

NOTE FOR THE GOVERNING BODY

Item No. G.B/189/22

TO CONSIDER THE REPRESENTATIONS SUBMITTED BY DR. VIJAY KUMAR AND DR. HARJIT SINGH REGARDING SELECTION TO THE POST OF ASSISTANT PROFESSOR OF GERIATRIC MEDICINE/GERIATRIC MEDICINE (NCA).1. INTRODUCTION

- 1 Standing Selection Committee had received two representations from Dr. Vijay Kumar and Dr. Harjit Singh regarding selection for the post of Assistant Professor of Geriatric Medicine at Annexure-1 & 2.
- 2 Following posts of Assistant Professor in the Department of Geriatric Medicine (Main) and National Centre for Ageing (NCA) were advertised in November, 2021 :-
  - i) Geriatric Medicine (Main) - 01-OBC & 01-UR.
  - ii) Geriatric Medicine (NCA) - 01-SC & 01-OBC

Dr. Vijay Kumar and Dr. Harjit Singh had applied against above mentioned posts and appeared for interview on 09.10.2022.

3. Standing Selection Committee examined two representations and noted that as per the decision of the Institute Body, the Competent Authority for considering such appeals is the Governing Body. Standing Selection Committee opined that these representations should be put-up before Governing Body to decide whether these should be entertained or not. If deemed appropriate, Governing Body may refer back these cases to the Selection Committee for re-interview with new technical experts at Annexure-3.

Accordingly, the representations of Dr. Vijay Kumar and Dr. Harjit Singh are submitted to the Governing Body for consideration.

This has the approval of the Director, AIIMS, New Delhi

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- Trained in simulation teaching by SET facilities of AIIMS New Delhi on the behalf of department of Geriatric Medicine.

- Trained as instructor of Basic Life Support & Advanced Cardiac Life Support courses.

Sir from the above stated responsibilities entrusted to me and successfully discharged by me, it is clear that the Department had confidence in my academic abilities and administrative competence.

I would like to submit that if you objectively compare my qualifications and experience with other candidates who also had appeared for these posts. It would be amply clear that my academic qualifications, medical and administrative experience are better than those of other candidates.

I am apprehensive about fairness and unbiased selection because I apprehend prejudiced and biased recommendations of a member who is from Medicine department holding additional charge for the Department of Geriatric Medicine. He is well aware of my academics and administrative skills which can be of great help in starting the NCA in full fledged manner but he is trying to keep this department dependant on his mercy by keeping this important faculty position vacant (Reserved for OBC category). I would like to bring this to your kind notice that department of Geriatric Medicine is not having enough faculty members to guide the MD Geriatric Medicine students for their thesis work. Academic section has to appoint faculty members as thesis guides from the other departments.

It would be gross injustice to the medical students who are aspiring to be trained in Geriatric Medicine but not getting support and guidance from trained geriatricians if posts are kept vacant. Moreover, after completing MD (Geriatric Medicine) course from AIIMS New Delhi, students are not getting any opportunities in other institutions because there are no MD Geriatric Medicine courses conducted by them. It would be great injustice to students who have completed MD (Geriatric Medicine) course from AIIMS New Delhi, if they are not given a fair chance for selection and selection process is vitiated by subjective and biased recommendations of a Board member due to preconceived prejudice against their own student.

It is also submitted here that the above mentioned professor (Interview Board Member) was neither involved in departmental academics nor the patients care in the Department of Geriatric Medicine. He has not guided any MD Geriatric Medicine students till date. It is apprehend that he may influence other members of the Selection Committee also through his biased recommendations. It is humbly appealed to get justice done in my case as I want to pursue my career in academics and want to serve the Institute.

Thanking you.

Yours faithfully

Dr Vijay Kumar

Appl.No. 1871001536 & 1871002097

Applicant for post of Assistant Professor -Interview date 9<sup>th</sup> October 2022

Department of Geriatric Medicine Main & National Centre for Ageing

AIIMS, New Delhi

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Chairperson  
Selection Committee  
AIIMS, New Delhi

Subject  
Geriatric

Re

Date: - 25/10/2022

To  
The Chairman  
Selection committee  
AIIMS, New Delhi

Subject: Appeal for justice and fairness in selection for the post of Assistant Professor in Department of Geriatric Medicine, AIIMS, New Delhi

Respected Sir,

This is bring to your kind notice that I appeared in the interview for the post of Assistant Professor Department of Geriatric Medicine Main & National Centre for Ageing on 9th October 2022 under your chairmanship.

I have done my MD Geriatric Medicine from AIIMS New Delhi and after that I have completed my three years of senior resident teaching experience from the same department from 7<sup>th</sup> August 2015 to 16<sup>th</sup> August 2018. I had also worked in the Department of Geriatric Medicine as Assistant Professor on contractual basis for three years from 2<sup>nd</sup> January to 1<sup>st</sup> January 2022. I fulfill all the criteria and got the chance to appear before the selection committee for the interview.

With immense pain I want to humbly submit that attitude of one of the members of the Selection Committee was offensive towards me for reasons which I have communicated separately.

I have 9 publications to my credit and administrative experience better than all the other candidates who had appeared along with me. I have worked really hard during my tenure of 9 years at this premier institute.

Sir, please find below some of the responsibilities handled by me during my tenure as Assistant Professor for three years (on contractual basis) from 2<sup>nd</sup> January to 1<sup>st</sup> January 2022:

- Designated as departmental nodal officer during COVID-19 pandemic during which I managed the panic amongst Health Care Workers and patients during early days of pandemic.
- Involved not only in clinical and research activities but assigned administrative responsibilities as purchase in charge for the department.
- Managed the telemedicine services of the department during and after COVID19 pandemic.
- Established the memory clinic in department for early detection of cognitive and behavioral impairment in elderly.
- Worked with community to generate awareness about immunization in older adults.
- Moderated various webinars and seminars organized by the Department.
- Drafted the home isolation guidelines for senior citizens during Covid19 in collaboration with Ministry of Social Justice and Empowerment.
- Involved in training of Nursing officers and General physicians for sensitization towards Geriatric Medicine.
- In-charge of generic pharmacy issues related to department of Geriatric Medicine.
- Played important role in time to time review of the progress of the National Centre for Ageing (NCA).

Date: - 25<sup>th</sup>/10/2022

To,  
Chairperson  
Selection Committee  
AIIMS, New Delhi

Subject: - Appeal to ensure Justice [Regarding selection for post of Assistant Professor in Geriatric Medicine, AIIMS, New Delhi]

Respected Sir,

I want to draw your kind attention to the gross injustice that I apprehend is likely to happen to me which needs your immediate attention. Reasons for my apprehension are given below.

Sir I am Dr. Harjit Singh and did my MBBS from NSCB Govt. medical college, Jabalpur, Madhya Pradesh in the year 2010. In January 2013, I joined AIIMS, New Delhi, for 3 years of MD course in department of Geriatric Medicine and completed my degree in December 2015 in first attempt. In January 2016, I joined 3 years of senior residency in department of Geriatric Medicine at AIIMS, New Delhi and completed my SR ship in January 2019, with good academic, teaching and research work. After completion of my SR ship I joined at Manipal Hospital Dwarka in the year February 2019 as associate consultant in the department of Internal Medicine and I am working there till date.

On 03/09/2021 advertisement for the various posts of Assistant Professor on regular basis at AIIMS, New Delhi came and I am the only candidate who appeared for an interview on 09/10/2022 for the post of Assistant Professor, Geriatric Medicine [Main & National Centre for Ageing (NCA)] at AIIMS, New Delhi for the one post reserved for SC category in NCA.

Sir I fulfill all required qualifications for the post. The post required MD in Geriatric Medicine, 3 years of senior residency in Geriatric Medicine and publications. Sir, I did my MD and Senior residency from AIIMS, New Delhi and have four publications, out of which two publications were done in collaboration with pharmacology department expressing my capability for doing interdepartmental research. My complete academic record has been good and without any blemish at all.

Sir I further want to highlight that I have appeared three times in interviews for contractual post of Assistant Professor in department of Geriatric Medicine at AIIMS, New Delhi on 25/08/2020, 01/01/2022 & 27/04/2022 but I was not selected though fulfilling all essential criteria with good academic and research record. The seat was reserved for Schedule Caste and I was the only eligible candidate against that seat for first two interviews. For third interview which was held on 27/04/2022, my junior colleague was selected who had completed only 2 years of SR ship and who had completed his MD degree in second attempt. He also did not have clinical, academic or research experience when compared to me. There was no explanation why I

was not selected despite being the only candidate fulfilling all criteria and having a good record. It probably showed deeply ingrained prejudice. This has created fear and apprehension in my mind that someone is trying to spoil my career and wants to keep me away from AIIMS.


Sir I also wish to draw your kind attention to the fact that those completing MD Geriatric Medicine course from AIIMS do not get opportunity in other institutions as there are Geriatric Medicine courses available there. Hence if prejudice and bias hinders selection in your own department and Institute, doors to pursue academic and patient care excellence are practically shut for candidates like me.

Recently I have come to know from the department that during departmental discussions Dr. Naveet Wig (presently Head of the Department) is not willing to take me in the department and he also reportedly said that he will not let me enter AIIMS. Sir that was a complete surprise to me because I never had any interaction with Dr. Naveet Wig and neither worked under him which means that he is under influence of some others who are not willing to let me be part of AIIMS. I also realized during my previous interviews that his questions and body language were very demeaning towards me and he always tries to make me under confident.

I also complained about my grievance to SC/ST/OBC/Women Cell on 17/11/2020 about my non-selection after first interview which was held on 25/08/2020. The meeting of the committee was held on 23/11/2020 under the chairmanship of Prof. K. K. Verma where SC representative of the selection committee Dr. Lokesh Kashyap told the SC/ST/OBC/Women cell that interview performance of Dr. Harjit Singh was "quite good but not outstanding". I received minutes of meeting from the Cell on 26/11/2020. Sir, SC representative knows that my performance was quite good and I also fulfilled all essential criteria but still I was not selected which demonstrates bias against me.

On 09/10/2022 when I saw Dr. Naveet Wig in the selection committee I became apprehensive that he may again try to manipulate my result and also try to misguide honorable Chair and members of the selection committee against me. His presence makes me apprehensive that I will again not be selected.

Sir I request you to ensure that no discrimination is done against me and I am given fair chance of serving the apex institute. I am very keen to contribute to maximum of my abilities towards fulfillment of the objectives of this premier Institute.

  
Dr Harjit Singh  
Ex- Senior Resident AIIMS, New Delhi  
Applicant for post of Assistant Professor  
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