology	01.07.2010	DII-12	Ansari Nagar
105.	Dr. Ritu Duggal	Dental Surgery	01.07.2010	--	--
106.	Dr. Ujjwal Kr Chowdhury	CTVS	01.07.2010	SIII-436	Aslad Village
107.	Dr. Shiv Kumar Chowdhury	CTVS	01.07.2010	E-13	Ansari Nagar
108.	Dr. A.K. Bisoi	CTVS	01.07.2010	DII-51	Ansari Nagar
109.	Dr. Amlesh Seth	Urology	01.07.2010	--	--
110.	Dr. Sidharth Satpathy	Hosp. Admn. (IRCH)	01.07.2010	E-91	Ansari Nagar
111.	Dr. Sandeep Aggarwal	Paed. Surgery	01.07.2011	--	--
112.	Dr. A. Roychoudhury	Dental Surgery	01.07.2011	SI-403	Asaid Village
113.	Dr. R. Goswami	Endo. & Metabolism	01.07.2011	E-107	Ansari Nagar
114.	Dr. S.L. Yadav	Phy. Med. & Rehab.	01.07.2011	IV-26	A.V. Nagar
115.	Dr. Mehar Chand Sharma	Neuro-Pathology	01.07.2011	E-105	Ansari Nagar
116.	Dr. Dr. S.V.Suryanarayana Deo	Surgical Oncology, IRCH	01.07.2011	IV-14	A.V. Nagar
117.	Dr. Sanjay Prayagraj Thulkar	Radio-Diagnosis, IRCH	01.07.2011	E-89	Ansari Nagar
118.	Dr. Ashutosh Biswas	Medicine	01.07.2011	--	--
119.	Dr. Punit Kaur	Biophysics	01.07.2011	--	--
120.	Dr. Naveet Wig	Medicine	01.07.2011	SII-428	Aslad Village
121.	Dr. Varinder Kr Mohan	Anaesthesiology	01.07.2011	E-27	Ansari Nagar
122.	Dr. S. Iboyaima Singh	Hosp. Admn.	01.07.2011	--	--
123.	Dr. Seema Sen	Ocular Pathology, RPC	01.07.2011	--	--
124.	Dr. V. Seenu	Surgical Disciplines	01.07.2011	--	--
125.	Dr. S.S. Kale	Neurosurgery	01.07.2011	E-99	Ansari Nagar
126.	Dr. Parthaprasad Chattopadhyaya	Tissue & Organ Culture (Biochemistry)	01.07.2011	E-93	Ansari Nagar
127.	Dr. Alok Thakar	ENT	01.07.2011	--	--
128.	Dr. Dipankar Bhowmik	Nephrology	01.07.2011	E-87	Ansari Nagar

129.	Dr. Pramod Kumar Garg	Gastroenterology	01.07.2011	--	--
130.	Dr. Rakesh Kumar	Nuclear Medicine	01.07.2011	E-81	Ansari Nagar
131.	Dr. C.S. Yadav	Emergency Medicine (Ortho)	01.07.2011	IV-28	A.V. Nagar
132.	Dr. Anju Dhawan	Psychiatry	01.07.2011	SI-421	Asiad Village
133.	Dr. Sanjay Sharma	Radio-Diagnosis	01.07.2011	SII-422	Asiad Village
134.	Dr. Ravi Mithal	Orthopaedics	01.07.2011	--	--
135.	Dr. Rajesh Sagar	Psychiatry (DAC)	01.07.2011	--	--
136.	Dr. Dependera Kr. Mitra	Histocompatibility & Immunogenetics	01.07.2011	--	--
137.	Dr. Kalpana Luthra	Biochemistry	01.07.2011	--	--
138.	Dr. Neena Malhotra	Obst. & Gynaecology	01.07.2011	E-9	Ansari Nagar
139.	Dr. Neeti Makhija	Cardiac Anaesthesia	01.07.2011	--	--
140.	Dr. Lakshmy Ramakrishan	Biochemistry (CTC)	01.07.2011	IV-10	A.V. Nagar
141.	Dr. Poonam Malhotra	Cardiac Anaesthesia	01.07.2011	---	--
142.	Dr. Sandeep Seth	Cardiology	01.07.2011	SI-408	Asiad Village
143.	Dr. Dharam Vir Singh Arya	Pharmacology	01.07.2011	--	--
144.	Dr. Manjari Tripathi	Neurology	01.07.2011	--	--
145.	Dr. Sushma Bhatnagar	Anaesthesiology, IRCH	01.07.2011	--	--
146.	Dr. Sanjay Kumar Arya	Hosp. Administration	01.07.2011	--	--
147.	Dr. Seema Kashyap	Ocular Pathology (RPC)	01.07.2011	--	--
148.	Dr. M. Srinivas	Paediatric Surgery	01.07.2011	SI-397	Asiad Village
149.	Dr. K. Anand	Community Medicine	01.07.2012	--	--
150.	Dr. Pankaj Hari	Paediatrics	01.07.2012	SI-415	Asiad Village
151.	Dr. Ratna Sharma	Physiology	01.07.2012	SII-435	Asiad Village
152.	Dr. A. Srinivasan	Biophysics	01.07.2012	E-71	Ansari Nagar
153.	Dr. Vatsala Dadhwal	Obst. & Gynecology	01.07.2012	E-97	Ansari Nagar
154.	Dr. Veena Jain	Dental Surgery	01.07.2012	SII-441	Asiad Village
155.	Dr. P. Sharat Chandra	Neuro Surgery	01.07.2012	--	--
156.	Dr. Sandeep Kr Mishra	Cardiology	01.07.2012	--	--
157.	Dr. Benu Dhawan	Microbiology	01.07.2012	--	--
158.	Dr. Nutan Aggarwal	Obst. & Gynaecology	01.07.2012	E-96	Ansari Nagar
159.	Dr. Vimi Rewari	Anaesthesiology	01.07.2012	--	--
160.	Dr. Atul Sharma	Medical Oncology	01.07.2012	IV-31	A.V. Nagar
161.	Dr. Sandeep Agarwal	Surgery	01.07.2012	SI-420	Asiad Village
162.	Dr. Ashish Suri	Neurosurgery	01.07.2012	--	--
163.	Dr. Tanuja Dada	Ophthalmology (RPC)	01.07.2012	--	--
164.	Dr. Namarta Sharma	Ophthalmology (RPC)	01.07.2012	--	--
165.	Dr.Neelam Pushkar	Opthalmology(RPC)	01.07.2012	E-19	Ansari Nagar
166.	Dr. Pradeep Venkatesh	Ophthalmology(RPC)	01.07.2012	E-104	Ansari Nagar
167.	Dr. Sudhir Kumar Gupta	Forensic Medicine	01.07.2012	SI-438	Asiad Village
168.	Dr. Venkateshwar K Iyer	Pathology	01.07.2012	E-73	Ansari Nagar
169.	Dr. Vinay Goyal	Neurology	01.07.2012	SII-417	Asiad Village
170.	Dr. Nitish Nayak	Caridology	01.07.2012	--	
171.	Dr. Rakesh Yadav	Cardiology	01.07.2012	IV-25	A.V. Nagar
172.	Dr. Uma Kumar	Medicine	01.07.2012	E-56	Ansari Nagar
173.	Dr. Vineet Ahuja	Gastroenterology	01.07.2012	--	--
174.	Dr. Rima Dada	Anatomy	01.07.2012	SII-434	Asiad Village
175.	Dr. Arti Vij	Hosp. Admn. ORBO	01.07.2012	--	--

176.	Dr. Arundhati Sharma	Anatomy (Genetics)	01.07.2012	E-38	Ansari Nagar
177.	Dr. Manoranjan Mahapatra	Haematology	01.07.2012	E-64	Ansari Nagar

(M.S. Yadav)
Administrative Officer (Estate)

Distribution:

All Centres/Departments – with the request that this list may please be brought to the notice of all Professors working under their control.

Copy for information to:

1. Chief of CTC, NSC, Dr.R.P.C., Dr BRAIRCH, JPNATC, NDDTC, CDR
2. PPS to Director/Dean/MS
3. PS to DD(A), Chairman-HAC, CAO
4. All notice boards
5. Computer Facility

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/13

To grant ex-post-facto permission for voluntary retirement to Dr. Sanjay Gupta, Professor of Nephrology at the AIIMS, New Delhi

No.F.20-13/2005-Estt. I.

NOTE FOR THE GOVERNING BODY

Item No. G.B/150/13

TO CONSIDER THE PROPOSAL FOR GRANT OF VOLUNTARY RETIREMENT TO DR. SANJAY GUPTA, PROFESSOR OF NEPHROLOGY FROM THE SERVICES OF THIS INSTITUTE W.E.F. 14.12.2013 (F.N .).

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1. INTRODUCTION

1.1 Dr. Sanjay Gupta, Professor of Nephrology had requested vide his letter dated 16th August, 2013 for grant of voluntary retirement from the service of this Institute w.e.f. 09.11.2013 (afternoon). However, he vide his letter dated the 23rd October, 2013 again requested for grant of voluntary retirement from the service of this Institute w.e.f. 14.12.2013. His request was forwarded by the Professor & Head, Department of Nephrology.

1.2 Dr. Sanjay Gupta, Professor of Nephrology joined the Institute on 04.12.1997 as a faculty member and worked till 14.12.2013 (forenoon). His period of service rendered from 04.12.1997 to 14.12.2013 has been verified by the Accounts Section (Audit), AIIMS stating that he has availed Extra Ordinary Leave Without Pay from 27.07.2003 to 01.08.2004 and from 30.01.2008 to 29.04.2009. However, he deposited pension contribution for the aforesaid period to the Institute. His service rendered by him as 17.01.1991 to 11.09.1996 as Senior Resident at AIIMS and from 12.09.1996 to 03.12.1997 as Assistant Professor at MAMC has also been counted as qualifying service for pensionary benefits only at this 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 28.02.1965 and he is due for superannuation from the service of the Institute w.e.f.28.02.2030 (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. Sanjay Gupta was granted voluntary retirement from the service of the AIIMS w.e.f. 14.12.2013 (forenoon), 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. **ADMINISTRATIVE COMMENTS**

2.1 The Regulation 30 (4) of the AIIMS Regulations, 1999 (as amended) provides that "any Institute employee may, by giving notice of not less than three months in writing to the appointing authority, retire from service after he/she has attained the age of 50 years, if he/she is in Group 'A' or Group 'B' service post and had entered the service of the Institute before attaining the age of thirty-five year, and in all other cases after he/she has attained the age of 55 years".

2.2 However, 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. Sanjay Gupta had qualifying service of more than 20 years as on 14.12.2013. Hence, he possesses the requisite qualifying service for seeking voluntary retirement from the services of the Institute. No vigilance case is pending against him.

2.3. 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.

2.4 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 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. Sanjay Gupta w.e.f. 14.12.2013 (forenoon), 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 Regulation No. 35 of the AIIMS Regulations, 1999 (as amended).

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NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/14

To consider the Report of Sh. P.K. Pradhan Committee along with comments of the Ministry of Health & Family Welfare communicated vide letter No.V.16020/2013-ME.I dated 29.11.2013

No. F.14-1/2012-Estt.I

NOTE FOR GOVERNING BODY

Item No. GB/150/14

TO CONSIDER THE REPORT OF SH. P.K. PRADHAN COMMITTEE ALONG-WITH COMMENTS OF THE MINISTRY OF HEALTH & FAMILY WELFARE COMMUNICATED VIDE LETTER NO. V-16020/5/2013-ME-1 DATED 29.11.2013.

1. INTRODUCTION

1.1 The Government of India, Ministry of Health & Family Welfare vide its letter No.V-16020/5/2013-ME-1 dated 29.11.2013 has conveyed that the Committee constituted under the Chairmanship of Sh. P.K. Pradhan, former Secretary (HFW) to examine the issues arising out of the advertisement for appointment of Professors as direct recruitment in AIIMS, New Delhi has since submitted its report to the Government.

1.2 The Ministry of HFW vide its aforesaid letter has further intimated that the recommendations of the aforesaid Committee have been examined in the Ministry and has conveyed approval of the following course of action:

Sl. No	Recommendations of the Committee	Course of action
01	Direct recruitment should be held at all levels i.e. Assistant, Associate, Additional and Professor on a regular basis when vacancies so arise	Recommendations accepted. AIIMS to lay down guidelines and modalities for holding of APS. AIIMS needs to formulate regulations and notify under the statute. Subsequent legislation (regulation) have to be amended by AIIMS after following due procedure. Sec 29 (1) of AIIMS Act 1956 should also be followed.
02	The APS should be held every year in a time bound manner for all the levels i.e. from Associate Professor onwards.	Recommendations accepted. AIIMS to put up for consideration by appropriate forum, for example GB/IB, it is noted that the Dr. Sneh Bhargava Committee recommendations were considered by the 149th meeting of GB of AIIMS on 19 July 2013. After detailed discussions the recommendations for work standards for faculty as circulated vide MoHFW OM letter No.V-16020/57/2008-ME-I (Pt) dated 15/5/2013 were approved by GB with one modification. This decision of GB is yet to be placed before IB for approval.

		approval.
03	The Institute should lay down clear guidelines and modalities for holding the APS. The provision of APS and the issue of inter-se-seniority should be made integral part of the AIIMS regulations and notified. This should include the prescribed work standards, weightage as well as norms for various attributes covering research, teaching, training, patient care ect. The guidelines communicated by the Min. of Health and Family Welfare vide F.No. V-16020/57/2008-ME-1 (Pt.I) dt. 15.05.2013 based on the recommendations of Dr. Sneh Bhargava Committee should be taken into consideration by the Institute while framing its own guidelines.	Recommendations accepted. AIIMS to put up for consideration by appropriate forum, for example GB/IB,. It is noted that the Dr. Sneh Bhargava Committee recommendations were considered by the 149th meeting of GB of AIIMS on 19 July 2013. After detailed discussions the recommendations for work standards for faculty as circulated vide MoHFW OM letter No. V-16020/57/2008-ME-I (Pt.) dated 15/5/2013 were approved by GB with one modification. This decision of GB is yet to be placed before IB for approval. AIIMS to frame regulations and notify them under the statute.
04	A detailed time schedule for holding APS should be prepared and notified. All efforts should be made to adhere to the same.	Recommendations accepted. AIIMS to put up for consideration by appropriate forum, for example GB/IB. It is noted that the Dr. Sneh Bhargava Committee recommendations were considered by the 149th meeting of GB of AIIMS on 19 July 2013. After detailed discussion the recommendations for work standards for faculty as circulated vide MoHFW OM letter No. V-16020/57/2008-ME-1 (Pt.) dated 15/5/2013 were approved by GB one modification. The decision of GB is yet to be placed before IB for approval. AIIMS to frame regulations and notify them under the statute.
05	The inter-se-seniority between direct recruits and those given promotion under APS should be fixed assigning seniority to direct recruits from the date of their appointment to the post and to those promoted under APS from the date of their eligibility to that level (from 1st of July in the year for which one is promoted under APS). This formulation will function	This issue needs to be resolve urgently. There are several litigations pending in this regard. Before taking a final view, AIIMS may have to look at all these issues and bring the matter before the IB/GB.
06	The combined seniority list covering all levels should be published every	Recommendation accepted. AIIMS may put up for consideration by appropriate forum,

	year like the All India Services and central Services	for example GB/IB. There are litigations in this aspect. AIIMS would take into account orders of appropriate forum of law as applicable.
07	The reservation roster should be strictly followed at the time of recruitment to all levels.	Recommendation accepted. There are litigation in this aspect. The stand of MoH&FW is that reservations should apply to Faculty posts at all levels.
08	The system of rotating headship of departments from amongst 3-5 senior most Professors should be introduced. The tenure could be minimum of 3 years. A system of collegiums of senior-most Professors may also be established to deliberate and guide the development of the department.	AIIMS to put up for consideration by appropriate forum, for example GB/IB. MoH&FW has already asked AIIMS, based on High Powered Committee's recommendations, to place the matter before GB.
09	In view of the fact that the faculty will spend nearly 2/3rd of the career as Professor, the Institute should frame a clear policy for providing flexibility to the Professors and ensure adequate flexibility in their functioning to facilitate them to pursue research, training and deliver patient care to the best of their ability.	AIIMS to put up for consideration by appropriate forum, for example GB/IB. This is in line with the Dr. Sneh Bhargava Committee's report.
10	The policy and principles of holding direct recruitment, promotion under APS, seniority issue, service conditions etc. should be published and hosted on the official website to provide clarity amongst all faculty members.	Recommendation accepted.
11	The recruitment of Professors through open selection as advertised by the Institute should be taken up after deciding the inter se seniority issue based on recommendations in para 5.	Recommendation accepted. AIIMS to put up for consideration by appropriate forum, for example GB/IB. This involves deciding inter-se-seniority which is the main issue, and, AIIMS will have to go through the process, first fixing the seniority and going ahead with recruitment. The impugned advertisement issued by AIIMS in this regard which was kept in abeyance vide this Ministry's D.O. letter of even no. dated 07.02.2013, is hereby given

		effect to, by withdrawing the DO letter keeping the advertisement in abeyance. This would be subject to the fact, that AIIMS takes appropriate steps as per the recommendations of the Pradhan Committee and obtains approval of GB/IB as required.
12	Faculty promoted under APS should not be asked to apply for selection to a post of the same level under direct recruitment.	Recommendation accepted. In the impugned advertisement those promoted under APS have also been asked to apply. This needs to be rectified. AIIMS to take appropriate action.

The recommendations of Sh. P.K. Pradhan Committee along-with comments of the Ministry of Health & Family Welfare communicated vide letter no. V-16020/5/2013-ME-1 dated 29.11.2013 are placed before the Governing Body for information and further directions.

MOST IMMEDIATE

No. V-16020/5/2013 ME-1
Government of India
Ministry of Health & Family Welfare
ME-1 Section

Nirman Bhawan, New Delhi
Dated, 29th November, 2013

To,

The Director,
AIIMS, New Delhi

Subject: - Constitution of a Committee to examine the issues arising out of the advertisement for appointment of Professors as direct recruitment in AIIMS, New Delhi-reg.

Sir,

I am directed to refer to this Ministry's order of even no. dated 04.02.2013 where under a Committee under the Chairmanship of Sh. P.K. Pradhan, former Secretary (HFW) had also been constituted on the subject and, to say that the said Committee has submitted its report to the Government. A copy of the report is enclosed. The recommendations of the Committee have been examined in the Ministry and I am directed to convey approval of the following course of action:

Sl. No.	Recommendations by Committee	Course of action
1.	Direct recruitment should be held at all levels i.e. Assistant, Associate, Additional and Professor on a regular basis when vacancies so arise	Recommendation accepted. AIIMS to lay down guidelines and modalities for holding of APS. AIIMS needs to formulate regulations and notify under the statute. Subordinate legislation (regulation) have to be amended by AIIMS after following due procedure. Sec 29 (1) of AIIMS Act 1956 should also be followed.
2.	The APS should be held every year in a time bound manner for all the levels i.e. from Associate Professor onwards	Recommendation accepted. AIIMS to put up for consideration by appropriate forum, for example GB /IB. It is noted that the Dr. Sneh Bhargava Committee recommendations were considered by the 149th meeting of GB of AIIMS on 19 July 2013. After detailed discussions the recommendations for work standards for faculty as circulated vide MoHFW OM letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013 were approved by GB with one modification. This decision of GB is yet to be placed before IB for approval.
3.	The Institute should lay down clear guidelines and modalities for holding the APS. The provision of APS and the issue of inter-se seniority should be made integral part of the AIIMS regulations and notified. This should include the prescribed work standards, weightage as well as norms for various attributes covering research, teaching, training, patient care etc. The guidelines communicated by the Min. of Health and Family Welfare vide F.No. V-16020/57/2008-ME-I (Pt.) dt. 15.5.2013 based on the recommendations of Dr. Sneh	Recommendation accepted. AIIMS to put up for consideration by appropriate forum, for example GB /IB. It is noted that the Dr. Sneh Bhargava Committee recommendations were considered by the 149th meeting of GB of AIIMS on 19 July 2013. After detailed discussions the recommendations for work standards for faculty as circulated vide MoHFW OM letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013 were approved by GB with one modification. This decision of GB is yet to be placed before IB for approval. AIIMS to frame regulations and notify them under the statute.

	Bhargava Committee should be taken into consideration by the Institute while framing its own guidelines	
4.	A detailed time schedule for holding APS should be prepared and notified. All efforts should be made to adhere to the same	Recommendation accepted. AIIMS to put up for consideration by appropriate forum, for example GB /IB. It is noted that the Dr. Sneh Bhargava Committee recommendations were considered by the 149th meeting of GB of AIIMS on 19 July 2013. After detailed discussions the recommendations for work standards for faculty as circulated vide MoHFW OM letter No.V-16020/57/2008-ME-I (Pt.) dated 15/5/2013 were approved by GB with one modification. This decision of GB is yet to be placed before IB for approval. AIIMS to frame regulations and notify them under the statute.
5.	The inter-se seniority between direct recruits and those given promotion under APS should be fixed assigning seniority to direct recruits from the date of their appointment to the post and to those promoted under APS from the date of their eligibility to that level (from 1st of July in the year for which one is promoted under APS). This formulation will function as per the explanatory note given under para 9.5. For specific cases of long absence, the principle should be laid down to avoid any anomalous situation.	This issue needs to be resolved urgently. There are several litigations pending in this regard. Before taking a final view, AIIMS may have to look at all these issues and bring the matter before the GB / IB.
6.	The combined seniority list covering all levels should be published every year like the All India Services and Central Services	Recommendation accepted. AIIMS may put up for consideration by appropriate forum, for example GB /IB. There are litigations in this aspect. AIIMS would take into account orders of appropriate forum of law as applicable.
7.	The reservation roster should be strictly followed at the time of recruitment to all levels	Recommendation accepted. There are litigations in this aspect. The stand of MoHFW is that reservations should apply to Faculty posts at all levels.
8.	The system of rotating headship of departments from amongst 3-5 senior most Professors should be introduces. The tenure could be minimum of 3 years. A system of collegiums of senior-most Professors may also be established to deliberate and guide the development of the department	AIIMS to put up for consideration by appropriate forum, for example GB /IB. MoHFW has already asked AIIMS, based on High Powered Committee's recommendations, to place the matter before GB.
9.	In view of the fact that the faculty will spend nearly 2/3rd of the career as Professor, the Institute should frame a clear policy for providing flexibility to the Professors and ensure adequate flexibility in their functioning to facilitate them to pursue research, training and deliver patient care to the best of their ability	AIIMS to put up for consideration by appropriate forum, for example GB /IB. This is in line with the Dr. Sneh Bhargava Committee's report.
10.	The policy and principles of holding direct recruitment, promotion under	Recommendation accepted.

	APS, seniority issue, service conditions etc. should be published and hosted on the official website to provide clarity amongst all faculty members	
11.	The recruitment of Professors through open selection as advertised by the Institute should be taken up after deciding the inter se seniority issue based on recommendation in para 5	Recommendation accepted. AIIMS to put up for consideration by appropriate forum, for example GB /IB. This involves deciding inter-se seniority which is the main issue, and, AIIMS will have to go through the process, first fixing the seniority and going ahead with recruitment. The impugned advertisement issued by AIIMS in this regard which was kept in abeyance vide this Ministry's D.O. letter of even no. dated 07.02.2013, is hereby given effect to, by withdrawing the DO letter keeping the advertisement in abeyance. This would be subject to the fact, that AIIMS takes appropriate steps as per the recommendations of the Pradhan Committee and obtains approval of GB/IB as required.
12.	Faculty promoted under APS should not be asked to apply for selection to a post of the same level under direct recruitment	Recommendation accepted. In the impugned advertisement those promoted under APS have also been asked to apply. This needs to be rectified. AIIMS to take appropriate action.

It is requested that compliance report may be submitted to this Ministry at the earliest, on regular basis.

Yours faithfully,

29.11.2013

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

Encl: as above

Copy for information to:-

1. PS to Hon'ble HFM
2. PPS to Secretary (HFW)
3. PPS to AS (H)/ PPS to JS(SKN)

Office of Secretary (H&FW)
FTS No. 125848/13
Date 4/7

Dated 4th July, 2013

To

The Secretary,
Ministry of Health & Family Welfare,
Nirman Bhawan,
New Delhi-110011.

Sir,

Kindly refer to letter No.V-16020/5/2013-ME.I dated 4th February, 2013 constituting a Committee to examine issues arising out of the advertisement for the posts of Professor under direct recruitment in AIIMS, New Delhi and to recommend an appropriate course of action.

2. The report of the Committee is enclosed.

Yours faithfully,

(P.K.Pradhan)
Chairman of the Committee

FTS No. 125848
Date 9.7.13

R.S. - To me
1/7

AS (HI)

JS (SKN)

DS (AL)

REPORT OF THE COMMITTEE CONSTITUTED BY THE GOVERNMENT OF INDIA, MINISTRY OF HEALTH & FAMILY WELFARE TO EXAMINE THE ISSUES ARISING OUT OF THE ADVERTISEMENT FOR THE POSTS OF PROFESSORS UNDER DIRECT RECRUITMENT AT THE AIIMS, NEW DELHI.

1. Constitution of the Committee

The Government of India, Ministry of Health & Family Welfare vide letter No. V-16020/5/2013-ME.I dated the 4th February, 2013 constituted a Committee under the Chairmanship of Shri P.K. Pradhan, Former Secretary (H&FW) and comprising of the following to examine the issues arising out of the advertisement for the posts of Professors under direct recruitment in AIIMS, New Delhi and to recommend an appropriate course of action in this regard:-

a.	Shri P.K. Pradhan, Former Secretary (H&FW)	Chairman
b.	Joint Secretary, DoPT, New Delhi	Member
c.	Dy. Director (Admn.), AIIMS, New Delhi	Member
d.	Dy. Director (Admn.), PGIMER, Chandigarh	Member
e.	Sh. Sundeep K. Nayak, Joint Secretary, MoHFW	Member-Secretary

The terms of reference of the Committee were as under:-

i. To examine representation dated 3rd January, 2013 from Faculty Association, AIIMS, New Delhi in the light of existing rules, IB/GB decisions and the situation prevailing in other Institutes of National importance.

ii. To study the totality of facts and circumstances impinging upon the issue.

iii. To consider all aspects related to faculty recruitment for optimum functioning of the Institute

iv. To recommend an appropriate course of action.

v. To give recommendations in a time bound manner.

The Committee could invite experts, if considered necessary.

Copy of the order constituting the Committee is at Annexure-I.

2. Meetings held by the Committee

The Committee held six meetings between 12th February and 26th June 2013 to deliberate over the matter, hear all those groups who desired to meet the Committee and place their views, meet some experts and finalise its recommendations. The minutes of the meetings of the Committee are at Annexure-II to VI. The details are mentioned hereafter.

The **first meeting of the Committee** was held on Tuesday the 12th February, 2013 at 3.00 P.M. in the Committee Room of the Deputy Director (Admn.), AIIMS, New Delhi. The Committee went through the representations dated 03.01.2013 submitted by the Faculty Association, AIIMS (FAIIMS), New Delhi. Vide their representation dated 12.02.2013, the FAIIMS sought time to meet the Committee and present their view points. The Committee members were apprised by the Dy. Director (Admn.), AIIMS and Chief Administrative Officer of the existing Assessment Promotion Scheme for Faculty of AIIMS, New Delhi. The Dy. Director (Admn.), PGIMER, Chandigarh also explained the existing rules/guidelines and procedure followed by them for Assessment Promotion Scheme (APS). The Director, DoPT stated that promotions in the Government were linked to vacancies and as per rules. The Committee sought information from the Chief Admn. Officer relating to the department-wise position of existing sanctioned strength of faculty and positions held by direct recruits as well as those promoted under APS. Since issues relating to reservations have also been raised in the representations though it has not been made part of the terms of reference, the Committee desired to meet Dean (Academic), Sub-Dean (Academic) and other members of the reservation roster Committee to ascertain details regarding the practice followed on roster/reservation mechanism in AIIMS and current status in the next meeting. The Committee therefore decided to meet the representatives of FAIIMS as well as Dean (Academic) and his team in the next meeting.

The second meeting of the Committee was held on 22nd February, 2013 at 3.00 p.m. As decided in the first meeting, the representatives of FAIIMS consisting of Dr. Manoj Kumar Singh, President; Dr. Naveet Wig, Vice President; Dr. Lalit Dhar, General Secretary; Dr. S.S. Kale, Member-Executive Committee and Dr. Binod Kumar Khaitan, Member-Executive Committee appeared before the Committee and made a power point presentation.

The representative of FAIIMS expressed their grievances on the issue of seniority of Professors recruited through direct recruitment and promoted under APS. They stated that the APS is a long standing and well thought out mechanism of promotion and it has progressively evolved from 1983 to the present. After implementation of APS as per Government order of 12.1.2010, an Assistant Professor is now eligible to become a Professor in 10 years time and hence there is no justification for direct recruitment of Professors at AIIMS. It does not provide any advantage to the institution. The APS at AIIMS is a thorough process and follow the same procedure as meant for selection of direct recruits. Further, direct recruitment at the level of Professor over the years has brought in only a negligible number of outside talents to AIIMS. Out of the nearly 200 Professors working at AIIMS at present, only 3 were direct recruited as Professors from outside AIIMS. Mostly the Additional Professors already working in AIIMS get lateral entry to the post of Professor thereby leading to inter-se seniority issue. Earlier the AIIMS administration had advised various faculty members to choose APS promotion over direct selection. Further, the issue of promotion to grade (APS) Vs. Post (direct recruit) is an artificial creation. They stated that recruitment for faculty posts need not be done at lateral levels except the occasions when it became necessary to start/develop new areas of specialities. In normal circumstances, the recruitment should be done only at the level of Assistant Professor keeping in view the facts that under the revised APS, an Asstt. Professor would become Professor on completion of 10 years of service and as such the hierarchy of the faculty cadre shall be maintained. They stated that the footnote of the advertisement under consideration for the posts of Professor, which

mentions submission of application by the Professors already promoted under APS was unwarranted, as Professors promoted under APS were entitled to all the privileges as was the case with Professors recruited under direct recruitment. The inter-se seniority issue need to be resolved urgently. The representatives of FAIIMS also stressed on the need to implement rotating headship of Departments/Centres at the Institute.

The Dean (Academic) and members of the **Reservation Roster Committee** made a detailed presentation on the steps taken to maintain the reservation roster for faculty posts and its implementation. The members of the reservation roster Committee who participated in the discussions comprised of Dr. D.K. Sharma, Medical Supdt.; Dr. V.K. Paul, the then Liaison Officer, SC/ST; Dr. Rakesh Yadav, Sub-Dean (Academic) and Shri Attar Singh, Chief Administrative Officer. In response to the query from the Committee members regarding the modalities adopted for preparing the reservation roster for faculty posts, it was mentioned that the roster was prepared in accordance with the guidelines/rules of the Department of Personnel & Training. The Committee after going through the details felt that *prima facie* the guidelines have been followed in preparing the roster and there was no issue relating to preparation of the reservation roster for faculty posts at this stage.

The Committee discussed the issues highlighted by FAIIMS in their presentation and subsequent submission and also the reservation roster followed in AIIMS. It was mentioned by the Dy. Director (Admn.), AIIIMS that representations have been received from three groups for placing their views before the Committee. It was decided to meet them in the next meeting. The Committee also decided that in case any other faculty group would like to meet the Committee and make their submission, they could be provided the opportunity. The Committee also felt that it can seek the considered views on the subject from some of the experts/ former Directors such as Dr. Sneh Bhargava, former Director, AIIMS, New Delhi; Dr. K.K. Talwar, former Director, PGIMER, Chandigarh and Dr. M.K. Bhan, former

Secretary to the Govt. of India, Department of Biotechnology besides meeting Directors of AIIMS and PGIMER, Chandigarh.

The third meeting of the Committee was held on Monday the 1st April, 2013 at 3.00 p.m. The Committee met representatives of three groups who sought time to present their views before the Committee.

A power point presentation was made by Dr. N.R. Biswas, Professor of Pharmacology, Dr. H.L.Nag and Dr. Rajesh Khadgawat, Associate Professor of Endocrinology & Metabolism. They mentioned that direct recruitment of Professors was done in 2003 & 2005 but no one raised any objections since at that time reservation was not implemented at higher level. The recent advertisement for direct recruitment was made with reservation as per roster and hence the opposition to stall it on the plea of seniority. The seniority issue is before the court and AIIMS should go by their decision. Direct recruitment should be continued to attract talent from outside and the competition will not only prevent inbreeding but also encourage internal faculty members to give their best in patient care/teaching/research etc. Hence immediate action should be taken to start the recruitment process and also to ensure strict adherence to the reservation roster.

Next, the following group of faculty met the Committee to present their views:-

1. Dr. V.K. Paul, Prof. & Head of the Deptt. of Paediatrics
2. Dr. Sanjay K. Agarwal, Prof. & Head of the Deptt. of Nephrology
3. Dr. Ramanjit Sihota, Professor of Ophthalmology
4. Dr. Pradeep Sharma, Professor of Ophthalmology
5. Dr. Pramod Kumar Garg, Additional Professor of Gastroenterology

They made a power point presentation and also submitted documents in support of their view points. They have emphasized that the recruitment for faculty posts should not be made laterally except in cases where it becomes necessary to start new departments, or bring in new technologies or for the augmentation of the

departments. They elaborated on the origin of the APS and its evolution over the years that included initial restriction of APS up to level 3 i.e. Addl. Professors and subsequently extended up to Professor's level, the initial ceiling in total no. of faculty to be promoted etc. The Assessment Promotion Scheme was approved by the Institute Body and the order issued by the Government and therefore, the argument of non-notification in official gazette is vague. Even the selection of the first batch was approved by the Appointment Committee of the Cabinet. The cut off date has been specified as 1st July which, given the time frame makes it inherently retrospective like the Flexible Complementary Scheme in Scientific organisations.

They stated that under APS the selection process is quite stringent and done by the Standing Selection Committee with outside experts like direct selection and it cannot be compared to DPCs. It is no way different from direct recruitment. In fact when the selection was held together for APS and direct selection earlier, the candidates higher in merit were advised to take APS in order to make way for others to direct selection posts. They cited the case of Dr. Shishir Rastogi who when represented for direct selection post was informed by the Institute that since he has already been appointed as Professor and enjoyed all benefits with retrospective date under APS, consideration of his appointment to same post under open selection is not possible. However in contrast, the advertisement dated 12th Dec. 2012 for the posts of professors by direct selection has mentioned that a Doctor promoted under APS is allowed to compete for post of Professor under direct recruitment. This has created confusion amongst Professors in regard to the seniority issue. If direct recruit Professors are made senior to the Senior Professors who are holding the posts of Professors for more than 8 to 10 years this will have serious demoralising effect on them. They stated that AIIMS administration has created confusion by first fixing inter se seniority and then saying that it is for specific purpose only. They argued that DOPT guidelines would not apply to autonomous bodies like AIIMS. They also made reference to section 26 of AIIMS Regulation, various decisions of GB/ IB of AIIMS and the principle adopted by PGIMER, Chandigarh with the approval of its IB and the

Ministry. They submitted that the seniority of faculty members should be determined from the date of joining in case of direct selection and the date of promotion in case of promotion under APS.

Dr. Sunil Chumber, Professor of Surgery alongwith Dr. Lakhiram Murmu, Professor of Emergency Medicine (Surgery) and Dr. Lokesh Kashyap, Professor of Anaesthesiology made a power point presentation wherein they expressed their unhappiness with the present controversy over the recruitment of Professors in AIIMS, New Delhi. They mostly gave specific reference to Department of Surgery and the case of Shri Sunil Chumber besides referring to determination of seniority in other services specifically All India Services. They stated that the reservation roster prepared by the Institute is also required to be re-examined as it will take hundred years to fulfil reservation under various categories.

Chairman of the Committee informed that he had received from the Ministry five (5) representations. Copies of the same were circulated to the members. The representations were submitted by the following:-

1. Shri Sharad Yadav, MP (LS) through the PMO.
2. Shri Ram Vilas Paswan, MP (RS) through the PMO.
3. Shri Hukumdev Narayan Yadav, MP (LS) through the PMO.
4. Forum for Rights and Equality, AIIMS, New Delhi.
5. Janhit Abhiyan, Delhi through PMO.

The Committee decided that the comments on the representations which primarily related to keeping in abeyance the process of direct recruitment and urging for resumption of the same be obtained from the Sub-Dean(Academic) through Dy. Director (Admn.), AIIMS.

During the discussions, it was suggested by the Chairman that the list of candidates who were selected for the posts of Assistant Professors last year shows that there were many candidates who were selected have considerable experience which would have made them eligible for the posts at a much higher level i.e. of

Associate/ Additional Professors. It may be worthwhile to know from some of them the reason behind their joining at a lower level. The Committee members requested the Chairman to meet them on this.

The **fourth meeting** of the aforesaid Committee was held on Thursday the 25th April, 2013 at 3.30 p.m.

The Committee was informed by the Chairman that he had met seven Assistant Professors who have recently joined as Assistant Professor at the AIIMS, New Delhi in the year 2012 with much higher experience and sought to know the reason for joining as Assistant Professor though they are eligible for appointment as Additional Professor or Associate Professor as per their experience after Postgraduate Medical Degrees or Doctorate Degrees. They were of the view that they value working in the AIIMS, New Delhi and therefore decided to join even as Assistant Professor at the Institute since no higher position of faculty like Associate / Additional Professor was advertised by the Institute since 2005. Had higher post been advertised, they would have definitely applied for the same as per their eligibility.

Three more Assistant Professors namely Dr. Bhavuk Garg, Dr. Hemang Bhattacharya and Dr. Subhash Gupta who could not come earlier met the Committee members. They also stated that they preferred to work in AIIMS, New Delhi and therefore, waited for advertisement of faculty position at the AIIMS and joined as Assistant Professor at the Institute though they were eligible for higher position of faculty. They had no choice since no posts at higher level have been advertised by the AIIMS after 2005.

3. Meeting with Experts

As suggested in the previous meeting of the Committee, the following former Directors/experts joined the discussions on 25th April, 2013:-

1. Dr. Sneh Bhargava, Former Director, AIIMS, New Delhi
2. Dr. K.K. Talwar, Former Director, PGIMER, Chandigarh
3. Dr. Dr. M.K. Bhan, Former Secretary to the Govt. of India, Deptt. of Biotechnology
4. Dr. Y.K. Chawla, Director, PGIMER, Chandigarh

During the course of discussions, all the experts were of the following views;

1. Direct recruitment is essential at all levels of faculty positions to attract best talent and also to ensure that the quality does not suffer on account of inbreeding.

2. As regards the inter se seniority between the faculty taken through direct recruitment and promoted under APS, it was suggested that Seniority of promotes under APS should be fixed from the date of their eligibility and the seniority of direct recruited faculty should be from the date of their joining.

3. The APS should be held annually in a time bound manner and strictly on the basis of merit. Holding the APS timely every year will address most of the grievances and issues regarding seniority.

4. It was suggested that the detail framework on APS including timeframe suggest in the report of Dr. Sneh Bhargava Committee submitted to the Ministry could be adopted.

5. For selection of the Sr. Grade Professors weightage up-to the extent of 50% should be given to merit.

6. The experts expressed in favour of rotating headship amongst 3-4 Sr. Grade Professors for 5 years tenure each. However, Dr. Y.K. Chawla Director PGIMER was not in favour of rotating headship,

7. It was felt that there should be a Collegiums of Deans in the Institute with at least 3 Deans and their selection should be made in a transparent manner.

8. All the provisions relating to recruitment, APS, seniority issues should be clearly spelt out and made integral part of the Act, Rules and Regulations of the Institute. They should be transparent and hosted in the official website so that there is absolute clarity amongst all the faculty members about the various provisions on promotions, seniority service conditions etc.

9. The recommendations of Dr. Sneh Bhargava Committee on work standards should be adopted and applied for selections under APS.

4. Views of Director, AIIMS

Director AIIMS Delhi sent a note on the subject, which he mentioned as having submitted to the Ministry earlier and reiterated the views expressed there in. He mentioned that he has no other views beyond this and the views available in the file of Ministry/ Law Dept on the subject.

In his note he stated that the faculty members who have been promoted under APS after due consideration by the Standing Selection Committee were providing patient care, research and teaching at the same level as the direct recruit personnel. According to him the faculty promoted under APS should be designated Academic Professors after creating supernumerary posts. This will facilitate fixing of inter se seniority. Further the seniority can be decided on the basis of their assuming charge as academic professor and not on the basis of back dated promotion to the grade. However, they can be given financial benefits from the back date based on their eligibility for the category of post.

5. Comments on Representations received by the Committee

The representations from Hon'ble MPs and others received from the Ministry were sent to AIIMS administration for their views/comments. On this, the Chief Administrative Officer informed that the Sub-Dean (Academic) to whom the representations were referred, has informed that they had earlier submitted a note to Ministry and PMO on a similar representation submitted by the Forum for Rights and Equity, AIIMS, New Delhi on the issue of reservation. The remaining representations i.e. from the Hon'ble MPs - Shri Sharad Yadav, MP (LS), Shri Ram Vilas Paswan, MP (RS) and Shri Hukumdev Narayan Yadav, MP (LS) as well as from Janhit Abhiyan, Delhi have not raised any issue regarding reservation and they had no comments to offer. The Sub-Dean (Academic) who was called for a discussion stated that these representations had not raised any specific issue on the principle or roster followed by the Institute regarding reservation but only referred to the stoppage of the selection process initiated for direct recruitment of Professor. They alleged that this was because of the fact that the proposed direct

recruitment included reservation for various categories. Therefore, this is being stalled to prevent recruitment in the reserved categories. The representations have only urged for expediting the direct recruitment for which advertisement was issued and strict adherence to the principle of reservation and to ensure that it is duly implemented by the Institute.

On the reservation issue raised by Forum for Rights and Equity and on which comments had been sent earlier, the Sub Dean indicated that the following criteria were adopted to finalize the Reservation Roster:-

1. The grouping of various posts was done as per DOPT guideline.
2. The 13 point roster has been applied for the disciplines/groups where number of posts is 13 of less.
3. In 13 point roster, the carried forward vacancies are adjusted first and keeping in mind 50 percent limit in a year. However, in the case of a single vacancy, it is plotted as per roster point keeping carried forward vacancy.
4. The 120 point roster has been applied for the disciplines/ groups where number of posts is 14 or more.
5. In 120 point roster, the short fall and excess of reserved candidate have been adjusted. The vacancies are plotted as per roster points and a short fall and excess was taken care of. The last vacancy depending upon the date of occurrence is adjusted in short fall or excess.
6. The incumbents, who were appointed prior to 02.07.1997 and subsequently, promoted to higher grade prior to 02.07.1997 and were on the roll of the Institute as on 02.07.1997 have not been plotted.
7. In 120 point roster, the incumbents, who were on the roll on 02.07.1997 and have left the Institute due to resignation/retirement etc. have not been plotted.
8. The on merit reserve category candidates have been plotted on merit/adjusted against that category in the roster.
9. In case of single vacancy/single post, it is plotted as per roster point (50% limit not applicable as per rules).

The percentage of candidate's belongings to each category depends upon cadre strength, roster point and limitation of 50% ceiling on current

vacancies in a recruitment year. The 13 point roster has been adopted in most of the groupings of faculty post as their sanctioned strength is lesser than 13. It is further clarified that the short fall of various categories can only be adjusted keeping in view limit of 50% in a recruitment year. Only backlog posts are exempted from 50% ceiling.

6. Existing Position at PGIMER, Chandigarh

Dr. Y.K. Chawla, Director, PGIMER, Chandigarh highlighted the need to have clear cut guidelines for the APS. He mentioned that in PGIMER, Chandigarh a Committee was set-up under Prof. Arun Grover, Vice-Chancellor, Punjab University to frame guidelines for APS. The Committee had met in February this year and has considered in favour of a multi-stage process involving presentation by the faculty member in a seminar, peer review of the assessment reports covering works done on various parameters like teaching and training, research, patient care and corporate activities which will be followed by a personal interview by the Standing Selection Committee. They have suggested apportionment of working time for various activities and mentioned the key requirements under each component. They are of the view that there is no need for personal interview for promotion from Additional Professor to Professor. For this level, peer review as well as ACR/APAR could be the basis for selection under APS. He also expressed the need for prescribing a specific time frame for holding of APS. He also suggested that the promotion to the post of Senior Professor may also be made under APS and not through DPC. On the issue of inter-se seniority, he mentioned that in PGIMER, Chandigarh with the approval of the Governing Body, inter-se seniority of faculty members are determined by fixing the seniority of direct recruits from the date of their joining and assigning date of promotion to those promoted under APS from the date of their eligibility. Accordingly, the inter-se seniority has been decided and they have not faced problem in this regard.

The Dy. Director Admn., PGIMER, Chandigarh informed that the guidelines for APS selection for faculty at PGIMER, Chandigarh by Dr. Arun K. Grover Committee alongwith the guidelines communicated by the Ministry in work standard on 15.05.2013 were put up before the Standing Academic Committee in its meeting held on 27.05.2013 . The Standing Academic Committee made certain modifications. The recommendations of the Standing Academic Committee of PGIMER, Chandigarh is at Annexure VII.

7. Views of DoPT

The Ministry had sent copy of file noting relating to the advice tendered by DoPT on references made by them. The DoPT in 2003 had observed in the case of Dr. Ravi Saxena that a direct recruit who started discharging duties of the post from a specific date would be senior to a person promoted notionally to that post from a back date and was actually performing duties of a lower post till the date of issue of promotion order (date of issue of promotion order being subsequent to the date of direct recruitment). Further reference was made to the DoPT by the Ministry in March, 2012 following a submission made by AIIMS stating that in case of promotion under APS, the date of promotion had been specified as 1st July each year on completion of certain period of service. Hence, no other date could be considered for promotions. The promotion orders are issued under APS much later for specific reasons. As such, retrospective promotions are in built into APS. On this the DoPT observed that the seniority of faculty members could be determined only as per the provision of statutory recruitment rules/Act applicable to the post against which they are appointed. The seniority is assigned in the post in which the recruitment is made. Regulation 26 of All India Institute of Medical Science Regulation 1999 provides as under:

"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 to those selected later"

The promotion under APS are effected retrospectively, personal to an individual and cannot be basis of determination of seniority in a particular grade specially when on vacation of post, the recruitment is made not in the Grade from where the individual moves out either by promotion or by resignation but in the entry grade. Moreover, a doctor promoted under APS is also allowed to compete for post of Professor.

There was a further reference to DoPT by the Ministry in August, 2012 and January, 2013 citing anomalies and requesting DoPT to suggest modalities for harmonious merger of faculty joining through APS and direct recruitment. The DoPT had suggested that under extant instructions, a doctor appointed to a post by direct recruitment will continue to be senior to a doctor appointed by promotion under APS. However, AIIMS can frame separate regulations on seniority to provide for protection of seniority of doctors appointed through APS.

8. Existing Court cases

It was informed by the AIIMS administration that at present there are two cases pending on the inter-se seniority issue in the CAT. The first case is based on a petition filed by Dr. K.K. Verma and others (OA No. 2915/2011) dated 28.2.2011. In the said OA the CAT passed the following orders:-

"We direct the respondent-AIIMS to fix inter-se-seniority between the applicants, who are direct recruits, and identically situated persons who came to be appointed as Professors with those who came under APS Scheme as expeditiously as possible and definitely within a period of two months from today. While taking the final call in the matter, surely, the views of the Department of Personnel & Training, Ministry of Law & Justice and the judgment of Hon'ble Supreme Court in the case of Rashmi Srivastava V/s Vikram Univesity (supra) shall be taken into consideration."

The matter was further considered by the Hon'ble CAT on 08.07.2011 and disposed of with the following orders:-

"We take in hand two MAs for disposal. Whereas, one (MA No.1420/2011) is for implementing the order dated 28.02.2011, the other (MA No.1692/2011) is for extension of time to implement the same. When the respondents are themselves stating that they will implement order even though in the extendable time, the first application becomes infructuous and the other MA No.1692/2011 is allowed in as much as the respondents are given two months time from today. However, if there is any genuine difficulty in not completing the process within two months, the respondents may take fresh application for extension of time specifically giving the reasons and the cause of it."

Following the aforesaid orders, the AIIMS Administration had prepared a tentative seniority list of Professors fixing seniority of Professors through APS as well as direct recruits and circulated the same vide OM No. F.13-2/77(2010)-Estt.I dated 1.9.2011 to invite objections. 23 Professors appointed under direct recruitment and 8 Professors promoted under the APS had registered their objections to the said seniority list. Thereafter vide OM No. 13-2/73(2010)-Estt.I dated 7th February, 2012 the Institute had further informed that it had challenged the Hon'ble CAT's order dated 28.2.2011 in OA No. 2915 of 2010 in the Hon'ble Central Administrative Tribunal's Principal Bench at New Delhi and the Hon'ble CAT passed the following orders on 7.3.2012.

"We have gone through our judgement dated 28.2.2011 and also the view taken therein. The only direction that came to be given to the respondents was to fix inter-se seniority between the applicants, who are direct recruits and identically situated persons who came up to be appointed as Professor with those who came under APS scheme. We have incidentally directed the respondents to take a final decision as regards fixation of inter-se seniority between direct recruits and appointees under APS scheme while disposing of another CP NO. 23/2012 in OA No. 2915/2010 decided on 06.03.2012. No good ground exists to review the order aforesaid. Dismissed."

The Institute again challenged the Hon'ble CAT order dated 28.02.2011 and 07.03.2011 in the Hon'ble High Court of Delhi and the Hon'ble High Court of Delhi after hearing the matter passed the following order on 13.08.2012:-

'The learned senior counsel appearing on behalf of the petitioner states that he would require some time to take instructions with regards to withdrawal of the so called seniority list of Professors promoted under the Assured Promotion Scheme which is at Page NO. 263 of the paper book. In so far as the seniority list at page no. 259 of the paper book is concerned, the learned counsel for the petitioner shall also take instructions as to changing the title thereof to read as Seniority List amongst Professors as on 31.12.2011 at AIIMS, New Delhi. With regard to the combined seniority list at page no. 267 of the paper book, the learned counsel for the petitioner states that the list has been prepared primarily for the purpose of house allotment. He now states that the list be treated as one only for the purpose of house allotment and not for any other purpose. The learned counsel for the respondent is agreeable to this."
Renotify 27.08.2012.

It was informed that the matter was come up for hearing on 27.08.2012, 03.12.2012 and 10.01.2013 and the Hon'ble Court on 10.01.2013 referred the case to the Hon'ble CAT. Thus, the case is now pending before the Hon'ble CAT and the next date for hearing is 08.07.2013.

Another case titled Dr. Nootan Kumar Shukla vs. Union of India & ors. (WP (C) No. 655/2007) was filed by Dr. Nootan Kumar Shukla along with other 16 petitioners of Professors promoted under APS in the Hon'ble High Court of Delhi with a prayer to make the final seniority list of Professors in AIIMS by taking the date of their appointment/selection/promotion. The said case was transferred by the Hon'ble High Court to the CAT vide order dated 20.02.2009. The matter is still pending before the Hon'ble CAT.

The Committee took note on the same.

9. Deliberations by the Committee

The Committee deliberated on various issues pertaining to faculty recruitment, APS, inter se seniority, career prospect of faculty members, recent advertisement for direct recruitment of Professors in its meetings referred to earlier as well as on 14th and 26th June. After careful examinations of the issues the Committee arrived at its recommendations there on as elaborated hereunder;

9.1 Faculty position and recruitment.

The faculty position at all levels from Assistant Professor onwards has both direct recruits and faculty promoted under APS at present. As informed by the AIIMS Administration, the sanctioned strength of faculty at various levels from Assistant Professor onwards, the position at present is as follows:-

Faculty Position as on 31.12.2012

S.No.	Name of Post	Sanctioned Strength	In position	Vacant
01	Director	001	001	-
02	Medical Superintendent	002	002	-
03	Professor	124	71(DR) 103(APS)	53
04	Addl. Professor	048	137	09
05	Associate Professor	129	84	16
06	Assistant Professor	499	99	228
07	Principal College of Nursing	001	001	-
08	Lecturer in Nursing	19	009	10
	Total	**823**	**507**	**316**

N.B. All the above position is dynamic in view the implementation of APS in the Institute.

The above status indicates that at all levels i.e. Associate/Additional/Professors, the number of faculty under APS are much higher than the direct recruits. Most of the faculty members recruited directly as Associate/Additional Professor have now become Professors under APS. At one point of time, there were faculty members under both categories, i.e. direct recruits as well as promoted under APS at the level of Associate/Additional Professors but the issue of inter-se seniority between them had not been raised or come to the fore front. This may be due to the fact that it was not considered relevant by them at that level. The issue of inter-se seniority between direct recruits and promoted under APS has been raised at the level of Professors and there has been litigation on this account. This issue has become more significant now in the context of the advertisement for direct recruitment of Professors and the indication that existing Professors under APS can also apply. Since there will be direct recruitments at the level of

Associate/Additional Professors also, the issue of inter-se seniority is equally important at these levels. This is on account of the fact that the faculty members in the rank of Associate/Additional Professors whether recruited directly or promoted under APS may move to higher levels only through APS.

9.2. Assessment Promotion Scheme (APS)

As has been highlighted by various groups during their submission, the Assessment Promotion Scheme (APS) was introduced in 1983 to remove stagnation and it has undergone several modifications over the years, the last order being issued in January, 2010. Initially, it was restricted upto the level of Additional Professors and then it was extended for promotion to the level of Professor also in 2000. Initially, there was a ceiling on the number of faculty who could be promoted to the next level but the same has since been removed. The eligibility criteria for promotion at different levels under APS have also been revised. The modifications made in the APS over the years are as follows:-

Date/Year	Post, with Years of Experience Required for Eligibility for APS	Ceiling (for promoting candidates who have cleared the APS scheme process)
29.07.1983 (effective 01.07.1983)	Lecturer to Assistant Professor-5 years Assistant to Associate Professors – 5 years	75% 50%
24.12.1991 (effective 01.07.1989)	Assistant to Associate Professor – 4 years Associate to Additional Professor – 4 years	100% 75%
10.03.2000 (effective 01.07.2000)	Additional Professor to Professor – 7 years	50%
12.01.2010 (effective 01.07.2008)	Assistant to Associate Professor – 3 years Associate to Additional Professor – 3 years Additional Professor to Professor-4 years	100%

N.B.:- In 1986, following implementation of 4th Pay Commission, Lecturers were designated as Assistant Professors, Assistant Professors as Associate Professors and Associate Professors as Additional Professors.

As the matter stand now, a doctor joining the faculty as Assistant Professor can reach the level of Professor within a period of 10 years under APS. The time frames for promotion under APS/ direct recruitment to various levels are as follows:-

Time frame for Promotion/Recruitment to various category of Faculty

S. No.	Name of Post	Eligibility for direct recruit	APS	
			Initial Scheme	Current scheme
1.	Assistant Professor	3 years after PG	3 years after PG	3 years after PG
2.	Associate Professor	6 years after PG	4 years as Asst. Professor	3 years as Asstt. Professor
3.	Additional Professor	10 years after PG	4 years as Assoc. Professor	3 years as Assoc. Professor
4.	Professor	14 years after PG	7 years as Addl. Professor	4 years as Addl. Professor
			15 years after Asstt. Professor i.e. 18 years after PG	10 years after Asstt. Professor i.e. 13 years after PG

The system of promotion under APS has now been fully established and will continue to stay. The progression to the level of Professor has also been faster. Therefore, it is essential that the modalities for conducting APS is streamlined and made rigorous to establish its credibility besides laying down a time frame to ensure that APS is held every year timely and regularly.

To ensure that APS is done through a rigorous process and not in a routine manner, clear cut guidelines needs to be laid down. The Dr. Sneh Bhargava Committee in their report had discussed the APS in great detail and pointed out the delays in holding the APS, lack of transparency and absence of clear guidelines. They have suggested work standards as well as other measures including time frame for implementing APS more efficiently. After considering the said report and consultations held with the Institutions thereafter, the Ministry of Health and Family Welfare vide F. No.V-16020/57/2008-ME-I(Pt.) dt. 15.5.2013 has circulated the work standards and norms as guidelines for adoption **(Annexure-VIII)**. The Director, PGIMER, Chandigarh has earlier indicated the

steps being taken by them to frame guidelines for APS. The PGIMER, Chandigarh had set up a Committee whose recommendations were considered by the Standing Academic Committee along with the guidelines communicated by the Ministry to decide their own norms and guidelines. Each National Institute has its own areas of excellence and priorities. Hence the Committee was of the view that each of the national Institute should immediately finalise its own guidelines for holding APS keeping in view the guidelines communicated by the Ministry vide its letter of 15.5.2013 and their own area of priorities.

The Committee felt that the APS can be a two stage process that may include detailed assessment of the faculty member based on identified parameters and personal interview by the Standing Selection Committee that would include outside experts. The weightage to be given on various parameters such as teaching, training, research, patient care and any other aspect should be decided by the Institute. They should be clearly defined and published so that each faculty member is fully aware of the same. This will ensure transparency and also avoid any ambiguity and allegation of biasness. It is also essential that APS is held every year as per a specific time frame so that the entire process is completed by July or at best by August. The Institute can work out the time frame and strictly adhere to the same. It is possible that the Standing Selection Committee may find it difficult to spare so much time to conduct personal interviews. The Committee felt that if the APS is held annually, the number of candidates to be considered under APS will come down to a reasonable level so that the Standing Selection Committee can easily find time for the same. Alternatively, there could be two Standing Selection Committees, one for selection of Assistant and Associate Professors and other for selection at the level of Additional Professor/ Professor. The same Standing Selection Committee should conduct both APS and the direct recruitment in order to set a uniform benchmark.

There may be candidates who were assessed by the Standing selection Committee as not fit for promotion under the APS. Such candidates can be considered for promotion only after 2 years now. The Committee felt that it would be fair to remove this ban of 2 years and the candidate allowed to appear again next year. In such cases, the seniority should be assigned from the year in which he/she is cleared for promotion and not from a back date. Further if someone is not selected for promotion for three consecutive times then he/she will not be eligible for promotion under APS. There should not be any deviation from this nor any exception made so that the credibility of APS is established.

9.3. Direct Recruitment

On the issue of direct recruitment, a group of faculty members and FAIIMS advocated in favour of holding recruitment only at the level of Assistant Professor except under special circumstances such as development of new specialities, introduction of new technology or substantial expansion of a particular discipline. However, other groups as well as experts were in favour of holding of direct recruitments so as to provide opportunities for talent from outside to join AIIMS at a higher level. This will also ensure competition amongst the faculty members and prevent inbreeding. The Committee felt that it is essential to hold direct recruitment at all levels i.e. Assistant, Associate, Additional and Professor to attract talents from outside. It has been argued that very few of the existing direct recruit Professors are from outside AIIMS. However, it is noted that faculty have joined from outside at the level of Associate and Additional Professors and then became Professors under APS. Holding of direct recruitment would ensure healthy competition within AIIMS faculty itself to develop excellence in research, patient care, teaching etc. and prevent complacency as well as inbreeding. It was also noted from the last recruitment held at the level of Assistant Professors that many faculty members with much higher experience which would enable them to join at the level of Associate/Additional Professors were not able to do so in the absence of direct recruitment at these levels. They had no other option but to

compete for the post of Assistant Professor and join at that level after being selected. This indicates the need for holding direct recruitments on a regular basis to attract talents at appropriate levels.

It was noted that no direct recruitments have been held to the posts of Associate/ Additional and Professors since 2005. It would be in the interest of the institution to hold recruitments regularly. Hence, the Committee recommends that direct recruitment should be held at all levels including the Associate and Additional Professor on regular basis whenever vacancies so arise. If two separate Standing selection Committees are set up as suggested earlier the process of holding interviews and selection can be expedited.

9.4. Career Prospects and working conditions of Faculty Members

Considering the eligibility requirement both under direct recruitment and for promotion under APS, a faculty member can expect to reach the level of Professor in about 14 years after doing post-graduation. Hence one can expect to have tenure of between 20-25 years as Professor in the Institute. Or in other words a faculty member is likely to spend nearly 2/3rd of his career in the rank of Professor. This will also result in having large number of Professors in each department. It is therefore necessary to ensure that the interest, commitment and performance continue to remain high after one reach the level of Professor. It would therefore be necessary to ensure that all the Professors are provided with adequate facilities and flexibility to conduct research and deliver patient care at the desired level. In addition designating the Professors in HAG grade as Senior Professors and putting in place stringent selection criteria for the same could also be examined.

The issue of Head of Department is another aspect that needs consideration. In fact, this is one reason that has made the issue of inter se seniority so important. Therefore the Committee is of the view that the suggestion for rotating headship among 3 Senior most Professors needs serious consideration and should be introduced early. Such Professors can hold the post of Head of the Department

for a term of 3 years. Further, the key decision making process for a department can be through a collegiums of Senior Professors which will help to ensure close involvement of faculty members in research and other development activities of the department.

9.5. Issue of inter-se seniority between direct recruits and those promoted under APS

The issue of inter-se seniority between direct recruits and faculty promoted under APS needs consideration. As has been mentioned by Director, AIIMS, New Delhi all the faculty whether in position as direct recruit or through APS undertake patient care, teaching and research in similar manner and there is no difference. It is also necessary to ensure that the system does not promote a situation where the faculty member junior to several by years does not overnight become senior to them creating an anomalous situation. This get aggravated when the direct recruitment as well as promotion under APS are not held regularly but take place after long gaps.

Under APS, a faculty member is entitled to get promotion w.e.f. 1st July of the year in which he/she becomes eligible for that level. The fixed date of 1st July for awarding promotion under APS introduces an element of retrospectivity. If the APS is held annually and in a time bound manner, it will minimize the period of giving retrospective benefits. **The Committee felt that in all fairness the inter-se seniority between direct recruits and those given promotion under APS should be fixed assigning seniority to direct recruits from the date of their appointment to the post and to those promoted under APS from the date of their eligibility to that level (from 1st of July in the year for which one is promoted under APS).** This formulation will operate as explained below:

Explanatory Note

1. If a DR appointee joins before 1st of July of a year, he will be senior to those promoted under APS with effect from the 1st of July of that year.
2. If a DR appointee joins after 1st of July of a year, he will be junior to those promoted under APS with effect from the 1st of July of that year.

3. If the number of DR appointees is more than one and one of them joins before 1st of July of a year and other or some DR appointees join after 1st of July of that year, in that case all DR appointees will be senior to those promoted under APS with effect from the 1st of July of that year.
4. Seniority inter se amongst DR appointees and those promoted under APS will be as per the ranking given by the selecting authority/committee.

This principle should be followed for each level i.e. from Associate Professor onwards as they will have faculty members both under direct recruitment and promotion under APS. This is essential since all those who will be promoted under APS will retain the same seniority amongst themselves as in the previous grade. Therefore, Associate/Additional Professors both direct recruits and promoted under APS will continue to have the same inter-se seniority amongst themselves when they are elevated to next level under APS.

Director, AIIMS, New Delhi had suggested that the faculty promoted under APS should be designated Academic Professors after creating supernumerary posts. Further, the seniority can be assigned to them based on their assuming charge as Academic Professor and not on the basis of back dated promotion though the financial benefits can be given from a back date i.e. date of their attaining eligibility. The Committee felt that creation of supernumerary posts would not be necessary as the faculty member will continue to be borne against the basic grade though the designation will change. If the APS is held on a regular basis then the issue of promotion from retrospective date will not be a contentious issue as both the direct recruits and promotees will be joining the same grade in a particular year. However, the back dated promotion under APS may cause anomalies in the case of such faculty who remain away for long periods for pursuing higher studies, training, deputation etc. The Institute should also clearly lay down how the period of absence would be counted under various circumstances such as assignment, leave on personal ground, and for training, deputation, study leave etc. to determine one's eligibility for promotion to any specific grade.

9.6. Recruitment of Professors through direct recruitment as per Advertisement issued by the Institute

An advertisement was issued in Dec. 2012 by AIIMS for direct recruitment of 37 Professors. The Advertisement mentioned that the inter se seniority issue is under judicial considerations and as per observation DoPT, a doctor promoted under Assessment Promotion Scheme is also allowed to compete for the post of Professor under direct recruitment. This resulted in representations leading to constitution of this Committee and keeping the recruitment process on hold.

It was submitted to the Committee that it would be unfair to ask faculty members who has already been Professors for last 7-8 years to compete for the same level again under direct recruitment. Some may not be even eligible on the ground of age. This also indirectly gives an indication that those selected through direct recruitment may become senior to existing senior Professors which is not acceptable. This will also vitiate the working atmosphere of the Institute.

During their submission, one faculty group had pointed out that in 2003 and 2005, the selection for APS as well as direct recruits was held simultaneously. In the case of Dr. Shishir Rastogi, he had accepted promotion under APS but subsequently represented for coming under direct recruitment. The Chief Administrative Officer in reply to his representation stated that since decision on promotion under APS with retrospective effect was pending at that time some faculty members including Dr. Rastogi were considered for selection under direct category. Since he has already accepted APS, he cannot be considered under direct category. It was also mentioned in the said/communication that it is well settled that faculty member promoted as Professor under APS is granted seniority from 1st July of the year of eligibility irrespective of the date of selection whereas faculty under open selection can be considered only after the selection is approved by the Appointing authority. Further, there is no difference as far as placement in the grade of Professor is concerned irrespective of the stream of selection i.e. APS or open selection. It was submitted in this context that the present advertisement allowing existing Professors to apply for selection to the same grade has created an anomalous situation.

The Committee considered the matter and is of the view that the faculty in a particular level should not be asked / allowed to apply for selection in the same level again. In case of recruitment to civil services by UPSC, a person already in one service is not permitted to appear for the same service once again. It is therefore recommended that the issue of inter se seniority which was discussed in earlier Para should be addressed on priority. If that is done then requiring existing Professors under APS route to apply for open selection would not arise and the process of direct recruitment can be taken ahead at the earliest.

10. Existing Provisions under AIIMS Regulations and Rules etc.

During discussions, it was mentioned by the AIIMS administration that section 24 of the AIIMS Regulations, 1999 prescribe that age, experience and other qualifications for appointment to a post under the Institute shall be prescribed by the appointing authority keeping in view the qualifications and experiences prescribed by the Central Government for similar posts before the applications of candidates are called for subject to the condition that non-medical persons shall not be appointed to the post of Director. The Institute has separately framed recruitment rules and qualifications for the faculty and other posts at the AIIMS, New Delhi.

As regards seniority, section 26 of the AIIMS Regulations, 1999 provides that 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 to those selected later. The Committee noted that the instructions on seniority issued by DoPT are applicable to vacancy based promotions and recruitment and are not applicable to in situ or time bound promotions. In such schemes, the criteria for promotion is the laid down residency period and fulfilment of assessment.

As far as the APS is concerned, this is being followed by the Institute as per the decisions taken by the Institute Body and also in terms of specific order issued by

the Ministry to this effect. However, this has not been made part of the regulations. The issue of determining the seniority those promoted under the APS and the determination of inter-se seniority between directly recruited and faculty promoted under APS has also not been made part of the regulations. As mentioned earlier, the DoPT has also opined in a reference made to them by the Ministry that the provisions for inter-se seniority should be clearly spelt out by framing suitable regulations in the Institute and cannot be done by the executive order/ decision. It is therefore essential that specific regulations are framed by the Institute immediately spelling out the modalities for holding APS, eligibility criteria, assignment of seniority and the manner of determining the inter-se seniority between those promoted under APS and appointed through direct recruitment. This along with clear cut guidelines for conducting APS should be notified. This will help to guide all faculty members working in the Institute as well as those who intend to join the AIIMS, New Delhi on the principles of recruitment, promotion, modalities of selection, seniority issues, service conditions etc. and remove any ambiguity in the matter.

10. Recommendations

Having taken into consideration the facts on record and inputs received in course of detailed deliberations, the Committee makes the following recommendations:-

1. Direct recruitment should be held at all levels i.e. Assistant, Associate, Additional and Professor on a regular basis when vacancies so arise.
2. The APS should be held every year in a time bound manner for all the levels i.e. from Associate Professor onwards.
3. The Institute should lay down clear guidelines and modalities for holding the APS. The provision of APS and the issue of inter-se seniority should be made integral part of the AIIMS regulations and notified. This should include the prescribed work standards, weightage as well as norms for various attributes covering research, teaching, training, patient care etc. The guidelines communicated by the Min. of Health and Family Welfare vide F.

No.V-16020/57/2008-ME-I(Pt.) dt. 15.5.2013 based on the recommendation of Dr. Sneh Bhargava Committee should be taken into consideration by the Institute while framing its own guidelines.

4. A detailed time schedule for holding APS should be prepared and notified. All efforts should be made to adhere to the same.

5. The inter-se seniority between direct recruits and those given promotion under APS should be fixed assigning seniority to direct recruits from the date of their appointment to the post and to those promoted under APS from the date of their eligibility to that level (from 1st of July in the year for which one is promoted under APS). This formulation will function as per the explanatory note given under para 9.5. For specific cases of long absence, the principle should be laid down to avoid any anomalous situation.

6. The combined seniority list covering all levels should be published every year like the All India Services and Central Services.

7. The reservation roster should be strictly followed at the time of recruitment to all levels.

8. The system of rotating headship of departments from amongst 3-5 senior most Professors should be introduced. The tenure could be a minimum of 3 years. A system of collegiums of senior-most Professors may also be established to deliberate and guide the development of the department.

9. In view of the fact that the faculty will spend nearly 2/3rd of the career as Professor, the Institute should frame a clear policy for providing flexibility to the Professors and ensure adequate flexibility in their functioning to facilitate them to pursue research, training and deliver patient care to the best of their ability.

10. The policy and principles of holding direct recruitment, promotion under APS, seniority issue, service conditions etc should be published and hosted on the official website to provide clarity amongst all faculty members.

11. The recruitment of Professors through open selection as advertised by the Institute should be taken up after deciding the inter se seniority issue based on recommendation in para 5.

12. Faculty promoted under APS should not be asked apply for selection to a post of the same level under direct recruitment.

The Committee members wish to place on record their gratitude to faculty, Reservation Roster Committee, Directors of AIIMS, New Delhi and PGIMER, Chandigarh and the distinguished experts for their inputs and guidance on the subject.

MAMTA KUNDRA
Joint Secretary, DoPT
Government of India.

SUNDEEP K. NAYAK
Joint Secretary, MoHFW,
Government of India.

DR. R.S.SHUKLA
Dy. Director (Admn.),
AIIMS, New Delhi.

CHETAN P.S. RAO
Dy. Director (Admn.),
PGIMER, Chandigarh.

P.K.PRADHAN
Former Secretary, Health & Family Welfare
Government of India.

Annexure 1.

No. V-16020/5/2013-ME-I
Government of India
Ministry of Health and Family Welfare

Nirman Bhavan, New Delhi-110011
Dated the 4th February, 2013.

ORDER

Subject:- Constitution of a Committee to examine the issues arising out of the advertisement for appointment of Professors as direct recruitment in AIIMS, New Delhi-reg.

With the approval of competent authority, it has been decided to constitute a Committee under the Chairmanship of Shri P. K. Pradhan, former Secretary (H&FW) with following composition to examine the issues arising out of the advertisement for appointment of Professors as direct recruits in AIIMS, New Delhi and to recommend an appropriate course of action in this regard:-

a. Shri P. K. Pradhan, former Secretary (H&FW)-	Chairman
b. Joint Secretary, DoPT, New Delhi-	Member
c. Dy. Director (Admn.), AIIMS, New Delhi-	Member
d. Dy. Director, PGIMER, Chandigarh-	Member
e. Sh. Sundeep K Nayak, Joint Secretary, MoHFW-	Member Secretary

2. The terms of reference of the Committee will be as under:-

i. To examine representation dated 3rd January, 2013 from Faculty Association, AIIMS, New Delhi in the light of existing rules, IB/GB decisions and the situation prevailing in other Institutes of National importance.
ii. To study the totality of facts and circumstances impinging upon the issue.
iii. To consider all aspects related to faculty recruitment for optimum functioning of the Institute.
iv. To recommend an appropriate course of action.
v. To give recommendations in a time bound manner.

3. The Committee will submit its report expeditiously. The Committee may invite experts, if considered necessary.

4. Expenses on the non-official Members/ Chairman and proceedings of the Committee, if any, shall be borne by AIIMS, New Delhi.

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

To,
1. Secretary, DoPT, North Block, New Delhi with a request to nominate a Joint Secretary to the above said committee.
2. Chairman of the Committee.
3. Director, AIIMS, New Delhi.
4. Director, PGIMER, Chandigarh.
5. All members of the Committee.
6. Dr. P. Shakil Ahammed, Director, PMO, North Block, New Delhi.

Copy for information to:
1. PS to HFM/PS to MoS(GS)/ PS to MoS(AHKC)
2. PS to Secretary (H&FW) /PS to JS(SKN)

Annexure II

MINUTES OF THE FIRST MEETING OF THE COMMITTEE CONSTITUTED BY THE GOVERNMENT OF INDIA, MoHFW, CHAIRED BY SHRI PK PRADHAN TO EXAMINE ISSUES PERTAINING TO AIIMS AS SPECIFIED IN THE COMMUNICATION OF THE MINISTRY

1. The first meeting of the Committee constituted by the Government of India, Ministry of Health & Family Welfare vide No. V-16020/5/2013-ME.I dated the 4th February, 2013 was held under the Chairmanship of Shri P.K. Pradhan, Former Secretary (H&FW) on 12th February, 2013 at 3.00 P.M. in the Committee Room, AIIMS, New Delhi. DDA PGIMER; Shri Ashok Kumar, Director (E-I), DoPT; DDA AIIMS New Delhi and JS i/c AIIMS, MoHFW participated.

2. The Committee noted the terms of reference. The Committee went through the representations dated 03/01/2013 submitted by the Faculty Association, AIIMS, New Delhi. Vide representation dtd 12/02/2013 the Faculty Association, AIIMS, New Delhi had asked for time to meet the Committee. The Committee was appraised of the existing Assessment Promotion Scheme for Faculty of AIIMS, New Delhi by DDA, AIIMS. DDA, PGIMER, Chandigarh explained the existing rules/guidelines regarding Assessment Promotion Scheme. The Director, DoPT stated that promotions in the Government were linked to vacancies and to rules. AIIMS, New Delhi has specific issues on promotion and rules of seniority.

3. The Committee requested DDA, AIIMS to provide Department-wise existing sanctioned strength of faculty. The Committee desired that Dean (Academic) along-with Sub-Dean (Academic) may be requested to present applicability of roster/reservation mechanism in AIIMS, New Delhi on the next date of meeting. The Committee also desired that the Faculty Association, AIIMS, New Delhi may present their issues on the next date.

4. Next meeting of the Committee will be held on 22nd February, 2013 at 3.00 P.M. in the Committee Room AIIMS, New Delhi.

The meeting ended with a vote of thanks to the Chair.

Sundeep Nayak

(Sundeep K Nayak)
Joint Secretary to the GoI
Member Secretary
22 February 2013

Circulation: All Members of the Committee; PS to HFM; PS to Secretary HFW

Annexure

MINUTES OF THE SECOND MEETING OF THE COMMITTEE CONSTITUTED BY THE GOVERNMENT OF INDIA, MoHFW, CHAIRED BY SHRI PK PRADHAN TO EXAMINE ISSUES PERTAINING TO AIIMS AS SPECIFIED IN THE COMMUNICATION OF THE MINISTRY

1. The second meeting of the Committee constituted by the Government of India, Ministry of Health & Family Welfare vide No. V-16020/5/2013-ME.I dated the 4th February, 2013 was held under the Chairmanship of Shri P.K. Pradhan, Former Secretary (H&FW) on the 22nd February, 2013 at 3.00 p.m. in the Committee Room, AIIMS, New Delhi. DDA PGIMER; Shri Ashok Kumar, Director (E-I), DoPT; JS DoPT, DDA AIIMS New Delhi and JS i/c AIIMS, MoHFW participated.

2. As per request of the Faculty Association of All India Institute of Medical Sciences (FAIIMS), New Delhi, the Committee gave an opportunity to them to present their views before the Committee. The Office bearers/representatives of FAIIMS (comprising of Dr. Manoj Kumar Singh, President; Dr. Naveet Wig, Vice President; Dr. Lalit Dar, General Secretary; Dr. S.S. Kale, Member - Executive Committee and Dr. Binod Kumar Khaitan, Member – Executive Committee) appeared before the Committee and made a power point presentation.

3. The representatives of FAIIMS expressed their grievances on the issue of seniority of Professors recruited through direct recruitment and promoted under Assessment Promotion Scheme (APS). They also stated that the footnote in the present advertisement for the posts of Professor, regarding submission of application by the Professors promoted under APS was unwarranted as Professors promoted under APS were also entitled to all the privileges as was the case with Professors recruited under direct recruitment. They also stated that recruitment for faculty posts need not be done at lateral levels except the occasions when it became necessary to start/develop new areas of specialities. In normal circumstances, the recruitment should be done only at the level of Assistant Professor keeping in view the revised APS, as an Asstt. Professor would become Professor on completion of 10 years of service, and, as such the hierarchy of the faculty cadre shall be maintained. The representatives of FAIIMS also expressed their views for the need to implement rotating headship of Departments / Centres at the Institute. Copy of the presentation is at Annex-A.

4. The Dean (Academic) and the members of the AIIMS Reservation Roster Committee made a power point presentation on preparation of reservation roster for faculty posts and its implementation. The members of the reservation roster Committee who were present comprised of Dr. D.K. Sharma, Medical Supdt.; Dr. V.K. Paul, the then Liaison Officer, SC/ST; Dr. Rakesh Yadav, Sub-Dean (Academic) and Shri Attar Singh, Chief Administrative Officer. In response to a query from a Member of the Committee headed by Shri PK Pradhan, regarding modalities under which the reservation roster was prepared for faculty posts, Dr. Rakesh Yadav, Sub-Dean (Academic) explained the methodology on preparation of roster for faculty posts. *Prima facie* it was found that the roster was prepared in accordance with the guidelines/rules of the Department of Personnel & Training. The Committee felt that there was no issue on the preparation of reservation roster for faculty posts at this stage. Copy of the presentation is at Annex-B.

5. The Committee discussed the presentations of FAIIMS and reservation roster committee and desired to approach some of the former Directors / experts, so that their views on the matter could also be taken. They are: Director, AIIMS; Dr. P.K. Dave, Former Director, AIIMS, New Delhi; Dr. K.K. Talwar, Former Director, PGIMER, Chandigarh and Dr. M.K. Bhan, Former Secretary to the Govt. of India, DBT.

6. The Committee also desired that any other faculty group would like to make their presentation before the Committee; they may also be given the opportunity.

The meeting ended with a vote of thanks to the Chair.

Sundeep K Nayak
Joint Secretary, MoHFW & Member Secretary
1 April 2013

Copy to: i. Chairman of the Committee; ii. All Members(DDA AIIMS/ JS DoPT / DDA PGIMER); iii. PS to HFM; iv. PS to Secretary HFW; v. DS i/c ME-I; vi. Programme Division

Annexure

MINUTES OF THE THIRD MEETING OF THE COMMITTEE CONSTITUTED BY THE GOVERNMENT OF INDIA, MoHFW, CHAIRED BY SHRI PK PRADHAN TO EXAMINE ISSUES PERTAINING TO AIIMS AS SPECIFIED IN THE COMMUNICATION OF THE MINISTRY

1. The third meeting of the Committee constituted by the Government of India, Ministry of Health & Family Welfare vide No. V-16020/5/2013-ME.I dated the 4th February, 2013 was held under the Chairmanship of Shri P.K. Pradhan, Former Secretary (H&FW) on the 1st of April, 2013 at 3.00 p.m. in the Committee Room, AIIMS, New Delhi. DDA PGIMER; Shri Ashok Kumar, Director (E-I), DoPT; JS DoPT, DDA AIIMS New Delhi and JS i/c AIIMS, MoHFW participated.

2. The Committee took note of the three representations received from different groups of faculty of AIIMS, New Delhi, seeking an opportunity to present their views to the Committee. The Committee decided to give opportunity to them. They were invited through the AIIMS Administration, in writing, to present their views separately.

3. A power point presentation (copy attached to these minutes) was made by Dr. N.R. Biswas, Professor of Pharmacology and Dr. Rajesh Khadgawat, Associate Professor of Endocrinology & Metabolism. They emphasised that the present controversy is because of the implementation of reservation in the posts of Professor at the AIIMS. Direct recruitment to the posts of Professor should be continued, they stated.

4. The following group of faculty presented their views: Dr. V.K. Paul, Prof. & Head of the Deptt. of Paediatrics; Dr. Sanjay K. Agarwal, Prof,. & Head of the Deptt. of Nephrology; Dr. Ramanjit Sihota, Professor of Ophthalmology; Dr. Pradeep Sharma, Professor of Ophthalmology and Dr. Pramod Kumar Garg, Additional Professor of Gastroenterology. They made a power point presentation (copy attached to these minutes) and expressed the unhappiness over the present controversy on the issue of seniority of Professors recruited through direct recruitment as well as promoted under Assessment Promotion Scheme (APS). They talked of Section 35 of the AIIMS Regulation, 1999 (as amended), which provides that the orders and decisions issued by the Central Government on service conditions of the Institute employees, from time to time shall apply to the employees of the Institute. The Assessment Promotion Scheme was also issued by the Government and therefore, the argument of non-notification in official gazette is vague and pointed out the differences between promotions through DPC and APS. They have emphasized that the recruitment for faculty posts need not be made laterally except on occasions it became necessary to start new departments, new technologies and quantum of augmentation of the departments.

5. Dr. Sunil Chumber, Professor of Surgery, Dr. Lakhiram Murmu, Professor of Emergency Medicine (Surgery) and Dr. Lokesh Kashyap, Professor of Anaesthesiology made a power point presentation (copy attached to these minutes) wherein they expressed their unhappiness with the present controversy over the recruitment of Professors in AIIMS, New Delhi. They stated that the reservation roster prepared by the Institute is required to be re-examined as it will take hundreds of years to fulfil the reservation.

6. The Chairman informed that he had also received the following representations: Shri Sharad Yadav, MP (LS) regarding reservation & selection of faculty in AIIMS, New Delhi through the PMO; Shri Ram Vilas Paswan, MP (RS) regarding reservation & selection of Professors in AIIMS, New Delhi through the PMO; Shri Hukumdev Narayan Yadav, MP (LS) regarding reservation & selection of faculty in AIIMS, New Delhi through the PMO; Forum for Rights and Equality, AIIMS, New Delhi and Janhit Abhiyan, Delhi through PMO. The Committee decided that the comments on these be obtained through DD Admn, AIIMS.

The meeting ended with a vote of thanks to the Chair.

Sundeep K Nayak
JS,MoHFW & Member Secretary
25 April 2013

Copy to: i. Chairman of the Committee; ii. All Members (DDA AIIMS/ JS DoPT / DDA PGIMER); iii. PS to HFM; iv. PS to Secretary HFW; v. DS i/c ME-I; vi. Programme Division

Annexure V

MINUTES OF THE FOURTH MEETING OF THE COMMITTEE CONSTITUTED BY THE GOVERNMENT OF INDIA, MoHFW, CHAIRED BY SHRI PK PRADHAN TO EXAMINE ISSUES PERTAINING TO AIIMS AS SPECIFIED IN THE COMMUNICATION OF THE MINISTRY

1. The fourth meeting of the Committee constituted by the Government of India, Ministry of Health & Family Welfare vide No. V-16020/5/2013-ME.I dated the 4th February, 2013 was held under the Chairmanship of Shri P.K. Pradhan, Former Secretary (H&FW) on the 25th of April, 2013 at 3.30 p.m. in the Committee Room, AIIMS, New Delhi. DDA PGIMER; Shri Ashok Kumar, Director (E-I), DoPT; JS DoPT, DDA AIIMS New Delhi and JS I/c AIIMS, MoHFW participated.

2. The following former Directors/experts joined on the request of the committee:-

i. Dr. Sneh Bhargava, Former Director, AIIMS, New Delhi
ii. Dr. K.K. Talwar, Former Director, PGIMER, Chandigarh
iii. Dr. Dr. M.K. Bhan, Former Secretary to the Govt. Of India, Deptt. Of Biotechnology
iv. Dr. Y.K. Chawla, Director, PGIMER, Chandigarh

3. During the course of discussions, all the experts were of the following views:

a) Direct recruitment is essential at all levels of faculty positions to attract best talent and also to ensure that the quality does not suffer on account of inbreeding.

b) As regards the inter se seniority between the faculty taken through direct recruitment and promoted under Assessment Promotion Scheme (APS), it was suggested that Seniority of promotes under APS should be fixed from the date of their eligibility and the seniority of direct recruited faculty should be from the date of their joining.

c) The APS should be held annually in a time bound manner and strictly on the basis of merit. Holding the APS timely every year will address most of the grievances and issues regarding seniority.

d) It was suggested that the detail framework on APS including timeframe suggest in the report of Dr. Sneh Bhargava committee submitted to the Ministry could be adopted.

e) For selection of the Sr. Grade Professors Weightage up-to the extent of 50% should be given to merit.

f) The experts expressed in favour of rotatory headship amongst 3-4 Sr. Grade Professors for 5 years tenure each. However, Dr. Y.K. Chawla Director PGIMER was not in favour of rotatory headship,

g) It was felt that there should be a Collegiums of Deans in the Institute with at least 3 Deans and their selection should be made in a transparent manner.

h) All the provisions relating to recruitment, APS, seniority issues should be clearly spelt out and made integral part of the Act, Rules and Regulations of the Institute. They should be transparent and hosted in the official website so that there is absolute clarity amongst all the faculty members about the various provisions on promotions, seniority service conditions etc..

i) The recommendations of Dr. Sneh Bhargava Committee on work standards should be adopted and applied for selections under APS.

The meeting ended with a vote of thanks to the Chair.

Sundeep K Nayak
JS,MoHFW & Member Secretary
14 June 2013

Copy to: i. Chairman of the Committee; ii. All Members (DDA AIIMS/ JS DoPT / DDA PGIMER); iii. PS to HFM; iv. PS to Secretary HFW; v. DS I/c ME-I; vi. Programme Division

Annexure VI

CORRIGENDUM

In the minutes of the meeting of the Committee constituted by the Government of India, MoHFW, chaired by Shri P.K.Pradhan to examine issues pertaining to AIIMS circulated on 25.06.2013, the word "fourth meeting" appearing twice at first page of the minutes may be read as "fifth Meeting".

(Amrit Lal)
Deputy Secretary Govt. of India
Tel. No. 23062655

Copy to: - I Chairman of the Committee; ii. All Members (DDA AIIMS/JS DOPT/DDA PGIMER); iii. PS to HFM ; iv PS to Secretary (H) v. DS i/c ME-I vi, Programme Division.

MINUTES OF THE FOURTH MEETING OF THE COMMITTEE CONSTITUTED BY THE GOVERNMENT OF INDIA, MOHFW, CHAIRED BY SHRI P.K. PRADHAN TO EXAMINE ISSUES PERTIANING TO AIIMS AS SPECIFIED IN THE COMMUNICATION OF THE MINISTRY.

The fourth meeting of the Committee constituted by the Government of India, Ministry of Health & Family Welfare vide No. V-16020/5/2013-ME-I dated the 4th February, 2013 was held under the Chairmanship of Shri P.K. Pradhan, Former Secretary(H&FW) on 14.06.2013 at 11.30 AM in the Committee Room, AIIMS, New Delhi. DOPT, JS DOPT, DDA AIIMS New Delhi Shri Ashok Kumar, Director(E-I) and Shri Amrit Lal, DS, MoHFW participated in the meeting. DDA PGIMER and JS I/c AIIMSs, MOHFW could not participate.

2. Chairman of the Committee welcomed the members and initiated the discussion. The Draft report was taken up for discussion and all the sections of the report were reviewed one by one. It was suggested in the meeting that minutes of all the meetings of the Committee may be annexed with the report for better appreciation of the issues. It was pointed out by JS, DoPT that the issue related to reservation is indirectly linked to the issue being examined by the Committee, though it is not strictly included in terms of reference of the Committee and this could be mentioned. It was observed that various representations received by the Committee may be taken in the report as it is. Js DoPT mentioned that they will send the inputs to the draft report based on the discussions quickly.

3. It was pointed out that based on Dr. Sneh Bhargava Committee Report, the Govt. had already issued guidelines vide O.M. dt. 15.5.2013 regarding work standards for Faculty of autonomous Institutions of medical education under the Department of Health and Family Welfare, Government of India for taking further necessary action by the concerned institutes. The said

guidelines including the APS aspect and its wider implications were discussed in detail. It was decided that the guidelines issued by the Ministry based on the report of Dr. Sneh Bhargava Committee Report should be incorporated in the relevant portions of the report. Chairman mentioned the inputs received him from DDA PGIMER regarding the APS by their Standing Academic committee taking into consideration the Min. guidelines of 15th May and earlier committee report.

4. The Committee is of the view that direct recruitment should be made at all levels of faculty. It was also felt that APS should be quite rigorous and credible as it provides a faster route for promotion. ACR rating could also be made part of the selection process. The matter related to submission of applications by professors promoted under APS for the post of direct recruit Professor was also discussed in detail.

5. The guidelines issued by Govt. vide letters dated 31.12.2009 and 10.1.2010 regarding revision of pay scales of faculty of autonomous institutions of medical education under the Department of Health & Family Welfare, Ministry of Health & Family Welfare were taken up for discussion in the context of the issues related to 'Grade' vs 'Post' and the provisions contained in the said letters regarding operation of the post of Professor up to 40% in the new HAG scale of Rs. 67000-79000, promotion to which grade is subject to clearance of the prescribed selection process. These issue were discussed in detail and thereafter, the Committee desired to go through the relevant file from which these guidelines were issued for getting clarity on these issues and in which context the letter dated 31.12.2009 was revised by

Contd/---

letter dated 10.1.2010. The Committee was informed that the said file, at present, is not available/traceable. The committee desired that sincere efforts be made to trace the relevant file at the earliest and the position apprised in next meeting.

Amrit Lal

Deputy Secretary to the Government of India

25th June, 2013

Copy to: i. Chairman of the Committee; ii. All Members (DDA AIIMS/JS DoPT/ DDA PGIMER); III. PS to HFM; iv.PS to Secretary HFM; v. DS I/c ME-I; vi. Programme Division

Annexure - VII

MINUTES OF 87TH MEETING OF THE STANDING ACADEMIC COMMITTEE OF PGIMER, CHANDIGARH HELD ON MONDAY THE 27TH OF MAY, 2013 AT 11.30 A.M. IN THE COMMITTEE ROOM OF KAIRON BLOCK OF THE INSTITUTE.

The 87th Meeting of the Standing Academic Committee of PGIMER, Chandigarh was held on 27th May, 2013 at 11.30 A.M. in the Committee Room (Kairon Block) of the Institute. The following were present:-

1. Prof. Seyed E. Hasnain : Chairman
2. Dr. Karan Singh Yadav : Member
3. Prof. V. Sakhuja : Member
4. Prof. Amod Gupta : Member
5. Prof. Kusum Joshi : Member
6. Prof. Yogesh Chawla : Member-Secretary

Dr. Jagdish Prasad, Dr. Anupam Sibal, Dr. Arun Grover regretted their inability to attend the meeting due to their pre-occupations. Dr. Kailash Sharma did not attend the meeting.

Sh. Chetan P.S. Rao, Dy. Director (Admn.) PGI and Prof. K. Gauba, Professor Incharge Academic Section attended the meeting as special invitees.

At the very outset, Prof. Yogesh Chawla welcomed the Chairman and other members of the Committee. Thereafter, the agenda items were discussed and the following decisions were taken:-

ITEM NO. 1

Confirmation of the minutes of the Standing Academic Committee held on 15.10.2012 at Chandigarh.

The minutes of the 86th meeting of the Standing Academic Committee of PGIMER, Chandigarh held on 15.10.2012 were confirmed, with the following amendments in the recording of minutes against item No. 20, titled "Examiners of Core-faculty of Super-speciality courses conducted at this Institute :-

'The Head of the department concerned will only act as a 'Coordinator' for the superspecialty courses where he/she is not the core faculty. Where he/she is the core faculty member, he/she will act as 'Convener cum first permanent internal examiner'. The 2nd internal examiner for superspecialty course will be appointed by rotation as per the seniority of the core faculty, for four consecutive terms to each second internal examiner

The HOD will, however, act as Convener cum first internal examiner for all the postgraduate courses i.e. MD/MS/MDS/MPH/M.Sc. etc. conducted in the same department, and the 2nd internal examiner for all such postgraduate courses will be appointed as per the combined seniority of faculty members of the department IRRESPECTIVE of the fact whether he/she is from the core faculty of the superspeciality or not.

Further, the office of Registrar shall correspond only with the Convener regarding all the examination matters concerning superspecialty courses, but a copy shall invariably be sent to the Coordinator (HOD of the concerned department) for his/her information and record."

The following recommendations were made:-

1. Having the provision of adjunct faculty appointments is going to be conducive in improving teaching, research culture and clinical skills in PGI and should be encouraged.
2. PGI faculty should be able to accept adjunct positions in other departments in PGI or in institutions both within and outside the country.
3. Departments in PGI can seek adjunct positions for clinicians/scientists of repute or distinction from within PGI or from institutions both within and outside the country.
4. All such proposals will be considered by a Committee set up for this purpose by the DPGI.
5. When such appointments are made in PGI departments for faculty, the adjunct position can be of the same level as in the parent department or one level lower. The position for outsiders will be decided by the Committee
6. One faculty member can hold adjunct position in only one department of PGI at one time.
7. The proposal to enroll an adjunct faculty must start from the host department, and should be approved by a majority of faculty members.
8. The proposal to appoint an adjunct faculty should have a strong justification and be need based.
9. Ordinarily, such appointments will not exceed 5 years.
10. An adjunct faculty will have no administrative responsibilities or privileges.
11. If the adjunct faculty participates in clinical activities, it should be always in association with another faculty member of the parent department who will assume overall clinical responsibility.
12. In case of adjunct faculty from other institutions, PGI will provide reasonable stay facilities and adequate office or lab space as per need if available.
13. The Committee recommended appropriate honorarium for adjunct faculty from outside PGI.
14. The adjunct faculty and host department will submit an annual report which will be reviewed by competent authorities. In case of the activities do not meet with the goals of appointment, this appointment can be terminated in mid-term.

Sd/- (S. Prabhakar)	Sd/- (S.K. Jindal)	Sd/- (S. Malhotra)	Sd/- (S. Singhi)
Sd/- (A. Chakrabarti)	Sd/- (S. Jain)	Sd/- (V. Jha)"	

The Standing Academic Committee, however, deferred the matter for its next meeting, and desired to submit the detailed guidelines for appointment of adjunct/joint faculty in PGI (adjunct faculty from outside the Institute and joint faculty from within the Institute), after taking into consideration the guidelines adopted by other Universities/Institutions of National Importance.

The adjunct/joint faculty will not become HOD. They will have to declare their own primary department. Further, the adjunct/joint faculty can participate in the research and academic activities of the department concerned. Detailed guidelines in this regard may be prepared by the Institute.

ITEM NO. 2

Action taken on the minutes of the Standing Academic Committee held on 15.10.2012 at Chandigarh.

The Standing Academic Committee noted the action taken on the minutes of the previous meeting held on 15.10.2012 with the following observations with regard to "Miscellaneous item":-

"The Committee desired that the Institute needs to take concrete steps to finalize the formation of a committee to review the medical and scientific audit of research being done at the PGIMER, Chandigarh and the same must be placed before the next meeting of the Standing Academic Committee of the Institute, after deliberations in the Staff Council of the Institute. The Chairman, SAC will suggest the Chairperson and panel of experts for the said committee.

ITEM NO. 3

Proposal for starting of fellowship in Breast Surgery in the department of General Surgery at this Institute.

The Standing Academic Committee agreed to the proposal for starting a 'Fellowship (Post Doctoral) in Breast Surgery" in the Department of General Surgery of PGI, Chandigarh. The SAC also approved one *General Seat per year* by converting one seat of non-academic senior resident in the department and also approved one seat for *Sponsored category per year for the said fellowship.*

ITEM NO. 4

Creation of 03 posts of Assistant Clinical Psychologist (Research) for assisting in Research Activities of the Department of Psychiatry, PGIMER, Chandigarh.

The Standing Academic Committee approved the proposal of creation of 03 posts of Assistant Clinical Psychologist (Research) in the department of Psychiatry in the Pay Band of Rs 9300-34800 + GP 4200, with the following educational & other qualifications:-

"Essential:

MA in Psychology.

Desirable:

Experience in Clinical Psychology

OR

M.Phil in Clinical Psychology."

The SAC also recommended to define the career path for the incumbents of the above three posts.

ITEM NO. 5

Creation of post of Senior Resident (Conservative Dentistry & Endodontics) for the Oral Health Sciences Centre, PGIMER, Chandigarh.

The Standing Academic Committee agreed to the proposal of creation of one additional post of Senior Resident in the specialty of Conservative Dentistry & Endodontics in Oral Health Sciences Centre of the Institute, as per the PGI Rules.

ITEM NO. 6

Creation of three faculty posts of Assistant Professors in the Department of Renal Transplant Surgery, PGIMER, Chandigarh.

After due deliberation upon this item, the Standing Academic Committee agreed to the proposal of creation of three posts of Assistant Professors (Medical) in the department of Renal Transplant Surgery at PGIMER, Chandigarh, as per the existing Recruitment Rules, in the pay scale of Rs.15600-39100 + GP 8000 + NPA.

ITEM NO. 7

Proposal for starting of DM (Histopathology) Course in the department of Histopathology, PGIMER, Chandigarh.

The Standing Academic Committee appreciated the initiative of the Institute in this direction and after detailed discussions, agreed to the proposal for starting DM (Histopathology) course in the Department of Histopathology, PGIMER, Chandigarh with *two General seats per year* by converting two posts of Senior Residents in the concerned Department *and two Sponsored Seats* per year.

ITEM NO. 8

Guidelines to start Fellowship at PGI, Chandigarh.

The Standing Academic Committee agreed to the proposal for starting Fellowships in other disciplines/departments on the pattern of fellowship in Breast Surgery in the department of General Surgery as per the guidelines (Annexure appended to this agenda item) suggested by the Committee constituted by the Staff Council of PGI for framing of guidelines for a 'Fellowship Programme' at the Institute, with no additional financial implications for the Institute. Such Fellowships shall be known as "Fellowship of PGI"- (FPGI). The SAC was also of the view that all the proposals recommended by the Staff Council need not come again before the SAC and the same should be put up and approved by the Director, PGI, on behalf of the Standing Academic Committee of the Institute.

ITEM NO. 9

Enhancement of rate of stipend – B.Sc. Nursing, National Institute of Nursing Education, PGIMER, Chandigarh.

The Standing Academic Committee agreed to the proposal for enhancement monthly stipend from Rs.100/- to Rs. 500/- per student pursuing B.Sc.Nursing (4 years) course at NINE, PGIMER, Chandigarh w.e.f. the academic session starting from 1.9.2013. The SAC also agreed to increase the amount of Bond from Rs.8700/- to Rs. 29,000/- from the said session starting from 1.9.2013. The candidates will be required to furnish the Bond to serve the PGIMER, Chandigarh and other Central Government Institutions only.

ITEM NO. 10

Revising penalty for resignation of Junior Residents within firs: six months of joining.

The Standing Academic Committee considered the matter at length. As per suggestion of the Staff Council for staggering the penalty to be levied upon a resident keeping in view the period after which he/she submits resignation, the SAC recommended to impose the penalty for the purpose, in the following manner:-

Period at which resignation is tendered/accepted	Existing Penalty (Rs.)	Proposed Penalty (Rs.)
Within one month of joining	Nil	Nil
After one month and within six months of joining	50,000/-	75,000/-
After six months and within one year of joining	1,00,000/-	1,25,000/-
After one year and within two years of joining	1,00,000/-	1,75,000/-
After two years	1,00,000/-	2,25,000/-

The Committee further recommended that 4th counseling be also introduced to be held in the 3rd month of that session and the students selected in pursuance of that 4th counseling be merged with the admissions of next batch so as not to waste the seats of residency so created because of such resignations as well as to ensure smooth running of patient care services at the Institute. The students will join immediately after the 4th counseling but their session will actually start from the next due session.

ITEM NO. 11

Proposal for adding new subjects in the Ph.D. programme of the Institute.

The Standing Academic Committee agreed to add the following new subjects for admission to the Ph.D. Program in School of Public Health and the department of Forensic Medicine of the Institute:-

School of Public Health

MA/M.Sc./M.Phil in Health Promotion/Education, Health Management, Epidemiology, Environmental Health/Environment Sciences and Public Health Nutrition/Applied

Nutrition/ Food & Nutrition, Health Economics/Applied Economics/Economics, Public Health/Community Health and MPH.

Department of Forensic Medicine

Postgraduation in Law i.e. LLM and its equivalent qualification .

ITEM NO. 12

Modification of Recruitment Rules for the post of Clinical Instructor, NINE, PGIMER, Chandigarh.

The Standing Academic Committee agreed to the proposal for modification in the Recruitment Rules for the post of Clinical Instructor at NINE, PGI, Chandigarh, as under:-

B.Sc. Nursing with 5 years teaching experience

OR

M.Sc. Nursing with at least two years experience as Sister Grade-II in a teaching hospital of 1000 beds or more as professional qualifications and experience ."

OR

M.Sc. (Nursing) with at least two years teaching experience.

The Committee also recommended that during M.Sc. course, teaching of B.Sc. students by the M.Sc. students must be made mandatory and this clause should also be incorporated in their curriculum. Further, the period of two years' duration of M.Sc. Nursing students should also be counted as 'teaching experience', which must be mentioned in their M.Sc. certificates.

ITEM NO. 13

Regarding deletion of three/five years experience of regular service in the specialty concerned of Assistant Professor(s) to act as the Chief Guide for dissertation/thesis work of the candidates registered for MD/MS/DM/M.Ch./Ph.D./MHA/MPH programme of the Institute.

The Standing Academic Committee agreed to the proposal for deletion of condition of three/five years experience of regular service as Assistant Professor to be the Co-Guide/Guide for the Dissertation/Theses work of the candidates registered for MD/MS/DM/ M.Ch./PH.D./MHA/MPH programme of the Institute and approved the following criteria for becoming Guide/Co-Guide for the Dissertation/Thesis:-

For MD/MS/DM/ M.Ch./MHA/MPH programme

"The ad hoc Assistant Professors who have less than three years service as such may be appointed as Co-Guides. The ad hoc Assistant Professor having completed more than three years of service, can be a Guide of any candidate, however, one co-guide should invariably be from amongst the regular faculty of the concerned department. If a co-guide is an ad hoc Assistant Professor, the

Item No. 16

Framing of guidelines and criteria for Assessment Promotion Scheme for faculty at PGIMER, Chandigarh.

The Standing Academic Committee, after detailed deliberations on the guidelines and criteria for Assessment Promotion Scheme at PGIMER, Chandigarh agreed with the guidelines approved by the Government of India, as communicated on 15.5.2013, with the few modifications as recommended by A.K. Grover Committee.

The SAC agreed to the following guidelines and criteria for APS scheme for faculty of PGIMER, Chandigarh.

Period of absence from Institute

i. 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.

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

iii. The period of leave including leave on medical grounds, EOL, etc., availed on personal grounds shall not count towards the minimum required period of experience for eligibility for next promotion.

iv. Child care leave of maximum six months duration would be considered for assessment purposes under APS.

However, the SAC recommended that the following guidelines as already approved by the Governing Body of the Institute, should be implemented and the Governing Body of the Institute may be apprised of the same:-

"Those faculty members who were permitted for overseas assignments in teaching institution/hospitals/universities their period would be counted for promotion only if the assigned position in the overseas assignments in teaching institution/ hospitals/ universities is equal to or higher than the held position in the PGI before proceeding abroad, as approved by the Governing Body on 17.1.2011.

While sanctioning Ex-India leave to the faculty for foreign assignment, the above condition be incorporated in the office orders."

Processes & time schedule for promotion under APS.

The SAC did not agree with the guidelines approved by the Government of India but recommended to adopt the following recommendations as made by the Dr. A.K. Grover Committee:-

"(I) There should be a annual meeting of the Standing Selection Committee for APS and it should not be clubbed with the interviews for direct recruitment. The system of annual meeting for APS should be evolved and if need be a separate committee may be constituted for the APS.

(II) In the second stage, the consolidated report of assessment period, of the work done various parameters i.e. teaching and trainings, research, patient care and corporate activities along with description of the contribution in research papers and a PDF file of research papers written/ published should be prepared by the faculty member. This consolidated report will be sent for peer review to at least six persons, out of which three names would be proposed by the concerned faculty member and the remaining will be decided by the Director. While sending these consolidated reports, the Director would write a covering letter highlighting the purpose

and objective of review and the manner in which the review is to be done. Comments from four peer reviewers are mandatory before these are placed before the Selection Committee.

Same criteria regarding ACR/APAR may be adopted as approved by the GOI.

This peer review will be placed before the Standing Selection Committee along with the ACR/ APAR and personal interview should be taken by the Standing Selection Committee only up to the level of Additional Professor.

Internal Screening & Peer Review

The SAC agreed with the following guidelines as made by the Govt. of India:-

i. An Internal Screening Committee shall be constituted for each department 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. 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.

The SAC , however, recommended that 'Good' should be the benchmark.

Annual Schedule to be followed for the Assessment Promotion Scheme
PROCESS TO BE FOLLOWED FOR APS EVERY YEAR

The SAC agreed with the following guidelines as made by the Govt. of India:-

i. Call for Applications in specific format (May)
ii. Received completed applications (June)
iii. Refer to Internal screening committee (July)
iv. Refer for Peer Review (August)
v. Personal Interview of candidate by Standing Selection Committee (Sept. to November)
vi. Declaration of results (Dec.)
vii. Issue of Promotion orders. (December)

Time Management

The SAC agreed with the following guidelines as made by the Govt. of India.-

Appointment 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:

Basic Sciences Departments	Anatomy, Physiology and Pharmacology, Biophysics, Biochemistry, Biotechnology and NMR Departments.
Teaching and Training	45% of time
Research	45% of time
Corporate activities	10%

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

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

Healthcare providers/clinical Departments	Medicine and sub specialties, Surgery and sub specialties, Gynae and Obst, Radiology and Imaging and Nuclear Medicine
Teaching and training	20% of time
Patient care	45% of time
Research	25%
Corporate activities*	Up to 10 (%)

The captive time should be interchangeable by 10-15% between teaching, healthcare service delivery and research except in case of corporate activities.

Teaching and Training

Evaluation shall be based on:

The SAC agreed with the following guidelines as made by the Govt. of India:-

1. Didactic lectures delivered
2. Participation in Departmental, Institutional, programmes sponsored by National Associations and other educational Institutions, educational exercise i.e. Counting Medical Education, Grand rounds, Seminars, Workshops.
3. Clinical teaching exercises.
4. Interdepartmental teaching
5. Mentorship & guidance provided to Students for thesis work.
6. Visiting professorships
7. Question Bank Formation
8. Student Feed Back
9. Productions 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/pro forma and would be made available to the Internal screening committee.

The SAC recommended that the student feedback should only be implemented when ID driven and Password protected system is in place and every resident has been provided access to the net.

The SAC agreed with the following guidelines as made by the Govt. of India:-

Research

Subject to the flexibility allowed, [illegible]% 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.

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 Institute

Associate Professor : External Grant – One
Additional Professor : External Grant – 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 weightage 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.

Publications

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

	Publication in PubMed indexed journal (Mandatory)
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.

Corporate Activities

The SAC recommended the following guidelines as made by the Dr. A.K.Grover Committee:-

"It was decided that participation of the faculty in activities promoting the objectives of the Institute and smooth functioning of the Department require committed time and devotion. In addition, the faculty of the national institutes are called upon to serve on various committees of the national and international scientific, educational and health care institutions/organizations. This should be given due credit along with organizing of seminars, workshops etc. Credit should be given to faculty members for participation in Institutional work like being Chairman/ Convener/Members of various Institute Committees and for participation in Departmental works like purchase of equipment, looking after special areas.

Patient Care

The SAC agreed with the following guidelines as made by the Govt. of India:-

The criteria for assessment of performance in delivery of patient care services would be as follows:-

CLINICAL

I) OPD's clinic attended per month
II) IPD duties assigned and done per month
III) Procedures/surgeries undertaken
IV) New techniques developed
IV) New Services started Creation of disease management programmes 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.

The SAC agreed with the following guidelines as made by the Govt. of India as regards Senior Professor/Seniority Matters:-

Senior Professor/Seniority Matters

Position of Senior Professors have been filled up by DPC procedures. It is recommended that posts of Senior Professor be filled up as per APS process so as retain the rigour of selection on the basis of merit. It is further clarified that all Professors, whether direct recruits or APS appointees would be eligible for being considered for promotion to the post of Senior Professor.

Seniority Matters

Recent attempts to describe promotions under the APS as mere up-gradations while substantive posting would always remain the post at which direct recruitment was initially made are a matter of serious concern. Such an interpretation has serious implications because apart from the APS, there is no other avenue of promotion available to faculty. Direct recruitment is not a promotion and does not provide a reasonable opportunity for all faculty for getting selected. It is a fact that promotions under APS get delayed for various reasons but none of these could be attributed to faculty. Therefore, promotions under APS necessarily have to be antedated. Hence it is recommended that the date from which the promotion has been given effect to under APS would also be the date for determining seniority vis-a-vis direct entrants. Separately, proper regulations for the APS should be prepared as has been done for the Flexible Complementing Scheme by CSIR and ICMR. Such regulations should provide that interviews for APS would be held in the month of May every year and promotion orders would be issued on 30th June of that year. If for some reason the meeting of the Committee cannot be held as per the prescribed scheduled, then ad hoc up-gradations should be given so that faculty is not denied the benefit of the higher post nor should there be any dispute about the date of appointment vis-a-vis direct recruits.

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Table Agenda Item No. 1

Conferment of awards on the scientists in recognition of their high quality research at the PGIMER, Chandigarh.

The Standing Academic Committee considered the matter at length and recommended the conferment of following awards on the scientists in recognition of their high quality research at PGI, Chandigarh. However, the modalities and guidelines for conferment of these awards should be prepared by the Director and put up before the Standing Academic Committee for approval:-

1. Start-up Grants for new faculty

No. of Grants each year	:	20
Budget for each grant	:	Up to Rs. 20.00 lacs
Total Annual budget	:	Rs. 400.00 lacs

2. Funding for MD/MS/DM/M.Ch. Thesis, on competitive basis:

No. of Theses per year	:	Not exceeding 100
Budget per thesis	:	Rs. 1.00 lacs
Total Annual Budget	:	Rs. 100.00 lacs

3. Inter-institutional Research Programme & collaborations

No. of proposals each year	:	10
Requirement per proposal	:	Rs. 10.00 lacs
Total Annual Budget	:	Rs. 100.00 lacs

4. Ph.D. fellowships

No. of Ph.D. fellowships per year	:	25
Budget requirement per Ph.D.	:	Rs. 10.00 lacs
Total Annual Budget	:	Rs. 250.00 lacs

[THE ACADEMIC COMMITTEE RECOMMENDED TO PUT UP A FRESH AGENDA ITEM IN THIS REGARD BEFORE THE S.F.C. OF PGI]

5. Postdoctoral Fellowships
(Post Ph.D as well as Post Sr.Residency after MD/MS)

No. of Fellowships per year	:	30
Budget per fellowship	:	Rs. 10.00 lacs
Total Annual Budget	:	Rs. 300.00 lacs

[THE SAC DESIRED PGI TO PREPARE A CAREER PATH FOR THESE POST DOCTORAL FELLOWS]

6. Research Awards
Junior Faculty

Excellence in Research	:	5 (1.00 lac each)
Life Time achievement awards	:	2 (2.00 lacs each)

[THE SAC DESIRED PGI TO PREPARE GUIDELINES FOR THESE AWARDS]

7. Additional incentives to promote research by the faculty members of PGI:

i) Faculty Member who publishes a first author/corresponding author, original paper excluding case report will receive an un-restricted Research Grant according to the following criteria:-

a) Journal with impact factor ≥ 10, 'up to Rs. 20 lakh' for a total duration of two years, depending upon the impact factor- higher the impact factor, more the grant to a maximum of 20 lakhs.

b) Journal with impact factor ≥ 4 but < 10, up to Rs. 10 lakh for a total duration of 2 years, depending upon the impact factor- higher the impact factor, more the grant to a maximum of 10 lakhs.,

ii) A faculty member can get a maximum of 2 such awards in his life time.

iii) Faculty Member with H-Index (scopus) of 20 or more will be recognized as 'Distinguished Researchers" and be eligible for getting consumable research grant of up to Rs. 10 lakh/year for 3 years upon submission of a research project which will be peer reviewed.

iv) All faculty members who publishes an original paper (not a case report) as first/corresponding author in a journal with F ≥ 5 will receive a certificate of excellence on the Institute Research Day.

v) The PGI shall come out its IPR (Intellectual Property Rights) Policy.

vi) Any faculty member who wins any of the following National award will receive 'certificate of Excellence' on the Foundation Day of the Institute:-

a) SS Bhatnagar Award
b) DBT Innovative Young Biotechnologist Award
c) DBT National Bioscience Award
d) DBT National Women Bioscientist Award
e) JC Bose Fellowship(DST)
f) NASI Award
g). Welcome Trust Award
h) ICMR award

These decisions will be made by the Institute Research Committee and verified by the Dean/DPGI.

Miscellaneous Item No. 1

Appointment of Adjunct Faculty (Adjunct faculty from outside the Institute and Joint faculty from within the Institute)

The Standing Academic Committee also deliberated on the concept of adjunct/joint faculty, and also took into consideration the following recommendations dated 14.8.2012 made by the 'Prabhakar Committee' constituted by the Director, PGI on the subject:-

i) "A meeting was held on 14.8.2012 at 4.00 PM in the office of Prof. S. Prabhakar to discuss the issue of adjunct faculty in PGIMER and MOUs with other universities.

Prof. S. Prabhakar was in the chair, and Prof. S.K. Jindal, S. Malhotra, S. Singhi, A. Chakrabarti, S. Jain and V. Jha were present.

Miscellaneous Item No. 2

Online Examination

The Standing Academic Committee also took up the matter regarding starting of On-line entrance examinations of various courses/recruitments etc. at PGIMER, Chandigarh. The SAC suggested to initiate online examination for recruitment of Clerks to start with, after getting necessary approval from various Bodies of the institute as per Rules of the Institute. The experience/expertise gained by doing so will certainly pave the way for conducting the Online entrance examinations for admission to various courses being conducted by the PGIMER, Chandigarh.

Miscellaneous Item No. 3

Sub Dean – Research/Alumini-relations

The Standing Academic Committee deliberated on the appointment of a Sub Dean (Research and Alumini Relations) at PGIMER and desired that a detailed proposal be put up before the next meeting of the Standing Academic Committee.

The meeting ended with a vote of thanks to the Chair.

22.6.13

(Yogesh Chavla)
Member-Secretary
Standing Academic Committee

(Seyed E Hasnain)
Chairman
Standing Academic Committee

Annexure VIII

F.No.V-16020/57/2008-ME-I(Pt.)
Government of India
Ministry of Health and Family Welfare
Department of Health and Family Welfare

Nirman Bhavan, New Delhi.
Dated, the 15th of May, 2013.

OFFICE MEMORANDUM

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

Attention is invited to Ministry of Health and Family Welfare's letter No. V-16020/57/2008-ME.I dated 12.1.2010 (copy enclosed) 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(v) of the letter ibid wherein it has been stipulated that the Institute Bodies concerned shall finalize suitable work standards for faculty within one year.

2. 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 23rd 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 29th October, 2011. The report of the 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) on 22nd June, 2012 with the Heads of the autonomous Institutions. Subsequently, based on the commonly agreed issues, a draft OM was circulated 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.

3. 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 hereinafter, are hereby circulated, with the approval of Secretary, Department of Health & Family Welfare, as guidelines for adoption.

4. FUNCTIONS OF FACULTY & ALLOCATION OF TIME

4.1 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.

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:

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

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

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

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

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

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.

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 is 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:

	Publication in PubMed indexed journal (Mandatory)
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:

5.6.1 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 programmes 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.

5.6.2 Para-Clinical

Based on:

i. Work-load;

ii. New diagnostic tests/ techniques introduced

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.*

e. Corporate Activities

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.

6. PROCESSES & TIME SCHEDULE FOR PROMOTION UNDER APS

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.

6.2 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.

6.2.1 Internal Screening & Peer Review

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

PROCESS TO BE FOLLOWED FOR APS EVERY YEAR

Call for Applications in specific format (May)

↓

Receive completed applications (June)

↓

Refer to Internal Screening Committee (July)

↓

Refer for Peer Review (Aug)

↓

Personal Interview of candidate Standing Selection Committee (Sep.to Nov.)

↓

Declaration of result (December)

↓

Issue of promotion orders (December)

8. APPEALS AGAINST THE RECOMMENDATIONS OF THE STANDING 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.

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

9. 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.

10. PERIOD OF ABSENCE FROM INSTITUTE

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.

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

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

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

purposes under APS.

11. INFRASTRUCTURE

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 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.

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

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

To,

33471 1. The Director, All India Institute of Medical Sciences, Ansari Nagar, New Delhi.
33473 2. The Director, Post Graduate Institute of Medical Education and Research, Chandigarh – 160012.
33474 3. The Director, Jawaharlal Institute of Postgraduate Medical Education and Research, Puducherry.
33477 4. The Director, National Institutes of Mental Health and Neuroscience, Bangalore, Karnataka.
33476 5. The Director, North Eastern Indira Gandhi Regional Institute of Health and Medical Sciences, Shillong, Meghalaya.
33503 6. The Director, All India Institute of Medical Sciences, Bhopal, Madhya Pradesh.
33507 7. The Director, All India Institute of Medical Sciences, Bhubaneswar, Odisha.
33506 8. The Director, All India Institute of Medical Sciences, Jodhpur, Rajasthan.
33509 9. The Director, All India Institute of Medical Sciences, Patna, Bihar.
33509 10. The Director, All India Institute of Medical Sciences, Raipur, Chattisgarh.
33499 11. The Director, All India Institute of Medical Sciences, Rishikesh, Uttarakhand.

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

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/15

To consider the review report in respect of last six meetings of existing Governing Body decision which were yet to be implemented and reason thereof, at the A.I.I.M.S., New Delhi

NOTE FOR THE GOVERNING BODY

Item No.GB-150/15

TO CONSIDER THE REVIEW REPORT IN RESPECT OF LAST SIX MEETINGS OF EXISTING GOVERNING BODY DECISIONS WHICH WERE YET TO BE IMPLEMENTED AND REASONS THEREFOR, AT THE A.I.I.M.S., NEW DELHI.

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1) INTRODUCTION

1.1. In its meeting held on 19.07.2013, the Governing Body while considering Item No.GB-149/2 regarding Action Taken Report of its 148th meeting held on 22.10.2012; observed as under:-

"Sh. Sundeep Nayak observed that the action taken report referred to only those decisions which were taken in the preceding meeting. He suggested that there should be a mechanism for tracking decisions of the previous GB meetings which had remained unattended. Smt. Sushma Swaraj also agreed with this observation and said that from the next meeting, a report on previous decisions which were yet to be implemented should be placed before the GB along with reasons for non-implementation and status thereof."

1.2 In this regard, it is submitted that the existing Governing Body was constituted in April, 2010 and so far, six meetings of the Govering Body have been held on 27.11.2010, 01.03.2011, 16.01.2012, 14.04.2012, 22.10.2012 and 19.07.2013.

2) ADMINISTRATIVE COMMENTS

2.1 It is submitted that as per the existing procedure, an Action Taken Report on the decisions taken by the Governing Body in a preceding meeting, is submitted before the Governing Body as an agenda item, for consideration, in its ensuing meeting.

Contd.../-..

2.2. As a follow up action on the observation of the Hon'ble members of the Governing Body as above, the Action Taken Notes in respect of each meeting of the present Governing Body were examined and it has been noted that all decisions of the Govering Body, except the one under Item No.GB-146/11 regarding constitution of a Committee for redressal of grievances of SC/ST, have been implemented.

2.3 Several measures have been taken for the rederssal of grievances of SC/ST at AIIMS, New Delhi. However, no Committee, as decided by the Govering Body, has been set up.

2.4 Action has been initiated to implement the said decision.

2.5 This is for the information of Govering Body in pursuance of the decision taken in the last Govering Body meeting held on 19.07.2013.

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/16

Vigilance Case

(To be placed on the table in sealed cover)

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/17

Vigilance Case

(To be placed on the table in sealed cover)

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/18

Vigilance Case

(To be placed on the table in sealed cover)

NOTE FOR THE GOVERNING BODY

ITEM NO. GB-150/19

Vigilance Case

(To be placed on the table in sealed cover)