



शरीरमाद्यं रक्तु धर्मस्वधनम्

# ALL INDIA INSTITUTE OF MEDICAL SCIENCES

## AGENDA

### PART-III

FOR THE 160<sup>th</sup> MEETING OF

# GOVERNING BODY

TO BE HELD ON : 13<sup>th</sup> December, 2023  
TIME : 05.00 P.M.  
PLACE : Dr. Ramalingaswami Board Room,  
AIIMS, New Delhi

**AGENDA FOR THE 160<sup>TH</sup> GOVERNING BODY MEETING TO BE HELD ON 13.12.2023 AT 5:00 P.M. IN THE DR. RAMALINGASWAMI BOARD ROOM, AIIMS, NEW DELHI.**

**PART-III**

<b>GB-160/13</b>	To consider the proposal for seeking approval of residential accommodation rules 2023.	<b>772 - 814</b>
<b>GB-160/14</b>	To consider the proposal for grant of ex-post-facto approval for the extension of Dr. Ranjan Gupta's probation period for a period of two years i.e. upto 02.11.2020.	<b>815 - 832</b>
<b>GB-160/15</b>	To consider the proposal for ex-post facto ratification decision of President, AIIMS for retention of lien two Associate Professors, College of Nursing at the AIIMS, New Delhi	<b>833 - 857</b>
<b>GB-160/16</b>	To consider the representation of Dr. Maroof Ahmad Khan, Additional Professor & Head of the Department of Biostatistics, AIIMS for reconsideration of his promotion to the next grade of Professor under Assessment Promotion Scheme (APS) at AIIMS, New Delhi.	<b>858 - 917</b>
<b>GB-160/17</b>	To consider the representation of Dr. Asmita Patil, Additional Professor in the Department of Physiology, AIIMS, for reconsideration of his promotion to the next grade of Professor under Assessment Promotion Scheme (APS) at AIIMS, New Delhi.	<b>918 - 963</b>
<b>Disciplinary cases from Sl.No. 18 to 33</b>		
<b>GB-160/18</b>	To consider the appeal of Sh. Pradeep Kumar, Medical Laboratory Technologist, JPNA Trauma Centre, AIIMS, New Delhi against the penalty of "Reduction to a lower stage in time scale of pay of the post of Medical Lab Technologist for a period of one year in the time scale of pay i.e. Level-07, with further directions that the said Shri Pradeep Kumar, Medical Lab Technologist, AIIMS will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty" as an outcome of a disciplinary proceedings under CCS (CCA) Rules, 1965.	<b>964 - 1006</b>
<b>GB-160/19</b>	To consider the appeal of Ms. Shalini Gupta, Nursing Officer, JPNATC, AIIMS, New Delhi against the penalty of "Reduction to a lower stage in time scale of pay by one stage for a period of two years, without cumulative effect and not adversely affecting her pension.	<b>1007 - 1078</b>

<b>GB-160/20</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Dr. Atul Kumar, the then Chief, Dr. R.P. Centre, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1079 - 1082</b>
<b>GB-160/21</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Dr. Anoop Daga, the then Medical Superintendent, Dr. R.P. Centre, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1083 - 1086</b>
<b>GB-160/22</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Dr. Shikha Gupta, Associate Professor & Officer in-charge (Stationery Stores), Dr. R.P. Centre, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1087 - 1091</b>
<b>GB-160/23</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Dr. Swati Phuljele Aalok, Additional Professor & Officer in-charge (General Stores), Dr. R.P. Centre, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1092 - 1096</b>
<b>GB-160/24</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Shri Rakesh Kumar Sharma, Senior Stores Officer, Dr. R.P. Centre for Ophthalmic Sciences, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1097 - 1100</b>
<b>GB-160/25</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Ms. Meenakshi Dabral, Account Officer, Dr. R.P. Centre for Ophthalmic Sciences, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1101 - 1104</b>
<b>GB-160/26</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Shri Ram Pal Singh, Asstt. Stores Officer, Dr. R.P. Centre for Ophthalmic Sciences, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1105 - 1108</b>
<b>GB-160/27</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Shri Dharam Pal Singh, Asstt. Stores Officer, Main Hospital, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1109 - 1113</b>
<b>GB-160/28</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Shri Manoj Kumar, Jr. Administrative Officer, Dr. R.P. Centre, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1114 - 1117</b>
<b>GB-160/29</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Shri Khajant Singh, Sr. Administrative Assistant, Dr. R.P. Centre for Ophthalmic Sciences, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1118 - 1121</b>

<b>GB-160/30</b>	Ratification of decision of President (AIIMS) for initiation of Disciplinary Proceeding against Shri Jitender Kumar, Hospital Attendant, Grade-III, Dr. R.P. Centre for Ophthalmic Sciences, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965.	<b>1122 - 1125</b>
<b>GB-160/31</b>	To consider & ratify the imposition of penalty under CCS(CCA) Rules 1965 in respect of Mr. Ajay Kumar Sharma, Chief Technical Officer & Charged Official (Group "A").	<b>1126 - 1156</b>
<b>GB-160/32</b>	To consider & ratify the imposition of penalty under CCS (CCA) Rules 1965 in respect of Mr. Satish Chand, Deputy Nursing Superintendent & Charged Official (Group "A").	<b>1157 - 1181</b>
<b>GB-160/33</b>	Ratification of penalty of "Removal from service" against Sh. Sameer Arora, Chief Technical Officer (RT), Dr.BRAIRCH, AIIMS, New Delhi	<b>1182 - 1236</b>

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/13**

**To consider the proposal for seeking approval of residential  
accommodation rules 2023**

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## NOTE FOR THE GOVERNING BODY

Item No. GB./160113

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**TO CONSIDER THE PROPOSAL FOR SEEKING APPROVAL OF RESIDENTIAL ACCOMMODATION RULES 2023.**

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### 1. INTRODUCTION

The matter of revision of Allotment of Residence Rules, 1961 was place as an agenda before the Governing Body in its 103<sup>rd</sup> meeting dated 07<sup>th</sup> September, 1989 (Item No. G.B./7) and the proposed revision of rules was termed as Allotment of Residence Rules, 1989. The Governing Body in its decision (Annexure A) resolved as **“It was decided that rules may be routed through the Estate Committee”**. The matter was placed before the Estate Committee and the Estate Committee in its meeting dated 12<sup>th</sup> January, 1990 approved the Residence Rules, 1989. The matter was again placed before Governing Body in its 104<sup>th</sup> meeting dated 08<sup>th</sup> March, 1990 (Item No. G.B./15) and Governing Body in its decision (Annexure B) resolved as **“The consideration of this item was postponed”**. The Allotment of Residence Rules, 1989 thereafter could not be placed before the Governing Body for its approval after abovesaid postponement and the reason/s is/are not available in records. Further, the Allotment of Residence Rules, 1989 was drafted drawing reference from the General Pool Accommodation Rules of the Directorate of Estates, Ministry of Housing and Urban Affairs (MoH&UA). However, the General Pool Residential Accommodation Rules itself has undergone many changes since 1989 and the Allotment of Residence Rules, 1989 was not modified thereafter in tandem with the General Pool Accommodation Rules of Directorate of Estates. In order to avoid any inconvenience to the staff of AIIMS, New Delhi including Doctors, the allotment of accommodation was continued under the reference of Allotment of Residence Rules, 1989. However, the Allotment of Residence Rules, 1989, not having being approved by the Governing Body, is as such devoid of any statutory powers and has no legal effect. Thereafter the Allotment of Residence Rules, 1989 has been subsequently modified drawing its reference from the General Pool Residential Accommodation Rules, 2017,

MoH&UA and the revised rules is now termed as AIIMS Residential Accommodation Rules, 2023 (hereafter referred as ARAR, 2023). The ARAR, 2023 has the approval Director (AIIMS).

## 2. PROPOSAL

The Allotment of Residence Rules, 1989 has been modified to ARAR, 2023 on the lines of General Pool Residential Accommodation Rules, 2017, MoH&UA. The proposal is for approval of AIIMS Residential Accommodation Rules, 2023.

## 3. ADMINISTRATIVE COMMENTS

The current rule i.e. Allotment of Residence Rules, 1989 awaits approval of the Governing Body and therefore is devoid of any statutory powers and legal effectiveness. Further, the Allotment of Residence Rules, 1989 is not in sync with General Pool Residential Accommodation Rules, 2017 as the General Pool Accommodation Rules has itself undergone many changes from time to time. In addition to these two factors, many AIIMS specific factors require to be incorporated in the accommodation rules to adapt to AIIMS specific requirements.

## 4. WHETHER PROPOSAL HAS THE APPROVAL OF THE CONCERNED COMMITTEE VIZ ESTATE COMMITTEE / ACADEMIC COMMITTEE / SFC ETC.

4.1 The matter is concerned only with the Estate Committee. The Estate Committee comprises of following Members:-

- i. Sh. Ramesh Bhiduri, M.P. ( Lok Sabha)
- ii. Shri Manoj Kumar Tiwari, M.P (Lok Sabha)
- iii. **Dr. (Smt.) Vijay Laxmi Saxena ,**
- iv. Director General of Health Services, MoHFW, Govt. of India
- v. Vice Chancellor, Delhi University, New Delhi
- vi. Addl. Secretary & Financial Advisor, MoHFW, GOI
- vii. Prof. Vijay Kumar Shukla, Rector & Vice Chancellor, Banaras Hindu University
- viii. Director, AIIMS

4.2 The Governing Body comprises of following Members:-

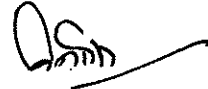
- i. Minister of Health and Family Welfare
- ii. Dr. Anil Jain, M.P (Rajya Sabha)
- iii. Secretary (H&FW),GOI
- iv. Secretary, Department of Higher Education, Ministry of Education, GOI
- v. Addl. Secretary & Financial Advisor, MoHFW, GOI
- vi. Director General of Health Services, MoHFW, Govt. of India
- vii. Dr. Kameshwar Prasad, Director RIMS, Ranchi
- viii. Dr. Pranjal Modi, Vice Chancellor, Gujarat University of Transplantation Sciences
- ix. Vice Chancellor, Delhi University, New Delhi
- x. Prof. Vijay Kumar Shukla, Rector & Vice Chancellor, Banaras Hindu University
- xi. Director, AIIMS

4.3 From the list at 4.1 and 4.2 above, it can be considered the Estate Committee is a subset of the Governing Body. Moreover, no meetings of Estate Committee has been held since 2012. Further, giving statutory powers to ARAR, 2023 is already delayed for more than 33 years (since 1989). Therefore, routing the approval of ARAR, 2023 through Estate Committee may further delay subsequent implementation.

#### 5. APPROVAL SOUGHT

Approval of AIIMS Residential Accommodation Rules, 2023 is sought from the Governing Body.

6. This has the approval of the Director



(Signature of the Head of the Centre / Unit / Deptt.)

Dr. Binod Khaitan  
Chairman (HAAC) and Professor, D/o Dermatology  
Telephone Number: +91 11 2659 4493



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MINUTE OF THE GOVERNING BODY MEETING HELD ON  
11th March 1990 AT 11.30 A.M. IN THE BOARD ROOM  
AT AIIMS, ANINDRA BHAWAN, DELHI - 110 029.

1. Shri. M. Lamin Kouray  
President, AIIMS - Chairman
2. Shri. Mahendra Prasad, M.P. - Member
3. Shri. R. Srinivasan  
Secretary Health - Member
4. Dr. D. J. Jussawalla - Member
5. Dr. C. P. Tiwari - Member
6. Shri. M. L. Gupta  
Joint Secretary (FA)  
Ministry of Health & Family Welfare - Member
7. Dr. S. Bhargava  
Director, AIIMS - Member-Secretary

Director General Health Services, Dr. (Smt) Ramani Sivaraman and Dr. S.G. Pakrashi could not attend the meeting.

Dr. P. L. Wani, Director, ICMR (Special Invitee), Dr. H. D. Tandon, Chairman, Academic Committee, AIIMS (Special Invitee), Shri. A. K. Anand, Joint Secretary (V), Ministry of Health & Family Welfare (Special Invitee), Dr. B. N. Tandon, Dean, AIIMS (Special Invitee), Dr. P. N. Tandon, Professor of Neuro-Surgery, AIIMS (Special Invitee) and Mrs. Suneta Mulherjee, Deputy Director (Admin), AIIMS were also present.

The Director, AIIMS welcomed the President of the Institute to his first meeting of the AIIMS Governing Body and introduced the members and special invitees.

Item No. 3/B/1, Confirmation of the minutes of the last meeting held on 7-9-1989.

The minutes of the last Governing Body meeting were confirmed with modification in Item No. 17 which will now be read as follows:-

"It was decided that in all such cases notice may be given to the incumbents (except Dr. Baldev Singh which was approved by the Finance Committee on 3-3-78 and ratified by Governing Body on 26-6-78) to vacate the flats occupied by them by 31st March, 1990. During this notice period they may find alternate accommodation. If they do not vacate by 31st March, may be charged market rent and appropriate eviction proceeding started."

The Governing Body confirmed that the approval of the revised recruitment rules for all posts, including the post of Professor, would be referred to the President, AIIMS and members of the Governing Body vide Memorandum No. 420/2/88 dated 20/07/1989 and as recommended by the Joint Academic Committee in its meeting held on 30/04/1989 (which had been approved by the Academic Committee of AIIMS on 30/04/1989). The Governing Body also decided that the revised recruitment rules for the post of Professor would also be applicable for the post of Medical Superintendent with the appropriate relevant experience.

The Governing Body discussed at length this item and the view points expressed by AIIMS representatives. Keeping in view the fact that the faculty would tend to stagnate at some level, especially at level 3, though not by design, it was decided that something be done for those who stagnate at level 3. It was also felt that one had to keep in view the necessity of maintaining excellence and provide opportunities of an All India Competition for the highest level in a central Institute such as AIIMS. On the other hand, the entire faculty should not feel discouraged due to non-availability of posts at higher levels. Keeping all the above in view the following decisions were taken:

1. A faculty member could avail of a total of three chances at each level in assessment promotion scheme. The time interval between the 1st and 2nd chance would be two years and between the 2nd and 3rd chance three years. The duration by which a number of years has been advised to provide opportunity for improvement and fresh assessment of the candidate. It was also decided that if a candidate is found fit but not given promotion due to ceiling then it should not be considered as a chance availed and he/she be promoted after a year subject to nothing adverse having come up within the year.
2. When a post falls vacant at any level due to any reason, it will be filled in at level at which it was originally sanctioned/created.
3. Experience in pre-designated posts will be taken into consideration for assessment promotion. However, no faculty member will be entitled to double promotion. For assessment promotion, experience at the position holds to be counted and not the total experience.
4. New posts will generally be created at the level of Assistant Professor and Professor.
5. The method of filling up the post of Professor would continue to be by direct open advertisement. This process is vacancy based and would continue to be so.

Item No. C.B/7: Grant of voluntary retirement to Dr. P.K. Dasgupta, Professor of Surgery at the AIIMS, approved.

The proposal was approved.

Item No. C.B/8: Grant of voluntary retirement to Dr. K.C. Malhotra, Prof. & Head of the Department of Medicine.

The proposal was approved.

Item No. C.B/9: To consider the question of grant of lien to Dr. N. Pandit in the post of Assoc. Professor Department of Dent. & Venereology for a further period upto 24-1-90 on his joining the post of Professor of Dent. & Venereology at the UCMS, Delhi.

The proposal was approved.

Item No. C.B/10: To consider the question of grant of lien to Dr. Neera Agarwal in the post of Assoc. Professor of Obst. & Gynaec. for a further period of six months upto 16-1-90 on her joining as Professor of Obst. & Gynaec. at the UCMS, Delhi.

The proposal was approved.

Item No. C.B/11: To consider the question of filling up the post of Professor of Surgery on account of retirement of Dr. M.N. Kapur, Professor of Surgery at the AIIMS.

The consideration of this item was postponed.

Item No. C.B/12: Disciplinary action against Dr. V.K. Sud, Addl. Professor of Biophysics at the AIIMS.

The consideration of this item was postponed.

Item No. C.B/13: Recruitment Rules for the post of AIDB Educator-cum-Counsellor for Clinical AIDS Facility and approval of the Minutes of the Sub-Committee appointed by standing Finance Committee.

The proposal was approved.

Item No. C.B/14: To consider the question of re-designation of the post of "Institute Guards" to that of "Security Guards" at the All India Institute of Medical Sciences, New Delhi.

The consideration of this item was postponed.

Item No. C.B/15: Revision of Allotment of Residences Rules.

The consideration of this item was postponed.

Item No.G.B./1:

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Confirmation of the minutes of the last meeting  
held on 7th September, 1989.

The minutes of the Governing Body meeting held on 7th September, 1989. are enclosed for confirmation.

MINUTES OF THE GOVERNING BODY MEETING HELD ON  
7TH SEPTEMBER, 1989 AT 11.00 A.M. IN THE BOARD  
ROOM, AIIMS, NEW DELHI;

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PRESENT:

- |   |     |                  |
|---|-----|------------------|
| 1. Shri Rafique Alam,<br>Minister of Health & F.W.                    | ... | Chairman         |
| 2. Shri R. Srinivasan<br>Secretary Health                             | ... | Member           |
| 3. Shri Mehendra Prasad, M.P.   | ... | Member           |
| 4. Dr. K.S.Bhoi, M.P.   | ... | Member           |
| 5. Dr. D.J.Jussawalla   | ... | Member           |
| 6. Dr. C.P.Tiwari   | ... | Member           |
| 7. Dr.(Smt.) Ramani Sivaraman   | ... | Member           |
| 8. Dr. S.C.Pakrashi   | ... | Member           |
| 9. Shri M.P.Gupta, Joint Secretary<br>(FA) Ministry of Health & F. W. | ... | Member           |
| 10. Dr. S. Bhargava<br>Director, AIIMS                                | ... | Member-Secretary |

Dr. G.K.Vishwakarma, DGHS (being on leave) could not attend the meeting.

Shri R.K.Ahooja, Joint Secretary, Ministry of Health & F.W. (Special invitee), Dr. B.N.Tandon, Dean, AIIMS (special invitee), Dr. P.N.Tandon, Professor of Neuro Surgery, AIIMS (Special invitee) and Mrs. Suneeta Mukherjee, Deputy Director (Admn.), AIIMS were also present.

Dr. H.D.Tandon, Chairman, Academic Committee also attended as special invitee for item No.G.B./9.

At the outset Director, AIIMS, welcomed the President of the Institute to the meeting of the Governing Body. She introduced all the members of the Governing Body and special invitees to the President of the Institute.

Item No.G.B.1: Confirmation of the minutes of the last meeting held on 9.1.1989.

The minutes were confirmed.

Item No.G.B./2: Action taken on the minutes of the last meeting held on 9.1.1989..

Action taken was noted with the following observations:

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Item No.G.B./2(a): Secretary Health informed that the organ transplant Bill has almost been finalised. The progress made and further possibilities in establishing facilities for kidney transplant, bone marrow transplant, cardiac transplant and brain transplant were discussed.

Item No.G.B./2(c) & G.B./9: It was noted that for creation of departments the date of creation and whether it was being carved out of a parent department would be given in future. With reference to the national NMR facility, Director, AIIMS, informed G.B. that due to paucity of funds it was now proposed to go in for an experimental animal unit first. Dr. P.N.Tandon requested for allocation of funds for the clinical and cellular facility also so that the Institute could remain upfront in this frontier area. Secretary Health suggested that a presentation on NMR be made to the President of the Institute separately.

Item No. G.B./3: Approval of the minutes of the Academic Committee meetings held on 4.2.1989, 11.3.1989, 22.5.1989 and 3.7.1989 and Joint Meeting of the Academic Committee of AIIMS and PGI held on 15.2.1989 and 3.7.1989

Noted.

Item No.G.B./4: To consider the question of grant of voluntary premature retirement w.e.f. 31.3.1989(AN) to Dr.Shashi L. Malik, Addl. Professor of Physiology.

The proposal was approved.

Item No.G.B./5: Amendment of Regulation 30 of the AIIMS Regulations, 1958 regarding the age of superannuation of the employees of the Institute.

The proposal was not approved

Item No.G.B./6: Policy regarding change from SI, SII and SIII type flats in Asiad Complex to DII and CII flats in Ansari Nagar Campus.

It was decided that the principle of Academic seniority be maintained for house allotment in the campus. The redrafted rule may be put up through the Estate Committee, and classification of Asiad Flats be reviewed.

Item No.G.B./7: Revision of Allotment of Residences Rules

It was decided that the draft rules may be routed through the Estate Committee.

Item No.G.B./8: Transfer of Centralised Accident and Trauma Services to Delhi Administration

Noted

Item No.G.B./9: To consider the question of Promotional Avenues, amendment of Recruitment Rules, creation of Faculty posts and constitution of Selection Committee for Faculty posts at the A.I.I.M.S.

This item was discussed at length. Dr. H.D.Tandon, Chairman, Academic Committee was requested to present this item as a special invitee. He explained that the recommendations of the Academic Committee were made keeping in view the aspirations and career development of the faculty, problems being faced in the present assessment scheme, the recommendations of the Academic Committee of PGI as well as the necessity to provide checks to ensure merit in promotions. There were detailed discussions regarding assessment promotions at all levels. The posts of senior professors vis a vis distinguished professors were also discussed.

During the discussions it emerged that:

- (i) The recommendation of the Academic Committee for not allowing more than two promotions through the assessment promotion system was made to ensure that a certain number of persons were always available in junior positions, in case of promotion from level three to level four were to be made through this system.
- (ii) The information about the number of posts to be filled by direct recruitment and by assessment promotion system needed to be compiled.
- (iii) It was imperative that nothing be done which would bring down either the excellence in the Institute or its national and international repute.
- (iv) Pay Scales in the Institute are higher than that in Govt. of India to attract the best talent.
- (v) The projection of promotions by proposed method as in the statement placed before the Governing Body (Annexure) upto the year 2000 A.D. were not based on the condition of not more than two promotions through Assessment scheme.

The following decisions were taken:-

1. Proposals made for assessment promotion from Level 1 to 2 and Level 2 to Level 3 were approved. It was also approved that only two chances would be allowed at each level.
2. Decision on Assessment Promotion from Level 3 to Level 4 and Level 4 to Level 5 was postponed. These proposals would be further discussed in the Next Governing Body.
3. The constitution of a Visiting Committee as proposed was approved. The proposals would be submitted by the departments to the Director and would then go through the Visiting Committee (which would be an ad hoc Committee under Regulation 13) for carrying out a strategic path of growth of the Institute for the next five years to coincide with the 8th Five Year Plan, before it is put up to the various statutory bodies of the Institute, and that JS (FA) would be its member.
4. Regarding selection committee, Director said that Selection Committee was not a standing Committee. Section 14(1) of the AIIMS Act provides that the Institute would appoint persons of Professorship, Readership, Lecturership and posts of any description in accordance with the regulations. In view of Dr. Bhol's observation, Dr. H.D.Tandon explained as Chairman of the Academic Committee that the recommendations to change the composition of the selection committee were not intended to cast any aspersion on any members of the Present Selection Committee; the Academic Committee has placed its recommendations on the suggestion of a sub-committee of the Academic Committee in the context of changes in the promotional avenues. After discussions, it was decided that status quo regarding the existing selection committee should continue.

Item No.G.B./10: To consider the question of grant of lien to Dr. B.M.Gandhi, in the post of Biochemist.

The item was approved.

Item No.G.B./11: To consider the proposal for the grant of Cadre Review promotion to the Officers of Group A & B who had completed 8 years of service in the grade as on 1.4.1984.

The proposal was not approved observing that it should come through the Standing Finance Committee.

Item No.G.B./12: Progress Report as prescribed by Governing Body Meeting held on 9.1.1989

The progress report presented by Director, AIIMS was noted. It was felt that attempts should be made to develop the Cancer Centre and high priority be given to it in the VIII Plan.



Item No.G.B./13: Relaxation of age of Smt. Kamlesh Chopra to the post of Medical Record Technician at the Cardio Thoracic & Neuro Science Centre.

The proposal was approved.

Item No.G.B./14: To consider the proposal for change of designation of Medical Officer, General Duty Officer Grade 1 to Chief Medical Officer, EHS at the AIIMS.

Approved subject to the condition that no new post under her would be created, and that the designation would be personal to the existing incumbent.

Item No.G.B./15: To consider the proposal of absorption of Shri S.P. Agarwal Accounts Officer in the Institute.

The item was not approved.

Item No.G.B./16: Extension in service to Sh. B.S. Dhingra, Registrar to be appointed as OSD examinations

Extension in service was not approved. However, it was decided that he may be re-employed from 1st July, 1990 as O.S.D. for 2 years. Meanwhile he could be posted as O.S.D. and a new Registrar could be selected. This was after it was clarified that both posts were in the same scale.

Item No.G.B./17: Retention of quarter by Dr. Madan Mohan, Chief, Dr. R.P. Centre, AIIMS after the retirement.

It was decided that in all such cases notice may be given to the incumbents (except Emeritus Professor of the Institute) to vacate the flats occupied by them by 31st March, 1990. During this notice period they may find alternate accommodation. If they do not vacate by 31st March, may be charged market rent.

Item No.G.B./18: To approve of the recommendations of the Standing Selection Committee meeting to be held on 30th August, 31st August and 1st September, 1989 for appointment to Faculty and Group A posts.

All the recommendations of the Selection Committee were approved except the following:

25. Biochemist (De-addiction Centre): It was pointed out that since it had been decided earlier that no wait list will be kept, the name of the person on the wait list may be deleted.

35. Chief Supervisor Medical Social Work (Orthopaedic Department): It was pointed out that the Selection Committee was not informed that a penalty had been imposed on the selected candidate. Hence it was decided to refer the case back to the Selection Committee.

Secretary Health pointed out that in future information regarding the number of posts that are being filled up by direct recruitment and by promotion may be given to the Selection Committee.

Dr. Bhoi desired that the next meeting of the Governing Body should be held in October. It was decided that the next meeting of the Governing Body will be held as soon as possible.

Supplementary Agenda

Item No.G.B./19: To consider the request of the members of the RDA, AIIMS to pay emoluments for the period of strike

The Governing Body decided that since AIIMS was paid through public exchequer, decision of Government 'no work no pay' will apply to the residents also. They also noted that word 'pay' includes stipend of the interns. Regarding the matter of Stipend/pay for 18 days, it was decided that the matter may be referred to the Government.

Item No.G.B./20: Approval of the minutes of the Finance Committee meeting held on 4.9.89

Minutes of the Standing Finance Committee meeting held on 4.9.1989 were noted.

The Director thanked all the members for sparing the time and helping the Institute in sorting out various issues. The meeting ended with a vote of thanks to the Chair.

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## Statement

Position of Faculty in various cadres upto 2000 A.D. (L 1 to L 2 no ceiling after 4 years, L 2 to L 3 75% after 5 years, L 3 to L 4 30% after 5 years and should not exceed more than 30% of the total sanctioned strength of L 1, L 2, L 3 and L 4.

## Sanctioned strength

Asstt.Prof.	108+ 24	=	132
Assoc.Prof.	75+ 11	=	86
Addl. Prof.	72+ 14	=	86
Prof.	72+ 14	=	86
			<u>390</u>

Presumption: a. All vacancies to be filled by 31.12.89

b. Experience at pre-designated posts has been taken into account

c. Retirement upto 2000 A.D. has been taken into account and the resultant vacancies either on account of promotion against the advertisement posts or on account of retirement will be filled in at the same level as it was created but generally from amongst the internal candidates.

	1.1.89	1.1.90	1.1.91	1.1.92	1.1.93	1.1.94	1.1.95	1.1.96	1.1.97	1.1.98	1.1.99	2000 A.D.
Asstt.Prof.	91	97	89	85	63	42	36	32	22	28	33	31
Assoc.Prof.	80	87	96	101	129	133	117	110	105	76	55	51
Addl.Prof.	76	104	96	87	81	98	120	131	146	169	185	191
Professor	80	102	109	117	117	117	117	117	117	117	117	117
	327	390	390	390	390	390	390	390	390	390	390	390

Sr. Prof. proposed 20% of L4

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**ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RESIDENTIAL ACCOMMODATION RULES, 2023**

**PART I  
GENERAL**

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**1. Short title, commencement and application**

- (1) These rules may be called the AIIMS Residential Accommodation Rules, 2023.
- (2) They shall come into force on the date of approval by the Competent Authority.
- (3) Save as otherwise provided in these rules, these rules shall be separately applicable for residential accommodations under the respective jurisdiction of All India Institute of Medical Sciences (AIIMS), New Delhi and National Cancer Institute (NCI), Jhajjar.

**2. Definitions**

In these rules, unless the context otherwise requires

- a) "Accommodation" means the accommodation in respective campuses of AIIMS, New Delhi or NCI, Jhajjar, as applicable;
- b) "Administrative Officer Estate" means the officer assigned with the authority to implement these rules;
- c) "Allotment" means the grant of a licence to occupy a residential accommodation in accordance with the provisions of these rules and include allotment by an online system and only in absence of such a system, via manual allotment strictly in accordance with these rules;
- d) "Allotment of garage" means the grant of a licence to occupy a garage in accordance with the provisions of these rules;
- e) "Damages" means a compensation to be levied in multiples of licence fee in the event of unauthorized occupation or subletting or misuse of whole or any part of accommodation or garage by the occupant of such accommodation or garage;
- f) "Eligible type of accommodation" in relation to an officer means the type of accommodation to which she/he is eligible under these rules;
- g) "Employee" means an employee of AIIMS, New Delhi or NCI, Jhajjar as applicable;
- h) "Essential category" means all members of the faculty and only such employees whose posts have been categorized as "Essential" by the Competent Authority. Such categorization of essential posts shall be done either periodically or on need basis, as decided by the Competent Authority;

- i) "Estate Section" means the office dealing with the Estates of AIIMS, New Delhi that discharge the functions in respect of accommodation;
- j) "Faculty" means Faculty of AIIMS, New Delhi OR NCI, Jhajjar (as applicable) and who are entitled for accommodation respectively at AIIMS, New Delhi and NCI, Jhajjar;
- k) "Family" means the wife or husband of allottee (as the case may be) and children, step children, legally adopted children, parents, brothers or sisters as ordinarily residing with and are dependent on the allottee;
- l) "Guest" means a casual visitor staying temporarily with the allottee;
- m) "House Allotment Committee" (HAC) means a Committee formed by the Director, AIIMS, New Delhi comprising Faculty members overseeing the implementation of these Rules and the process of allotment of accommodation on campuses of AIIMS, New Delhi or NCI, Jhajjar and the and representatives from the Faculty Association, Nurses Union, Officers' Association and Karamchari Union.
- n) "Immediate relations" means relationship such as Grandfather, Grandmother, Grandsons, Granddaughters, Father-in-law, Mother-in-law, Son-in-law, Daughter-in-law and include relationship established by legal adoption;
- o) "Licence fee" means a fee payable monthly in respect of the accommodation allotted under these rules;
- p) "Misuse", in relation to an allotment, means an accommodation or a servant quarter or a garage being used by allottee her/himself or by her/his family members or immediate relations staying with her/him for the purpose other than the purposes provided under these rules;
- q) "Own house" means a building or part thereof meant for residential purposes and owned by the allottee or by any member of his family;"Residential accommodation" means a covered structure or part thereof whether permanent or semi- permanent or temporary, which has at least a living room and a lavatory with or without kitchen;
- r) "Special licence fee" means a licence fee charged from allottees for short period or temporary allotment of accommodation or charged from other ineligible offices or organisation for allotment of accommodation on special purposes;
- s) "Subletting" means letting out of accommodation partly or wholly by an allottee to any person outside allottee's family and immediate relations;
- t) "Surrender of accommodation" means vacation of accommodation after physical occupation of the accommodation by the allottee on his own volition during the allotment period;

- u) "Technical Occupation" shall be used in respect of allotment of accommodation and garage (as applicable) and shall mean acceptance of allotment of accommodation as per Rule 10(1) and allotment of garage as per Rule 15(2);
- v) "Temporary transfer" means a transfer of allottee to another place, which involves an absence for a period not exceeding four months from the place where the accommodation is allotted;
- w) "Transfer" means a transfer from the present working place where the accommodation is allotted to any other working place and includes deputation to a *post* in an ineligible office or organisation;

### 3. Classification of accommodation

(1) The classified types of accommodation are Type I to Type IV, Type IV(S), Type V to Type VI. Accommodation are also alternatively be classified as Type I(alphabet I and not Roman I), Type A, Type B, Type C-I, Type C-II, Type D-II, Type E, Type F, Type S-I, Type S-II, Type S-III. Director's bungalow shall be earmarked for the Director, AIIMS, New Delhi:

Provided that Type I to IV (and equivalent) accommodation shall be classified as lower type of accommodation and Type IV (S) and above (and their equivalents) shall be classified as higher type of accommodation.

(2) Save as otherwise provided in these rules, the equivalence of types of accommodation and their corresponding eligibility/entitlement as per pay matrix shall be as below:-

Type of Residences (1)	Level in the pay matrix (2)
Type I / Type A / Type I (alphabet I)	1
Type II / Type B / Type G	2, 3, 4, 5
Type III / Type F	6, 7, 8
Type IV	9, 10, 11
Type IV(S) / Type E	11
Type V / Type D-II, Type S-I, Type S-II	12, 13, 13-A1, 13-A2
Type VI / Type C-I, Type C-II, Type S-III	14-A and 15
Director's Bungalow	Director

*Note: - Decision on any other classification type of new accommodation, if made available, shall be taken by Director (AIIMS). The abovesaid eligibility/entitlement shall remain subject to modification (if any) by Director, AIIMS, New Delhi.*

**4. Entitlement for types of accommodation**

(1) Save as otherwise provided in these rules, an applicant shall be eligible for allotment of residence of the type of accommodation as shown at column (1) of the table at Rule 3(2) strictly as per the level in the pay matrix specified in the corresponding column (2) of the said table.

(2) The calculation of date of priority and preparation of waiting lists for different types of accommodations shall be as under:

a) The date of priority in respect of type I to type IV accommodation available in the jurisdiction of AIIMS, New Delhi and NCI, Jhajjar shall respectively be determined on the basis of the date of joining of the employee at AIIMS, New Delhi or NCI, Jhajjar (as the case may be).

b) The date of priority in respect of type IV(S) and above accommodation shall be determined on the basis of the date from which the applicant is eligible (continuously) for the type of accommodation as per the pay level of the applicant in the pay matrix i.e. date of entry in the eligible pay level.

c) The inter-se seniority for all types of accommodation shall be considered on the basis of the following factors, namely:-

(i) where the priority date of two or more applicants is the same, the applicant having a higher level of pay in the level in the pay matrix shall be senior in the waiting list;

(ii) where the date of priority and the pay level of two or more applicants are the same, the applicant who has joined AIIMS earlier shall be senior in the waiting list;

(iii) where the date of priority, pay level and the date of joining AIIMS of two or more applicants are the same, the applicant older (in age) shall be senior in the waiting list:

Provided that the faculty members entitled for types IV(S), V and VI shall also be eligible to apply for accommodation one category below their entitlement subject to the condition that *such accommodation shall not be below type IV (or equivalent).*

(3) Personal pay shall not be considered for the purposes of determining the inter-se seniority in the waiting list.

- (4) Non-practicing allowance or any other such component of pay shall not be considered for the purposes of determining the inter-se seniority in the waiting list.

**PART II**  
**ALLOTMENT PROCEDURE**

**5. Application for accommodation**

(1) Every AIIMS employee on joining may make an online application to the Estate Section for allotment of accommodation to which she/he is eligible under these rules and the entitled type of accommodation shall be offered as per the priority in accordance with these rules:

Provided that no application shall be entertained for accommodation *within last 12 months of the service before the date of superannuation.*

(2) The applicant shall furnish various particulars in the form specified by the Estate Section which shall be verified by the Establishment Section of the applicant and in case of any discrepancy in the application or furnishing of incorrect information in the application, the applicant and the verifying officer shall be liable for furnishing of incorrect information and disciplinary action shall be taken against them including cancellation of allotment of accommodation in case allotment was made based on incorrect information.

**6. Preparation of waiting lists for various types of accommodation**

(1) A waiting list shall be prepared for each type of accommodation for Essential and non-essential categories of staff.

(2) A waiting list of applicants who have applied for change of accommodation shall also be prepared for every type of accommodation.

(3) The names of applicants entitled for all Types, except Director's Bungalow, may be included in all waiting lists of entitled category and one below category, provided that they apply for one below category.

**7. Deletion of names of non-serious applicants from waiting lists**

The names of applicants, who have neither updated their personal data nor had their data verified by the concerned establishment section for any accommodation during the past one year, shall be automatically deactivated from the waiting lists:

Provided that the applicant whose name is deactivated may get their name activated again by filing the prescribed form online and such applicant shall be considered in the waiting list of



the respective type of accommodation only from next 1<sup>st</sup> of January or 1<sup>st</sup> of July of each year, as the case may be.

**8. Offer of allotment of accommodation**

(1) Accommodation falling vacant in all types including Faculty Transit Accommodation shall be allotted by the Estate Section by an online allotment system to the applicant applying for initial allotment or for change of accommodation from the waiting list for that type of accommodation under these rules.

(2) The Estate Section may, in emergent circumstances, where the accommodation in occupation of the allottee is required to be vacated, allot her/him an alternate accommodation of the same type or the next below type, subject to availability.

**9. Period for which allotment subsists**

An allotment shall be effective from the date on which it is accepted by the allottee and shall continue till the employee is in the service of AIIMS or until:

- a) the expiry of the concessional period permissible under these rules after the allottee ceases to be on duty;
- b) it is cancelled by the Estate Section or is deemed to have been cancelled under any provisions in these rules;
- c) it is surrendered by the allottee;
- d) the allottee ceases to occupy the accommodation;

**10. Acceptance of allotment**

(1) An offer of allotment of an accommodation shall be accepted by the allottee within 10 (ten) days from the date of allotment including the date of allotment of the accommodation.

(2) The allottee may accept the allotment of the accommodation online within the time specified.

**11. Process after acceptance**

(1) After acceptance of the allotted accommodation, the allottee shall take possession of the accommodation from the Engineering Services Department or any other maintenance agency, as the case may be, within 07 (seven) working days from the date of receipt of the acceptance letter and the Engineering Services Department or any other maintenance agency, as the case may be, shall hand over the allotted accommodation to the allottee.

(2) In case the allotted accommodation is not ready for occupation in the next 15 (fifteen) days, the Engineering Services Department or any other maintenance agency, shall indicate so in the online allotment system and provide a date for possible fitness of the accommodation. If due to unavoidable reasons the accommodation is not likely to be ready by the mentioned date, the Engineering Services Department may revise this date at least 03 (three) days prior to the previously mentioned expected date. The allottees shall be exempted from payment of licence fee for the intervening period in such cases.

(3) The Engineering Services Department or any other maintenance agency, shall issue an online Fitness of the accommodation and the allottee shall need to physically occupy the accommodation within 15 (fifteen) days of this date. A Physical Occupation Report shall be generated online after handing over the accommodation to the allottee in habitable condition.

**12. Non acceptance of allotment offer or failure to take possession/physical occupation of the allotted accommodation after acceptance**

(1) If any allottee fails to accept the allotment of a residential accommodation within 10 (ten) days from the date of allotment of the said accommodation, or fails to take possession of that accommodation within 10 (ten) working days from the date of receipt of the allotment letter, or fails to physically occupy the accommodation within 15 (fifteen) days of the date of fitness, she/he shall be debarred to apply for accommodation for a period of 02 (two) years from the date of non-acceptance of allotment subject to payment of one month's normal licence fee for that type of accommodation.

(2) The date of non-acceptance of allotment shall be calculated from the date of allotment including the date of allotment.

(3) If an allottee occupying a lower type of accommodation refuses to accept the offer of an accommodation of the type for which he is eligible under these rules, he shall be permitted to continue in the previously allotted accommodation:

Provided that such allottee shall not be eligible for another allotment for a period of 02 (two) years from the date of non-acceptance of such allotment.

**13. Reconsideration of debarment**

Request for reconsideration in cases of non-acceptance of allotment within the specified time shall be considered by the Estate Section if an application for reconsideration is made before 1<sup>st</sup> of January and 1<sup>st</sup> of July with valid reasons provided by the allottee and approved by the HAC.

**14. Allotment to an allottee under suspension**

No fresh allotment or change shall be permissible during the suspension period. In exceptional circumstances, the decision shall be taken by the Director, AIIMS, New Delhi.

**15. Allotment of garages**

(1) An allottee who has been allotted an accommodation to which a garage is not attached but is eligible for allotment of a garage shall be eligible for allotment of a garage, if available, only in the campus in which the accommodation is situated.

(2) The deemed date of application for allotment of garage shall be the date of technical occupation of initial allotment of accommodation by the allottee for the campus.

(3) There shall be a waiting list for initial as well as for change of allotment of garage.

(4) The garage has to be vacated along with accommodation as per norms of retention period.

**16. Relaxation of rules**

The Director may for reasons to be recorded in writing, relax any or all of the provisions of these rules in the case of any allottee or any accommodation or any group or class of allottees or type of accommodation or on any other matter.

**17. Allotment of accommodation on unsafe or dangerous grounds**

(1) An allottee, whose residential accommodation is unsafe or dangerous may make an application to the Assistant Engineer of the area to declare such accommodation as unsafe or dangerous for living and an officer not below the rank of an Executive Engineer or equivalent officer on satisfying himself that the accommodation concerned is unsafe or dangerous, issue a certificate of declaration to the Estate Section online or in writing and enter the accommodation in the Unsafe Accommodation Register.

(2) Allotment of alternate accommodation to an allottee on declaration of a house as unsafe or dangerous shall be done as expeditiously as possible through the online or manual system.

(3) In cases where an individual house in the campus is declared as unsafe or dangerous, an alternate allotment of same type of accommodation shall be made on priority on the following basis:

- a) Vacancies in the same campus or nearby campus shall be identified for allotment where such occupants would be given priority in the same type of accommodation over the (change/fresh) waiting list;

- b) The allottee in occupation of a specific floor may apply for that floor and above accommodation only and allotment shall be made accordingly;

**18. Declaration by an applicant owning a house at the place of posting**

(1) An employee owning a house either in his own name or in the name of any member of her/his family in Delhi NCR, shall inform the fact to the Estate Section at the time of applying for accommodation:

Provided that where an employee or any member of his family becomes the owner of a house after an accommodation is allotted to him under these rules, the allottee shall inform the fact to the Estate Section within a period of one month from the date of possession of the house.

(2) A higher rate of licence fee, as specified by the Directorate of Estates from time to time shall be applicable to such allottees under this rule.

**19. Eligibility of allottees married to each other**

(1) No employee of AIIMS shall be allotted an accommodation under these rules if the spouse of such employee has already been allotted an accommodation either by AIIMS or by any other state or central government/governmental organization, unless such accommodation is surrendered:

Provided that this sub-rule shall not apply where the wife and husband are residing separately in pursuance of

- a) an order of judicial separation made by any Court; or
- b) an order to proceed to frame and record the issues for settlement of the proceedings by any Court in which a petition filed by either spouse for dissolution of marriage by a decree of divorce is pending and either of them has furnished an undertaking to surrender the accommodation allotted to her/him forthwith in case of revival of conjugal rights with her or his spouse.
- c) the employee's spouse is allotted the accommodation in an area outside Delhi-NCR

(2) Where two allottees in occupation of separate accommodation allotted under these rules marry each other, they shall within one month of marriage, surrender one of the accommodation.

(3) If one of the accommodation is not surrendered within the stipulated period as required by sub-rule (2), allotment of the accommodation of the lower type shall be deemed to have been cancelled on the expiry of such period. Further, if the accommodations are of the same type, the allotment of either of the accommodation, as decided by HAC, shall be deemed

to have been canceled on the expiry of such period.

(4) Where both husband and wife are employed at AIIMS (or NCI as applicable), the entitlement of each of them to allotment of an accommodation under these rules shall be considered independently.

(5) Notwithstanding anything contained in sub-rules (1) to (4),

a) if a wife or husband, as the case may be, who is an allottee of an accommodation under these rules, is subsequently allotted a residential accommodation at the same station from a pool to which these rules do not apply, she or he, as the case may be, shall surrender any one of the accommodation within 30 (thirty) days (including the date of allotment) of such allotment.

Provided that this clause shall not apply where the husband and wife are residing separately in pursuance of an order of judicial separation made by any Court.

b) where two allottees, in occupation of separate accommodations at the same station, one allotted under these rules and another from a pool to which these rules do not apply, marry each other, any one of them shall surrender any one of the accommodation within 30 (thirty) days (including the date of allotment) of such marriage.

(6) If an accommodation is not surrendered as required under sub-rule (5), the allotment of accommodation in the AIIMS campus shall be deemed to have been cancelled on the expiry of such period.

**20. Allotment of accommodation on re-employment**

Allotment of accommodation on re-employment at AIIMS, New Delhi shall be governed by such guidelines as the Estate Section may issue from time to time.

**PART III**

**SEPARATE POOLS FOR CERTAIN CATEGORIES OF EMPLOYEES**

**21. Allotment to employees who come on deputation to AIIMS**

(1) Notwithstanding anything contained in these rules, accommodations shall be provided out of turn to the Officers coming on deputation to the following posts.

- a) Additional Director / Deputy Director Administration
- b) Medical Superintendent
- c) Senior Financial Advisor
- d) Chief Security officer

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e) Supdt Engineer of the AIIMS, New Delhi campus (for the NCI Jhajjar campus, the accommodation shall be provided in the NCI campus)

For above listed employees, the first accommodation falling vacant in the entitled category or one type lower category, shall be allotted.

(2) For all other employees who come on deputation for a fixed tenure shall be placed in the seniority list for allotment of accommodation in their entitled or one lower category as desired by the employee. Their date of priority shall be determined based on their eligibility of the category of accommodation in the pay matrix as per their date of joining of service in Government of India.

**22. Separate Pool for Nursing cadre**

For all nursing cadre employees eligible for type III category of accommodation, a pool has been made. For this purpose a separate list of nursing cadre employees shall be maintained. The inter-se seniority for this pool shall be the same as for type III accommodation mentioned in Rule 4. For all other categories of accommodation the nursing cadre employees shall be included in the seniority lists with all other AIIMS employees. The number of houses in the nursing pool shall be determined by the Estate section and approved by the Director based on the ratio of eligible nursing cadre employees for type III accommodation, the total number of houses in that category and the number of other employees eligible for type III accommodation. The total number of houses in this category shall not exceed 400.

**PART IV**

**OUT OF TURN ALLOTMENT IN CERTAIN CATEGORIES**

**23. Allotment of accommodation on Medical ground subject to upper limit of 5% in each category**

Requests for out of turn all grounds may be entertained only in such cases where the allottee or a member of her/his family or dependent in laws living with her/him, has developed such disease as may be specified by the Medical Board constituted for the purpose by the Director, AIIMS:

Provided that a Medical certificate from a Head of the Department of the specialty concerned indicating the nature and extend the physical handicap or disease and recommending such a change is furnished. These certificates shall be examined by the medical board constituted by the Director, AIIMS, New Delhi.

**24. Reservation in allotment to Scheduled Castes and Scheduled Tribe employees**

(1) The reservation in allotment of accommodation to Scheduled Castes and Scheduled Tribe employees for Type I and II (and equivalent) shall be 10% of its total accommodation and for Type III (and equivalent) shall be 5%.

(2) The allotment from Type I to III shall be made in the ratio of 2:1 vacancies to Scheduled Castes and Scheduled Tribe employees, respectively.

(3) Separate waiting lists for Type I to III accommodation shall be prepared for the Scheduled Castes and Scheduled Tribe employees.

(4) In case, there is no Scheduled Tribe applicant in the waiting list, the quota reserved for the Scheduled Tribe shall not be allotted to a Scheduled Caste applicant.

(5) Scheduled Castes and Scheduled Tribe applicants, who are already in occupation of accommodation, shall also be eligible for allotment of higher type of accommodation from the quota reserved for them under this rule subject to eligibility.

(6) In respect of Types I and II accommodation, there shall be a 60-point roster system and the vacancies at point number 10, 20, 40 and 50 shall be allotted to Scheduled Caste applicants and the vacancies at point number 30 and 60 shall be allotted to Scheduled Tribe applicants.

(7) In respect of Type III accommodation, there shall also be a 60-point roster system and the vacancies at point number 20 and 40 shall be allotted to Scheduled Caste applicants and vacancy at point number 60 shall be allotted to Scheduled Tribe applicants.

(8) The Scheduled Castes and Scheduled Tribe applicants shall also be eligible for allotment from the general pool.

(9) The Scheduled Caste and Scheduled Tribe applicants shall mention whether they belong to Scheduled Caste and Scheduled Tribe in their application for allotment of accommodation and same shall be verified by the concerned Establishment section from their records at the time of application.

**25. Temporary allotment of accommodation for marriage or social functions**

The temporary allotment of accommodation for marriage or social purposes shall be available to the employees. The category of accommodation provided shall be the same or below the entitlement of the employee. The maximum duration of temporary allotment for the purpose of marriage or social functions shall be 14 (forteen) days. Applications for temporary allotment shall be accepted only 4 weeks prior to the first date on which the temporary allotment is required. The licence fee charged shall be 10 times the usual licence fee.

26. **Essential categories of employees**

As prepared by House Allotment Committee with the approval of the Director.

**PART V**

**RETENTION OF ACCOMMODATION**

27. **Concessional period of retention**

(1) The allottee may, subject to the conditions laid down in these rules, be permitted to retain the accommodation on the happening of any of the events specified in column (2) of the table below, for the period specified in the corresponding entry in column (3) thereof, provided that the accommodation is required for the bonafide use of the allottee or members of his family:

S. No.	Events	Permissible period for retention
(1)	(2)	(3)
1.	Resignation, dismissal or removal from service, termination of service or unauthorized absence without permission, compulsory retirement [under CCS (CCA) Rules, 1965] and for non-regular Government servants.	One month on normal licence fee
2.	Retirement, of all types including voluntary, premature, retirement on medical grounds, terminal leave or compulsory retirement [under FR 56(j)], retirement on deputation from ineligible organizations during the initial constitution of such organization, technical resignation, death of allottee on re-employment (irrespective of retention availed on retirement) and death of an allottee who is not a regular government servant or on deputation outside India.	Six months on normal licence fee
3.	Transfer to a place outside from the existing place, transfer to an ineligible office in the same station, on proceeding on foreign service in India, temporary transfer in India or transfer to a place outside India or deputation within India.	Two months on normal licence fee plus six months on double licence fee.



4.	To eligible spouse or ward in case of death of the allottee or in case of missing persons (from the date on which Police authority have certified the employee is missing)	Twelve months on normal licence fee and for a further period of twelve months on normal licence fee provided the deceased or missing allottee or any member of the family does not own a house at the place of occupation of accommodation i.e. Delhi NCR
5.	Study Leave	Actual period of leave or two years, whichever is earlier
6.	All authorised and sanctioned leave except extraordinary leave without medical grounds, on proceeding on training, and on transfer to a non-family station abroad declared by Ministry of External Affairs (provided the allottee or members of family does not own a house at the last place of posting)	For the full period of leave/posting on normal licence fee
7.	On transfer or deputation to Public Sector Undertakings, Statutory and Autonomous bodies on their initial constitution	Sixty months on normal licence fee plus House Rent Allowance drawn by the allottee from the organization
8.	Leave preparatory to retirement or refused leave granted under FR 86 or Earned leave granted to employee who retired under FR 56(j)	For the full period of leave on full average pay subject to a maximum period of 180 (one hundred and eighty) days in the case of leave preparatory to

		retirement and four months in other cases, inclusive of the period permissible in the case of retirement on normal licence fee.
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(2) All allottees of accommodation shall furnish a self-certificate to the Estate section in case they are on leave for more than six months and retention of accommodation is required for family.

*Note:- AIIMS employees, once allotted the accommodation, may continue their service at the same place till their retirement/superannuation/end and hence, they are different from other central government employees whose place of posting or office may change frequently during their service period. Therefore, it is expected that all employees of AIIMS/NCI are very well aware that the accommodation once allotted to them, need to vacated after their service period is over. Hence, continuance of retention situation is not permitted except extraordinary situation such as death of the employee or any other unique situation.*

(3) Retention period shall be as follows:-

- a) Maximum upto 06 months with normal licence fee
- b) After 06 months retention period, proceedings for eviction shall be initiated and damage rent as decided by the Competent Authority from time to time shall be imposed till accommodation is vacated. Currently, damage rent as decided by the Competent Authority for Type I to Type IV(S) (and equivalent) accommodation is 40 times the licence fee and for Type V (and equivalent) and above, the damage rent is 50 times the licence fee.

## PART VI

### CHANGE OF ACCOMMODATION

#### 28. Change in same type or entitled higher type of accommodation

- (1) An allottee to whom an accommodation has been allotted under these rules may apply for a change to another same type of accommodation only after taking physical occupation of accommodation allotted under initial allotment.
- (2) Only one change shall be allowed in the same type of accommodation to the allottee.

(3) An allottee, who intends to change the accommodation already allotted to him shall make an online application, and thereafter, the name of such allottee shall be included in the concerned type unified waiting list.

(4) The date of priority or the inter-se seniority of the allottees in the waiting list for change of accommodation shall be the date of allotment of the accommodation in that type.

(5) The change of same type of accommodation shall be offered as per the priority in accordance with these rules and having regard to the allottee's preference:

Provided that no change in the same type of accommodation shall be allowed to an allottee within six months of the date of superannuation.

(6) If an allottee fails to accept a change of accommodation offered to him within 10 (ten) days of the issue of such offer or allotment, he shall not be considered again for a change of accommodation for that type of accommodation for two years.

(7) An allottee who, after accepting a change of accommodation fails to take possession of the same within 07 (seven) days or physical occupation within 15 (fifteen) days of the fitness shall be charged one month licence fee for such accommodation in accordance with the provisions of these rules in addition to the normal licence fee for the accommodation already in his possession the allotment of which shall continue to subsist:

Provided that if the allotted accommodation (change) is not ready for occupation in the next 15 (fifteen) days, the Engineering Services Department or any other maintenance agency, shall indicate so in the online allotment system and provide a date for possible fitness of the accommodation. If due to unavoidable reasons the accommodation is not likely to be ready by the mentioned date, the Engineering Services Department may revise this date at least 03 (three) days prior to the previously mentioned expected date. The allottees shall be exempted from payment of licence fee for the intervening period in such cases.

(8) Where an allottee, who is in occupation of an accommodation, is allotted another accommodation and he occupies the new accommodation, the allotment of former accommodation shall be deemed to have been cancelled from the date of physical occupation of the new accommodation:

Provided that till such date of occupation of accommodation (on change), the allottee may retain the former accommodation on payment of normal licence fee for a period of 30 (thirty) days for shifting to the newly allotted accommodation:

Provided further that if the previous accommodation is not vacated within a period of 30 (thirty) days, the allottee shall be liable to pay damages for use and occupation of the previous accommodation, furniture and garden charges as may be determined by the Estate section from time to time with effect from the 31<sup>st</sup> day from the date of physical occupation

of the new accommodation and the accommodation allotted in the change shall be deemed to have been cancelled under these rules.

(9) The allottee shall ensure before applying for change of accommodation that he/she is entitled for that type of accommodation in accordance with the entitlement on the basis of revised entitlement as well as other conditions governing such change of accommodation. Estate section shall verify this before including the name in the allotment of change list.

(10) No change of accommodation shall be allowed to an allottee under this rule if an enquiry is under progress against the allottee on the charge of subletting.

**29. Change of accommodation on medical grounds**

(1) Change on medical grounds shall be given only if the allottee concerned has already availed one change in the same type of accommodation as admissible under these rules:

Provided that if the allottee has not already availed one change, the application for change on medical grounds shall be referred to the Committee constituted for the purpose.

(2) Requests for change on medical grounds may be entertained only in such cases where the allottee or a member of her/his family or dependent-in-laws living with her/him, after the allotment of the accommodation in change has developed such diseases as may be specified by the Medical Board constituted for the purpose by the Director:

Provided that a medical certificate from the Specialty concerned indicating the nature and extent of physical handicap or disease and recommending such a change is furnished.

(3) Change from one floor may be allowed only if the request is approved by the Medical Board constituted for the purpose by the Director and such Medical Board shall provide a well-reasoned speaking order for the same.

**30. Change of accommodation in the event of death of a member of family**

Notwithstanding anything contained in these rules, an allottee may be allowed a change of accommodation on the death of any member of his family if he applies for a change within six months of such occurrence, provided that the change shall be given in the same type of accommodation and same floor or above floor of the accommodation already allotted to the allottee.

**31. Shifting of allottees in case of quarrel between neighbours**

(1) Any complaint relating to the quarrels between neighbours shall be examined in detail by the Welfare Officer, who shall make recommendations to the Estate Section

(2) The allottee found guilty under this rule shall be shifted to another accommodation in

the same campus but at a distance from the accommodation of the allottee with whom she/he had picked up the quarrel, or to another nearby campus, if possible, depending upon the nature of the offense or situation.

(3) If the allottee shifted earlier as per rule 31(2) above, picks up a quarrel again with his/her neighbours, the allotment shall be cancelled and the employee shall be debarred from allotment of accommodation for a period of one year ordinarily or two years if the nature of offense is declared serious. Such debarment(s) shall be with the approval of the Director, AIIMS, New Delhi:

Provided that if the allottee who is debarred under this sub-rule, on subsequent allotment again picks up a quarrel with his neighbour and is found guilty, he shall be declared ineligible for further allotment of accommodation permanently and such declaration shall be made with the approval of the Director.

## PART VII

### REGULARISATION OF ACCOMMODATION

#### 32. Regularization of accommodation on reappointment or otherwise after retirement from AIIMS

Regularization of accommodation on reappointment after retirement or voluntary retirement shall be governed by such guidelines as the Estate Section may issue from time to time. These shall generally be in consonance with the guidelines of the Directorate of Estate, Government of India

#### 33. Allotment of alternate accommodation or regularization of accommodation in the name of certain person in case of death of an allottee

(1) In the event of death of an allottee, the same accommodation may be regularized in the name of the spouse or ward of the deceased allottee, if the spouse or ward is entitled for it.

(2) In case, the entitlement of the spouse or ward is a lower type than the accommodation allotted to the deceased allottee, an alternate entitled type of accommodation may be regularized in the name of the spouse or ward.

(3) In case, the spouse or ward is entitled for higher type of accommodation than the accommodation allotted to the deceased allottee, an alternate one type below the entitled accommodation may be allotted to the spouse or ward subject to a maximum of Type V accommodation on payment of normal licence fee and fulfillment of the following

conditions, namely:

- a) the spouse or ward had been residing with the deceased allottee for at least three years prior to the death of the allottee and has not drawn house rent allowance for this period and in case such spouse or ward is in the service of AIIMS for less than three years, then he has not drawn house rent allowance since the date of his joining AIIMS;
- b) the spouse or the ward joins AIIMS within a period of two years after the death of the allottee and the accommodation in occupation has not been vacated.

*Explanation.- For the purpose of this rule, "ward" shall include*

- (i) son;
- (ii) a married daughter, working at AIIMS, New Delhi (or NCI Jhajjar, as applicable) irrespective of the fact that the deceased allottee has a son, who is also employed in an eligible office and is in a position to maintain the parents;
- (iii) a daughter-in-law, working at AIIMS, New Delhi (or NCI Jhajjar, as applicable).

**34. Allotment of alternate accommodation or regularization of accommodation in the name of certain persons in retirement cases**

- (1) In the event of retirement of an allottee, the same accommodation may be regularized in the name of the spouse or ward of the retired allottee, if the spouse or ward is entitled for it.
- (2) In case, the entitlement of the spouse or ward is a lower type than the accommodation allotted to the retired allottee, an alternate entitled type of accommodation may be regularized in the name of spouse or ward.
- (3) In case, the spouse or ward is entitled for higher type of accommodation than the accommodation allotted to the retired allottee, an alternate one type below the entitled accommodation may be allotted to the spouse or ward subject to a maximum of Type V accommodation on payment of normal license fee and fulfillment of the following conditions:
  - a) the spouse or ward has been residing continuously for at least three years with the retiring allottee prior to his retirement and has not drawn house rent allowance for this period and in case such spouse or ward is in the service of AIIMS for less than three years, then, he has not drawn house rent allowance since the date of his joining AIIMS,
  - b) The spouse or ward joins AIIMS within the permissible period of retention and the accommodation in occupation has not been vacated.

(4) In case of more than one eligible ward, the retiring official shall exercise in writing, a choice in favour of the wards, to the Estate Section atleast 30 (thirty) days before his/her date of retirement.

*Explanation.- For the purpose of this rule, "ward" shall include*

- (i) son;
- (ii) a married daughter, working at AIIMS, New Delhi (or NCI Jhajjar, as applicable) irrespective of the fact that the deceased allottee has a son, who is also employed in an eligible office and is in a position to maintain the parents;
- (iii) a daughter-in-law, working at AIIMS, New Delhi (or NCI Jhajjar, as applicable).

**35. The conditions for regularisation or allotment of alternate accommodation in certain cases rules**

(1) The facility of regularisation or allotment of alternate accommodation (as the case may be) shall be admissible under rules 33 and 34 irrespective of the date of priority of the spouse or ward.

(2) The application for regularisation or allotment shall be submitted before the expiry of the permissible period of retention after the date of death or retirement of the allottee or from the date of appointment of the spouse or ward in AIIMS, whichever is later.

(3) All dues outstanding in respect of the accommodation occupied by the deceased or retired allottee shall be cleared before submission of the application for regularisation or alternate allotment.

(4) The pay of the spouse or ward shall be taken into account for determining the entitled type of accommodation as per these rules on the date of regularisation of the spouse or ward.

(5) A No Objection Certificate shall be obtained from the spouse of the deceased allottee in death cases, and from the retired allottee in retirement cases, for regularisation or allotment of alternate accommodation to the ward.

(6) The ward in whose name regularization of alternate accommodation is to be made shall give an undertaking to the extent that the spouse of the deceased allottee or the retired allottee, as the case may be, shall reside with such ward in the allotted accommodation after regularization or after allotment of alternate accommodation.

**36. Non-admissibility for regularisation or alternate accommodation**

The facility of regularisation or allotment of alternate accommodation under rules 33 and 34 shall not be admissible in the following cases:-

a) where the allottee or any member of his family owns a house at the place of posting where regularisation is being sought:

Provided that either one type below accommodation or same accommodation may be regularised in the name of spouse or ward whose date of priority is covered on the date of retirement of the retiring allottee or on the date of death of the deceased allottee, irrespective of being a house-owner at the place of their posting subject to such conditions as applicable to house owning allottees and as per guidelines issued by Estate Section from time to time; and

b) where the allottee has become ineligible for allotment of accommodation, due to any reason, on or before the date of his death or retirement.

c) in the event of resignation from AIIMS.

### 37. Regularisation of accommodation to eligible spouse or ward in case of missing persons

Regularisation of accommodation in the name of the spouse or ward may be considered in cases where on the basis of a First Information Report (FIR) lodged by the family, the missing allottee has been reported untraceable by the Police authorities subject to the following conditions, namely:

a) the spouse or ward of the missing allottee has been appointed on compassionate grounds provided such application is made within a period of two years from the date on which the allottee has been certified to be untraceable;

b) neither the missing allottee nor any member of his family own a house at the place of posting; all dues outstanding in respect of the accommodation under occupation has been cleared:

Provided that normal rate of licence fee may be charged for the intervening period with effect from the date of missing of the allottee till the date of regularisation.

## PART VIII

### SURRENDER OF ALLOTMENT OF ACCOMMODATION

#### 38. Surrender of an allotment of accommodation

(1) An allottee may surrender an allotment of accommodation at any time during the allotment period.

(2) An allottee who surrenders the accommodation shall not be considered again for allotment of accommodation for a period of two years from the date of such surrender.



## PART IX

## MAINTENANCE OF ACCOMMODATION

**39. Maintenance of accommodation by the allottee**

(1) The allottee to whom a residential accommodation has been allotted shall maintain the accommodation and premises in a clean condition and such allottee shall not grow any tree, shrubs or plants contrary to the instructions issued by AIIMS or by its maintenance agencies nor cut or lop off any existing tree or shrubs in any garden, courtyard or compound attached to the accommodation except with the prior permission in writing of the concerned maintenance agencies.

(2) Trees, plantation or vegetation, grown in contravention of this rule may be removed or caused to be removed by the concerned maintenance agencies at the risk and cost of the allottee concerned.

**40. Cooperation with maintenance agencies by the allottees to carry out repair works**

(1) All allottees of accommodation shall cooperate with respective maintenance agencies of residential accommodation in AIIMS campuses in carrying out all kinds of repair or renovation works.

(2) In case a complaint of non-cooperation is received from a maintenance agency against any allottee, strict action shall be taken against her/him as per these rules and the instructions issued by the Estate Section from time to time.

**41. Misuse of accommodation for trade or business or any other unauthorised activity**

(1) The accommodation shall be used for residential purpose only by the allottee and other authorised persons as per these rules.

(2) Action shall be taken against the allottee for unauthorised use of the allotted accommodation as per these rules and instructions issued by the Estate Section in this regard from time to time.

**42. Payment of requisite charge or fee to public utility services.**

(1) The allottees of accommodation shall pay the charges and fees to all utility services such as electricity, water, gas etc. regularly on receipt of the bill for such payment.

(2) In case an allottee has not paid the dues to the public utility authorities before vacation or surrender of the accommodation, vacation or surrender of accommodation shall not be accepted by the maintenance agency.

**43. Unauthorised constructions**

(1) No unauthorised construction shall be allowed and the unauthorised constructions, if any shall be removed or demolished by the concerned maintenance agency or the Estate Officer notified under the Public Premises (Eviction of unauthorised occupants) Act, 1971 (40 of 1971) and in accordance with the provision of the said Act.

1. (2) In case any further unauthorised construction is found in the accommodation of the same allottee, the accommodation provided to such allottee shall be cancelled from the date of inspection of the accommodation and she/he shall be debarred for allotment of accommodation for the remaining period of service.

(3) The procedure for dealing with cases relating to unauthorised construction or encroachment in accommodation or public premises and the responsibilities of respective maintenance agencies shall be specified by the Estate Section from time to time.

**PART XI****UNAUTHORISED OCCUPATION****44. Unauthorised occupation after cancellation of allotment**

Where, after an allotment of accommodation has been cancelled or is deemed to have been cancelled under any provisions of these rules, the accommodation remains or has remained in occupation of the allottee to whom it was allotted or of any person claiming through, such allottee shall be liable to pay damages for use and occupation of the accommodation, services, as may be determined by the Estate Section from time to time.

**45. Issue of vacation notice and show cause notice to the allottees**

(1) The vacation notice shall be issued to all the allottees of accommodation or to their families at least 15 (fifteen) days before the date of expiry of the permissible period of retention.

(2) In case where the allottees have not vacated the quarters after expiry of the permissible retention period, the concerned authority shall issue show cause notice to such unauthorised occupants under the Public Premises (Eviction of Unauthorised Occupants) Act, 1971 (40 of 1971).

**46. Disciplinary proceedings against persons who fail to vacate temporary allotment of accommodation**

(1) The temporary accommodation allotted for marriage and other social purpose shall be

vacated on expiry of the allotment period.

(2) In case of failure to vacate the allotted accommodation, appropriate disciplinary action against her/him and damages shall be charged for such unauthorised occupation.

## PART XII

### SUBLETTING OF ACCOMMODATION

#### 47. Persons to reside with allotted

(1) The allottee shall reside in the accommodation allotted to her/him with his family and immediate relations.

(2) In case any relationship ceases by any order of court of law, such relation shall not reside with the allottee.

(3) The servant quarters, out-houses and garages may be used for the bonafide purposes only as permitted by the Estate Section.

(4) The allottee who shares the accommodation with his family or immediate relations shall furnish prior intimation to the Estate Section, in such form, as may be specified by the Estate Section, furnishing full particulars of his family members or immediate relations residing in the accommodation allotted to him:

Provided that the details of guests, if such guest is likely to stay for more than 15 (fifteen) days in the accommodation, shall be intimated to the Estate Section in such form, as may be specified by the Estate Section, intimating full particulars of the individual or individuals.

#### 48. Subletting of accommodation.

(1) An allottee shall not sublet the whole or part of accommodation including garage allotted to him:

Provided that an allottee proceeding on leave may accommodate, in the accommodation any member of his family or immediate relations, as a caretaker, by submitting, along with his leave application, the details of such member of his family or immediate relation, to the Estate Section:

Provided further that the maximum period of such accommodation by a caretaker shall not exceed six months.

(2) If an allottee to whom an accommodation has been allotted, sublets the accommodation, the Estate Section may without prejudice to any other disciplinary action that may be taken against him, cancel the allotment of the accommodation from the date of inspection.

*Explanation.—In this sub-rule, the term "allottee" includes, unless the context otherwise requires, a member of his family and any person claiming through the allottee.*

(3) If an allottee sublets an accommodation allotted to her/him or any portion thereof or any of the out-houses or garages in contravention of these rules, she/he may without prejudice to any other action that may be taken against her/him, be charged such damages from the date of inspection by the Estate Section, as may be determined by AIIMS from time to time, in this respect.

(4) Where an action to cancel the allotment is taken on account of unauthorised subletting of the premises, a direction shall be issued by the Estate Section to the concerned Establishment Section for the purposes of initiation of major penalty disciplinary proceedings along with the copy of a draft charge sheet and the Establishment Section shall intimate to the Estate Section each stages of such major penalty disciplinary proceedings till its final disposal.

(5) The Estate Section shall be competent to—

- a) take all or any of the actions provided under this rule;
- b) declare the allottee to be ineligible for allotment of residential accommodation for the remaining period of service;
- c) intimate to the Establishment Section of the allottee to initiate major penalty disciplinary proceedings under the relevant rules.

(6) Where any penalty under this rule is imposed on proved case of subletting, the aggrieved person may within 30 (thirty) days of the receipt of the order by her/him imposing the penalty, may prefer an appeal before the concerned appellate authority specified under Rule 50 through proper channel.

(7) The original order imposing the penalty shall stand unless it is modified or rescinded on appeal by the appellate authority.

(8) Cases where the individual fails to comply with the provisions this rule shall be brought to the notice of authorities concerned by the Estate Section for taking appropriate disciplinary action against such defaulting allottees.

**49. Procedure for conducting subletting inspection.**

The procedure to conduct subletting inspections by the authorised officials shall be such as may be specified by the Estate Section from time to time.

**50. Penalty for subletting.**

(1) Cancellation of allotment of accommodation or otherwise of the cases suspected of

subletting shall be decided by the concerned authority after inquiry providing equal opportunity to the allottee as per the established procedure in this regard.

(2) **The Additional/Deputy Director, (AIIMS) shall be the Deciding Authority and Director (AIIMS) shall be the Appellate Authority in respect of subletting of accommodation.**

(3) All cases of subletting shall be reported to the deciding authority who shall initiate inquiry and inspection through the Estate Officer.

(4) After completion of the inspection and inquiry, Estate Officer shall refer the inspection report to the deciding authority, who shall, after giving an opportunity of hearing to the allottee, pass an order in writing and where a case of subletting is established, the allotment shall be cancelled and the allottee shall be liable to the penalty under these rules.

Provided that where allottee vacates the accommodation during the proceedings under this rule, the inquiry shall continue against such allottee and in case subletting is established, the remaining penalties shall be imposed on him/her as provided under these rules.

Provided further that where allottee is aggrieved with the decision of the deciding authorities, he/she may prefer an appeal before the appellate authority specified under sub rule (2) with in a period of 30 (thirty) days from the date of receipt of the order of the deciding authority.

(5) Where the fact of subletting has been established, the deciding authority shall refer the case to the Estate Officer for initiation of eviction proceedings under the provision of the public premises eviction (Unauthorised occupants) Act 1971 to carry out eviction proceedings.

(6) In case of a vacant house/servant quarter/garage is found to be occupied by any person/group of persons, it shall be considered criminal trespassing and AIIMS security shall take appropriate action for eviction and other measures immediately with permission of the Estate Officer.

### **PART XIII**

#### **CONSEQUENCES OF BREACH OF THESE RULES AND INSTRUCTIONS OF AIIMS**

##### **51. Consequences of breach of rules**

The Estate Section, with the approval of the Director, may without prejudice to any other disciplinary action that may be taken against the allottee under these rules, cancel the allotment of the accommodation, if an allottee to whom an accommodation has been allotted:

- (a) uses the accommodation or any portion thereof for any purposes other than that for which it is meant;

- (b) tampers with the electric or water connection; or
- (c) commits breach of these rules; or
- (d) breaches the terms and conditions of the allotment; or
- (e) uses the accommodation or premises or permits or suffers the accommodation or premises to be used for any purpose which the Estate Section considers to be improper; or
- (f) has knowingly furnished incorrect information in any application or written statement with a view to securing the allotment.

*Explanation: In this rule, the term "allottee" includes unless the context otherwise requires, a member of his family and any person staying with the allottee.*

**52. Action for misuse of garage**

- (1) The garage shall be used for parking of vehicle by the allottee and action shall be taken against the allottee for unauthorised use of the allotted garage as per these rules and instructions in this regard from time to time.
- (2) The garage for parking cars or scooters or cycles shall not be used or allowed to be used for residential purposes and damages shall be charged from the allottee for any misuse of the garage from the date of inspection till the receipt of certificate from the maintenance agency that the misuse has ceased.
- (3) In case of misuse of garage, the Estate Section shall issue show cause notice to the allottee concerned with a copy to the Engineering Services Department or the maintenance agency service centre, to stop the misuse within a period of 15 (fifteen) days, failing which the allotment shall be cancelled.

**PART XIV**

**LICENCE FEE FOR ACCOMMODATION**

**53. Payment of licence fee for accommodation.**

- (1) Where allotment of accommodation or alternative accommodation has been accepted, the liability for licence fee shall commence from the date of physical occupation of the accommodation.
- (2) An allottee who, after acceptance, fails to take possession of that accommodation within 07 (seven) days from the date of receipt of the authority letter shall be charged one month licence fee from the date of allotment:

Provided that this provision shall not apply in case the maintenance agency does not hand

over the accommodation in a habitable condition to the allottee within the prescribed period or the accommodation is not ready for physical occupation for any other reason.

(3) An allottee shall remain personally responsible for any licence fee payable in respect of the accommodation and for any damages caused to the accommodation or its precincts or grounds or services provided therein by AIIMS beyond fair wear and tear.

(4) In case licence fee is not received continuously for a period of 04 (four) months, the allotment of accommodation of the concerned allottee shall be cancelled.

**54. Fixation or revision of licence fee for accommodation.**

(1) As the normal licence fee for accommodation shall be revised by the Central Government time to time and shall be applicable to all types of accommodation at AIIMS.

(2) The revised rate shall take effect from 1<sup>st</sup> July of the following year or from such other date as AIIMS may direct.

**55. Personal liability of the allottee for payment of licence fee till the accommodation is vacated.**

The allottee to whom an accommodation has been allotted shall be personally liable for the payment of licence fee and for any damage beyond fair wear and tear caused thereto or to the furniture, fixture or fittings or services provided therein by AIIMS during the period for which the accommodation has been and remains allotted to her/him, or where the allotment has been cancelled under any of the provisions of these rules, until the accommodation along with the out-houses appurtenant thereto have been vacated and full vacant possession thereof has been restored to AIIMS.

**56. Rates of damages**

The rates of damages for unauthorised occupation or subletting or misuse of accommodation, servant quarter or garage shall be specified by AIIMS from time to time.

**57. Payment of license fee in advance for retention of accommodation.**

All the allottees of accommodation shall pay the requisite licence fee in advance for retention of the accommodation allotted to them.

**58. Recovery of licence fee from allottee in installments in certain cases.—**

(1) The request for recovery of arrears of licence fee in installments may be considered only in deserving cases from an allottee subject to the condition that the allottee agrees to

pay ten per cent of the dues in lump-sum in advance in the case of allottees of Type I to IV accommodation and fifty percent of dues in lump-sum in advance in the case of allottees of Type IV (Special) and above accommodation:

Provided that the balance may be recovered in equated monthly installments amounting to at least ten percent (10%) of the basic pay plus dearness allowance paid to the allottee subject to payment of interest rate applicable to General Provident Fund per annum:

Provided further that the allottee shall furnish sureties from two permanent AIIMS employees who may not retire on superannuation before the total amount is recovered and in case, either or both the sureties take voluntary retirement or die in harness or leave service otherwise, the concerned employee shall make arrangements for other sureties.

(2) Recovery of installment along with the interest amount shall be effected by the concerned accounts officer from the salary of the employee every month till full amount is recovered.

(3) In case the allottee is a victim of any calamity, natural or otherwise, the portion of outstanding dues not realized or recovered till then shall be adjusted from the gratuity payable to him.

## PART XV MISCELLANEOUS

### 59. Interpretation of rules

If any question arises as to the interpretation of these rules it shall be decided by the Director, AIIMS.

### 60. Delegation of powers or function

The Director may delegate any or all the powers conferred by these rules to any officer under the Director's control, subject to such conditions as the Director may deem fit to impose.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/14**

**To consider the proposal for grant of ex-post-facto approval for the extension of Dr. Ranjan Gupta's probation period for a period of two years i.e. upto 02.11.2020**

**NOTE FOR THE GOVERNING BODY**Item No. GB/ 60/14

To consider the proposal for grant of ex-post-facto approval for the extension of Dr. Ranjan Gupta's probation period for a period of two years i.e. upto 02.11.2020.

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**INTRODUCTION:-**

Dr. Ranjan Gupta, Associate Professor of Rheumatology, was appointed to the post on 3.11.2016 with a probation period of two years. However, his probation period was extended for two more years, till 02.11.2020, by the President of AIIMS, New Delhi, as Chairman of the Governing Body.

This extension was based on the findings of a committee that investigated complaints against him from other faculty members. The committee's report found that Dr. Gupta had engaged in unprofessional conduct and had violated the Institute's code of conduct (Annexure-I).

In addition to extending Dr. Gupta's probation period, the Institute also issued him a written recordable warning. Dr. Gupta appealed the decision, but his appeal was rejected (Annexure-II).

**ADMINISTRATIVE COMMENTS:-**

At AIIMS, New Delhi, the probation period for new employees is two years. This means that new employees have two years to prove themselves and meet the performance standards set by the Institute. If the employee's performance is not up to the mark during the probation period, the Institute may extend the probation period.

Dr. Ranjan Gupta, Associate Professor of Rheumatology at AIIMS, New Delhi, was on probation for two years. During his probation period, there were complaints against him from other faculty members. AIIMS constituted a committee to investigate the complaints. The committee found that Dr. Gupta had engaged in unprofessional conduct and had violated the Institute's code of conduct.

After considering the report of the committee, AIIMS decided to extend Dr. Gupta's probation period for two more years. This was a fair and appropriate decision, given the findings of the committee.

The extension of Dr. Gupta's probation period was necessary to give him an opportunity to improve his behavior and to demonstrate that he can meet the Institute's standards of professional conduct. It was also necessary to protect the interests of other faculty members and patients.

Under Section 25 of the AIIMS Regulations, 2019 (Amended), the Appointing Authority of AIIMS, New Delhi, extend the probation period. The Governing Body is the appointing authority for Dr. Ranjan Gupta. However, since the Governing Body does not meet regularly, the matter of extending his probation period was placed before the President of AIIMS, who is also the Chairman of the Governing Body. After considering the matter, the President of AIIMS extended Dr. Gupta's probation period for two years.

After completing his probationary period, Dr. Ranjan Gupta was confirmed to the post of Assistant Professor on November 3, 2020, and promoted to Associate Professor under the Assessment Promotion Scheme, as recommended by the Standing Selection Committee and approved by the competent authority.

We are now seeking ex-post-facto approval from the Governing Body to ratify the extension of Dr. Gupta's probation period. This is necessary to ensure that the extension is done in accordance with the Institute's regulations.

**APPROVAL SOUGHT:-**

In view of the above, the Governing Body is requested to approve the ex-post-facto extension of Dr. Ranjan Gupta's probation period for two years, from 03.11.2018 to 02.11.2020.

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## Annexure I

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
New Delhi

F. No.

Dated:21.05.2018

**Sub: Report of the Committee to enquire into the complaints raised by Dr. Uma Kumar, Head of the Department of Rheumatology and Dr. Ranjan Gupta, Assistant Professor on probation in the same Department**

A committee was constituted by the Competent Authority vide letter no. 20-7-2017 Estt. Sec - 1 dated 31 Jan 2018 to look into the complaints raised by Head of the Department of Rheumatology and an Assistant Professor who is on probation in the Department. The composition of the committee was as under:

1. Dr. Chitra Sarkar Professor, Department of Pathology Chairperson
2. Dr. Y.K.Gupta Professor, Department of Pharmacology Member
3. Dr. M.V. Padma Professor, Department of Neurology Member
4. Dr. Aarti Vij Professor, Department of Hospital Administration Member
5. Dr. Sanjay Arya Professor, Department of Hospital Administration Member
6. Dr. Vijay Tadia Senior Resident, Department of Hospital Administration Observer

The mandate of the committee was to inquire into the incidence on 26.08.2017 which led to lodging of an FIR by Dr. Uma Kumar, the Head of the Department of Rheumatology against Dr. Ranjan Gupta, Assistant Professor in the Department of Rheumatology.

The Committee met on 06.02.2018, 13.03.2018, 20.03.2018, 27.03.2018 & 27.03.2018.

After the deliberations, the committee, it was noted that there were two major incidents: (1) one that happened on 22, March 2017 and (2) another which happened on 26, August 2017. After which there have been several allegations and counter allegations by both the faculty members (Dr. Uma Kumar, the Head of the Department of Rheumatology & Dr. Ranjan Gupta, Assistant Professor in the Department of Rheumatology) as evidenced by the complaints filed by both and the correspondence to Director, Copy to Dean & other officials.

During the proceedings, the committee noted that both Dr. Uma Kumar and Dr. Ranjan Gupta had grievances which are summarised below:

**Complaints/ Grievances of Dr. Uma Kumar:**

- Dr. Uma Kumar, the head of the department of Rheumatology had filed a complaint dated 28.08.2017, addressed to the Director, AIIMS with copy to Dean & DD(A) that Dr. Ranjan Gupta, Assistant Professor had behaved in a way that she felt threatened. His behaviour was a cause of harassment to her and needed to be addressed. She informed that Dr. Ranjan Gupta had created an awkward scene on the issue of draft minutes of one departmental meeting. He had refused to sign the draft minutes of the meeting on the grounds of certain mistakes in the draft. When he was told that it was just a draft and corrections/comments/observations could have been made, Dr. Ranjan Gupta refused to listen and started speaking in loud voice with aggressive posture. This created an awkward situation. He was not ready to listen to any reason and interrupted her whenever she wanted to reason with him and did not allow her to speak. He was in complete rage at that time and his overall demeanour was very much threatening and aggressive.
- Dr. Uma Kumar further informed that some junior faculty members had made complaints against her on trivial issues like asking them to wear Apron while on duty. The junior faculty members had filed a joint representation blaming her of not being supportive and had cited trivial issues to support their claim.
- Dr. Uma Kumar told that the complaints were that: (a) Senior Residents were not attached with Assistant professors by the head of the department and (b) whenever the head of the Department goes on leave, the charge was not handed over to the next senior most faculty in the Department which is contrary to the rules/policy.
- Dr. Uma Kumar also narrated about the incident which happened on 26 August 2017. In this incidence again, Dr. Ranjan Gupta had used loud voice, unparliamentary language and demanded to know, as to why a Senior Resident was not posted in his OPD room. He had called called on her mobile phone around 20 times on this day. He had literally shouted on

Dr. Uma Kumar in her OPD chamber. He had then followed her in the corridor when she was on her way from OPD to her office.

**Complaints/Grievances of Ranjan Gupta:**

- Dr. Ranjan Gupta told the committee that when he joined as faculty as Assistant Professor at AIIMS, Delhi he already had three research grants which he got transferred to AIIMS, Delhi. He complained that he was not allowed to use the deep freezer available in the department for more than once in a week. He told that this was being done on the verbal orders of the head of the department.
- Dr. Ranjan Gupta complained that he was not allowed to register any new patient in the special clinic without the approval of head of the department.
- Dr. Ranjan Gupta told that the files of patients are not allowed to be retrieved if the patients happen to visit before the scheduled revisit – which is necessitated, because of flare up of the disease.
- Dr. Ranjan Gupta had a major complaint that he was not provided with senior resident to assist him in OPD.
- Regarding the 22 March, 2017 incident, he told the committee that he was being forced to sign incorrect minutes of the meeting and he refused to sign the same.
- Dr. Ranjan Gupta had another complaint that his leave applications and other correspondence were not received in the department office. personal assistant of the head of department. Therefore, he was addressing his letters directly to the Director and Dean.
- Regarding the 26 August, 2017 incident, Dr. Ranjan Gupta told that he went to the OPD of Dr Uma Kumar, as nobody was picking his calls and he went there to enquire as to why no senior resident was sent to his room. He went there again after 40-45 minutes to enquire as to why no senior resident had reported to his room.

- Dr Ranjan Gupta had a complaint that why a FIR was lodged against him after the 26 August incident. Dr. Ranjan Gupta told that a case was filed against him under Section 107 CrPC (Under this section a case is registered when an Executive Magistrate receives information that any person is likely to commit a breach of peace or disturb the public tranquillity or to do any wrongful act that may probably occasion a breach of peace or disturb the public tranquillity and is of opinion that there is sufficient ground for proceeding. The case was been filed by Dr. Uma Kumar in her individual capacity against him.
- Dr. Ranjan Gupta narrated another incident where he was issued a memo for no mistake of his. About this incidence he said that when HOD had gone on vacation, she had given the Academic & Clinical responsibilities of the department to Dr. Arti Sharma & Dr. Ranjan Gupta. During this period, Dr. Ranjan Gupta was approached by a poor patient from D2 Ward with request for exemption of MRI charges. Dr. Ranjan Gupta sent a message (SMS) to Dr. Uma Kumar in this regard and waited for 20-30 minutes for the reply. He had then called on her residential landline number and he was able to contact Dr. Uma Kumar, so he decided to exempt MRI charges on behalf of the head of department. He was issued a memo for the same.
- Dr. Ranjan Gupta complained that the head of the department interferes with the clinical decision-making. He told that proper protocols are not being followed in the laboratory while preparing the reports.

The Committee interviewed two other faculty members in the department of Rheumatology. The summary of the interactions with them is as given below:

**Dr. Arti Sharma, Assistant Professor, Department of Rheumatology:**

- When asked that if she had any problems during the time she was working as an adhoc faculty( before joining as a regular faculty member in the month of November, 2016), she narrated few incidents. Once she was reprimanded by the head of department for coming late to the journal club. She was reprimanded in front of juniors. In another incident, the head of the department did not take any cognizance of her complaint about the

misbehaviour of a Senior Resident - like talking in loud tone and not cooperating with her. She told that there were 4-5 instances when she was made to stand for 40-45 minutes outside the head of departments' room for morning class.

- On being asked about the issue of posting Senior Resident in OPD to assist her she told that she had no complaint regarding posting of senior resident in OPD or about the retrieval of patient files.
- She was asked about an incidence where she did not take rounds, Dr. Aarti Sharma told that the roster of rounds in Medicine was made without her consent. She said that since she had finished MD Medicine long back, she felt that she will not be able to do justice to the patients in medicine therefore she has expressed her inability for these rounds.
- Regarding the issue of keeping stamps, Dr. Aarti Sharma told that initially they had no room to place their belongings. They had requested the HOD to permit them to keep the stamps in Office but this was refused. Since there was no place for them to sit, so she used to sit in the library. For this also she was reprimanded when she could not be contacted on phone. She told that she was not at fault as signals are poor in library. Her explanation in this regard was not heeded to.
- When asked about the issue related to retrieval of patient files, interference in clinical decision making and wearing apron, she told that she did not face any of these issues personally and moreover she wears apron regularly.
- When questioned about the incidents that happened during the month of August and March, 2017 she told that she was on maternity leave during the month of August and she was not there when the incident in March happened.

Her grievances during the proceedings could be summed up as:

- There was restricted academic freedom in the department.



- There was resentment in the faculty about the way in which secretarial staff behaved with them. They had impression that secretarial staff was deliberately ignoring them for routine works. They had impression that this was done at the behest of HOD.
- She told that the junior faculty members were being blamed for things which were not their doing. This was irritating them and it was being done repeatedly.
- The repeated scolding of faculty by HOD in front of juniors/senior residents, has had a detrimental effect on their self-esteem.

**Dr. Danveer Bhadu :**

- He reiterated that the felt grievances of all the three faculty members can be summarised to be: restricted academic freedom, the discourteous behaviour of the secretarial staff (this was earlier so and had now improved) & HOD reprimanding the junior faculty in presence of SRs and other staff members.

**The summary of statements of the staff in the department of Rheumatology:**

The following staff members were called to understand their perceptions and to verify the facts about two incidences mentioned earlier:

1. Dr. Maumita Kanjilal, Research Officer, Department of Rheumatology.
2. Smt. Rekha, Personal Assistant, Department of Rheumatology
3. Sh. Jai Ram, Laboratory Assistant, Department of Rheumatology
4. Sh. Ravi, Nursing Officer, Department of Rheumatology
5. Sh. Sanjay, Laboratory Technician, Department of Rheumatology
6. Sh. Praveen, Attendant, Department of Rheumatology

The summary of their interaction with committee members and their views about various issues is as below:

- **Regarding the question of not receiving Dak of other faculty members:**  
The Secretarial staff replied that this is not correct. They do not refuse to receive any dak of faculty members.

- **Regarding the issue of keeping official stamps of faculty members in office:** Secretarial staff told that the official stamps of individual faculty members are kept with faculty themselves and they were never kept in HODs office.
- **Regarding the issue of use of deep fridge in the department by faculty members:** The staff told that there were no restrictions/instructions to not open or to keep it locked. Anyone can use it as per their requirement.
- **Regarding the March 2017 incident:** All the staff members who happened to be present on that day reaffirmed that Dr. Ranjan Gupta had spoken very loudly and misbehaved with Head of the Department on 22 March 2017.
- **Regarding the August 2017 incident:** The OPD staff who had been witness to this incidence told that Dr. Ranjan Gupta had called on phone too many times and had then shouted at the HOD in OPD in presence of the patients. He was in rage and shaking with anger at that time.
- **Regarding the behaviour of Dr. Ranjan Gupta in general:** Every staff member told that it was generally good except for those two incidents (March & August, 2017).
- All the staff opined that Dr. Uma Kumar is a nice lady and benevolent Head of the Department. She listens to the problems of staff and tries to solve them.
- The staff members were of the opinion that Dr. Uma Kumar had been instrumental in establishing this department with much effort and dedication. In their opinion, Dr. Ranjan Gupta does not respect Dr. Uma Kumar and belittle her authority.

#### Summary of Enquiry Report

After having gone through the proceedings, the committee has reached the following consensus:

1. The atmosphere in the department of Rheumatology has not been cordial.

2. On many occasions, the behaviour of Dr. Ranjan Gupta has not been acceptable and is not what is expected from a responsible faculty member toward a senior and lady faculty colleague.
3. His hostile attitude, indecent and arrogant behaviour with a lady, senior faculty colleague that too the Head of the Department is unacceptable. This has caused mental harassment and perception of threatening to her.
4. He is in habit of repeatedly writing against the head of department on trivial issues to the Director and Dean - on the pretext that his letters are not being received by the Office of HOD. This is not acceptable, as email also can be sent in such a case. The Secretariat & Staff of the Office of the head of department cannot refuse to accept a faculty member's letter.
5. The Complaint of Dr. Ranjan Gupta that Senior Resident is not provided to him is not tenable as it is the responsibility of the HOD to assign SR depending on the patient load and there is no entitlement of a faculty member to demand a SR as a matter of right.
6. There have been instances where Dr. Ranjan Gupta had made repeated mobile phone calls even at odd hours for trivial causes, most of which could have been solved by personal interactions. Making such repeated calls and his habit of picking on trivial issues and indulging in unnecessary correspondence with higher authorities has gone to such an extent that lady faculty was feeling threatened. She had to approach police for protection and safety. The raising of voice in an indecent tone while making conversation with a Senior lady faculty (HOD) in public view is gross indiscipline and totally unacceptable. All the above is not expected from any faculty member and is unbecoming of a faculty member at a premier institute of the country AIIMS.
7. The committee took note of the tone, tenor and content of various communications made by Dr. Ranjan Gupta to Dr. Uma Kumar with copies marked to the Director/Dean. It was observed that content and intent of these letters convey impoliteness and sometime hostility. Thus, overall

behaviour of Dr. Ranjan Gupta to Dr. Uma Kumar has been indecent and hence not acceptable. The overall opinion about Dr. Ranjan Gupta was that he has behaved in a way which has led to undermining of the position and authority of Head of the department. He has failed to exercise restraint and exhibit civility which is essentially expected from a faculty member. He has behaved consistently in a way which is not acceptable from a faculty member of this institute with his senior female faculty member.

8. It was noted by the committee that Dr. Uma Kumar is instrumental in creating the Department of Rheumatology at AIIMS & her efforts are fully appreciated. However, for further development of department it is important for the HOD to create ethos of excellence and team work. Dr. Uma Kumar should build on her efforts made so far and should have more frequent interactions with other junior faculty members and devise ways to have more participation of the junior faculty in day to day activities and decision making. She should take them in confidence and facilitate academic and research pursuits of the department.
9. Based on the above observations, the committee suggests the following actions for consideration of the competent authority:
  1. A warning with or without extension of the probation period may be issued to Dr. Ranjan Gupta, Assistant Professor for his impolite behaviour language used in his communications with the Head of the Department, who is a Senior lady faculty member.
  2. He may also be advised
    - To behave in a manner which is respectful to Head of the Department as well as senior lady faculty member.
    - To carry out the administrative, academic and patient care activities of the department as assigned to him by the Head of department.
  3. An advisory may be issued to Dr. Uma Kumar, Head of the department as below:
    - While we appreciate Dr. Uma Kumar's efforts in developing the discipline of Rheumatology, she is advised to take all the younger colleagues in confidence and encourage them in all academic activities and create an atmosphere of team work in the department for furtherance of academic and patient care services.

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A. I. I. M. S.

Reference: C.A.O. (Acctg)'s Directions:-

On the basis of the various complaints received from the Faculty Members of the Deptt. of Rheumatology against each others the Director, AIIMS vide Office Memorandum No. F. 20-7/2017-Est-I dated 8<sup>th</sup> May, 2017 (Flag-A) constituted a committee to look into the issues raised by them. This committee could not submit any report. On repeated correspondenc/ request by Dr. Uma Kumar, Prof. & Head Deptt. of Rheumatology, Director AIIMS under his Chairmanship took a meeting with the officers of the Institute on 11.12.2017 (Flag- B) and on the basis of the submitted minutes of the meeting (Flag-C) following decision were taken:-

1. A preliminary inquiry may be conducted into the incidence reported by Dr. Uma Kumar in her complaint vide letter dated 23.03.2017.
2. It was decided that till the completion of the inquiry & decision on the report, Dr. Ranjan Gupta will be reporting to Head, Department of Medicine.
3. It was decided that Preliminary inquiry will be done by Dr. Chitra Sarkar, She may co-pt. other members to assist in the conduct of inquiry with concurrence of Director, AIIMS.

On the basis of the above directions of the Committee a committee was constituted under the Chairpersonship of Dr Chitra Sarkar (may be seen at Flag-D). This committee submitted its report alongwith compendium of complaints/ correspondence from the Faculty of the Deptt. of Rheumatology on 23.05.2018 to the Director, AIIMS.

On 06<sup>th</sup> August, 2018, a meeting under the Chairmanship of Director, AIIMS, New Delhi was held to discuss this report submitted by Chairperson Dr. Chitra Sarkar to Director, AIIMS (Flag-E)

After examining the report, the same was accepted by the Director, AIIMS.

Key observation of the aforesaid Committee are as follows:-

- The atmosphere in the department of Rheumatology has not been cordial.
- On many occasions, the behaviour of Dr. Ranjan Gupta has not been acceptable and is not what is expected from a responsible faculty member toward a senior and lady faculty colleague.
- His hostile attitude, indecent and arrogant behaviour with a lady, senior faculty colleague that too the Head of the Department is unacceptable. This has caused mental harassment and perception of threatening to her.
- He is in habit of repeatedly writing against the head of department on trivial issues to the Director and Dean - on the pretext that his letters are not being received by the Office of HOD. This is not acceptable, as email also can be sent in such a case. The Secretariat & Staff of the Office of the head of department cannot refuse to accept a faculty member's letter.
- The Complaint of Dr. Ranjan Gupta that Senior Resident is not provided to him is not tenable as it is the responsibility of the HOD to assign SR depending on the patient load and there is no entitlement of a faculty member to demand a SR as a matter of right.

there have been instances where Dr. Ranjan Gupta had made repeated mobile phone calls even at odd hours for trivial causes, most of which could have been solved by personal interactions. Making such repeated calls and his habit of picking on trivial issues and indulging in unnecessary correspondence with higher authorities has gone to such an extent that lady faculty was feeling threatened. She had to approach police for protection and safety. The raising of voice in an indecent tone while making conversation with a senior lady faculty (HOD) in public view is gross indiscipline and totally unacceptable. All the above is not expected from any faculty member and is unbecoming of a faculty member at a premier institute of the country AIIMS.

- The committee took note of the tone, tenor and content of various communications made by Dr. Ranjan Gupta to Dr. Uma Kumar with copies marked to the Director/Dean. It was observed that content and intent of these letters convey impoliteness and sometime hostility. Thus, overall behaviour of Dr. Ranjan Gupta to Dr. Uma Kumar has been indecent and hence not acceptable. The overall opinion about Dr. Ranjan Gupta was that he has behaved in a way which has led to undermining of the position and authority of Head of the department. He has failed to exercise restraint and exhibit civility which is essentially expected from a faculty member. He has behaved consistently in a way which is not acceptable from a faculty member of this institute with his senior female faculty member.
- It was noted by the committee that Dr. Uma Kumar is instrumental in creating the Department of Rheumatology at AIIMS & her efforts are fully appreciated. However, for further development of department it is important for the HOD to create ethos of excellence and team work. Dr. Uma Kumar should build on her efforts made so far and should have more frequent interactions with other junior faculty members and devise ways to have more participation of the junior faculty in day to day activities and decision making. She should take them in confidence and facilitate academic and research pursuits of the department.

After discussion, following decisions were made/action taken:-

- As the Committee has submitted its report, the earlier order regarding his reporting to HoD Medicine may be withdrawn. Henceforth Dr. Ranjan Gupta will report to HoD Rheumatology for all matters & route his all correspondence through HoD and a fresh order may be issued to restore reporting mechanism of Dr. Ranjan Gupta back to HoD Rheumatology. We may also write to HoD about handing over charge as per hierarchy or otherwise during her absence from the town/city.
- Dr. Ranjan Gupta was appraised about observation of the committee regarding his shortcomings. He was advised to take note of the same & work as is expected from any faculty member of the Institute. He was advised to be courteous with senior Lady faculty member & his HoD, as is expected from any Junior Faculty member.
- It was decided that needful disciplinary action in the form of written recordable warning as well as to extension of probation period by one year with provision to review his performance at the end of extended probation to further decide on extending probation period or otherwise may be considered & put up to competent authority for his approval.

Director had thereafter had interaction with HOD - Rheumatology & other Faculty members of the department. (Flag-F)

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13/11/18



After this meeting, the Faculty Cell received a letter of Dr. Uma Kumar, Prof. & Head, Department of Rheumatology addressed to the Director, AIIMS enclosing therewith a copy of final order announced by the Hon'ble Court of Special Executive Magistrate, South District, New Delhi on 3<sup>rd</sup> August, 2018 in the matter of misbehavior by Dr. Ranjan Gupta, Assistant Professor of Rheumatology with her. This was put up to Competent Authority. It was decided that this may also be brought to the notice of President, AIIMS, may be Flag-X&Y.

The aforesaid order issued by the Hon'ble Special Executive Magistrate, South District, New Delhi in the complaint made by Dr. Uma Kumar against Dr. Ranjan Gupta reads says as under:-

"As per the statement of IO and cross-examination, as well as statement of the complainant, it is established that the respondent (i.e. Dr. Ranjan Gupta) chased his senior female supervisory officer i.e. H.O.D. without any cogent reason or specific official purpose and he used to talk to her in a loud voice and his behavior was improper undesirable & uncalled for on both the occasions at the OPD and also in the doctor's chambers.

Keeping in view of the above facts, the above mentioned respondent (Dr. Ranjan Gupta) is bound down to maintain peace in the jurisdiction of South District for a period of one year in a sum of Rs. 10,000/- Local Police be informed accordingly".

In the above context, it is submitted that the President, AIIMS is the Competent Authority for granting the approval to initiate disciplinary action in the form of issuance of written recordable warning as well as for extension of probation period by one year with provision to review his performance at the end of extended probation to further decide on extending probation period or otherwise, as far as the Faculty members of the AIIMS, New Delhi are concerned.

In view of the above, it is proposed that the matter may be put up to the President, AIIMS for his approval for issuance of a written recordable warning to Dr. Ranjan Gupta, Assistant Professor of Deptt. of Rheumatology and disciplinary action in the form of extension of probation period by one year with provision to review his performance at the end of extended probation, as per draft speaking order is put up for kind perusal and approval please.

8/9/18

OS (AGS) A.O. (F.C.) (on Exm duty) CAO (AGS)

8/9/18

- In this case, the decision of the committee was to refer the matter to President AIIMS to decide on issue of warning & extension of probation period based on findings of Inquiry Committee
- Soon after that we had received a copy of order of Special Executive Magistrate in the complaint of Dr Uma Kumar. (This complaint

From Propose

This order was also found behaviour of Dr. Ranjan Gupta to be not appropriate.

Accordingly it is put up for kind consideration & orders w.r.t. recommendations of Committee under Director & orders of Special Executive Magistrate (sideline A on p 36/N & Sideline B on p 37/N respectively) in the case of Dr. Ranjan Gupta, Asst. Prof. Rheumatology.

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Sru  
8/9/18

If approved it may be recommended to extend the probation period of Dr. Ranjan Gupta by one year and also issue a written warning which may be placed on his personal file. Proposal accordingly may be sent to the Hon'ble President for his approval.

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President Office, A.I.I.M.S.  
Date: 08/09/18  
Page/Date: 11/09/18

Sr  
8/9

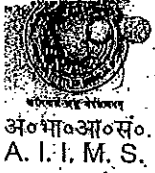
Director

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BY: P. J. O.  
Director (Admin.) Office, A.I.I.M.S.  
08 SEP 2018

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DIRECTOR  
10 SEP 2018

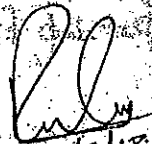
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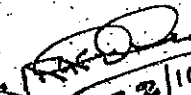
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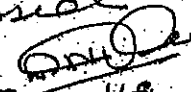
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Ao (FE)  
SMA  
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President, A. I. I. M. S.

Please discuss

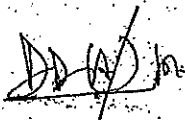
  
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Director

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17/11/18



S  
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C/S  
SMA  
19/11/18

Ao (FE) - i) PI amend the draft to issue order  
put up file  
ii) PI issue order regarding his report up  
mechanism back to food Rheumatology

  
19/11/18

अध्यक्ष कार्यालय, अंभा आंसं  
President Office, A.I.I.M.S.  
संज्ञक, संख्या/Date  
दिनांक/Date

22/10/18  
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Reference C.A.O.'s direction on the pages -

with amendments  
Fair speaking order is put up for kind perusal,  
approval and signature please.

~~AD~~  
19/11/18

O.S. (ACG.)  
A.O. (F.C.) (on Exam Day)

19/11/18

~~CAD~~

Sms  
19/11/18

AO (FC)



**ALL INDIA INSTITUTE OF MEDICAL SCIENCES**  
**ANSARI NAGAR, NEW DELHI -29**

No.F.6-12/2015-Estt.I

Dated the:

02 AUG 2019

## OFFICE ORDER

Dr. Ranjan Gupta, Assistant Professor of Rheumatology has filed an appeal dated 21/1/2019 against AIIMS Office Memorandum dated 20<sup>th</sup> November, 2018 extending probation period by two years.

In his appeal Dr. Ranjan Gupta has stated that:-

1. Extension of his probation is illegal and is violation of extant instructions of the Government of India.
2. The period of probation, in his case, has been extended without evaluation of performance.
3. No probation report has been submitted to the higher authorities.
4. The probation can be extended at a stretch for a period not exceeding one year that too only in exceptional circumstances, but in his case, period has been extended for two years.
5. President, AIIMS is not the Competent Authority to extend the probation because it can be extended only by the Appointing Authority i.e. Governing Body.

The appeal of Dr. Ranjan Gupta has been examined in the light of provisions of his appointment letter dated 2/11/2016 in which terms & condition of probation under clause 2 (i) are as below:-

"He/she shall be on probation for a period of two years or longer period as directed by the Institute on case to case basis as per rules of Government of India. During the period of probation, he/she shall be required to put in satisfactory services failing which his/her services shall be terminated at any time without any notice or reason being assigned for the same. The appointing authority may, however, extend the period of probation. In the absence of specific orders of confirmation, the appointment will be deemed to continue on probation".

As per, AIIMS Act (Rules & Regulation) the provision of probation is as under:-

"Period of Probation – Unless otherwise decided by the appointing authority in any case, all employees shall be on probation for two years. During the period of probation, the employee shall be required to put in a satisfactory service failing which his services shall be liable to termination at any time without any notice or reason being assigned for the same. The appointing authority may, however, extend the period of probation."

In the case of Dr. Ranjan Gupta, there were several complaints against him and a committee was constituted under the Chairpersonship of Dr. Chitra Sarkar, Professor of Pathology and Dean (Research), AIIMS, New Delhi with respect to incidence where Dr. Ranjan Gupta had misbehaved with Dr. Uma Kumar. The committee had in the course of its deliberation examined various complaints related to him as well, and submitted a report on 21.05.2019.

After careful consideration of the report by a group of senior officials under Director, AIIMS, it was decided that behaviour and conduct of Dr. Ranjan Gupta was un-becoming of a faculty member of AIIMS. It was decided that the matter may be referred to competent authority – President, AIIMS (who is also Chairman – Governing Body) with recommendation to extend his probation period by 1 year. The President, AIIMS and Chairman Governing Body decided to increase the probation period of Dr. Ranjan Gupta by 2 years after due deliberation keeping in view the gravity of misconduct.

Due process has been followed in extending his probation period.

The appeal stands disposed off.

  
 (PROF. RANDEEP GULERIA)  
 DIRECTOR, AIIMS

To

Dr. Ranjan Gupta  
 Assistant Professor of Rheumatology, AIIMS, New Delhi  
 Thr: The HOD of Rheumatology

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/15**

**To consider the proposal for ex-post facto ratification decision  
of President, AIIMS for retention of lien two Associate  
Professors, College of Nursing at the AIIMS,  
New Delhi**

No.F. 6-71/2005 Estt.I.  
NOTE FOR THE GOVERNING BODY

Item No. GB/ 160/15

TO CONSIDER THE PROPOSAL FOR EX-POST FACTO RATIFICATION - DECISION OF PRESIDENT, AIIMS FOR RETENTION OF LIEN TWO ASSOCIATE PROFESSORS, COLLEGE OF NURSING AT THE AIIMS, NEW DELHI.

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1. INTRODUCTION-

1. The following Associate Professors of College of Nursing had submitted their requests for technical resignation from the posts of Associate Professor, College of Nursing with request to retain Lien to their posts of Associate Professor in Nursing, College of Nursing at the AIIMS, New Delhi

(a) Dr. Kamlesh Kumari Sharma – She was selected as Professor-cum-Principal at AIIMS Bathinda and had submitted her technical resignation w.e.f. 11.04.2022 (A.N.) with request to retain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for the period of 2 years from the date of resignation from the Institute.

(b) Dr Pragya Pathak – She was selected as Vice Principal-cum-Professor at Dr. R.M.L. Institute of Medical Sciences, Lucknow and had submitted technical resignation w.e.f. 22.06.2023 (A.N.) with request to retain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for the period of 2 years from the date of resignation from the Institute.

2. ADMINISTRATIVE COMMENTS -

2.1. Based on the Section-22 of Schedule I of AIIMS Regulations, 2019 (Amended), the Director, AIIMS, New Delhi is the Competent Authority for accepting resignation in respect of all Group 'A' Officers except in case of Professor and Additional Professor.

As per Section-25 of AIIMS Regulations, 2019 (amended), the Governing Body is the competent authority for allowing retention of lien to Group A Officers in the Institute.

2.2. Accordingly their requests for retention of the lien were put up to President, AIIMS New Delhi.

President AIIMS, New Delhi had very kindly approved the proposals for retention of lien in both the cases in his capacity as Chairman of the Governing Body. He had directed that these cases may be put up before the Governing Body for ratification in the upcoming Governing Body meeting.

3. APPROVAL SOUGHT

Accordingly, the proposals for retention of lien for a period of two years from the date of resignation in r/o Dr. Kamlesh Kumari Sharma & Dr. Pragya Pathak are submitted for ratification by the Governing Body.

\*\*\*\*\*

Dr. Kamlesh  
Kumari

834

No.F. 20-1/2022 Estt.I



सर्वोच्च शिक्षण  
अभ्यास  
A. I. I. M. S.

गई आवृत्ति के संदर्भ में-

डॉ. कमलेश कुमारी शर्मा, सह-आचार्य इन नर्सिंग, कॉलेज ऑफ नर्सिंग ने दिनांक 31.03.2022 को अपने प्रार्थना पत्र के माध्यम से यह सूचित किया है कि "She joined one year part time fellowship programme in "Clinical Research Methodology and Evidence Based Medicine" under CMET with Prof. Kameshwar Prasad as Chief Co-Ordinator at the AIIMS in January 2018. For this she submitted a bond to serve the AIIMS for a period of Five Years after Fellowship Certification or to pay Rs. 5 Lakh. She completed the fellowship certification in May 2019. Now she has been offered the post of Professor-cum-Principal, College of Nursing at AIIMS, Bathinda and she wish to join the same by 12.04.2022. Further she has requested that since she will be continuing her services with one of the new AIIMS, she may please be allowed to complete the remaining period of her bond at another AIIMS i.e. AIIMS, Bathinda."

प्रस्तुत किया जाता है कि डॉ. कमलेश कुमारी शर्मा, सह-आचार्य इन नर्सिंग, कॉलेज ऑफ नर्सिंग की फाइल के पुराने डॉक्यूमेंट से संज्ञान में आया है कि उन्होंने CLINICAL RESEARCH METHODOLOGY AND EVIDENCE BASED MEDICINE की PART TIME FELLOWSHIP में दिनांक 01.01.2018 से 1 साल के लिए पदस्थित किया था तथा उन्होंने इसके लिए यह बॉण्ड भरा था कि वह इव्यूटी पर जाने के बाद 5 साल के लिए बॉण्ड पीरियड में बंधी हुई है। 5 साल के बीच में वह अगर Resign करती है तो उन्हें 5 लाख रुपये संस्थान में जमा कराने होंगे। (Flax 'X')

डॉ. कमलेश कुमारी शर्मा ने फेलोशिप गई 2019 में सम्पलीट की है अतः वह गई 2024 तक बॉण्ड में बंधी हुई है।

चूंकि डॉ. कमलेश कुमारी शर्मा का चयन एन्स. अटिण्डा में प्रोफेसर-कम-प्रिंसिपल के पद पर हो गया है। अतः उन्होंने अपने वर्तमान पद से टेविंगपल रेजिनेशन के साथ 2 साल का लियन भी मांगा था उन्होंने नये पद को अवॉइज करने के लिए इस संस्थान से अनुरोध किया है कि उन्हें दिनांक 11.04.2022 को relieve कर दिया जाए ताकि वह दिनांक 12.04.2022 को अपना नया पदभार ग्रहण कर सकें। (यह फाइल अभी सक्षम प्रदाधिकारी के समक्ष under consideration है।)

उपरोक्त के संदर्भ में, यह आदेश हेतु प्रस्तुत है कि -

(क) चूंकि डॉ. कमलेश कुमारी शर्मा उपरलिखित फेलोशिप बॉण्ड (5 साल इस संस्थान में सर्विस या 5 लाख रुपये) में बंधी हुई है तथा गई 2024 में बॉण्ड पीरियड सम्पलीट हो रहा है। अतः यदि उन्हें इस संस्थान के वर्तमान पद से त्यागपत्र देना है तो उन्हें 5 लाख रुपये इस संस्थान में जमा कराने पड़ेंगे।

अथवा

(ख) जैसा कि डॉ. कमलेश कुमारी शर्मा यह अनुरोध कर रही है कि चूंकि वह एन्स. में ही सर्विस continue कर रही है तो उन्हें बॉण्ड के अनुसार बचा हुआ पीरियड नए एन्स में complete करने की स्वीकृति प्रदान की जाए।

प्रस्तावक तथा या सक्षम प्राधिकारी के समक्ष अनुमोदनार्थ प्रस्तुत।

रिश्त  
31/3/22

(क. 9. 22)

835

From pre-page:-

It is submitted that-

- 1- Dr. Kamlesh Kumari Sharma was permitted to attend fellowship for a period of 1 year from January, 2018 vide memo dated 19.01.2018 (Flag 'Y')
- 2- Her fellowship completed in May 2019 and submitted a bond for Rs. 5 Lakh. As per condition of bond, she is bounded upto May, 2024 to work at AIIMS, New Delhi and if she resigns from this Institute, she has to deposit Rs. 5 Lakh against the same.
- 3- Now she has been selected as Professor-cum-Principal in College of Nursing at AIIMS, Bathinda and she has to join there on or before 11.04.2022.
- 4- In the past, Dr. Seema Sachdeva, Tutor in Nursing, College of Nursing had requested to exempt the bond amount for Rs. 20 Lakh for bounding herself at AIIMS, Delhi. But the Competent Authority had regretted her requested and inform her vide memo dated 27.01.2022 accordingly. (Slip 'Z')

DR. JAGJIT SINGH / RECEIVED  
 Sr. Director (Admin) / Sr. Director, S.M. Unit,  
 Dy. Director (Admin) / Office, AIIMS,  
 01 APR 2022

In view of the above, it is submitted for orders:-

X [ As per bond, she is bounded upto May, 2024, she may be requested to deposit Rs. 5 Lakh at this Institute before leaving at this Institute.

OR

Y [ The request of Dr. Kamlesh Kumari Sharma to do continue her service may be allowed to complete the remaining period of her bond at AIIMS, Bathinda

Proposal 'X' & 'Y' is put up for orders please.

21/3/22     
     
 21/3/22

*(Handwritten signature)*

In one case few yr back, one nurse who had done Msc on study leave so was under bond was selected at AIIMS Rishikesh. She was allowed to join there without having to pay bond amount as she was joining another AIIMS. However it was conveyed to AIIMS Rishikesh that she should complete remaining bond period there so if she leaves before that, she will have to pay bond amount. Thus we can consider option 'Y'. For kind consideration so further orders

DD (A) PI      SNA 1/4/2022  
 What is the rule position of bond transfer?      4 04/04/2022

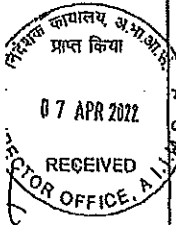
Plc (Cell)

Contd From Prepage:-

836



आरोग्य एवं शक्ति  
आनंदो आनंदो  
A.I.I.M.S.



5130205

• Reference observation on prepage, the applicant has provided some documents which are attached at slip (A)

• In these papers, there is a copy of judgement in similar case. In this judgement there is mention of OM dated 9.5.1960 to 15.4.1966 by Ministry of Home affairs & OM dated 13.6.77 by Bureau of Public Enterprises on this issue. (Side line 'A' on page 8 of slip 'A')

• These OM clarify that any employee of Central Govt who is under bond, if applies through proper channel for a job in any other Govt org, then in that case, he may be allowed to join but for remaining part of bond period, such employee should enter fresh bond with the new organisation

• Judgement in this case may be seen at next page (Side line 'B' page 9 of slip A)

• We may accordingly consider this case. allow her to join new Institution with condition that new Institution will enter a fresh bond with her for remaining bond period. We will provide ~~old~~ old bond to the org. where she is joining.

For kind consideration pl

Smt  
5/4/2022

DD (upt)

Signature  
9/4/22

Signature  
06/04/2022

PLC (Estt) Smt  
9/4/2022

Sr Ao (FC)

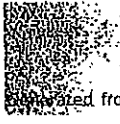
Ref: above.  
DPA please

Signature  
9/4/22

Signature  
9/4/22  
(S/A O)

Signature  
(S/A O)

(P.T.C.)



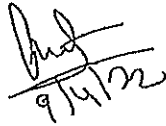


Draft has been seen by the P.T.C.(F.C.) on  
whatsapp and the same has been approved.

In view of the above, a fax memo is put up for  
sign plz.

P  
9/14/22

(J.A.O)

  
9/14/22

[FACULTY CELL]

838 No.F. 6-71/2005 Estt. I

Ref. E.R. Page no. 7-11/Cors.

Subject:- Submission of Technical Resignation from the post of Associate Professor and request to maintain in Lien for 2 years: Dr. Kamlesh Kumari Sharma, Associate Professor, College of Nursing

\*\*\*\*\*

Faculty cell is in receipt an application dated the 02<sup>nd</sup> March, 2022 from Dr. Kamlesh Kumari Sharma, Associate Professor, College of Nursing wherein she has informed that she has got selected as Professor-cum-Principal in AIIMS, Bathinda. Further she has requested to accept her technical resignation from the post of Associate Professor w.e.f. 26.03.2022 (A.N.) and to maintain lien for two years to the post of Associate Professor, College of Nursing, AIIMS, New Delhi. She has attached a copy of appointment letter of Professor-cum-Principal post at AIIMS, Bathinda. (P-8-10/C)

Her request has been forwarded by the Professor-cum-Principal, College of Nursing, AIIMS, New Delhi.

It may be stated that Dr. Kamlesh Kumari Sharma has been working as Associate Professor (Firstwhile Lecturer), College of Nursing at AIIMS, New Delhi since 20.10.2005. After the successfully completion of her probation period, she has been confirmed on the post of Associate Professor, College of Nursing vide memo dated the 28.07.2020 (P-6/C)

In the above connection, it is stated that Dr. Kamlesh Kumari Sharma had requested to issue him NOC to apply for the post of Professor-cum-Professor at AIIMS, Bathinda. Her request was put up before the Competent Authority and she was granted NOC to apply for the said post. (P-11/C)

It is submitted that a request was sent for Vigilance cell for vigilance clearance & Legal cell for Legal Clearance, (P-12&13/C) but the same is still awaited. However, final permission will only be issued after receiving vigilance clearance & Legal clearance in respect of Dr. Kamlesh Kumari Sharma, Associate Professor, College of Nursing.

It may be stated that in accordance with the item No. 22 of the AIIMS Regulation, 1999(as amended) the Director is competent Authority to accept the resignation up to the level of Associate Professor and Dr. Kamlesh Kumari Sharma, is holding the post of Associate Professor, College of Nursing.

Contd/-

Cont. from pre page-

As per the 17<sup>th</sup> point of DoPT O.M. No. 28020/2/2018-Estt.(C) dated 27.08.2018, Rules regarding Lien on a post is as under: (Flag 'A')

Retention of lien for appointment in another central government office/ state government

- (i) A permanent Government servant appointed in another Central Government Department/Office/State Government, has to resign from his parent department unless he reverts to that department within a period of 2 years, or 3 years in exceptional cases. An undertaking to abide by this condition may be taken from him at the time of forwarding of his application to other departments/offices.
- (ii) The exceptional cases may be when the Government servant is not confirmed in the department/office where he has joined within a period of 2 years. In such cases he may be permitted to retain the lien in the parent department/office for one more year. While granting such permission, a fresh undertaking similar to the one indicated above may be taken from the employee.
- (iii) Timely action should be taken to ensure extension/reversion/resignation of the employees to their parent cadres on completion of the prescribed period of 2/3 years. In cases, where employees do not respond to instructions, suitable action should be initiated against them for violating the agreement/undertaking given by them as per (i) and (ii) above and for termination of their lien. Adequate opportunity may, however, be given to the officer prior to such consideration.
- (iv) Temporary Government servants will be required to sever connections with the Government in case of their selection for outside posts. No lien will be retained in such cases.

X { In view of the above, it is proposed that the resignation tendered by Dr. Kamlesh Kumari Sharma, Associate Professor, College of Nursing may be accepted as technical resignation w.e.f. 26.03.2022 (A.N.) and allowed to maintain lien to the post of Associate Professor, College of Nursing, AIIMS, New Delhi for the period of two years from the date of resignation from this Institute to join the post of Professor-cum-Principal, AIIMS, Bathinda.

Submitted for kind consideration and orders please.

(J.A.O.)  
 13/22 - Dr. Kamlesh Kumari Sharma has joined as Lecturer on 20.10.2005 at this Institute.  
 - NOC was issued to her to apply for the post of Prof. cum-Principal, College of Nursing at AIIMS Bathinda on 30/6/2021 at Page No. 11/Col.  
 - Vigilance clearance/ Legal clearance are still pending.  
 - The Director is competent authority to accept the resignation.  
 - Proposal 'X' is put up for approval subject to vigilance/legal clearance from the concerned department.  
 S. A. O. (B.I.M.)  
 13/22

M. Sharma  
 13/22  
 JACCV

840

As per instruction given by Sr. Admn. Officer (F.C.):-

1. Power to accept resignation of Group 'A' employees → The Director is competent Authority to accept the resignation up to the level of Associate Professor and Dr. Kamlesh Kumari Sharma. is holding the post of Associate Professor, College of Nursing. (Point no. 22 of AIIMS, Act) [Flag 'B']
2. Power to allow retention of lien in the Institute for employees → The Governing Body is competent Authority to allow retention of lien in the Institute for Group 'A' employees when they are appointed elsewhere. (Point no. 25 of AIIMS Act) [Flag 'C'].

As per earlier constituted statutory Bodies/Committees as per AIIMS Act Rules & Regulations has/had been dissolved and the constitution of fresh I.B., which is the Supreme Body as per AIIMS Act is still not completed, hence other statutory bodies/committees can not be constituted. Since it will take time to constitute I.B./G.B, so we may submit this case before Hon'ble President, AIIMS i.e. Chairman of the G.B.

3. In the case of Dr. Kamlesh Kumari Sharma, Associate Professor, College of Nursing for technical resignation & retention of Lien to the post of Associate Professor, College of Nursing, AIIMS, New Delhi for the period of two years from the date of resignation is submitted before the Hon'ble President, AIIMS, New Delhi for kind consideration & approval please.

8/3/22

8/3/22

(S.A.O.)

S.A.O. (F.C.)

- As per extant instructions, the resignation is treated as a technical formality where a Government servant has applied through proper channel for a post in the same or some other Department, and is on selection, required to resign from the previous post.
- In the instant case, Dr. Kamlesh Kumari Sharma applied for the post of Professor-cum-Principal in AIIMS, Bhubinda through proper channel and selected for the post and she submitted he technical resignation from the post at AIIMS, New Delhi w.e.f. 26.3.2022 (AN).
- As per Section 22 of Scheduled II of AIIMS Regulations, 2019, the Director, AIIMS has full power to accept resignation of Group A employees, upto Additional Professor post. Dr. Kamlesh Kumari Sharma holding the post of Associate Professor in College in Nursing and the Director, AIIMS is the authority competent for acceptance of resignation.

P.T.O.

Contd. from pre page:-

- Dr. Kamlesh Kumari Sharma also requested to retention of lien for a period of two years.
- As per FR-9 (13), lien represents the right of a Government employee to hold a regular post, whether permanent or temporary, either immediately or on the termination of the period of absence. The benefit of having a lien in a post/service/cadre is to be given to employees who are confirmed in the post/service/cadre of entry or who have been promoted to a higher post, declared as having completed the probation where it is prescribed. It is also available to those who have been promoted on regular basis to a higher post where no probation is prescribed under the rules, as the case may be. The said right will, however, be subject to the condition that the junior-most person in the cadre will be liable to be reverted to the lower post/service/cadre if at any time the number of persons so entitled is more than n the posts available in that cadre / service.
- As per Section 25 of Scheduled II of AIIMS Regulation, 2019, the Governing Body of the Institute has full powers to allow retention of lien in the Institute for Group A posts, wherein employees when they are appointed elsewhere.
- The meeting of the Governing Body is not likely to be held in near future, as constitution of statutory bodies is under process.
- In view of above, it is submitted for consideration whether we may place the matter in respect of Dr. Kamlesh Kumari Sharma, Associate Professor, College of Nursing (i) for acceptance of her technical resignation w.e.f. 26.3.2022 (AN) and allow her to join at AIIMS, Bhatinda and (ii) retention of lien at AIIMS, New Delhi for a period of two years, on stipulated extant terms and conditions for the purpose, before the President, AIIMS being Chairman of the Governing Body for consideration/approval and the matter will further be placed before the Governing Body for ratification/post-facto approval.

कार्यालय, अ.स.स.  
 प्रायश रिक्त  
 14 MAR 2022  
 RECEIVED  
 DIRECTOR OFFICE, A.I.I.M.S.

NOT FOR RECEIVED  
 BY RAGHAV DUBEY JUNIOR ADMINISTRATIVE ASSISTANT, AIIMS  
 Dr. Director (Admin.) Office, AIIMS  
 12 MAR 2022

Submitted please.

*[Signature]*  
 4/3/22

For kind consideration pl

SNA  
 11/3/2022

Submitted for approval of President AIIMS.

SV AO (FE)  
 SNA  
 15/3/2022  
 C/o the Minister of Health  
 Computerized  
 FTS No. 227  
 Date 17/3/2022

कार्यालय, अ.स.स.  
 President Office, A.I.I.M.S.  
 कार्यालय/ Diary No. 836 - OSD Office  
 Office No. 16/03/2022

*[Signature]*  
 15/3/22

President, A.I.I.M.S., Delhi.

above approved

*[Signature]*

Director  
*[Signature]*  
 20/3/22

PIC (Cell)  
 SNA  
 15/3/2022

SV AO (FE)

842

नई आयति पृष्ठ संख्या- 22 /पत्राचार के संदर्भ में



एन.आई.एम.एस.  
A.I.I.M.S.

विषय- Relieving date को बढ़ाने के संदर्भ में- डॉ. कमलेश कुमार शर्मा, सह-आचार्य इन नर्सिंग, कॉलेज ऑफ नर्सिंग

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डॉ. कमलेश कुमार शर्मा, सह-आचार्य इन नर्सिंग, कॉलेज ऑफ नर्सिंग ने ई-मेल के माध्यम से सह आग्रह किया है कि जैसा कि उन्होंने अपने पहले दिष्ट गए प्रार्थना पत्र के माध्यम से सूचित किया था कि उनका चयन एम्स, अटिण्डा में प्रोफेसर-कम-प्रिंसिपल के रूप में हो गया है अतः उन्हें दिनांक 26 मार्च 2022 को अपने वर्तमान पद अर्थात् सह-आचार्य इन नर्सिंग, कॉलेज ऑफ नर्सिंग के पद से relieve कर दिया जाए।  
 धीरे धीरे एम्स, अटिण्डा में अपना पदभार संभालने की तिथि को बढ़ा दिया है इसलिए उन्होंने आग्रह किया है कि अब उन्हें दिनांक 11 अप्रैल 2022 को अपने वर्तमान पद से relieve कर दिया जाए ताकि पद 12 अप्रैल 2022 को अपना नया पदभार ग्रहण कर सकें।

उपरोक्त के संदर्भ में, यह कहा जाता है कि डॉ. कमलेश कुमार शर्मा ने अपने प्रार्थना पत्र के माध्यम से सह आग्रह किया था कि चूंकि उनका चयन प्रोफेसर-कम-प्रिंसिपल के रूप में एम्स, अटिण्डा में हो गया है अतः उन्हें अपने वर्तमान पद को 2 साल के lien के साथ दिनांक 26 मार्च 2022 को अपने कॉलेज से relieve कर दिया जाए इस प्रस्ताव को सक्षम प्राधिकायी के समक्ष अनुमोदनार्थ प्रस्तुत किया गया था तथा इसे प्रेसिडेंट, एम्स द्वारा अनुमोदन भी प्राप्त हो चुका है। (नोटिंग पृष्ठ संख्या-7)

उपरोक्त के संदर्भ में, यह स्पष्ट है इस प्रस्ताव को प्रेसिडेंट, एम्स द्वारा सहमति प्रदान कर दी गई है। धीरे धीरे सभी terms & condition सहायत की है केवल relieving date में ही परिवर्तन हुआ है अतः यदि अनुमोदन हो तो केवल relieving date दिनांक 11 अप्रैल 2022 के साथ कार्यालय जाएन जारी किया जा सकता है।

रिजल्ट  
28/3/22  
(क.प्रशा.सहायक)

30/8/22  
29 MAR 2022  
Director (Admin) Office, AIIMS

01 APR 2022  
RECEIVED  
DIRECTOR OFFICE, AIIMS

(क.प्रशा. अधिकारी)  
प्रस्ताव को अनुमोदित हेतु प्रस्तुत है।  
28/3/22  
S. A. (FE)

को भी अनुमोदी हेतु प्रस्तुत है।  
28/3/2022  
SMA

अनुमोदित (प्र)  
28/3/2022  
SMA  
S. A. (FE)

PICC (FE)

Ref. p.u. page

843

① vigilance/<sup>Legal</sup> clearance have been received and no vigilance / Legal case is either pending or Contemplated against her.

② In view of the above, it appeared, a fax memo is put up for sign plz

(R)  
31/4/22

(J.A.O.)

(Sr. A.O.)

844

OFFICE MEMORANDUM

Dated: 09 APR 2022

Subject: Acceptance of Technical Resignation and maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for the period of 2 years from the date of resignation from this Institute. Dr. Kamlesh Kumari Sharma, Associate Professor in Nursing, College of Nursing at the AIIMS, New Delhi

With reference to her letter dated the 24 & 25th March, 2022 on the subject cited above, Dr. Kamlesh Kumari Sharma, Associate Professor in Nursing, College of Nursing is informed that the Competent Authority has been pleased to accept technical resignation tendered by her w.e.f. 11.04.2022 (A.N.) and allowed to maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for a period of 2 years from the date of resignation from this Institute, on stipulated extant terms and conditions to join the post of Professor-cum-Principal at AIIMS, Bathinda.

It is informed that as per our office record, Dr. Kamlesh Kumari Sharma was executed a bond of Rs. 5 Lakh to join the part time (after normal duty hours) fellowship- Clinical Research Methodology and Evidence Based Medicine for the session of January, 2018 for one year course under CMET, AIIMS, New Delhi. As per bond condition, she is bounded upto May, 2024 to work at the AIIMS, New Delhi and if she resigns from the service of the Institute, she has to deposit Rs. 5 Lakh against the aforesaid bond. As per bond condition, she will required to work at the AIIMS, New Delhi from May, 2019 to May, 2024. The Competent Authority has consider her case and it has been decided that she may be allowed to join new institution with condition that new institution will enter a fresh bond with her for remaining bond period. The AIIMS, Bathinda will required to obtain fresh bond from Dr. Kamlesh Kumari Sharma for the remaining period. The AIIMS, Bathinda is requested to submit a copy of the same bond submitted by Dr. Kamlesh Kumari Sharma to the AIIMS, New Delhi for official record. A copy of the old bond executed by her in the above matter is enclosed for ready reference.

Dr. Kamlesh Kumari Sharma is advised to handover the charge of Associate Professor in Nursing, College of Nursing to the Professor-Cum-Principal, College of Nursing in the afternoon of 11.04.2022 and submit her charge relinquishment report along with a 'No Demand Certificate' to the undersigned.

Dr. Kamlesh Kumari Sharma is also advised to return the Identity Card/EHS Card issued to her to the Security Officer and Faculty Cell respectively.

JR. ADMINISTRATIVE OFFICER

Dr. Kamlesh Kumari Sharma  
Associate Professor in Nursing, College of Nursing  
The Professor-Cum-Principal, College of Nursing

The Administrative Officer  
AIIMS, Bathinda  
Copy to:

For information and necessary action regarding bond.

- 1. The Dean (Academic/Research), AIIMS
- 2. The Dean (Examination), AIIMS
- 3. The Medical Superintendent, AIIMS
- 4. The Accounts Section II & III
- 5. The General Section
- 6. The Deputy Chief Security Officer
- 7. The Academic Section
- 8. The Asstt. Engineer (Telephone)
- 9. The Estate Section
- 10. The Dr. B.B. Dixit Library
- 11. The National Medical Library (DGHS), Ansari Nagar, New Delhi
- 12. The Central Animal Facility
- 13. The Bill Clerk, Mahu Hostel/Dr. J.R.P. Centre/ C.N. Centre/Dr. J.R.A. IRCH
- 14. The Computer Facility
- 15. The Administrative Officer (Research)
- 16. The Officer-in-charge (Vehicles)
- 17. The Officer-in-charge, EHS (R-11090)
- 18. The Medical Institute Trust & Credit Society Ltd.
- 19. Media & Protocol Division

It is requested that a 'No Demand Certificate' in favour of Dr. Kamlesh Kumari Sharma may kindly be issued at an early date.

Copy for information please:-

- 9. The PFS to Director, AIIMS
- 10. The P. & F.R.O. AIIMS
- 11. The Recruitment Cell
- 12. The Pension Cell
- 13. The ACR Cell, AIIMS
- 14. The RTI Cell, AIIMS
- 15. The SC/ST Cell, AIIMS
- 16. GPF Section

JR. ADMINISTRATIVE OFFICER



## OFFICE MEMORANDUM

Dated this:

09 APR 2022

Subject:- Acceptance of Technical Resignation and maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for the period of 2 years from the date of resignation from this Institute ; Dr. Kamlesh Kumari Sharma, Associate Professor in Nursing, College of Nursing at the AIIMS, New Delhi.

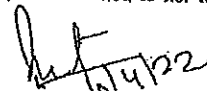
\*\*\*\*\*

With reference to her letter dated the 2<sup>nd</sup> & 25<sup>th</sup> March, 2022 on the subject cited above, Dr. Kamlesh Kumari Sharma, Associate Professor in Nursing, College of Nursing is informed that the Competent Authority has been pleased to accept technical resignation tendered by her w.e.f. 11.04.2022 (A.N.) and allowed to maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for a period of 2 years from the date of resignation from this Institute, on stipulated extant terms and conditions to join the post of Professor-cum-Principal at AIIMS, Bathinda.

It is informed that as per our office record, Dr. Kamlesh Kumari Sharma was executed a bond of Rs. 5 Lakh to join the part-time (after normal duty hours) fellowship- Clinical Research Methodology and Evidence Based Medicine for the session of January, 2018 for one year course under CMET, AIIMS, New Delhi. As per bond condition, she is bonded upto May, 2024 to work at the AIIMS, New Delhi and if she resigns from the service of the Institute, she has to deposit Rs. 5 Lakh against the aforesaid bond. As per bond condition, she will required to work at the AIIMS, New Delhi from May, 2019 to May, 2024. The Competent Authority has consider her case and it has been decided that she may be allowed to join new Institution with condition that new Institution will enter a fresh bond with her for remaining bond period. The AIIMS, Bathinda will required to obtain fresh bond from Dr. Kamlesh Kumari Sharma for the remaining period. The AIIMS, Bathinda is requested to submit a copy of the same bond submitted by Dr. Kamlesh Kumari Sharma to the AIIMS, New Delhi for official record. A copy of the old bond executed by her in the above matter is enclosed for ready reference.

Dr. Kamlesh Kumari Sharma is advised to handover the charge of Associate Professor in Nursing, College of Nursing to the Professor-Cum-Principal, College of Nursing in the afternoon of 11.04.2022 and submit her charge relinquishment report along with a 'No Demand Certificate' to the undersigned.

Dr. Kamlesh Kumari Sharma is also advised to return the Identity Card/BHS Card issued to her to the Security Officer and Faculty Cell respectively.

  
JR, ADMINISTRATIVE OFFICER

Dr. Kamlesh Kumari Sharma  
Associate Professor in Nursing, College of Nursing  
The Professor-Cum-Principal, College of Nursing

The Administrative Officer  
AIIMS, Bathinda  
Copy to:-

} For information and necessary action regarding bond.

1. The Dean/(Academic/Research), AIIMS
2. The Dean (Examination), AIIMS
3. The Medical Superintendent, AIIMS
4. The Accounts Section II & III
5. The General Section
6. The Deputy Chief Security Officer
7. The Academic Section
8. The Assit. Engineer (Telephone)
9. The Estate Section
10. The Dr. B.B. Dixit Library
11. The National Medical Library (DGHS)  
Ansari Nagar, New Delhi
12. The Central Animal Facility
13. The Bill Clerk, Main Hosp./Dr. R.P. Centre/  
C.N. Centre/Dr. B.R.A. IRCH
14. The Computer Facility
15. The Administrative Officer (Research)
16. The Officer-in-charge (Vehicles)
17. The Officer-in-charge, BHS (R-11090)
18. The Medical Institute Theft & Credit Society Ltd.
19. Media & Protocol Division

} It is requested that a 'No Demand Certificate' in favour of Dr. Kamlesh Kumari Sharma may kindly be issued at an early date.

Copy for information please:-

9. The PPS to Director, AIIMS
10. The P. & P.R.O. AIIMS
11. The Recruitment Cell
12. The Pension Cell
13. The ACR Cell, AIIMS
14. The RTI Cell, AIIMS
15. The SC/ST Cell, AIIMS
16. GPF Section

846

ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI - 29

No.F.6-71/2005-Estt.I

Dated the:

OFFICE MEMORANDUM

11 APR 2022

Subject:- Acceptance of Technical Resignation and maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for the period of 2 years from the date of resignation from this Institute : Dr. Kamlesh Kumari Sharma, Associate Professor in Nursing, College of Nursing at the AIIMS, New Delhi- Relieving Order thereof.  
\*\*\*\*\*

In continuation of this office memorandum of even number dated the 9<sup>th</sup> April, 2022 on the subject cited above, Dr. Kamlesh Kumari Sharma is hereby relieved from the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi on 11.04.2022 (A.N.) to enable to join the post of Professor-cum-Principal in College of Nursing at AIIMS, Bathinda in the afternoon of 11.04.2022, pending issuance of No Demand Certificate by the Institute.



(B.S.GILL.)

SR. ADMINISTRATIVE OFFICER

Dr. Kamlesh Kumari Sharma  
Associate Professor in Nursing  
College of Nursing

Copy to:-

1. The Professor-cum-Principal, College of Nursing, AIIMS, New Delhi
2. The G.P.F. Section
3. The Pension Cell
4. The Accounts Section II & III → The Accounts Officer, Accounts Section II & III is requested to hold her dues in r/o Dr. Kamlesh Kumari Sharma till NO DUES is issued.

Dr. Pragya  
Pathak

Note # 17

847

Page: 5

**Subject :- Submission of Technical Resignation from the post of Associate Professor and request to maintain in Lien for 2 years: Dr. Pragya Pathak, Associate Professor , College of Nursing**

\*\*\*\*\*

Faculty cell is in receipt an application dated the 29th May, 2023 from Dr. Pragya Pathak , Associate Professor, College of Nursing wherein s he has informed that she has got selected as Vice- Principal Cum Professor, College of Nursing at Dr. Ram Manohar Lohia Institute of Medical Sciences, Lucknow (UP State Govt. Institute) vide letter dated 24.05.2023 (Please see page no. 7) Further she has requested to accept her technical resignation from the post of Associate Professor w.e.f . 22.06.2023 (A.N.) and to maintain lien for two years to the post of Associate Professor , College of Nursing, AIIMS, New Delhi.

H er request has been forwarded by the Professor-cum-Principal, College of Nursing, AIIMS, New Delhi.

It may be stated that Dr. Pragya Pathak has been working as Associate Professor (Erstwhile Lecturer) , College of Nursing at AIIMS, New Delhi since 22.05.2014. After the successfully completion of her probation period, she has been confirmed on the post of Associate Professor, College of Nursing w.e.f. 22.05.2016.

In the above connection, it is stated that Dr. Pragya Pathak had requested to issue her NOC to apply for the post of Vice- Principal Cum Professor, College of Nursing at Dr. Ram Manohar Lohia Institute of Medical Sciences, Lucknow . Her request was put up before the Competent Authority and s he was granted NOC to apply for the said post. (please see note no. 1)

It is submitted that a request was sent for Vigilance cell for vigilance clearance & Legal cell for Legal Clearance , but the same is still awaited. However, final permission will only be issued after receiving vigilance clearance & Legal clearance in respect of Dr. Pragya Pathak, Associate Professor, College of Nursing.

As per rules, 3 months notice is required for acceptance of resignation after probation period. Dr. Pragya Pathak has submitted his resignation on 29.05.2023 and requested to relieve her on 22.06.2023 (A.N.).

As per rules, she has to submit 3 months notice but she has submitted 25 days i.e. 65 days short period notice.

It may be stated that in accordance with the item No. 22 of the AIIMS Regulation, 1999(as amended) the Director is competent Authority to accept the resignation up to the level of Associate Professor and Dr. Pragya Pathak . is holding the post o f Associate Professor , College of Nursing.

As per Section 25 of Scheduled II of AIIMS Regulation, 2019, the Governing Body of the Institute has full powers to allow retention of lien in the institute for Group A posts, wherein employees when they are appointed elsewhere.

As per the 17<sup>th</sup> point of DoPT O.M. No. 28020/2/2018-Estt.(C) dated 27.08.2018, Rules regarding Lien on a post is as under: (Flag 'A')

Retention of lien for appointment in another central government office/ state government

- i. A permanent Government servant appointed in another Central Government Department/Office/State Government, has to resign from his parent department unless he reverts to that department within a period of 2 years, or 3 years in exceptional cases. An undertaking to abide by this condition may be taken from him at the time of forwarding of his application to other departments/offices.
- i. The exceptional cases may be when the Government servant is not confirmed in the department/office where he has joined within a period of 2 years. In such cases he may be permitted to retain the lien in the parent department/office for one more year. While granting such permission, a fresh undertaking similar to the one indicated above may be taken from the employee.
- i. Timely action should be taken to ensure extension/reversion/resignation of the employees to their parent cadres on completion of the prescribed period of 2/3 years. In cases, where employees do not respond to instructions, suitable action should be initiated against them for violating the agreement/undertaking given by them as per ( i ) and (ii) above and for termination of their lien. Adequate opportunity may, however, be given to the officer prior to such consideration.
- i. Temporary Government servants will be required to sever connections with the Government in case of their selection for outside posts. No lien will be retained in such cases.

In view of the above, it is submitted for consideration whether we may place the matter in respect of Dr. Pragya Pathak, Associate Professor, College of Nursing (i) for acceptance of her technical resignation w.e.f. 22.06.2023 (A.N.) and allow her to join at Dr. Ram Manohar Lohia Institute of Medical Sciences, Lucknow after depositing amount of short period of notice and (ii) retention of lien at AIIMS, New Delhi for a period of two years, on stipulated extant terms and conditions for the purpose, before the President, AIIMS being Chairman of the Governing Body for

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consideration/approval and the matter will further be placed before the Governing Body for ratification/post-facto-approval.

Submitted for the approval of Hon'ble President AIIMS, New Delhi please.

Page: 6

30/05/2023 5:23 PM

RAGHAV DUBEY  
(JR. ADMN ASSTT.)

Note # 18

The proposal at Note No # 17 in favour of Dr. Pragya Pathak, Associate Professor, College of Nursing for technical resignation from the service of the Institute w.e.f. 22.06.2023 (AN) with permission to retention of lien for two years at the AIIMS, New Delhi after deposit of 65 days pay & allowances as per rules due to short falls of notice period is seems to be order.

The above proposal is therefore, submitted to the honorable President, AIIMS, New Delhi for kind consideration & approval please.

31/05/2023 9:21 AM

RAM SURAT  
(AAO)

Note # 19

Please discuss.

31/05/2023 10:09 AM

B.S.GILL  
(SR. ADMN. OFFICER)

Note # 20

31/05/2023 10:29 AM

RAM SURAT  
(AAO)

Page: 7

Note # 21

Ref. above.

As per the instruction of Sr. A.O. (F.C.), the recent memo of Technical Resignation & Lien is attached (Please see page no. 10 to 15)

Re-submitted please.

850

31/05/2023 2:59 PM

RAGHAV DUBEY  
(JR. ADMN ASSTT.)

Note # 22

31/05/2023 5:50 PM

RAM SURAT  
(AAO)

Note # 23

Dr. Pragya Pathak working as Associate Professor, College of Nursing selected for the post of Vice-Principal cum Professor at College of Nursing Dr. RMLIMS, Lucknow.

She tendered her technical resignation and requested for accepted w.e.f. 22.6.2023 and also requested for retention of lien of two years.

She applied for the post through proper channel. She confirmed to the post at the Institute and eligible for retention of lien.

In view of above, it is submitted that the technical resignation tendered by Dr. Pragya Pathak, Associate Professor, College of Nursing w.e.f. 22.6.2023 subject to vigilance clearance and she may be asked to deposit 65 days pay and allowance, as required under the rules, in short of notice period of three months. She may also be allowed for retention of lien in the post at the Institute for a period of two years.

The approval of the President, AIIMS is required in this case and accordingly we may submit the matter before the Hon'ble President, AIIMS for kind consideration please.

PIC (FC) - on vacation.

AD(A) - charge relinquished

02/06/2023 4:24 PM

Page: 8

B.S.GILL  
(SR. ADMN. OFFICER)

Note # 24

Submitted for kind consideration and permission of Honourable President AIIMS  
New Delhi, please.

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02/06/2023 5:02 PM

SRINIVAS.M  
(director)

Note # 25

FTS 8225192 - Dr. pragya Pathak Lecturer in Nursing.pdf

08/06/2023 4:58 PM

MANSUKH MANDAVIYA  
(HFM, MOHFW)

Note # 26

09/06/2023 2:29 PM

DIRECTOR AIIMS SRINIVAS.M  
(director)

Page: 9

Note # 27

please

09/06/2023 2:33 PM

SRINIVAS.M  
(director)

Note # 28

09/06/2023 3:25 PM

B.S.GILL  
(SR. ADMN. OFFICER)

Note # 29

09/06/2023 3:27 PM

RAM SURAT  
(AAO)

852

31/05/2023 09:21 AM

RAM SURAT  
AAO, AIIMS

Note # 19

Please discuss.

31/05/2023 10:09 AM

B.S.GILL  
SR. ADMN. OFFICER, AIIMS

Note # 20

31/05/2023 10:29 AM

RAM SURAT  
AAO, AIIMS

Note # 21

Ref. above.

As per the instruction of Sr. A.O. (F.C.), the recent memo of Technical Resignation & Lien is attached (Please see page no. 10 to 15)

Re-submitted please.

31/05/2023 02:59 PM

RAGHAV DUBEY  
JR. ADMN ASSTT., AIIMS

Note # 22

31/05/2023 05:50 PM

RAM SURAT  
AAO, AIIMS

Note # 23

Dr. Pragya Pathak working as Associate Professor, College of Nursing selected for the post of Vice-Principal cum Professor at College of Nursing Dr. RMLIMS, Lucknow.

She tendered her technical resignation and requested for accepted w.e.f. 22.6.2023 and also requested for retention of lien of two years.

She applied for the post through proper channel. She confirmed to the post at the Institute and eligible for retention of lien.

In view of above, it is submitted that the technical resignation tendered by Dr. Pragya Pathak, Associate Professor, College of Nursing w.e.f. 22.6.2023 subject to vigilance clearance and she may be asked to deposit 65 days pay



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and allowance, as required under the rules, in short of notice period of three months. She may also be allowed for retention of lien in the post at the Institute for a period of two years.

The approval of the President, AIIMS is required in this case and accordingly we may submit the matter before the Hon'ble President, AIIMS for kind consideration please.

PIC (FC) - on vacation.

AD(A) - charge relinquished

02/06/2023 04:24 PM


B.S.GILL  
SR. ADMN. OFFICER, AIIMS

Note # 24

Submitted for kind consideration and permission of Honourable President AIIMS New Delhi, please.

02/06/2023 05:02 PM

SRINIVAS.M  
director, AIIMS

(HFM)  


ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI - 29

854

No.F.6-36/2014 Estt.I (F.C.)

Dated the: 15 JUN 2023

OFFICE MEMORANDUM

Subject:- Acceptance of Technical Resignation and maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for the period of 2 years from the date of technical resignation from this Institute; Dr. Pragya Pathak, Associate Professor in Nursing, College of Nursing at the AIIMS, New Delhi.

\*\*\*\*\*

With reference to her letter dated the 29th May, 2023 on the subject cited above, Dr. Pragya Pathak Associate Professor in Nursing, College of Nursing is informed that the Competent Authority has been pleased to accept technical resignation tendered by her w.e.f. 22.06.2023 (A.N.) and allowed to maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for a period of 2 years from the date of resignation from this Institute, on stipulated extant terms and conditions to join the post of Vice Principal-cum-Professor at Dr. RML Hospital, Lucknow.

She is however required to deposit the pay and allowance for 65 days from 23.06.2023 to 26.08.2023 in lieu of notice period falls short.

Dr. Pragya Pathak is advised to handover the charge of Associate Professor in Nursing, College of Nursing to the Professor-Cum-Principal, College of Nursing in the afternoon of 22.06.2023 and submit her charge relinquishment report along with a 'No Demand Certificate' to the undersigned.

Dr. Pragya Pathak is also advised to return the Identity Card/BHS Card issued to her to the Security Officer and Faculty Cell respectively.

(RAM SURAT) 15/6/23  
ASSTT. ADMINISTRATIVE OFFICER

Dr. Pragya Pathak  
Associate Professor of College of Nursing  
The: The Professor-cum-Principal, College of Nursing

Copy to:-

1. The Dean/(Academic/Research), AIIMS
2. The Dean (Examination), AIIMS
3. The Medical Superintendent, AIIMS
4. The Accounts Section II & III
5. The General Section
6. The Deputy Chief Security Officer
7. The Academic Section
8. The Asstt. Engineer (Telephone)
9. The Estate Section
10. The Dr. B.B. Dixit Library
11. The National Medical Library (DGHS)  
Ansari Nagar, New Delhi
12. The Central Animal Facility
13. The Bill Clerk, Main Hosp./Dr. R.P. Centre/  
C.N. Centre/Dr. B.R.A. IRCE
14. The Computer Facility
15. The Administrative Officer (Research)
16. The Officer-in-charge (Vehicles)
17. The Officer-in-charge, BHS
18. The Medical Institute Theft. & Credit Society Ltd.
19. Media & Protocol Division

It is requested that a 'No Demand Certificate' in favour of Dr. Pragya Pathak may kindly be issued at an early date.

Copy for information please:-

1. The PES to Director, AIIMS
2. The P. & P.R.O. AIIMS
3. The Recruitment Cell
4. The Pension Cell
5. The ACR Cell, AIIMS
6. The RIT Cell, AIIMS
7. The SC/ST Cell, AIIMS
8. GFP Section

**ALL INDIA INSTITUTE OF MEDICAL SCIENCES**  
**ANSARI NAGAR, NEW DELHI - 29**

855

No.F.6-36/2014-Estt.I

Dated the:  
22 JUN 2023

**OFFICE MEMORANDUM**

**Subject:-** Acceptance of Technical Resignation and maintain Lien to the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi for the period of 2 years from the date of resignation from this Institute : Dr. Pragya Pathak, Associate Professor in Nursing, College of Nursing at the AIIMS, New Delhi- issue of final "No Demand Certificate" thereof.

\*\*\*\*\*

In continuation of this office memorandum of even number dated the 15th June, 2023 on the subject cited above, Dr. Pragya Pathak is hereby relieved from the post of Associate Professor in Nursing, College of Nursing, AIIMS, New Delhi on 22.06.2023 (A.N.) to enable to join the post of Vice Principal-cum- Professor in College of Nursing at R.M.L. Institute of Medical Sciences, Lucknow in the afternoon of 22.06.2023, pending issuance of No Demand Certificate by the Institute.

  
(RAM SURAT)

ASSISTANT ADMINISTRATIVE OFFICER

Dr. Pragya Pathak  
Associate Professor in Nursing  
College of Nursing

Copy to:-

1. The Professor-cum-Principal, College of Nursing, AIIMS, New Delhi
2. The G.P.F. Section
3. The Pension Cell
4. The Accounts Section II & III -

The Accounts Officer, Accounts Section II & III is requested to hold her dues in r/o Dr. Pragya Pathak till NO DUES is issued.

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THE GAZETTE OF INDIA : EXTRAORDINARY

[PART III—SEC. 4]

18.	To allot residence	Full powers	-	-	-	-
19.	Power to make appointments to posts subject to rule 7 of the All India Institute of Medical Sciences Rules, 1958.	Full powers	-	-	-	-
19	(i) Ad-hoc/ Temporary	Full powers for Group B, C, & D posts lecturers Assistant Professors and Associate Professors not exceeding a period of one year.	Full power for all Group 'A' posts other than Faculty posts. Professor and Additional Professor for a period not exceeding one year and Lecturers, Assistant Professor and Associate Professor for a period exceeding one year.	-	-	-
	(ii) Permanent	Group C and D post	Group B posts	Group A posts	-	-
20.	Power to confirm Group A & B officers, after successful completion of the period of probation.	Full powers except in the case of the Director	-	-	-	-
21.	Power to accept resignation of Group Employees	Full powers	-	-	-	-
22.	Powers to accept resignation of Group "A" employees	Full powers in respect of all Group "A" officers except in case of Professor and Additional Professor	Full powers in case of Director, Professor and Additional Professor	-	-	In the case of Director subject to ratification by the Institute

857

भाग (II-खण्ड 4)

भारत का राजपत्र : असाधारण

31

23.	Power to permit the officers of the Institute while going abroad for attending meeting, conference, seminar, workshop, symposium or for short assignments	Full powers except in the case of Director on the basis of leave of the kind due and admissible upto the period of thirty days, and that the faculty members concerned receives proper invitations from the sponsors of the meeting	Full powers beyond a period of 30 days in the case of employees and full powers in respect of Director			Subject to directions issued by the Central Government from time to time
24.	Power for treating the absence as on duty for participation in the International scientific conferences/symposia/seminars/ abroad by the members of the Faculty	Full powers up to a maximum of fifteen days inclusive of travel	Full powers beyond a period of fifteen days			Subject to directions issued by the Central Government from time to time
25.	Power to allow retention of lien in the Institute for employees when they are appointed elsewhere	Full powers for Group C & D posts up to a maximum of two years. One year at a time	Full powers for Group "B" Posts	Full Powers for Group "A" posts		
26.	Power for fixation of pay of Institute employees under the Rules	Full powers				
27.	Power to permit the officers of the Institute to go abroad in connection with the work of the Institute and treatment of absence as on duty	Full powers up to thirty days provided there are no financial implications other than the periods spent in connection with the work of the institute being treated as on duty	Full powers beyond a period of thirty days			Subject to directions issued by the Central Government from time to time
28.	Power to accept Research grant if these are for durations not exceeding three years.	Full powers subject to the general policy of Government of India				

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/16**

**To consider the representation of Dr. Maroof Ahmad Khan,  
Additional Professor & Head of the Department of  
Biostatistics, AIIMS for reconsideration of his promotion to  
the next grade of Professor under Assessment Promotion  
Scheme (APS) at AIIMS, New Delhi**

## NOTE FOR THE GOVERNING BODY

Item No. GB/ 160/16

**TO CONSIDER THE REPRESENTATION OF DR. MAROOF AHMAD KHAN, ADDITIONAL PROFESSOR & HEAD OF THE DEPARTMENT OF BIOSTATISTICS, AIIMS FOR RECONSIDERATION OF HIS PROMOTION TO THE NEXT GRADE OF PROFESSOR UNDER ASSESSMENT PROMOTION SCHEME (APS) AT AIIMS, NEW DELHI.**

\*\*\*\*\*

### 1. INTRODUCTION

- 1.1 Dr. Maroof Ahmad Khan become eligible for the promotion to the next grade i.e. Professor of Biostatistics under APS for the batch of 01.07.2022 after completion of a period of 4 years service as Additional Professor .
- 1.2 He appeared before the Standing Selection Committee to be assessed for promotion to the grade of Professors under Assessment Promotion Scheme (APS) on 30.10.2022.
- 1.3 He was found 'UNFIT' by the Standing Selection Committee for promotion to the grade of Professor of Biostatistics.
- 1.4 Dr. Maroof Ahmad Khan, Additional Professor & HOD of Biostatistics vide his representation/letter dated 05.12.2022 has made representation to review the decision (Annexure 1).

In his representation, he has stated following :-

"Annual performance Appraisal Report (APARs) from April 01, 2018 to March 31, 2022 were graded as 'Outstanding' every year during this period."

"Graded 'Outstanding' in all APARs throughout my service as Faculty."

"One of the subject experts, Prof. (Dr.) S.K. Upadhyay has expertise in Bayesian Theoretical Statistics, evident from his publications. His associations are also with theoretical statistics professional bodies not such as Medical statistics and/or Biostatistics. However, my work and contribution being in AIIMS are in Medical Statistics and development of Advanced Statistical Model for medical problems."

"In the interview, first, the Chairman of the Selection Committee asked about MICE modelling. I explained the MICE modelling with COVID data example. Then Prof. Thennarasu asked some specific questions from MICE modelling. I addressed his queries and he appreciated my reply. However, other subject expert Dr. Upadhyay did not ask any specific question. Overall, the committee appreciated my contributions/research and teaching that included advanced techniques such as PSM, LASSO Regression and MICE modeling"

He believes that based on his performance in interview and credentials he should be promoted to the grade of Professor.

He has requested to reconsider and review the recommendations of the Standing Selection Committee.

He has also stated that he belongs to a simple and humble family background of Other Backward Class and Minority Community. Governing body may reconsider his contribution for the period from April 01, 2018 to March 31, 2022 and provide him fair evaluation and justice in this regard.

## 2. ADMINISTRATIVE COMMENTS

- 2.1 The reason of not promoting Dr. Maroof Ahmad Khan as recorded in the Standing Selection Committee's minutes are as bellow:- (Annexure-II)

"The interview continued for almost 40 minutes. His research output in term of publications and number grants during the assessment period were unsatisfactory. For example, publication within the assessment period as the first or corresponding author were on two; and extramural grant as PI was only one. He could not satisfactorily answer the questions posed by the experts. The Selection Committee along with the experts unanimously decided to declare him UNFIT for promotion to the post of Professor of Biostatistics".

- 2.2. In this regard, it is submitted that Institute Body vide Agenda Item No. IB/5 in its meeting held on 15.01.1997 had decided about redressal mechanism in such cases as below:

"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.

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

The copy of Institute Body agenda and minutes are at Annexure-III.

The aforesaid decision was confirmed by the Institute Body in its meeting held on 17.06.1998"

### APPROVAL SOUGHT

In view of the above, the representation of Dr. Maroof Ahmad Khan, Additional Professor & HOD of Biostatistics, AIIMS, New Delhi is placed before the Governing Body for their consideration & further directions

DIRECTOR, AIIMS, NEW DELHI has approved the submission of this matter to Governing Body for consideration.

\*\*\*\*\*



07 DEC 2022  
MSS

21/12/11  
24/12/11  
860

Annex-I  
Dated: December 03, 2022  
STW

To,  
The Director  
& Member Secretary,  
Governing Body (GB)  
AIIMS, New Delhi-110029

प्राप्त किया/RECEIVED  
उप निदेशक (प्रशा.) कार्यालय, अ.पा.आ.सं.  
Dy. Director (Admin.) Office, A.I.I.M.S.  
05 DEC 2022

**Subject:** Representation against the unfair and biased evaluation during the interview held for promotion assessment from Additional Professor to Professor of Biostatistics (under Assessment Promotion Scheme, APS).

Respected Sir,

I am working as Additional Professor & Head of the Department of Biostatistics, AIIMS, New Delhi. I was eligible for Professor Assessment from 01.07.2022 and under the APS administration has asked my bio-data for assessment to the grade of Professor wide letter No.F.11-2/2022-Estt.I dated June 24, 2022. Thereafter, I submitted my bio-data to the concerned office on July 01, 2022 and my bio-data was scrutinized for suitability. I was called to appear before the standing selection committee on 30<sup>th</sup> October 2022 for the interview with wide letter No.F.11-2/2022-Estt.I dated September 17, 2022.

My Annual performance Appraisal Report (APARs) was assessed every year from April 01, 2018 to March 31, 2022 and my performance for the period was graded as 'Outstanding' every year during this period. In addition, I have been graded 'Outstanding' in all APARs throughout my service as Faculty.

With all due regards to the Standing Selection Committee, I wish to summarise my work/credentials for the assessment period April 01, 2018 to March 31, 2022:

**Administrative Responsibilities:**

- Head of the Department of Biostatistics since January 01, 2022
- All functioning/ responsibilities (teaching & research etc.) of the department was single handedly perform till September 2022.

**Teaching:**

- Under Graduate (UG) students including MBBS, B.Sc. Nursing, B.Sc. Post Certificate Nursing, B.Sc. Medical Technology in Radiography, B.Sc. Optometry and B.Sc. OT Technology
- Post Graduate (PG) students including MD/MS/DM/MCh, M. Biotechnology, M.Sc. Nursing, M.Sc. Reproductive Biology.
- Biostatistics Methods & Research Methodology principles for PG students in the Research Methodology workshop conducted twice a year.
- Delivered lectures on Biostatistics & Research Methodology at CME and workshops.

**Mentorship:**

- Provided expert advice and consultancy for all the research work carried out by the Faculty, Resident and Research/Scientific staff.
- 90 PG students in the capacity of Co-Guide during this period.
- 26 PhD Students as Doctoral Committee member/Co-guide.
- Advised UG/PG students about the Biostatistical methods used in the scientific paper that were presented in the Journal Clubs/Seminars at the Institute.

**Academic Service:**

- Evaluated PhD thesis Statistics/Biostatistics for various State/Central Universities.

Pl. put up

SNA

21/12/2022

By AO (FE)

PIC (FE)

7/12

AO (A) please

Handwritten signatures and initials at the bottom of the page.

- Prepared Question paper for recruiting Statistical Assistants and Scientists at the Institute.
- Prepared Question papers for other Central Universities and Institutes.
- Prepared question papers and evaluation of the exam papers of UG/PG students.
- Resource person for MCQs of Biostatistics for MD/MS/DM/MCh to entrance exam.

#### Research and innovations:

- Principal investigator for a project.
- Co-Principal investigator for 27 extramural/intramural research projects
- Advanced statistical technique-Propensity Score Matching was applied on Country wide data of Pediatrics COVID-19 patients.

#### Awards, Honours, Achievement and Recognitions:

- Associate Editor, 2017-2020, Journal of Statistics and Mathematics-Int. Journal, USA.
- Member of Faculty Selection Committee as an Observer Minority for AIIMS, Kalyani.
- Member of Data Safety Monitoring Board in four Randomized Controlled Trials.
- Project Review Committee Member for CSIR/DST/ICMR STS Program.
- Expert Member of the Selection Committee for Faculty/Scientists.
- Member of Editorial Board for various Scientific National and International Journals
- Statistical Reviewer/Scientific Reviewer of various National and International Medical Journals
- Member of Ragging Committee to prevent ragging at the Institute
- Member of various statistical Professional Bodies

#### Publications:

- 53 publications in various peer reviewed national/international scientific journals during assessment period April 01, 2018 to March 31, 2022.
- One joint first author publication in the Indian Journal of Pediatrics which needs advanced statistical technique-Propensity Score Matching, for Country wide data of initial immunomodulation and outcome of children with multisystem inflammatory syndrome related to COVID-19.

**Area of Research Interest (Advanced Techniques):** Propensity Score Matching (PSM), Machine Learning Models (LASSO Regression), Multiple Imputation Chained Equation (MICE) modeling and Geo-additive models.

With the above mentioned expertise and credentials/work, I have appeared before the selection committee on October 30, 2022. Prof. (Dr.) K. Thennarasu (Professor & Head, Department of Biostatistics, NIMHANS, Bengaluru) and Prof. (Dr.) S. K. Upadhyay (Professor, Department of Statistics, Faculty of Science, Banaras Hindu University, Varanasi) were the Subject Experts of the Standing Selection Committee.

One of the subject experts, Prof. (Dr.) S. K. Upadhyay has expertise in Bayesian Theoretical Statistics, evident from his publications. His associations are also with theoretical statistics professional bodies not such as Medical statistics and/or Biostatistics. However, my work and contribution being in AIIMS are in Medical Statistics and development of Advanced Statistical Model for medical problems.

In the interview, first, the Chairman of the Selection Committee asked about MICE modelling. I explained the MICE modelling with COVID data example. Then Prof. Thennarasu asked some specific questions from MICE modelling. I addressed his queries and he appreciated my reply. However, other subject expert Dr. Upadhyay didn't ask any specific question. Overall, the committee appreciated my contributions/research and teaching that included advanced techniques such as PSM, LASSO Regression and MICE modeling.

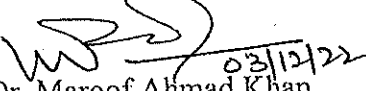
I was appointed on October 17, 2022 as an Internal Advisor to assist the Standing Selection Committee for the selection of Assistant Professor of Biostatistics, AIIMS, New Delhi to be held on October 30, 2022 at 3.15PM. Immediately after my interview to the grade of professor, I was


asked to serve as an Internal Advisor to the above said committee. The selection committee for the Assistant Professor of Biostatistics was consisting of same subject experts as they were in my interview. I actively participated in the interview for all the appeared candidates. During this interview, the committee sought my opinion and expertise for all the appeared candidates.

The result for the promotion to the grade of Professor was declared on November 29, 2022 and my name was not in the list. On enquiry, I have been told that I was not promoted to the grade of Professor.

I strongly believe based on my performance in interview and credentials that I should be promoted to the grade of Professor. It was disappointing to know the result of not being promoted to the grade of Professor. I request to reconsider and review the recommendation of the selection committee. Sir, I belong to a simple and humble family background of Other Backward Class and Minority Community. Kindly, reconsider my contribution for the period from April 01, 2018 to March 31, 2022 and provide me fair evaluation and justice in this regard.

Sincerely your's

  
03/12/22  
Dr. Maroof Ahmad Khan  
Additional Professor & Head  
Department of Biostatistics  
AIIMS, New Delhi- 110

 डॉ. एम. ए. खान/Dr. M. A. Khan  
अपर आचार्य एवं विभागाध्यक्ष/Additional Professor & Head  
जैव सांख्यिकी विभाग/Department of Biostatistics  
अखिल भारतीय आयुर्विज्ञान संस्थान (एम्स)  
All India Institute of Medical Sciences (AIIMS)  
नई दिल्ली-110029/New Delhi-110029

Enclosures:

1. Copy of the detailed bio-data submitted for evaluation to grade of Professor
2. Appointment letter for Head, Department of Biostatistics
3. List of Research Co-Guide (MD/MS/MCh/DM)
4. List of Doctoral Committee member/Co-Guide
5. List of Research Projects as PI/Co-PI
6. List of publications
7. List of recent Publications of Prof. (Dr.) S. K. Upadhyay ( Subject Expert)
8. Invitation letter from the Director to assist the Standing Selection Committee

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**ALL INDIA INSTITUTE OF MEDICAL SCIENCES,  
NEW DELHI – 110 029**

Application form for consideration for promotion under APS to the grade of  
**Professor** for the batch of **01.07.2022**.

1. Name in block letters:-

Dr.		M	A	R	O	O	F		A	H	M	A	D		K	H	A	N	

2. Father / Husband's Name in block letters:-

S	H	A	K	E	E	L		A	H	M	A	D							

3. (a) Department:-

B	I	O	S	T	A	T	I	S	T	I	C	S							

(b) Present designation:-

A	D	D	I	T	I	O	N	A	L		P	R	O	F	E	S	S	O	R

4. Postal Address:-

F	-	3	6		A	N	S	A	R	I		N	A	G	A	R		W	E
S	T.		A	I	I	M	S		C	A	M	P	U	S					

State

D	E	L	H	I					
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PIN

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## 5. Contact Details:-

Phone No.  
With STD Code

9	1	1	1	2	6	5	9	3	2	4	0
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Mobile No.

9	8	6	8	1	0	6	9	2	8
---	---	---	---	---	---	---	---	---	---

Email address

khanmaroofahmad@gmail.com

## 6. Date of Birth

Date

Month

Year

15

05

1979

## 7. Are you a Scheduled Caste / Scheduled Tribes / OBC Candidate? (Yes / No):

NO

If yes, state the category

## 8. Sex:-

(Tick the relevant)

Male

Female

✓

## 9. Educational Qualification:-

Name of the Examination	Subject / Discipline / Title	University / Institute / College	Month & Year of Passing final examination	No. of attempts	Class / Division / Grade
B.Sc (Hons)	Statistics	Aligarh Muslim University, Aligarh	2000	First	First Division
M.Sc.	Statistics	Aligarh Muslim University, Aligarh	2002	First	First Division
M. Phil.	Statistics	Aligarh Muslim University, Aligarh	2004	First	First Division
Ph.D.	Statistics	Aligarh Muslim University, Aligarh	2006	First	Awarded
Any other Examination (MBA)	Operations Management	Indira Gandhi National Open University, New Delhi	2009	First	Second Division

(Please tick the relevant Degrees)

*WSD*

10. Experience of Research work and available published material, if any, mention the details and enclosed reprint thereof (during assessment period 2018-2022) :-

<b>Research Publications: Paper Published- (52), Abstract (01) - Detailed List attached</b>
<b>Doctoral Committee Member/ Ph.D. Co- Guide: - 26 (Detailed List attached)</b>
<b>Conference &amp; CME:</b>
<ul style="list-style-type: none"> <li>Delivered lecture in CME Programme for Teachers at Faculty of Unani Medicine, Aligarh Muslim University, Aligarh, India.</li> <li>Delivered lectures in workshop/seminars at the Institute.</li> </ul>
<b>Research Co-Guide (MD/MS/MCh/DM) : 90 (Detailed List attached)</b>

11. Employment details at AIIMS (starting from Assistant Professor only):-

Designation	Date of Joining	Date of Leaving
Assistant Professor	05.06.2012	30.06.2015
Associate Professor	01.07.2015	30.06.2018
Additional Professor	01.07.2018	NA

12. Publication and Research Work (Give number only): (during assessment Period 2018-22):-

	Published/Accepted	Under Publication	1 <sup>st</sup> Author / Communicating Author
<b>I. Research Papers</b>			
(a) Indexed Journals	52	04	01
(b) Non-Indexed Journals	--	--	--
(c) Books			
(i) Text Books	--	--	--
(ii) Edited Books	--	--	--
(iii) Educational Books			
(d) Abstracts			
(i) Indexed Journals	01	--	--
(ii) Non-Indexed Journals	--	--	--

13. Research Projects as Co-Investigator:-

Source of Funding	Year	Total Amount
27- Research Project as Co-Investigator in extramural/intramural grant (List is attached)		

## 14. Awards, fellowships and membership of professional bodies:-

1. Life Member-Indian Society for Medical Statistics (ISMS)
2. Annual Membership- Indian Association for the Study of Population
3. Life Member-Indian Science Congress Association
4. Life Membership-IndiaCLEN

## 15. Membership of Editorial boards of indexed international journals / Review Committees at National bodies and Institutions:-

1. Associate Editor (2016-2020) - Journal of Statistics and Mathematics-an International Journal, USA.
2. Review Committee Member for ICMR Short Term Studentship Programme
3. Expert Member-Selection Committee of ICMR, Delhi for MBPAS for Technical Staff.
4. Member Editorial Board (Bio-Statistical Consultant) - International Journal of Scientific Reports, India.
5. Member Editorial Board-International Journal of Mathematical Analysis and Applications, USA.
6. Editorial Board Member (Biostatistics)-American Journal of Applied Mathematics and Statistics, USA.
7. Member Editorial Board-Health science Research, USA.
8. Scientific reviewer of Turkish Journal of Analysis and Number Theory.
9. Statistical reviewer for BMJ opens.
10. Statistical reviewer for Frontiers in Surgery.
11. Member Editorial Board-International Journal of Modern Education Research, USA.
12. Scientific reviewer of PLOS One-Journal, UK.
13. Scientific reviewer of American Journal of Public Health Research.
14. Scientific reviewer of Indian Journal of Medical Research, India.
15. Scientific reviewer International Journal of Mathematical Analysis and Applications, USA.
16. Scientific reviewer of Statistics, Optimization & Computing-an International Journal, USA.
17. Scientific reviewer of Journal of Model Assisted Statistics & Applications, USA.
18. Scientific reviewer of Archives of Community Medicine and Public Health.
19. Scientific Reviewer for American Association for Science and Technology, USA.
20. Scientific reviewer of Journal of Obesity, UK
21. Scientific reviewer of Journal of Biomedical research, UK.
22. Scientific reviewer of American Journal of Applied Mathematics and Statistics, USA.

## 16. Service: [Contributions made towards the development of new unit / specialty / laboratory / facility / programs / therapeutic or diagnostic procedures developed or patents taken (enclosed evidence)]:-

Not Applicable

## 17. Contributions in community and national programmes:-

Providing consultancy as Co-Principal Investigator in implementing for a community project to

develop a new android based software for elderly population: Effect of Multimodal Intervention (Diet, Exercise & Computer Based Cognitive Training) Amongst Elderly Subject with Subjective Cognitive Impairment (SCI) from Delhi-NCR: A Randomized Control Trial and helping in national oral health survey.

18. Describe your most notable contribution in Teaching and Research in 200 words:-

**Teaching:** As a Faculty and presently as head, I always ensure that I am enthusiastic in my teaching and that my classes are well-organized, interesting and enjoyable. I communicate well with my students partly because I make every effort to put myself student friendly. During these assessment years, I have delivered all assigned lectures to MBBS, MD/MS, MSc (Biotech), MSc(Reproductive Biology), MSc (Nursing), BSc (Nursing and post certificate), B.Sc. (OT technology), B.Sc. (Optometry) and BSc (Medical Technology in Radiography), participated in Journal clubs and seminars throughout the institute, Delivered lectures at research methodology classes for PG students, Contributed Multiple choice question to AIIMS question bank for MD/MS and PhD entrance examinations, worked as internal examiner for BSc (MTR) as paper setter and answer sheet evaluator, Served as external examiner for paper setter for various other institutes. Served as expert committee member for AIIMS Kalyani for recruitment of faculties. Contributed question for the recruitment of scientist at AIIMS Delhi and participated as Head of the department in recruiting the faculties and scientist at AIIMS Delhi.

**Research:** I always aim to develop advance skills which allow students to become effective independent learners. One such skill is the ability to read material and extract points of relevance. I am serving as Doctoral Committee member and as Co-guide in several PhD course at various departments, Published and submitted more than twelve research articles in national and international reputed journals, serving as a Associate Editor for an International journal and Editorial Board member (Biostatistics) in several journals, served as scientific reviewer for many internationally recognized journals. Despite these I also encourage the MBBS and post graduate students to take the summer research program through some established organizations. Organized the SPSS lecture and hands on for B.Sc. (nursing and post certificate) and M.Sc. (Biotech, Reproductive Biology and Nursing). Participated in various national conference and workshop to share the knowledge and to enhance the skills.

Also, I am providing consultancy to Faculties, Scientists, Students and Researchers at the institute in developing, formulating, designing, compilation, analysis, interpretation and presentation/publication of their work. Served as member ragging committee to make the AIIMS as ragging free institute, served as faculty-in-charge at various centre to conduct examination for MBBS and MD/MS course.

19. List of enclosures:

1. List of DC member/PhD Guide/Co-guide
2. List of Research Projects as Co-PI
3. List of Research Co-Guide (MD/MS/MCh/DM)
4. List of publications
5. Detailed CV
6. Re-print of publications

### UNDERTAKING

I solemnly affirm that the information furnished above is true and correct in all respects to the best of my knowledge. I have not concealed any information. I undertake that any



information furnished herein is found to be incorrect or false, I shall be liable for action as per rules in force.

Place

New Delhi



Signature of the Candidate

Date

30.06.2022

**Dr. MAROOF AHMAD KHAN**

Name of the Candidate



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ALL INDIA INSTITUTE OF MEDICAL SCIENCES

No.F.20-02/2016-Estt. 1.

Ansari Nagar, New Delhi-29  
Dated the :

23 DEC 2021


OFFICE MEMORANDUM

Subject: Working arrangement of the Department of Biostatistics at the AIIMS,  
New Delhi.

\*\*\*\*\*

The Director has been pleased to order that Dr. Maroof Ahmad Khan, Additional Professor of Biostatistics will be the Head of the Department of Biostatistics w.e.f. 01.01.2022, in addition to his own existing duties & responsibilities, till further orders.

Dr. Maroof Ahmad Khan will not be entitled to any remuneration/ honorarium for the aforesaid additional assignment.

  
(B. S. GILL)

SR. ADMINISTRATIVE OFFICER

Dr. Maroof Ahmad Khan,  
Additional Professor  
Department of Biostatistics

- Copy to:
1. All Chief of Centres/HODs
  2. The Medical Superintendent, AIIMS
  3. The Deans (Academic/Research/Examinations), AIIMS
  4. All faculty members of the Department of Biostatistics
  5. PPS to Director, AIIMS
  6. PS to Deputy Director (Administration)
  7. PA to Sr Financial Advisor
  8. PA to Registrar, AIIMS
  9. PA to Prof.-in-charge (PIC), Faculty Cell
  10. PS/PA to Chief Admn. Officer
  11. PA to Superintending Engineer
  12. The Computer Facility for hosting of Institute of Website
  13. The Accounts Sections-II & III
  14. The ACR Cell, AIIMS
  15. The RTI Cell, AIIMS
  16. The SC/ST Cell, AIIMS
  17. Personal file of Dr. Maroof Ahmad Khan




1. Burden of cardiometabolic disorders in PLHIV on ART
2. Diagnostic Utility of Bronchoalveolar Lavage & Computerized Tomography in Diagnosis of Recurrence Among Sputum Scarce & Sputum Negative Treated Pulmonary Tuberculosis Suspects.
3. Analysis of Clinical and environmental fungal isolates in medical ward and Intensive care unit – A tool for hospital infection surveillance.
4. Comparative evaluation between electrons versus photon as breast boost after breast conservation surgery in early breast cancer.
5. A comparative study of the efficacy of set conventional therapeutic exercises versus a set of yoga asanas in non-specific chronic low back pain patients presenting in a tertiary health care centre.
6. Catheter-associated Urinary Tract Infection (CAUTI)-a prospective observational study.
7. To evaluate the role of 'Kit-based commercial Loop-Mediated Isothermal Amplification (TB-LAMP)' assay in the diagnosis of Tubercular Lymphadenitis.
8. To establish algorithm for management of axilla in patient with clinically axillary lymph node negative early operable breast cancer.
9. Risk Factors associated with Failure of First Line Antiretroviral Treatment amongst The HIV infected Patients in Tertiary Care Centre in Northern India.
10. To study current practices of management of bacterial uti in patients at aims, new delhi.
11. Biological Ageing Indicators and its Correlates in older Indians.
12. Caregivers stress and burden among carers cognitively impaired individuals.
13. Clinical and epidemiological profile of polypoidal choroidal vasculopathy (pcv) in a tertiary centre
14. A comparison of effect of desflurane vs Sevoflurane on arterial oxygenation during one lung ventilation for thoracotomies in oncosurgical patients: A Randomized Control Trial.
15. Incidence and prevalence of delirium and its sociodemographic, clinical and biochemical correlates in geriatric population.
16. Diagnosis of patients with oligoarthritis with special reference to brucellosis and lyme disease.
17. Efficacy of intrabronchial voriconazole instillation for inoperable pulmonary aspergilloma; a randomized controlled trial.
18. Comparison of the Left Ventricular strain, native T1 & T2 Mapping parameter in patients with High normal blood pressure vs. Normotensive patients.
19. A single center randomized control trial to compare the efficacy of radiofrequency ablation with that of ultrasound guided foam sclerotherapy (polidocanol) for incompetent perforators in patients with varicose vein.
20. Study of biomarkers in subjects with Subjective cognitive decline.
21. Validation of ICT-BRIEF tool as Mortality Predictor At 6 Month and 1 Year in Older Adults.
22. Utility of PET/CT brain in PHLA (people living with hiv/aids) with cognitive impairment.
23. Assessment of Palliative Care Outcome in Patients of Gastrointestinal Malignancies Attending the Palliative Care Clinic of A Tertiary Care Centre: A Prospective Observational Study.
24. Measurements of myocardial native t1 and t2 mapping value in normal volunteers.
25. Comparison of the efficacy of Selective Serotonin Reuptake Inhibitor and Serotonin Norepinephrine Reuptake Inhibitor in the treatment of Irritable Bowel Syndrome: A Randomized Controlled trial.

26. Double Blinded Randomized Controlled Trial evaluating the feasibility, safety and efficacy of Femoral Nerve Block for analgesia in patients with varicose veins being treated by Endovenous Laser Ablation of Great Saphenous Vein.
27. A cross sectional study to determine the role of P-31 MR Spectroscopy analysis of pcr-ATP ratio in differentiating Left Ventricular Hypertrophy and Hypertrophic Cardiomyopathy.
28. Neuronal activity in patients of pain predominant MUPS- A FMRI based follow-up study.
29. Efficacy of Pre-operative Trans-catheter Embolization of Borderline Systemic to Pulmonary Artery Collaterals in Tetralogy Of Fallot Repair.
30. Evaluation of spilt bolus energy ct in staging of carcinoma larynx.
31. Evaluation of cellular prion protein (prp<sup>c</sup>) as a potential bio-marker of traumatic brain injury and its co-relation with outcome.
32. Observations on sarcopenia in residents of old age home.
33. Effects of nava and conventional modes of mechanical ventilation on diaphragm functions: a randomized controlled trial.
34. Fenofibrate as adjuvant therapy in person with active epilepsy: a double-blind, randomized, placebo-controlled study.
35. A Cross sectional study on Screening of cognitive impairment in older population in the community and their risk stratification using digital technology.
36. Assessment of post cholecystectomy symptoms and quality of life evaluation: a prospective cohort study.
37. Clinical and epidemiological profile of polypoidal choroidal vasculopathy (pcv) in a tertiary centre.
38. Effect of baseline lipid profile on Liposomal Amphotericin-B (Fungisome) Induced Adverse Effects.
39. Catherter-associated urinary tract infection (cauti) – a prospective observational study.
40. Pattern of care and outcome in triple negative breast cancer- a retrospective study.
41. Effect of Exercise on the Functional Status and Mental Well-Being in Patients with Chronic Low Back Pain: A Pre-post Interventional Study.
42. A cross sectional study to assess the functional status in post covid infected persons and symptoms in long covid patients.
43. Gait and Balance Profile of users of Smart Nordic Walker and Shoes.
44. To study the outcomes in patients with cholelithiasis following subtotal Cholecystectomy.
45. Ultrasonographic optic nerve sheath diameter measurement for dynamic monitoring of elevated intracranial pressure folowing osmotherapy.
46. Incidence of hypoglycemia in patients of hyperkalemia following treatment with insulin and dextrose.
47. Use of Prophylactic Steroid to Prevent Hypocalcemia In Patient Undergoing Thyroidectomy: Randomized controlled Trial.
48. Frequency and outcome of persistent lymphadenopathy after att in lymph node tuberculosis patients.
49. Clinico-epidemilological profile of patients with Acute Kidney Injury in Chronic Liver Disease.
50. Contrast Enhanced Ultrasound guided Celiac Plexus Nerve Block in Upper abdominal cancer pain.
51. Gait Analysis in persons Aged 75 Years and above.
52. Clinico-etiological profile and outcome of patients of fever of unknown origin at a tertiary care centre.
53. Multiplex PCR assay for the diagnosis of malaria and molecular detection of chloroquine resistance in Plasmodium vivax.



54. Invitro susceptibility of Eravacycline vs Tigecycline in clinical isolates of XDR Acinetobacter baumannii and study of resistance mechanisms.
55. Evaluation of Dual Dye technique for Sentinel Lymph Node Biopsy in Breast Cancer: Two arm open label parallel design non-inferiority randomized controlled trial.
56. Study of gut microbiota in sarcopenic and non-sarcopenic older adults.
57. Whole Body Magnetic Resonance Imaging in assessment of disease activity and damage in children with Juvenile Idiopathic Arthritis.
58. Multimodality imaging of parotid and submandibular glands in Primary Sjogren's syndrome.
59. Impact of intraoperative microbreaks on musculoskeletal symptoms and performance of surgical residents during minimal access surgical tasks in a simulated setting.
60. Randomized controlled trial comparing Angle of His accentuation vs Toupet's fundoplication as a anti-reflux procedure in patients of achalasia Cardia undergoing Heller's Cardiomyotomy
61. Frequency and Risk factors for Latent Tuberculosis Infection among Type 2 Diabetes Mellitus Patients.
62. Procalcitonin as a biomarker of bacterial sepsis patients with acute kidney injury.
63. Central line-associated bloodstream infections and bacterial contamination among health care workers in medical ICU: a prospective observational study.
64. To assess the palliative care needs, symptom burden and quality of life in geriatrics patients attending a tertiary care centre in India- a cross sectional observational study.
65. A study of central pain modulation in chronic pancreatitis.
66. Diagnostic accuracy of Gene Xpert Ultra in Tuberculosis pleural effusion.
67. Diagnostic validation of first episode and chronic neurobehavioral outcome in pediatric onset central nervous system acquired demyelination syndrome: an ambispective observational study
68. A comparison of modulating effect of cTBS and low frequency TMS on cortical excitability in children and adolescents aged 5-14 years with Lesional Drug refractory Epilepsy (Focal epilepsy or electrical status epilepticus in sleep) : An open label randomized non-inferiority crossover study
69. Effect of Remote Ischemic Postconditioning on inflammatory markers and myocardial injury during thrombolysis in normal and vitamin D deficient patients suffering from acute coronary syndrome.
70. Evaluation of short term and long-term effects of cochlear implantation on vestibular function
71. Assessment of adreno-cortical function and its clinico-metabolic implications in plhiv population
72. Adherence Need Assessment Tool development and validation among PLHIV to improve adherence to Anti-retroviral therapy.
73. Analysis of symptom burden and quality of life in patients undergoing hemodialysis at tertiary care centre: a prospective observational study.
74. Evaluation of dual dye technique for sentinel lymph node biopsy in breast cancer: two arm open label parallel design non-inferiority randomized controlled trial.
75. Association of hypocalcemia in dengue fever presented to ED
76. Role of PET brain in PLHIV with cognitive impairment
77. Study of osteosarcopenia in obese adults
78. Role of a protocolized pulmonary rehabilitation programme in improving performance status and quality of life in patients with end-stage lung disease eligible for lung transplant
79. Early integration of Point Of Care Ultrasound (POCUS) in Oncopalliative care
80. Factors affecting treatment outcome in advanced HIV disease

81. Evaluation of kit-based loop-mediated isothermal amplification (TB-LAMP) assay in the diagnosis of tubercular lymphadenitis
82. Role of CSF lactate and chloride in identifying the etiology of meningitis
83. Effect of educational intervention on antifungal use in medicine wards and ICU.
84. Comparison of whole-body MRI with 18 F-fdg PET/CT in pediatric lymphohistiocytic neoplasms
85. Long COVID and coagulopathy among patients recovered from covid-19: a prospective observational study
86. Predictors of adverse outcomes in treatment of TB.
87. To Establish an Algorithm for the Management of Axilla in Patients of Early operable breast cancer with clinically negative axilla.
88. Efficacy and safety of intramuscular haloperidol and olanzapine in management of acutely agitated patients in emergency department.
89. Assessment of post cholecystectomy symptoms and quality of life evaluation: a prospective cohort study.
90. A comparison of effect of desflurane vs sevoflurane on arterial oxygenation during one lung ventilation for thoracotomies in onco-surgical patients: a randomized control trial.



**Doctoral Committee Member/Co-Guide:**

1. Bio-Statistical Models for evaluation of lymph node involvement among oral cancer patients.
2. QEEG based neural correlates as endophenotypic markers of attention and interference in attention deficit hyperactive disorder
3. Effect of fMRI-based neurofeedback guided motor imagery training on cortical excitability and pain status in Rheumatoid Arthritis.
4. A Placebo Controlled Study of Repetitive Transcranial Magnetic Stimulation on Functional Recovery and Cortical Excitability in Complete Spinal Cord Injury Patients.
5. Effect of yogic intervention on pain status in fibromyalgia patients.
6. Effect of vitamin D on monocrotaline induced pulmonary hypertension in rats.
7. Risk factors of weight gain and predictors of successful weight loss outcome among perimenopausal women enrolled in weight loss intervention program.
8. Development of Nano-Fluorescence Based detection system for Type2 EWS-FLI1 fusion protein in Ewing Sarcoma
9. Community based assessment of disability among adult population in Delhi using WHO International Classification of Functioning
10. Effect of yogic intervention on pain perception and autonomic profile in Fibromyalgia patients.
11. Effect of Pyridoxine Supplementation on Psychiatric and Behavioral Side effects (PBSE) in Persons with Epilepsy (PWE) on Levetiracetam Monotherapy: A Randomized Controlled Study.
12. A randomized controlled trial to assess the effect of riboflavin supplementation with antidepressant treatment in persons with major depressive disorder
13. Effect of vitamin D supplementation on seizure frequency in persons with drug resistant epilepsy and its correlation with biomarkers
14. Genetic changes of TP53 and its role in treatment management of patients with advanced soft tissue sarcoma
15. Development of nanotechnology based visual detection system of type 1 fusion in Ewing sarcoma



16. Genetic changes of TP53 and its role in treatment management of patients with advanced soft tissue sarcoma
17. To study the interaction of IKZF1 alterations with cell adhesion molecules in B-cell acute lymphoblastic leukemia.
18. Comparative appraisal of data collection methods and related epidemiological models for smoking, drinking and tobacco chewing among adolescent children in India,
19. Competing risk survival models as well as systematic review and meta analysis to assess the effectiveness of neo-adjunct Chemotherapy.
20. Quantitative EEG correlates of visuo-spatial working memory in Schizophrenia,
21. Neural processing of congruency and affective valence during binocular rivalry: A QEEG study, Department of Physiology.
22. Neural correlates of cognitive performance in glaucoma: A quantitative EEG study, Department of Physiology.
23. Effect of phrenic nerve stimulation on diaphragm strength and thickness in mechanically ventilated patients, JPNATC.
24. Aspartic acid racemization from human dentine and radiographic study of various ossification centers for the estimation of chronological age of cadaver.
25. Real time QEEG correlates of default mode network and its regulation.
26. Effect of Yoga on pain status and corticomotor excitability in chronic low back pain patients.





## LIST OF RESEARCH PROJECTS


## Principal Investigator-01

The Effect of Geographical Health Inequalities on Under-Five child mortality in India

## Co-Principal Investigator: 27

1. A comparative proteomics and metabolomics study of Idiopathic pulmonary fibrosis (IPF) and Post-COVID pulmonary fibrosis (pCPF) to identify new pathological and therapeutic pathways.
2. Evaluation of Artificial neural network for differentiating Iron deficiency anemia and  $\beta$ -Thalassemia trait in comparison to the conventional methods.
3. Genomics of Gall Bladder Carcinoma in Indian Patients
4. To evaluate the performance of Shonit (A New Automated Digital Imaging Platform) with respect to conventional microscopy in peripheral blood smear.
5. To evaluate the novel hematological extended inflammatory parameters in the prediction of post injury sepsis in patients at level I Trauma Centre in a tertiary care hospital.
6. To study and evaluate the interaction between Endothelial Progenitor Cells and platelet function in cardiac patients.
7. Diabetes liver disease embrace: A cross sectional Multi-centric study to explore the effect of diabetes on short term outcome of acute and chronic liver disease.
8. Evaluation of human Epididymis Protein 4 (HE4) level in the diagnosis of ovarian cancer.
9. To study the effectiveness of Repetitive Transcranial Magnetic Stimulation (rTMS) on Activities of Daily Living, Behavioural and Cognitive ability (A-B-C) of Parkinson disease Patients: A Randomized Controlled Trial.
10. ICMR's Network of Pulmonary Fibrosis (INPF).
11. Inflammatory Cytokine profiling and serial changes in Patients with Blunt Torso Trauma – A Prospective, observational study.
12. NLRP3 Inflammasome gene polymorphisms and their expression in periodontitis- a genetic study in North Indian population.
13. Immunological response to Covid-19 vaccination in adult patients with HIV infection- Prospective Observational Cohort study.
14. Artificial intelligence based decision Support System for Diagnosing Ventilator Associated Pneumonia.
15. Smartphone app for management of gestational diabetes mellitus in urban rural settings in India: A randomized controlled trial.
16. Development and Evaluation of an Individualized Weight Management Module for Young Adults.
17. Validating Biomarker Panel in Five Different Cohorts to Define and Predict Biological Ageing, Disease Burden and Mortality in Human Subjects- A Pilot Prospective Cohort Study.

18. A preliminary study to validate BM-AspICU algorithm for diagnosing invasive pulmonary aspergillosis in critically ill mechanically ventilated patients using post-mortem minimally invasive tissue sampling.
19. Effects of high dose vitamin D3 on hemoglobin concentrations of mechanically ventilated patients with sepsis: A placebo-controlled randomized trial.
20. Intermediate and long-term therapeutic efficacy of rTMS in drug refractory focal epilepsy of childhood: A Randomized, Double-blind, Sham-controlled study.
21. Identification of metabolic biomarkers by using metabolomics and meta-genomics of prostate cancer associated micro-biome to distinguish aggressive prostate cancer.
22. Comparison of Re-188-HDD Lipiodol Trans Arterial Radionuclide Therapy (TART) with Re-188-DEDC Lipiodol TART in the management of advanced Hepatocellular Carcinoma: A Randomized Control Trial.
23. Activity of fosfomycin against the spectrum of uropathogens causing cystitis.
24. To evaluate the performance of MorphX1 (A New Automated Digital Imaging Platform) with respect to conventional microscopy in peripheral blood smear.
25. Effect of high dose vitamin D on hemoglobin concentrations of critically ill patients with severe sepsis: A placebo-controlled randomized controlled trial
26. A preliminary study to validate BM-AspICU algorithm for diagnosing invasive pulmonary aspergillosis in critically ill ventilated patients using post-mortem minimally invasive tissue sampling.
27. A study on the effects of simulation on resident doctors and nurses knowledge and skills about basic & advanced life support Point of Care Thromboelastography for critical decision making in patient requiring massive transfusion protocol.



## Research Papers (Peer Reviewed): 53

## Year: 2022

1. Initial Immunomodulation and Outcome of Children with Multisystem Inflammatory Syndrome Related to COVID-19: A Multisite Study from India: Narendra Kumar Bagri, MA. Khan, R. M. Pandey, Rakesh Lodha, S. K. Kabra, MIS-C study group authors et. al , Indian Journal of Pediatrics, 2022, <https://doi.org/10.1007/s12098-022-04254-5> (Joint First Author).
2. Diagnostic utility of chest computerized tomography in the diagnosis of recurrence among sputum scarce and sputum negative previously treated pulmonary tuberculosis suspects. BG Bharath, Animesh Ray, Pankaj Jorwal, Surabhi Vyas, Manish Soneja, Ashutosh Biswas, Sanjeev Sinha, MA Khan. Lung India; 2022-31; 39:2; 145-151.
3. A Pilot Randomised Controlled Trial Examining the Benefit of a Neutropenic Diet for Children Undergoing Cancer Treatment. Aditya Gupta, Aditya Kumar Gupta, J P Meena, MA Khan, Anuja Agarwala, Rachna Seth. 2022-1; Nutrition & Cancer; 1-7.
4. Transvaginal Shear Wave Elastography for Assessment of Endometrial and Subendometrial Pathologies: A Prospective Pilot Study. Zainab Vora, Smita Manchanda, Raju Sharma, Chandan Jyoti Das, Smriti Hari, Sandeep Mathur, Sunesh Kumar, Garima Kachhawa, MA Khan. Journal of Ultrasound in Medicine. 2022/1; Vol. 41/1; 61-70

## Year: 2021

5. Risk factors for suicide attempt: A population-based-genetic study from Telangana, India. Suchita Rawat, Sunanda Rajkumari, Pooran Chand Joshi, MA Khan, Kallur Nava Saraswathy. Current Psychology. 2021; Vol. 40; Issue 10: 5124-5133.
6. AML-237: Wilms Tumor 1 (WT-1) Gene Methylation as an Epigenetic Biomarker in Acute Myeloid Leukemia. Harsh Goel, Anita Chopra, Amar Ranjan, Ganesh Kumar Viswanathan, Aditya Kumar Gupta, Jagdish Prasad Meena, Sameer Bakhshi, MA Khan, Pranay Tanwar. Clinical Lymphoma Myeloma and Leukemia. 2021; Vol. 21; Pg S293-S294.
7. Effectiveness of an institutional COVID-19 central sampling team during pandemic at a tertiary care centre. Smile Kajal, Chandra Shekar Reddy, Arvind Kumar, Radhika Sharda, Devashish Desai, AnaMAhmed, MA Khan, Anuvindha J Sivasree, Mouna B Manjunath, Ravneet Kaur, Naveet Wig. Journal of Family Medicine and Primary Care. 2021; Vol. 10; Issue 8; Pg 2993.
8. Tracheostomy in Infants after Cardiac Surgery: Indications, Timing and Outcomes. MA. Khan, U.K. Chowdhury, N. George, L.K. Sankhyan, S. Angadi, S. Hasija, S. Sharma, G. Saurabh, S.D. Yadavalli. Journal of Clinical Cardiology and Cardiovascular Interventions. 2021; Vol. 4, Issue 10; Pg. Doi:10.31579/2641-0419/164.
9. Performance of Mechanical and Biological Mitral Prostheses in Young Rheumatics Aged Below 45 Years: A Propensity Matched Study. Sushamagayatri B and MA. Khan, L K. Sankhyan., U. K. Chowdhury, N. George. J. Clinical Cardiology and Cardiovascular Interventions. 2021; Vol. 4, Issue 7; Pg1-11, Doi:10.31579/2641-0419/149.

10. Serum sestrins: potential predictive molecule in human sarcopenia. Sreerag P Rajan, Masroor Anwar, Bhriju Jain, MA Khan, Sharmistha Dey, AB Dey. *Aging Clinical and Experimental Research*. 2021; Vol. 33, Issue 5; Pg. 1315-1324.
11. Persistent Antibody Responses to SARS-CoV-2 Infection in Cancer Patients: A Single-Center Retrospective Observational Study. Amit Agarwal, Saphalta Baghmar, Suhail Qureshi, Aseem Khurana, Rasika Setia, MA Khan, Purabi Barman, Raj Kumar Kapoor, Navneeth Reddy Hasthavaram, Ramesh Kumar, Navdeep Singh, Aditya Sarin, Anil Handoo. *Indian Journal of Medical and Paediatric Oncology*. 2021; Vol. 42, Issue 2; Pg. 123-129.
12. Fungal carriage on healthcare workers' hands, clothing, stethoscopes and electronic devices during routine patient care: a study from a tertiary care center. Monalisa Sahu and Naveet Wig Arvind Kumar, V.C. Keri, MA. Khan, Piyush Ranjan, Neha Rastogi. *Journal of Preventive Medicine and Hygiene*. 2021; Vol. 62, Issue 1; Pg. doi.org/10.15167/2421-4248/jpmh2.
13. Long-term Performance of Epic and Perimount Mitral Bioprostheses in Young Rheumatics: A Propensity Matched Study. L K Sankhyan, U K Chowdhury, N George, S Hasija, S Sharma, N N Pandey, S D Yadavalli, MA. Khan. *J. Clinical Cardiology and Cardiovascular Interventions*. 2021; Vol. 4, Issue 6; Pg. Doi:10.31579/2641-0419/142.
14. The comparison of the efficacy of ultrasound-guided paravertebral block versus erector spinae plane block for postoperative analgesia in modified radical mastectomy: A randomized controlled trial. Shilpi Agarwal, Sachidanand Jee Bharati, Sushma Bhatnagar, Seema Mishra, Rakesh Garg, Nishkarsh Gupta, Vinod Kumar, MA Khan. *Saudi Journal of Anaesthesia*. 2021; Vol. 15, Issue 2; Pg. 137.
15. Effectiveness of Bedside Sonography by Residents for Fluid Management by Inferior Vena Cava Assessment. Manasvini Bhatt, Arvind Kumar, Kartik Gupta, Sujay Halkur Shankar, Surabhi Vyas, MA Khan, Manish Soneja, Upendra Baitha, Ranveer S Jadon, Naveet Wig. *Journal of Diagnostic Medical Sonography*. 2021; Page 8756479321990610.
16. Assessment of healthcare worker's hand hygiene and infection prevention practices of their personal belongings in a healthcare setting: a survey in pre COVID-19 era and literature review on standard disinfection practices. Arvind Kumar, Vishakh C Keri, MA Khan, Piyush Ranjan, Neha Rastogi, Monalisa Sahu, Naveet Wig. *J Prev Med Hyg*. 2021 Vol. 64; Pg E104-E109.
17. Co-existing obstructive sleep apnea among patients with chronic obstructive pulmonary disease. Loganathan Nattusami, Vijay Hadda, Gopi C Khilnani, Karan Madan, Saurabh Mittal, Pawan Tiwari, Anant Mohan, MA Khan, Randeep Guleria. *Lung India: Official Organ of Indian Chest Society*. 2021; Vol. 38; Issue 1; Page 12.
18. Normalized apparent diffusion coefficient: a novel paradigm for characterization of endometrial and subendometrial lesions. Zainab Vora, Smita Manchanda, Raju Sharma, Chandan Jyoti Das, Smriti Hari, Sandeep Mathur, Sunesh Kumar, Garima Kachhawa, MA Khan. *The British Journal of Radiology*. 2021; Vol. 94; Issue 1117; Page 20201069.
19. Role of routine use of ultrasonographic guidance for performing lumbar punctures. Sujay Halkur Shankar, Sagnik Biswas, Arvind Kumar, Akshita Gupta, Aastha Goel, MA Khan, Rajesh Kumar Singh, Piyush Ranjan, Manish Soneja, Naveet Wig. *Postgraduate medical journal*. 2021; Vol. 97; Issue 1143; Page 23 - 28.
20. The Interplay of Disease Modifying Anti Rheumatic Drugs and Tuberculin Skin Test. Z Abdullah, A Kumar, MA Khan, U Kumar, S. Vyas, VK Vishwakarma, et al. *Current Reviews in*

Clinical and Experimental Pharmacology Formerly Current Clinical Pharmacology. Bentham Science Publishers. 2021; Vol. 16; Issue 4; Pg 350-356.

21. Development and Psychometric Validation of a New Scale for Assessment and Screening of Frailty among Older Indians. Karishma De, Joyita Banerjee, Sreerag P Rajan, Prasun Chatterjee, Avinash Chakrawarty, MA Khan, Vishwajeet Singh, Aparajit B Dey. Clinical Interventions in Aging. 2021; Vol. 16; Page 537.
22. Diagnostic utility of chest computerized tomography in the diagnosis of recurrence among sputum scarce and sputum negative previously treated pulmonary tuberculosis suspects. BG Bharath, Animesh Ray, Pankaj Jorwal, Surabhi Vyas, Manish Soneja, Ashutosh Biswas, Sanjeev Sinha, MA Khan. Lung India + Volume XX + Issue XX + Month 2021. Page 1-7.

Year: 2020

23. Neurally-adjusted ventilatory assist versus noninvasive pressure support ventilation in COPD exacerbation: the NAVA-NICE Trial. Salim Tajamul, Vijay Hadda, Karan Madan, Pawan Tiwari, Saurabh Mittal, MA Khan, Anant Mohan, Randeep Guleria. Respiratory Care (2020); 65(1): 53-61.
24. Clinical spectrum and predictors of severe Plasmodium vivax infections at a tertiary care center in North India. Dinesh Walia, Umang Arora, Upendra Baitha, Arvind Kumar, Piyush Ranjan, Manish Soneja, Nishant Verma, MA Khan, Praveen Aggarwal, Ashutosh Biswas, Naveet Wig. Drug discoveries & therapeutics (2020); 14(6): 330-335.
25. Mild COVID-19 infection-predicting symptomatic phase and outcome: A study from AIIMS, New Delhi. Sujay Halkur Shankar, Amrit Sharma, Amit Kumar, Ravneet Kaur, MA Khan, Piyush Ranjan, Prayas Sethi, Avinash Chakravarthy, Achal K Srivastava, Naveet Wig. Hypertension (2020); 5: 10.
26. Risk factors and outcome among COVID-19 exposed and quarantined healthcare workers: A study on the status of existing practices of standard precautions. Sujay Halkur Shankar, MA Khan, Achal K Srivastava, Ravneet Kaur, Naveet Wig. 2020; 20(20): 1-5.
27. Comparison of Intranasal Dexmedetomidine Versus Intranasal Ketamine as Premedication for Level of Sedation in Children Undergoing Radiation Therapy: A Prospective, Randomised, Double-Blind Study. Praneeth Suvvari, Seema Mishra, Sushma Bhatnagar, Rakesh Garg, Sachidanand Jee Bharati, Nishkarsh Gupta, Vinod Kumar, MA Khan. Turkish Journal of Anaesthesiology and Reanimation (2020); 48(3): 215.
28. Punctures versus shocks: a comparison of renal functional and structural changes after percutaneous nephrolithotomy and shockwave lithotripsy for solitary renal stone. Nitin Shrivastava, Brusabhanu Nayak, Prabhjot Singh, Prem N Dogra, Rakesh Kumar, MA Khan. Journal of Clinical Urology (2020); 13(4): 254-260.
29. To assess the Prevalence and Predictors of Cancer-related Fatigue and its Impact on Quality of Life in Advanced Cancer Patients Receiving Palliative Care in a Tertiary Care Hospital: A Cross-sectional Descriptive Study. Shilpi Agarwal, Rakesh Garg, Varnika Minhas, Sushma Bhatnagar, Seema Mishra, Vinod Kumar, Sachidanand Jee Bharati, Nishkarsh Gupta, MA Khan. Indian Journal of Palliative Care (2020); 26(4): 523.
30. Comparison of statistical methods for recurrent event analysis using pediatrics asthma data. CP Yadav, Rakesh Lodha, SK Kabra, V Sreenivas, Abhinav Sinha, MA Khan, RM Pandey. Pharmaceutical Statistics (2020); 19(6): 803-813.

31. A randomised controlled comparison of serratus anterior plane, pectoral nerves and intercostal nerve block for post-thoracotomy analgesia in adult cardiac surgery. Rohan Magoon, Brajesh Kaushal, Sandeep Chauhan, Debesh Bhoi, Akshay K Bisoi, MA Khan. *Indian Journal of Anaesthesia* (2020); 64(12): 1018.

Year: 2019

32. Infectious versus non-infectious causes of oligoarticular inflammatory arthritis: A prospective study from a tertiary care hospital in north India. Nitin Gupta, Rama Chaudhry, Manish Soneja, Vinayaraj Ellu Valappil, Sundeep Malla, Abdul Razik, Surabhi Vyas, Animesh Ray, MA Khan, Uma Kumar, Naveet Wig. *Drug Discoveries & Therapeutics* (2019); 13(2): 96-100.
33. Re188 lipiodol therapy in liver cancer with portal vein thrombosis: a promising alternative. Shreya Datta Gupta, Shamim Shamim, Shivanand Gamanagatti, Priyanka Gupta, M Khan, Priyanka Singh, Jhangir Hussain, Madhav Mallia, Viju Chirayil, Ashutosh Dash, Chandrasekhar Bal. 2019; 60(1): 431.
34. Bedside sonography by medicine residents in critically ill patients: A retrospective study from a teaching hospital in India. Manjit Mahendran, Kartik Gupta, Arvind Kumar, Manasvini Bhatt, MA Khan, Surabhi Vyas, Nayani Makkar, Upendra Baitha, Ranveer S Jadon, Naveet Wig. *Journal of Family Medicine and Primary Care* 2019; 8(7): 2517.
35. Can echocardiographic right ventricular function parameters predict vasoactive support requirement after tetralogy of Fallot repair? Siva N Krishna, Suruchi Hasija, Sandeep Chauhan, Brajesh Kaushal, Ujjwal K Chowdhury, Akshay K Bisoi, MA Khan. *Journal of Cardiothoracic and Vascular Anesthesia* (2019); 33(9): 2404-2413.
36. Assessment of quadriceps muscle thickness using bedside ultrasonography by nurses and physicians in the intensive care unit: Intra- and inter-operator agreement. Rohit Kumar, Tajamul Hussain Shah, Vijay Hadda, Pawan Tiwari, Saurabh Mittal, Karan Madan, MA Khan, Anant Mohan. *World Journal of Critical Care Medicine* (2019); 8(7): 127.
37. Who dies and who survives? Investigating the difference between suicide decedents and suicide attempters. Suchita Rawat, Sunanda Rajkumari, Pooran Chand Joshi, MA Khan, Kallur Nava Saraswathy. *Egyptian Journal of Forensic Sciences* (2019); 9(1): 1-7.
38. Effect of deep tissue laser therapy treatment on peripheral neuropathic pain in older adults with type 2 diabetes: a pilot randomized clinical trial. Prasun Chatterjee, Achal K Srivastava, Deepa A Kumar, Avinash Chakravarty, MA Khan, Akash K Ambashitha, Vijay Kumar, Luis De Taboada, Aparajit B Dey. *BMC Geriatrics* (2019); 19(1): 1-10.
39. Development of New Frailty Scale in Older Adults. Karishma De, AB Dey, Avinash Chakravarty, Prashun Chatterjee, MA Khan. *Journal of the Indian Academy of Geriatrics* (2019); 15(4): 207-208.
40. Predictor of Survival following Hospitalization for Illness of Recent Onset among the Oldest Old (> 85 Years). Bhawana Painkra, MA Khan, Sharmistha Dey, Prasun Chatterjee, AB Dey. *Journal of the Indian Academy of Geriatrics* (2019); 15(4): 208.
41. Intraobserver variability and reliability of diaphragm thickness measurement on ultrasonography by critical care physician among patients with sepsis. V Hadda, R Kumar, K Madan, MA Khan, A Mohan, GC Khilnani, R Guleria. *The Journal of Association of Chest Physicians* 2018; 7 (1), 18.

42. Comparison of the Efficacy of Ultrasound-Guided Serratus Anterior Plane Block, Pectoral Nerves II Block, and Intercostal Nerve Block for the Management of Postoperative Thoracotomy Pain After Pediatric Cardiac Surgery. Brajesh Kaushal, Sandeep Chauhan, Kulbhushan Saini, Debesh Bhoi, Akshay K Bisoi, Tsering Sangdup, MA Khan. *Journal of Cardiothoracic and Vascular Anesthesia* (2019); 33(2): 418-425.
43. Survey of Surgeons attitude to local anesthetics for postoperative pain relief. PL Narendra, Harihar V Hegde, K Chandrashekarappa, Vrinda V. Tore, Préetish Endigeri, Mahesha Boodadi, Dayanand G Talikoti, MA Khan. *Anesthesia, Essays and Researches* (2019); 13(3): 452.
44. Association of Activity Altering Genotypes-Tyr113His and His139Arg in Microsomal Epoxide Hydrolase Enzyme with Esophageal Squamous Cell Carcinoma. Sumaiya Nabi, Gulzar A Bhat, Beenish Iqbal, Mohd Maqbool Lone, Ghulam Nabi Lone, MA Khan, Nazir A Dar. *Nutrition and cancer* (2019); 71(5): 806-817.
45. Quantitative sonoelastographic assessment of the normal uterus using shear wave elastography: an initial experience. Smita Manchanda, Zainab Vora, Raju Sharma, Smriti Hari, Chandan Jyoti Das, Sunesh Kumar, Garima Kachhawa, MA Khan. *Journal of Ultrasound in Medicine* (2019); 38(12): 3183-3189.

Year: 2018

46. An Overview of Statistical Models for Recurrent Events Analysis: A Review. CP Yadav, V. Sreenivas, MA Khan and RM Pandey. *Epidemiology (Sunnyvale)*: open access. (2018), 8(4), 354.
47. Nordic walking training and nutritional supplementation in pre-frail older Indians: an open-labelled experimental pre-test and post-test pilot study to develop intervention model P Chatterjee, P Kumar, R Kandel, R Madan, M Tyagi, DA Kumar, MA Khan., *BMC geriatrics* (2018), 18 (1), 212
48. Trends and determinants of suicide in Warangal District, Telangana, India: six years retrospective study based on secondary data. S Rawat, PC Joshi, MA Khan, KN Saraswathy, *Egyptian Journal of Forensic Sciences*. (2018), 8 (1), 8.
49. Comparison of the Efficacy of Ultrasound-Guided Serratus Anterior Plane Block, Pectoral Nerves II Block, and Intercostal Nerve Block for the Management of Postoperative thoracotomy pain after pediatric cardiac surgery. B. Kaushal, S. Chauhan, K. Saini, D Bhoi, AK Bisoi, T Sangdup, MA Khan, *Journal of cardiothoracic and vascular anesthesia*. (2018), 1-8.
50. An Epidemiological Model to Find out Factors Associated with Nodal Involvement among Indian Oral Cancer Patients, V Singh, SVS Deo, SN Dwivedi, MA Khan, *Open Journal of Epidemiology*. (2018), 8 (03), 117-129.
51. Noninvasive ventilation for acute respiratory failure due to noncystic fibrosis bronchiectasis. V Hadda, G Chawla, P Tiwari, K Madan, MA Khan, A Mohan, GC Khilnani, and R. Guleria. *Indian journal of critical care medicine*: (2018); 22: 326-31
52. Reliability of ultrasonographic arm muscle thickness measurement by various levels of health care providers in ICU. V. Hadda, R Kumar, T Hussain, MA Khan, K Madan, A. Mohan, GC Khilnani and R. Guleria. (2018), 24, 78-81. *Clinical nutrition ESPEN*
53. Global DNA methylation and depression: Preliminary result from community based epidemiological study. S Rawat, G Kaur, S Yadav, MA Khan and SK Nava, *Meta Gene*. (2018); 15, 84-86.

TIME BOUND / MOST IMMEDIATE  
SECRET

**OFFICE OF THE DIRECTOR**  
**ALL INDIA INSTITUTE OF MEDICAL SCIENCES**  
**NEW DELHI**

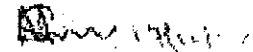
17<sup>th</sup> October 2022

Dear Dr. Khan,

I am pleased to appoint you as an Internal Advisor to assist the Standing Selection Committee for the selection of Assistant Professor of Biostatistics. The interview will be held on 30<sup>th</sup> October, 2022 from 03:15 PM onwards in the Director's Office. Kindly be available on the said date and time in Director's Office.


With regards,

Yours sincerely



(Prof. M. Srinivas)  
Director

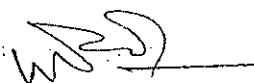
Dr. M.A. Khan  
Additional Professor & Head  
Department of Biostatistics  
All India Institute of Medical Sciences  
New Delhi-110029





List of recent Publications of Prof. (Dr.) S. K. Upadhyay  
Downloaded from BHU, Varanasi -Website

- Rakesh Ranjan, Rijji Sen and Satyanshu K. Upadhyay (2021). Bayes analysis of some important lifetime models using MCMC based approaches when the observations are left truncated and right censored. *Reliability Engineering & System Safety*, . doi.10.1016/j.ress.2021.107747
- Praveen K. Tripathi, Rijji Sen and S.K. Upadhyay (2021). A Bayes algorithm for model compatibility and comparison of ARMA(p,q) models. *Statistics in Transition new series*, 22(2), 95-123. doi.
- Rijji Sen and S.K. Upadhyay (2021). A Bayes analysis of inverse Gaussian based strength models with accelerating stress. *Commun. Statist.-Simulation*, . doi.10.1080/03610918.2021.1966462
- Reema Sharma, Richa Srivastava and Satyanshu K. Upadhyay (2021). A Hierarchical Bayes Analysis and Comparison of PH Weibull and PH Exponential Models for One-Shot Device Testing Experiment. *Intern. Jr. Reliab. Qual. & Safety Engineering*, 28(5), . doi.10.1142/S0218539321500364
- Haribansh Mishra, Ratneshwer Gupta and Satyanshu K. Upadhyay (2020). Systematic review of congestion handling techniques for 802.11 wireless networks. *Int. Jr. of Communication Systems*, 33(2), . doi.10.1002/dac.4191
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ANSARI NAGAR, NEW DELHI-110029

Minutes of the Meeting of HR-Sub-Committee under the Chairmanship of Secretary (Health), Ministry of Health & Family Welfare held on 19<sup>th</sup> November, 2022 at 10.30 a.m. in the Chamber of Secretary (Health) at MoHFW, Nirman Bhawan, New Delhi.

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The Governing Body in its meeting held on 10.10.2017 under agenda item No.GB-153/6 had decided that AIIMS, New Delhi will put in place a mechanism (HR Module) with the approval of the President, AIIMS to approve the appointment of the candidates selected by the Standing Selection Committee, so that selected candidates can join without waiting for the meeting of the Governing Body and post-facto approval of Governing Body is to be obtained subsequently.

Accordingly, with the approval of the President, AIIMS, a HR Sub-Committee consisting of following members, was constituted to consider the recommendations of the Standing Selection Committee of the Institute (copy enclosed):-

1.	Secretary, Ministry of Health & Family Welfare, Government of India.		Chairman
2.	Director General of Health Services, Government of India		Member
3.	Additional Secretary and Financial Adviser		Member
4.	Director, AIIMS, New Delhi		Member-Secretary

The Meeting of HR-Sub-Committee to consider/approve the recommendations of the Standing Selection Committee meeting in various phases from the month of August 2022 to October, 2022 to select the suitable candidates for the post of Assistant Professors on regular basis in various disciplines as well as promotion of eligible faculty members under Assessment Promotion Scheme (APS) was held on 19.11.2022 at 10.30 a.m. under the Chairperson of Shri Rajesh Bhushan Secretary (Health), Government of India, Ministry of Health & Family Welfare Nirman Bhawan, New Delhi.

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The following attended the meeting :-

1. Shri Rajesh Bhushan-Secretary (Health), MoHFW
2. Dr. Atul Goel-Director General of Health Services
3. Shri Jaideep Kumar Mishra-Additional Secretary & Financial Advisor, MoHFW
4. Dr. M. Srinivas-Director, AIIMS, New Delhi.

Committee was informed that the constitution of the Standing Selection Committee, is as under:-

1.	Dr. Kameshwar Prasad	-	Chairman
2.	Dr. Atul Goel	-	Member
3.	Prof. Vijay Kumar Shukla	-	Member
4.	Dr. S. Venkatesh	-	Member
5.	Prof. Yogesh Singh	-	Member
6.	Prof. K. Vijay Raghvan	-	Member
7.	Dr. Prem Nair	-	Member
8.	Prof. Randeep Guleria(till 23.09.2022) Prof. M. Srinivas was 24.09.2022 onwards Secretary	-	Member-

Committee was informed that 252 posts of Assistant Professors in various disciplines including backlog vacancies for various Centres/Departments were advertised vide Advt. No. AIIMS/New Delhi/Fac.Rect/2021/1 (Annexure-I). For these posts total 2662 candidates had applied.

Out of the 252 advertised posts, 14 posts in the following disciplines were withdrawn/withhold due to the reasons given below:

Sl.No.	Name of the post	No. of posts withdrawn/hold	Remarks
01.	Asst. Prof. of Clinical Hematology	01(OBC)	Post was withdrawn on request of HOD Hematology, to be advertised with revised recruitment rules.
02.	Asst. Prof. of Clinical Hematology (Adult)	01(OBC)	--do--
03.	Asst. Prof. of Haemato-Pathology	01(UR)	--do--
04.	Asst. Prof. of Oral & Maxillofacial Surgery (JPNATC)	01(UR)	Post was withdrawn on request of CDER, to be advertised and transfer of this post to CDER from JPNATC.

05.	Asst. Prof. of Orthopedics (Emergency Medicine)	01(OBC)	Post was withdrawn on the request of HOD of Emergency Medicine, to be advertised with revised recruitment rules.
06.	Asst. Prof. of Surgery (Emergency Medicine)	01(UR)	--do--
07.	Asst. Prof. of Biochemistry (Surgical Discipline)	02(01-UR & 01-EWS)	Posts were withdrawn on the request of HOD of Lab. Medicine and Dept. of Surgical Disciplines.
08.	Asst. Prof. of Lab. Medicine (JPNATC)	02(UR)	Post was withdrawn on the request of Chiet. JPNATC. JPNATC wants to convert this post to Asst. Prof. Microbiology (JPNATC).
09.	Asst. Prof. of Critical & Intensive Care (Plastic, Reconstructive & Burns Surgery)	04(01-ST,01-OBC,01-UR & 01-EWS)	Posts were put on hold for administrative reason.
	Total	14	

For the following 06 posts, no candidate applied:

Sl. No.	Name of the post & Reservation	No. of posts
01.	Asst. Prof. of Cardiac Anesthesia (OBC-PWBD)	01
02.	Asst. Prof. of Endo & Metabolism (SC)	01
03.	Asst. Prof. of Clinical Pharmacology, Dr. BRAIRCH- (UR-PWBD)	01
04.	Oral Medicine & Radiology (OBC-PWBD)	01
05.	Urology-Main (ST)	01
06.	Urology-NCA (OBC)	01
	Total	06

For following 02 posts, after screening, no candidate was found eligible:-

Sl. No.	Name of the post & reservation	No. of posts
01.	Asst. Prof. of Health Education CCM (UR)	01
02.	Asst. Prof. of Radio-Chemistry ( Nuclear Medicine) - (OBC)	01
	Total	02

For the rest i.e. 230 posts of Assistant Professor under direct recruitment mode in 91 disciplines, the Standing Selection Committee interviewed candidates, in phases as below:

Sl.No.	Phase	Dates of interview
01.	1 <sup>st</sup> phase	26.08.2022 to 30.08.2022
02.	2 <sup>nd</sup> phase	07.09.2022 to 10.09.2022
03.	3 <sup>rd</sup> phase	19.09.2022 to 22.09.2022
04.	4 <sup>th</sup> phase	26.09.2022 to 30.09.2022
05.	5 <sup>th</sup> phase	06.10.2022 to 10.10.2022
06.	6 <sup>th</sup> phase	13.10.2022 to 15.10.2022
07.	7 <sup>th</sup> phase	27.10.2022 to 30.10.2022

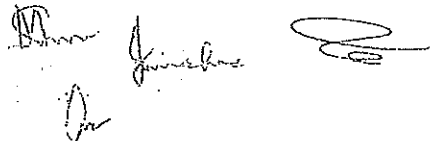
The details of 230 posts [for which interview were held] with reservation status, number of online applicants, total Hard copy received and candidate shortlisted & recommended to be called for interview are annexed herewith as Annexure-II.

Details of 102 faculty members who were interviewed by the Standing Selection Committee for promotion to the next higher grades under Assessment Promotion Scheme are as below

Additional Professor to Professor	:	83
Associate Professor to Additional Professor	:	16
Assistant Professor to Associate Professor	:	03
Total	:	<u>102</u>

The quorum of Standing Selection Committee was met on the above dates of interviews. The Standing Selection Committee judged the suitability of the candidates and recommended for appointment to the post of Assistant Professors in various disciplines as well as promotion of the eligible faculty members to next higher grade under Assessment Promotion Scheme (APS).

The recommendations of the Standing Selection Committee for direct recruitment of 230 Assistant Professors in 91 disciplines & Promotion of 102 faculty members to the next level under Assessment Promotion Scheme were kept in sealed covers. These were opened in presence of FIR Sub-Committee.



1. Recommendations of Standing Selection Committee for various posts and candidates selected and waitlisted candidates are as under:

Sl. No.	Name of post	Name of the Selected Candidates	Category	Name of the Waitlisted Candidates	Category
1.	Assistant Professor of Anaesthesia (Main)	1. DR. PRIYANKAR KUMAR DATTA	UR	1. DR. SWATI MEHTA	UR
		2. DR. SANA YASMIN HUSSAIN	UR	2. DR. AJEET VISWANATH TP	UR
		3. DR. NEHA PANGADA	UR	3. DR. APALA ROY CHOWDHURY	UR
		4. DR. DHRUV JAIN	UR	4. DR. ADITI JAIN	UR
		5. DR. AMIT KUMAR	OBC(NCL)	5. DR. RIDDI KUNDU	UR
		6. DR. CHORO ATHIPHO KAYINA	ST	6. DR. ADITI SURI	UR
		7. DR. SAVITHRI HG	OBC(NCL)	7. DR. RAM SINGH	ST
				8. DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)
				9. DR. SACHIN KUMAR	OBC(NCL)
2.	Assistant Professor of Anaesthesia, National Centre for Ageing	1. DR. NEHA PANGADA	UR	1. DR. PRIYANKAR KUMAR DATTA	UR
		2. DR. AMIT KUMAR	OBC(NCL)	2. DR. SANA YASMIN HUSSAIN	UR
				3. DR. DHRUV JAIN	UR
				4. DR. AJEET VISWANATH TP	UR
				5. DR. ADITI SURI	UR
				6. DR. HEENA GARG	UR
				7. DR. SWATI MEHTA	UR
				8. DR. NEHA GARG	UR
				9. DR. ABHITY GULIA	UR
				10. DR. ANJISHNUJIT BANDYOPADHYAY	UR
				11. DR. SAVITHRI HG	OBC(NCL)
				12. DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)

3.	Assistant Professor of Anaesthesia for Surgical Disciplines	1.	DR. SANA YASMIN HUSSAIN	UR	1.	DR. SWATI MEHTA	UR
		2.	DR. ADITI SURI	UR	2.	DR. ANKITA KABI	UR
		3.	DR. HEENA GARG	UR	3.	DR. RIDDHI KUNDU	UR
		4.	DR. NEHA PANGASA	UR	4.	DR. SAKSHI DUGGAL	UR
		5.	DR. NITIN CHOUDHARY	UR	5.	DR. PRIYANKAR KUMAR DATTA	UR
		6.	DR. APALA ROY CHOWDHURY	UR against EWS	6.	DR. AJEET VISWANATH TP	UR
		7.	DR. VIKASH BANSAL	UR(PWBD)	7.	DR. DHRUV JAIN	UR
		8.	DR. CHORATHIPHRG KAYINA	ST	8.	DR. HIROK ROY	SC
		9.	DR. ANSHUL SINGH	SC	9.	DR. RAM SINGH	SC
		10.	DR. AMIT KUMAR	OBC	10.	DR. PRAKASH GYANDEV GONDODE	SC
		11.	DR. TANGIRALA NAGESWARA RAO	SC	11.	DR. SASMITA PANIGRAHY	UR/PW
		12.	DR. SOUMYA SARKAR	SC	12.	DR. SUSHMITA BAIRAGI	OBC
		13.	DR. SUBODH KUMAR	OBC	13.	DR. SAVITHRI HG	OBC
		14.	DR. SUDHANSU SEKHAR NAYAK	OBC	14.	DR. ARCHANA MEENA	SC
		15.	DR. SACHIN KUMAR	OBC			
4.	Assistant Professor of Anaesthesia for Plastic, Reconstructive and Burns Surgery	1.	DR. NEHA PANGASA	UR	1.	DR. SWATI MEHTA	UR
		2.	DR. PRIYANKAR KUMAR DATTA	UR	2.	DR. ANKITA KABI	UR
		3.	DR. VIKASH BANSAL	UR(PWBD)	3.	DR. SANA YASMIN HUSSAIN	UR
		4.	DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)	4.	DR. HEENA GARG	UR
		5.	DR. HIROK ROY	SC	5.	DR. AJEET VISWANATH TP	UR
					6.	DR. DHRUV JAIN	UR
					7.	DR. NEHA GARG	UR
					8.	DR. ADITI SURI	UR
					9.	DR. NITIN CHOUDHARY	UR



				10. DR. ABHISHEK SINGH	UR
				11. DR. APALA ROY CHOWDHURY	UR
				12. DR. RINIKI SARMA	UR
				13. DR. AMIT KUMAR	OBC(NCL)
				14. DR. SAVITHRI HG	OBC(NCL)
				15. DR. SACHIN KUMAR	OBC(NCL)
				16. DR. SNEHA SINGH	SC
				17. DR. DR. PUNEET	UR(PW)
				18. DR. SASMITA PANIGRAHY	UR(PW)
5	Assistant Professor of Anatomy	DR. ARTHI G	OBC(NCL)	DR. JESSY JP	OBC(NCL)
6	Assistant Professor Cardiac Radiology (Cardiovascular Radiology & Endovascular Intervention (CTC))	DR. NIRAJ NIRMAL PANDEY	UR	DR. VINEETA OJHA	UR
				*The committee recommended the candidate Vineeta Ojha, inter-visit Department of Cardiac Radiology exceptionally good and an extra seat is considered to accommodate the best candidate.	
7	Assistant Professor of Biotechnology (Main)	DR. AVTAR SINGH MEENA	ST	1. DR. PAU BIAK SINGH	ST
				2. DR. NARESH KUMAR MEENA	ST
8	Assistant Professor of Anaesthesia for NCI, Jhajjar	1. DR. RAGHAV GUPTA	UR	1. SWATI BHAN	UR
		2. DR. PRASHANT SHIROHIA	OBC(NCL)	2. RINIKI SARMA	UR
9	Assistant Professor of Biochemistry (Main)	DR. KARTHIKEYAN P	OBC(NCL)	1. DR. ASHIKH A SEETHY	OBC(NCL)
				2. DR. NEERAJ KUMAR	OBC(NCL)
10	Assistant Professor of Oral Pathology & Microbiology (CDER)	DR. VARUN SURYA	SC	DR. AKSHAY VERMA	SC
11	Assistant Professor of Prosthodontics and Crown Bridge (CDER)	DR. ARUN KUMAR N	ST	DR. KAMAL KUMAR MEENA	ST
12	Assistant Professor of Orthodontics and Dentofacial Orthopaedics (CDER)	DR. RAJIV B	UR	DR. GAYATRI GANESH	UR
13	Assistant Professor of Cardiology (CTC)	DR. SOURABH AGSTAM	SC	DR. RAGHAVENDRA RAO K	SC
14	Assistant Professor of Cardiology for National Centre for Ageing	DR. NIRMAL GHATI	UR (against EWS)	DR. NITISH RAI	UR
15	Assistant Professor of Cardiology for NCI, Jhajjar	DR. RAGHAVENDRA RAO K	SC	No candidate waitlisted	

*Dr. Arun Kumar N*

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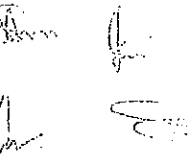
16	Assistant Professor of CTVE (CTC)	1. DR. PRATEEK VASWANI	UR	1. DR. YATIN ARORA	
		2. DR. RENJITH S	UR	2. DR. BHARATH V	
		3. DR. AMITABH SATSANGI	UR against EWS		
		4. DR. MAYANK YADAV	OBC		
		5. DR. SUSHAMA GAYATRI BANDI	OBC		
		6. DR. NAVNITA RISKU	ST		
17	Assistant Professor of Otorhinolaryngology (ENT)	DR. ANUP SINGH	OBC(NCL)	DR. RAVNEET RAVINDER VERMA	OBC
18	Assistant Professor of Community Otorhinolaryngology (ENT)	DR. POONAM SAGAR	SC	DR. NEHA SHAKRAWAL	SC
19	Assistant Professor of Neuro-Radiology	DR. VINAYA GAMANIS	OBC(NCL)	DR. PUNEETH K T	OBC
20	Assistant Professor of Pediatric Surgery (Main)	1. DR. SACHIT ANAND	UR	1. DR. KASHISH KHAMNA	
		2. DR. GALI DIVYA	SC	2. DR. VIPAN KUMAR	
21	Assistant Professor of Psychiatry (JPNATC)	DR. NISHITA CHAWLA	UR against EWS	1. DR. VIJAY KRISHNAN	
				2. DR. SWARNDEEP SINGH	
22	Assistant Professor of Psychiatry (National Centre for Ageing)	DR. PREETHY K	OBC (NCL)	DR. ARPIT JASHWANTBHAI PARMAR	OBC
23	Assistant Professor of Pulmonary Medicine	1. DR. SAURABH MITTAL	UR	DR. TEJAS M SURI *	
		2. DR. PAWAN TIWARI	UR (against EWS)	*The committee recommended the candidate Dr. Tejas M Suri, interview Department of Pulmonary Medicine exceptionally good and an extra seat considered to accommodate the candidate.	
		3. DR. HARSHITH R	OBC(NCL)		
24	Assistant Professor of Surgical Oncology, Dr. B.R.A. IRCH	1. DR. BABUL BANSAL	UR	1. DR. NAVEEN KUMAR	
		2. DR. MANOJ GOWDA S	OBC (NCL)	2. DR. JYOUTISHMAN SAIKIA	
		3. DR. RAGHURAM K	SC	3. DR. AMITABHA MANDAL	
25	Assistant Professor of Surgical Oncology (NCI, Jhajjar)	1. DR. NAVEEN KUMAR	UR	DR. AMITABHA MANDAL	
		2. DR. JYOUTISHMAN SAIKIA	SC		
		3. DR. MANOJ GOWDA S	OBC (NCL)		
		4. DR. RAGHURAM K	SC	against EWS	
26	Assistant Professor of Forensic Medicine (JPNATC)	DR. SWATI TYAGI	UR	DR. SHASHANK TYAGI	UR
27	Assistant Professor of Forensic Medicine (Plastic Reconstructive and Burns Surgery)	DR. ABILASH S.	OBC(NCL)	DR. KRISHNA KUMAR SINGH	OBC
28	Assistant Professor of Clinical Psychology (National Centre for Ageing)	DR. SWATI KEDIA GUPTA	UR	1. DR. SWATI BAIJAI	
				2. DR. PRERNA SHARMA	

29	Assistant Professor of Medicine (Main)	1. DR. SIDDHARTH JAIN	UR	1. DR. JATIN AHUJA	UR
		2. DR. AMANDEEP SINGH	SC	2. DR. GAURAV GUPTA	SC
		3. DR. BINU PRASAD	OBC(NCL)		
30	Assistant Professor of Medicine (NCL Jhajjar)	1. DR. NIKET VERMA	UR	DR. ATINDRA NARAYAN	UR
		2. DR. AMANDEEP SINGH	SC		
31	Assistant Professor of Emergency Medicine (Main)	No candidate selected			
32	Assistant Professor of Emergency Medicine (JPNATC)	1. DR. RITIN MOHINDRA	UR	No candidate waitlist	
		2. DR. VINETH CHANDRAN K P	SC		
33	Assistant Professor of Emergency Medicine (NCL Jhajjar)	DR. ANSHUL JAIN	UR	No candidate waitlist	
34	Assistant Professor of Endo. & Metab. (NCL Jhajjar)	1. DR. ALPESH GOYAL	UR	No candidate waitlist	
		2. DR. RAHUL GUPTA	UR		
35	Assistant Professor of Endocrine Biochemistry (Endo. & Metab.)	DR. ASHUTOSH KUMAR ARYA	SC	DR. ASHOK KUMAR AHIRWAR	
36	Assistant Professor of Neuroanaesthesiology (Main)	DR. HIROK ROY	SC	No candidate waitlist	
37	Assistant Professor of Nephrology for NCL Jhajjar	1. DR. PALLAV PRASAD	UR	No candidate waitlist	
		2. DR. ANITHA S	OBC(NCL)		
38	Assistant Professor of Microbiology (Surgical Disciplines)	1. DR. PRIYAM BATRA	UR	1. DR. ARCHYA DAS	
		2. DR. TANU SAGAR	SC	2. DR. SANJANA KUMARI	
39	Assistant Professor of Laboratory Medicine (Microbiology)	DR. ROJALEEN DAS	OBC(NCL)	DR. AMIT SINGH	
40	Assistant Professor of Neurology (Main)	DR. AYUSH AGARWAL	UR	1. DR. DIVYANI GARG	UR
				2. DR. KAMAKSHI DHAMIJA	UR
41	Assistant Professor of Neurology (NCL Jhajjar)	1. DR. DIVYANI GARG	UR	1. DR. AYUSH AGARWAL	UR
		2. DR. JASMINE PARIHAR	SC	2. DR. GANARAJA VALAKUNJA HARIKRISHNA	UR
				3. DR. NUPUR RAJORIA	SC
42	Assistant Professor of Neurosurgery (JPNATC)	DR. RAVI SHARMA	UR	DR. GOUR SURYA SRIKRISHNA	UR
		DR. RAGHAV SINGLA	UR(Against EWS)	DR. HITESH INDERSINGH RAI	UR
				DR. SHRUTI GUPTA	UR

43	Assistant Professor of Neurosurgery (NCl, Jhajjar)	DR. RAVI SHARMA	UR	DR. HITESH INDERSINGH RAI	UR
44	Assistant Professor of Pathology (MAIN)	1. DR. RIMLEE DUTTA 2. DR. ANUBHAV 3. DR. SONALI DIXIT 4. DR. RACHANA MEENA	UR (against EWS) SC UR (PWBD) ST	DR. SHRUTI GUPTA 1. DR. SWATI MAHAJAN 2. DR. PRIYANKA SINGH	UR
45	Assistant Professor of Pathology (Surgical Disciplines)	1. DR. LAVLEEN SINGH 2. DR. BALAJI MURUGAN T	UR OBC(NCL)	1. DR. RIMLEE DUTTA 2. DR. KSHAMA TIWARI 3. DR. SHILPI	UR UR OBC
46	Assistant Professor of Paediatrics (Main)	DR. MRIDUL CHANDRA DAS	SC	DR. VIDYA KUMARI SAURABH	
47	Assistant Professor of Paediatrics (NCl, Jhajjar)	1. DR. PRIYANKA KHANDLWAL 2. DR. LALIT TAKIA 3. DR. RACHNA PASI	UR (Against EWS) OBC SC	1. DR. VARSHA MISHRA 2. DR. MENKA YADAV 3. DR. PALLAVI SAMARIYA	UR (Against EWS) OBC SC
48	Assistant Professor of G.I. Surgery and Liver Transplantation (Main)	DR. KAILASH CHAND KURDIA	SC	No candidate waitlist	
49	Assistant Professor of Physical Medicine and Rehabilitation for National Centre for Ageing	DR. ARUN KUMAR CHOUDHARY	UR	1. DR. MOHIT KATARUKA 2. DR. SANDIPAN HAZRA	UR UR
50	Assistant Professor of Plastic Surgery (Plastic Reconstructive & Burns Surgery)	DR. SHIVANGI SAHA DR. RAGHAVENDRA S	UR SC	DR. SUVASHIS DASH	
51	Assistant Professor of Plastic Surgery (JPNATC)	DR. SHIVANGI SAHA	UR	1. DR. SUVASHIS DASH 2. DR. AKHIL GARG	
52	Assistant Professor of Plastic Surgery (NCl, Jhajjar)	1. DR. SHIVANGI SAHA 2. DR. SUVASHIS DASH	UR UR	1. DR. APARNA SINHA 2. DR. AKHIL GARG	
53	Assistant Professor of Gastroenterology & HNU (Main)	No candidate selected			
54	Assistant Professor of Gastroenterology (NCl, Jhajjar)	1. DR. ANSHUMAN ELHENCE 2. DR. NIKHIL BUSHI	UR UR	No candidate waitlist	
55	Assistant Professor of Human Nutrition Unit (Gastro. & HNU)	DR. SOUMYA JAGANNATH MAHAPATRA	OBC(NCL)	No candidate waitlist	
56	Assistant Professor of Radio-diagnosis (Main)	DR. SANJAY KUMAR MEENA	ST	DR. STANZIN SPALKIT	
57	Assistant Professor of Radio-diagnosis (JPNATC)	DR. RAJENDRA KUMAR BEHBRA	SC	DR. GAURAV CHAYAN DAS	
58	Assistant Professor of Radiology (Surgical Disciplines)	1. DR. ANKITA AGGARWAL 2. DR. AMARINDER SINGH	UR (Against EWS post) OBC(NCL)	1. DR. NAREM HEMACHANDRAN 2. DR. RICHA YADAV	UR OBC

59	Assistant Professor of Radiology (National Centre for Ageing)	1. DR. RAJENDRA KUMAR BEHERA	SC	1. DR. REETA KANAUJIYA	
		2. DR. SANJAY KUMAR MEENA	ST	2. DR. GAURAV CHAYAN DAS	
60	Assistant Professor of Radiology (NCI, Jhajjar)	1. DR. REETA KANAUJIYA	SC	DR. RAJENDAR KUMAR BEHERA	
		2. DR. SANJAY KUMAR MEENA	ST		
61	Assistant Professor of Orthopaedics (Main)	DR. ARUN MANJUNATHA SWAMY	OBC(NCL)	DR. ASJAD MAHMOOD	OBC
62	Assistant Professor of Orthopaedics (PNATC)	1. DR. NISHANK H MEHTA	UR	1. DR. SAHIL BATRA	
		2. DR. ARVIND KUMAR	SC	2. DR. ASJAD MAHMOOD	OBC
		3. DR. GARIKA SIVA SRIVASTAVA	ST	3. DR. ANKIT KATARIA	
		4. DR. ARUN MANJUNATHA SWAMY	OBC(NCL)	4. DR. PRADEEP KUMAR MEENA	
63	Assistant Professor of Orthopaedics (National Centre for Ageing)	DR. SAHIL BATRA	UR	DR. HEMANT BANSAL	
64	Assistant Professor of Orthopaedics (NCI, Jhajjar)	1. DR. LOVE KAPOOR	UR	1. DR. SAHIL BATRA	
		2. DR. SHRIJITH M B	UR	2. DR. ANANT KRISHNA	
		3. DR. ASJAD MAHMOOD	OBC(NCL)	3. DR. ARUN MANJUNATHA SWAMY	OBC
65	Assistant Professor of Radiation Oncology (Dr. B.R.A. IRCH)	1. DR. ANJALI V R	SC	1. DR. NAGARJUN RAO BALLARI	
		2. DR. ABHISHEK SHANKAR	OBC(NCL)	2. DR. KARUN KAMBOJ	OBC
66	Assistant Professor of Radiation Oncology (NCI, Jhajjar)	DR. ABHISHEK SHANKAR	OBC(NCL)	DR. KARUN KAMBOJ	OBC
67	Assistant Professor of Radiotherapy Medical Physics (Radiation Oncology (Dr. BRA; IRCH)	Seat reserved for SC, no candidate appeared for interview			
68	Assistant Professor of Urology (NCI, Jhajjar)	1. DR. HARSHIT GARG	UR	DR. PRASHANT SINGH	
		2. DR. SRIDHAR P	UR (against EWS)		
69	Assistant Professor of Transfusion Medicine (Main)	DR. BHARAT SINGH	OBC(NCL)	DR. DIBYAJYOTI SAHOO	OBC
70	Assistant Professor of Transfusion Medicine (PNATC)	DR. BHARAT SINGH	OBC(NCL)	DR. DNYANESHWAR SHRIDHARRAO PATALE	OBC
71	Assistant Professor of Geriatric Medicine (Main)	1. DR. NIDHI SONI	UR	No candidate waitlisted	
		2. DR. PRAMOD KUMAR	OBC(NCL)		
72	Assistant Professor of Geriatric Medicine for National Centre for Ageing	DR. PRAMOD KUMAR	OBC(NCL)	No candidate waitlisted	

73	Assistant Professor of Medical Oncology (Dr. B.R.A. IRCH)	1. DR. CHETHAN R	OBC(NCL)	No candidate waitlisted
		2. DR. AMIT SEHRAWAT	SC	
74	Assistant Professor of Medical Oncology (NCI, Jhajjar)	1. DR. APARNA SHARMA	UR	1. DR. VINOD SHARMA
		2. DR. BARITA NA	SC	2. DR. AMIT SEHRAWAT
75	Assistant Professor of Surgery (Surgical Disciplines)	1. DR. ANKITA SINGH	UR	1. DR. ADITYA BAKSI
		2. DR. SANJEET KUMAR RAI	UR	2. DR. ARUN KUMAR
		3. DR. JNANESHWARI JAYARAM	UR	
		4. DR. ADITYA KUMAR	UR	
		5. DR. UTTAM KUMAR THAKUR	UR	
		6. DR. DEVENDER SINGH	UR Against EWS	
		7. DR. BRIJESH KUMAR SINGH	OBC	
		8. DR. ARUN ANAND	SC	
		9. DR. SUSHANT SOREN	ST	
		10. DR. NELSON T	OBC	
		11. DR. GEETA PRASAD	OBC	
76	Assistant Professor of Surgery (National Centre for Ageing)	DR. WASHIM FIROZ KHAN	UR (Against EWS)	DR. ARUN ANAND (SC)
77	Assistant Professor of Hospital Administration (Main)	1. DR. KANIKA JAIN	UR	1. DR. ANANT GUPTA
		2. DR. ARUN VERMA	OBC(NCL)	2. DR. VIJAY KUMAR TADIA
78	Assistant Professor of Hospital Administration (JPATC)	1. DR. ANANT GUPTA	UR	1. DR. KANIKA JAIN
		2. DR. ARUN VERMA	OBC(NCL)	2. DR. NAMRATA MAKKAR
				3. DR. MOHAMMAD KAUSAR
				4. DR. VIJAY KUMAR TADIA
79	Assistant Professor of Hospital Administration (National Centre for Ageing)	DR. NAMRATA MAKKAR	UR	DR. ANANT GUPTA
80	Assistant Professor of Hospital Administration (C.T. Centre)	DR. MEDE CHARAN RAJ	SC	DR. NARINDER KUMAR
81	Assistant Professor of Hospital Administration, Plastic, Reconstructive & Burns Surgery	DR. AKASH ANAND	UR	DR. KANIKA JAIN



82	Assistant Professor of Hospital Administration (Surgical Disciplines)	DR. VIJAY KUMAR TADIA	OBC(NCL)	DR. RAKESH NARIMETI	
		DR. KHALID MEHMOOD	ST		
83	Assistant Professor of Hospital Administration (NCL, Jhajjar)	DR. RAHUL RANJAN	OBC(NCL)	DR. ARUN VERMA	
84	Assistant Professor of Laboratory Medicine (Biochemistry)	DR. ASHOK KUMAR AHIRWAR	SC	DR. SANDHYA LAL	
85	Assistant Professor of Obst. & Gynae. (Main)	1. DR. SUSHREE MONIKA SAHOO	UR	1. DR. RAKHI RAKHI	
		2. DR. SWATI TOMAR	UR (against EWS)	2. DR. ANKITA SETHI KHURANA	
				3. DR. REENA RANI	
86	Assistant Professor of Ophthalmology (Dr. R.P. Centre)	1. DR. SRIDEVI NAIR	UR	1. DR. PRANITA SAHAY	
		2. DR. DEVESH KUMAWAT	UR	2. DR. MAYANK BANSAL	
		3. DR. SAHIL AGRAWAL	UR	3. DR. NASIQ HASAN	
		4. DR. ANU MALIK	UR	4. DR. JAYANAND SUDHAKAR URKUDE	
		5. DR. SAURABH VERMA	OBC(NCL)		
		6. DR. KARTHIKEYAN MAHALINGAM	OBC(NCL)		
87	Assistant Professor of Ophthalmology (NCL, Jhajjar)	1. DR. SUMIT GROVER	UR	1. DR. SIDDHARTH MADAN	
		2. DR. DEEPEKHAR DAS	SC	2. DR. TALVIR SIDHU	
		3. DR. SAURABH VERMA	OBC (NCL)	3. DR. KARTHIKEYAN MAHALINGAM	
88	Assistant Professor of Ocular Microbiology (Dr. RPC)	DR. KARNIKA SAIGAL	UR	1. DR. SWATI KHULLAR	
				2. DR. ARGHYA DAS	
89	Assistant Professor of Anaesthesiology (JPNATC)	1. DR. RINIKI SARMA	UR	1. DR. ANJISHNUJIT BANDYOPADHYAY	
		2. DR. ABHISHEK SINGH	UR	2. DR. NEHA GARG	
		3. DR. ANKITA KABI	UR	3. DR. SWATI MEHTA	
		4. DR. SHARMISHTHA PATHAK	UR	4. DR. SAKSHI GERA	
		5. DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)	5. DR. SUBODH KUMAR	
90	Assistant Professor of Physiology	DR. SUMAN DAS	UR	1. DR. MEGHA BIR	
				2. DR. BHAWNA MATTOO	
91	Assistant Professor of Biostatistics	DR. ALOK KUMAR DWIVEDI	UR	DR. KALAIVANI MANI	

2. Recommendations of Standing Selection Committee for those eligible for promotion under APS are as under.

From Assistant Professor to Associate Professor for the batch w.e.f. 01.07.2021

Sl.N o.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Rakesh Kumar Deepak	Transplant Immunology & Immunogenetics	FIT*

- As regards Dr. Rakesh Kumar Deepak, it was appraised that he was found UNFIT for the batch 1.7.2020 and now found FIT by the Standing Selection Committee for promotion to next grade Associate Professor for batch 1.7.2021. The HR Sub Committee agreed with the recommendation of the SCC and his promotion to next grade w.e.f. 1.7.2021.

From Assistant Professor to Associate Professor for the batch w.e.f. 01.07.2022

Sl.N o.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Sumit Rathore	Biotechnology	FIT
02	Dr. Jitendra Sodhi	Hospital Administration	FIT

From Associate Professor to Additional Professor for the batch w.e.f. 01.07.2018

Sl.N o.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Anushree Gupta *	Biotechnology	FIT *

- \* Dr. Anushree Gupta was interviewed by the Chairman, Members of the Selection Committee and Technical Advisors/Experts for the post of Additional Professor in the Department of Biotechnology, AIIMS, New Delhi.



Both external experts, Members of Selection Committee and Chairman felt that Dr. Anushree Gupta may be considered for elevation to Additional Professor w.e.f. 1<sup>st</sup> July, 2022.

The Committee informed that Dr. Anushree Gupta had appeared for promotion for the batches 1.7.2014 and 1.7.2017 but found UNFIT. She not appeared before the Standing Selection Committee in subsequent meetings held during the year 2019 and 2021 for her assessment. Now she appeared for her assessment and the Standing Selection Committee found her FIT for promotion to next grade of Additional Professor w.e.f. 1.7.2022. The HR-Sub-Committee agreed with the recommendations of the SCC for her promotion to the grade w.e.f.1.7.2022.

From Associate Professor to Additional Professor for the batch w.e.f. 01.07.2021


Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (FIT/UnFIT)
01	Dr. Shailendra Kumar	Anesthesiology (ART) (Obst. & Gynae.)	FIT
02	Dr. Partha Halder	Community Medicine	FIT

Dr. Shailendra Kumar, Associate Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) had appeared before the Standing Selection Committee for interview on 15.07.2021 for promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) for batch of 01.07.2021. After assessing his candidature, Standing Selection Committee declared him Unfit for promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) for batch of 01.07.2021.

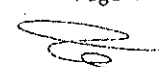
Dr. Shailendra Kumar had represented to the Hon'ble National Commission for Backward Classes (NCBC) against denial of his promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) for the batch of 01.07.2021 on the issue of biasness of one of the External Expert. The Hon'ble NCBC advised AIIMS, New Delhi to assess him again for promotion with a new set of experts. The matter was considered by the Hon'ble President, AIIMS, New Delhi and it was decided that he may be reassessed by the Standing Selection Committee for review with a new set of experts.

Dr. Ravi Shankar Murugesan, Professor & Dean, Department of Anesthesiology & Critical Care, Mahatma Gandhi Medical College & Research Institute, Sri Balaji Vidyapeeth, Pondicherry - 607 403 and Dr. Rakesh Kumar, Professor of Anesthesiology, Dr. B. S. Ambedkar Medical College and Hospital, Rohini, Delhi - 110 085 assisted as Technical Advisors/Experts.

Accordingly, Dr. Shailendra Kumar has been reassessed by the Standing Selection Committee & after having taken into consideration his performance and the opinion of Technical Experts, the recommendation of the Committee with regard to his promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) under Assessment Promotion Scheme w.e.f. 01.07.2021.







The committee noted above and agreed with the recommendations of the Standing Selection Committee for his promotion to next grade of Additional Professor of Anaesthesiology (ART-Obst. & Gynae.) for the batch 01-07-2021. The HR-Sub Committee however, considered that he may be placed below Dr. Ramesh Sharanappa Doddamani, (S.No. 53 in OM No.F,11-2/2020-Estt.I dated 15.9.2021, the last candidate promoted in previous batch, as per previous decision of the Governing Body in such cases.

\*\*As regards the case of Dr. Partha Haldar, Associate Professor of Community Medicine, the HR Sub-Committee was apprised that he appeared before the Standing Selection Committee Meeting in the year 2021 for promotion to next grade of Additional Professor w.e.f. 1.7.2020 and the recommendations of the Committee was kept under sealed cover as disciplinary proceedings under Rule 14 of the CCS (CCA) Rules, 1965 were pending against him. Subsequently, a major penalty was imposed upon him and sealed cover recommendations were not acted upon as per extant guidelines/instructions on the subject.

Now, his candidature has been considered by the Standing Selection Committee on 10.09.2022 for promotion to the grade of Additional Professor of Community Medicine under Assessment Promotion Scheme (APS) for the batch 01.07.2021. Regarding his case the committee was informed that the penalty of "Reduction to a lower stage in time scale of pay of the post of Associate Professor for a period of one year in the time scale of pay in Level-13A-1+, with further directions that the said Dr. Partha Haldar, Associate Professor, Community Medicine, AIIMS, New Delhi will not earn increment of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty" was imposed on him vide order dated 18.4.2022 and his currency of penalty period is up to 17.04.2023. Since he was recommended FIT by the Standing Selection Committee for promotion to the next grade of Additional Professor for the batch 1.7.2021, the committee recommended his promotion to the grade of Additional Professor of Community Medicine under APS after completion of penalty imposed upon him i.e. from 18.04.2023.

From Associate Professor to Additional Professor for the batch w.e.f. 01.07.2022

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Taj Prakash Sinha	Emergency Medicine	FIT
02	Dr. Rohan Malik	Paediatrics	FIT
03	Dr. Anu Sadhdeva	Paediatrics	FIT
04	Dr. Prashant Kumar Jauhari	Paediatrics	FIT
05	Dr. Jagdish Prasad Meena	Paediatrics	FIT
06	Dr. Ranveer Singh Jadoor	Medicine	FIT
07	Dr. Adarsh Wamanrao Barwad	Pathology	FIT
08	Dr. Krishna Kishore Inampudi	Biophysics	FIT
09	Dr. Ran Kanwar Yadav	Nephrology	FIT
10	Dr. Pragyan Acharya	Biochemistry	FIT
11	Dr. Narendra Kumar Bagri	Pediatrics	FIT
12	Dr. Saroj Kumar	Biophysics	FIT
13	Dr. Rakesh Kumar	Community Medicine	FIT

From Additional Professor to Professor for the batch w.e.f. 01.07.2022:-

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
1.	Dr. Vivek Tandon	Neurosurgery	FIT
2.	Dr. Pankaj Kumar Singh	Neurosurgery (JPNATC)	FIT
3.	Dr. Kapil Sikka	Speech Pathology/ Audiology (ENT)	FIT

4.	Dr. Chirom Amit Singh	E.N.T.	FIT
5.	Dr. Prabhjot Singh	Urology	FIT
6.	Dr. Saurabh Kr. Gupta	Cardiology	FIT
7.	Dr. Sachin Anil Borkar	Neurosurgery	FIT
8.	Dr. Gyaninder Pal Singh	Neuro-Anesthesia (JPNATC)	FIT
9.	Dr. Ashish Bindra	Neuro-Anesthesia (JPNATC)	FIT
10.	Dr. Keshav Goyal	Critical & Intensive Care (JPNATC)	FIT
11.	Dr. Deepti Vibha	Neurology	FIT
12.	Dr. Suruchi Hasija	Cardiac-Anesthesia	FIT
13.	Dr. Shilpa Sharma	Pediatric Surgery (JPNATC)	FIT
14.	Dr. Anil Kumar Pandey	Medical Physics (Nuclear Medicine)	FIT
15.	Dr. Manish Soneja	Medicine	FIT
16.	Dr. Kapil Yadav	Community Medicine	FIT
17.	Dr. K. Aparna Sharma	Obst. & Gynae.	FIT
18.	Dr. Garima Kachhawa	Obst. & Gynae (JPNATC)	FIT
19.	Dr. Reeta Mahey	Obst. & Gynae (ART)	FIT
20.	Dr. Richa Aggarwal	Critical & Intensive Care(JPNATC)	FIT
21.	Dr. Navdeep Sokhal	Critical & Intensive Care(JPNATC)	FIT
22.	Dr. Kapil Dev Soni	Critical & Intensive Care(JPNATC)	FIT
23.	Dr. Niraj Kumar	Neuro-Anesthesia (JPNATC)	FIT
24.	Dr. Bhavuk Garg	Orthopedics	FIT
25.	Dr. Mohammed Tahir Ansari	Orthopaedics	FIT
26.	Dr. Arindam Choudhury	Cardiac-Anesthesia	FIT
27.	Dr. Chandan Jyoti Das	Radio-Diagnosis	FIT
28.	Dr. Madhusudhan K.S.	Radio-diagnosis	FIT
29.	Dr. Manisha Jana	Radio-Diagnosis	FIT
30.	Dr. Bagchi Soumita Kamal Kumar	Nephrology (JPNATC)	FIT
31.	Dr. Piyush Ranjan	Medicine	FIT
32.	Dr. Sumit Malhotra	Community Medicine	FIT
33.	Dr. Senjam Suraj Singh	Community Ophthalmology	FIT
34.	Dr. Surabhi Vyas	Radio-Diagnosis	FIT

35.	Dr. Chandrashekhara S.H	Radio-Diagnosis (Dr.BRA IRCH)	FIT
36.	Dr. Devasenathipathy Kandasamy	Radio-Diagnosis	FIT
37.	Dr. Hemanga Kumar Bhattacharjee	Surgery	FIT
38.	Dr. Madhavi Tripathi	Nuclear Medicine	FIT
39.	Dr. Prasenjit Das	Pathology	FIT
40.	Dr. Deepali Jain	Cyto-Pathology	FIT
41.	Dr. Geetika Singh	Pathology (Dr. BRA IRCH)	FIT
42.	Dr. Sudheer Kumar. A	Cardiac Pathology	FIT
43.	Dr. Asit Ranjan Mridha	Pathology	FIT
44.	Dr. Uma Sharma	N.M.R	FIT
45.	Dr. Subhash Gupta	Radiotherapy	FIT
46.	Dr. Haresh K.P	Radiotherapy	FIT
47.	Dr. Alok Kumar Ravi	Ocular Biochemistry	FIT
48.	Dr. Virendra Kumar	N.M.R	FIT
49.	Dr. Nabanita Halder	Ocular Pharmacology	FIT
50.	Dr. Yatan Pal Singh Balhara	Psychiatry (NDDTC)	FIT
51.	Dr. Raman Deep	Psychiatry	FIT
52.	Dr. Nirupam Madaan	Hospital Administration	FIT
53.	Dr. Anoop Kumar Daga	Hospital Administration	SEALED COVERED
54.	Dr. Amit Lathwal	Hospital Administration	FIT
55.	Dr. Mahesh R	Hospital Administration	FIT
56.	Dr. Saroj Kaler Jhajhria	Anatomy	FIT
57.	Dr. Sunil Kumar	Surgical Oncology	FIT
58.	Dr. Mukurdipi Ray	Surgical Oncology	FIT
59.	Dr. Asmita Patil	Physiology	UNFIT
60.	Dr. Ravindra Venkat Rao	Psychiatry for NDDTC	FIT
61.	Dr. Rakesh Garg	Anaesthesiology (Dr.BRA IRCH)	FIT
62.	Dr. Nishkarsh Gupta	Anaesthesiology (Dr.BRA IRCH)	FIT
63.	Dr. Dalim Kumar Baidya	Anaesthesia (CDER)	FIT
64.	Dr. Devalina Goswami	Anaesthesia (CDER)	FIT
65.	Dr. Vinod Kumar	Anaesthesiology (Dr.BRA IRCH)	FIT

66.	Dr. Sachidanand Jee Bharti	Anaesthesiology (Dr. BRA IRCH)	FIT
67.	Dr. Chitaranjan Behera	Forensic Medicine	FIT
68.	Dr. Sanjeev Kumar Gupta	Laboratory Oncology (Dr. BRA IRCH)	FIT
69.	Dr. Anita Chopra	Laboratory Oncology (Dr. BRA IRCH)	FIT
70.	Dr. Pranay Tanwar	Laboratory Oncology (Dr. BRA IRCH)	FIT
71.	Dr. Shalimar	Gastroenterology	FIT
72.	Dr. Ashwani Kumar Mishra	Biostatistics (NDDTC)	FIT
73.	Dr. Maroof Ahmad Khan	Biostatistics	UNFIT
74.	Dr. Manoj Kumar Sahu	Intensive Care for CTVS including Cardiac Transplantation Program	FIT
75.	Dr. Hari Prasad G.	Biophysics	FIT
76.	Dr. Sharmistha Dey	Biophysics	FIT
77.	Dr. Palleti Rajashekar	CTVS	FIT
78.	Dr. Levee Joseph Devarajan. S	Neuro-Radiology	
79.	Dr. Sudip Sen	Biochemistry	FIT
80.	Dr. Baibaswata Nayak	Molecular Biology (Dept. of Gastroenterology)	FIT
81.	Dr. Rachna Bhargava	Clinical Psychology (NDDTC)	FIT
82.	Dr. Sujata Satapathy	Clinical Psychology (Dept. of Psychiatry)	FIT
83.	Dr. Gauri Shanker Kaloiya	Psychology (NDDTC)	FIT

Out of 102, 02 candidates, namely Dr. Asmita Patil (Sl. No.59) to the grade of Professor of Physiology for the batch of 01-07-2022 and Dr. Maroof Ahmad Khan (Sl. No. 73) to the grade of Professor of Biostatistics for the batch of 01-07-2022, were found unfit by the Standing Selection Committee.

The remarks of the Standing selection Committee in these cases are as below.

Dr. Asmita Patil (Sl. No. 59) :-

Dr. Asmita Patil was interviewed for promotion to the post of Professor of Physiology with the assistance of two external experts, Dr. Mrunal Phatak, Professor & Head, Department of Physiology, AIIMS, Nagpur and Dr. A.K. Pandey, Professor & Head, Department of Physiology, ESIC Medical College, NIT-3, Faridabad - 121 001. The interview continued for almost 40 minutes. Her research output in terms of publications and number of grants during the assessment period were unsatisfactory. For example, publication (Pub-Med.) within the assessment period as the first or corresponding author were only Two; and extramural grant as PI was nil. She could not satisfactorily answer the questions posed by the experts. The Selection Committee along with the experts unanimously decided to declare her "UNFIT" for promotion to the post of Professor of Physiology.

Dr. Maroof Ahmad Khan (Sl. No. 73) :-

Dr. Mafoof Ahmad Khan was interviewed for promotion to the post of Professor of Biostatistics with the assistance of two external experts, Dr. S.K. Upadhyaya, Professor, Department of Statistics, Institute of Science, Banaras Hindu University, Varanasi - 221 005 and Dr. K. Thennarasu, Professor & Head, Department of Biostatistics, NIMHANS, Bangalore. The interview continued for almost 40 minutes. His research output in terms of publications and number of grants during the assessment period were unsatisfactory. For example, publication within the assessment period as the first or corresponding author were only two; and extramural grant as PI was only One. He could not satisfactorily answer the questions posed by the experts. The Selection Committee along with the experts unanimously decided to declare him "UNFIT" for promotion to the post of Professor of Biostatistics.

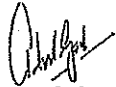
The committee noted that the recommendations of the Standing Selection Committee in respect of Dr. Anoop Kumar Daga for promotion to the grade of Additional Professor was kept in a sealed cover as disciplinary proceedings under Rule 14 of the CCS (CA) Rules, 1965 is pending against him. The HR Sub Committee therefore recommended that recommendations of the Standing Selection Committee may only be taken into consideration after conclusion of said disciplinary proceedings and outcome of the same, as per laid down instructions on the subject.

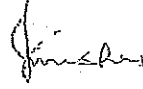
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After due deliberations, the HR Sub-Committee approved the recommendations of the Standing Selection Committee for 230 posts of Assistant Professors in 91 disciplines and promotion of eligible Assistant, Associate and Additional Professors to Associate Prof., Additional Prof. & Professor respectively under APS scheme.

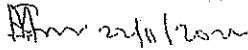
The meeting ended with a vote of thanks to the Chair.



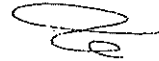
(Dr. Atul Goel)  
Member



(Jaideep Kumar Mishra)  
Member



(Dr. M. Srinivas)  
Member Secretary



(Rajesh Bhushan)  
Chairperson





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

**CRITERIA FOR ASSESSMENT PROMOTION SCHEME TO  
 THE FACULTY MEMBERS AT THE AIIMS, NEW DELHI**

The Assessment Promotion Scheme (APS) introduced at the AIIMS w.e.f 01.07.1989 and its amendments from time to time for promotion of faculty members from the post of Assistant Professor to Associate Professor, Associate Professor to Additional Professor and from Additional Professor to Professor, provided as under:-

1. Assistant Professor with three years of service will be eligible for appointment to the grade of Associate Professor subject to clearance of the prescribed selection process.
2. Associate Professors with three years of service will be eligible for appointment to the grade of Additional Professor subject to clearance of the prescribed selection process.
3. Additional Professor with four years of service will be eligible for appointment to the grade of Professor subject to clearance of the prescribed selection process.
4. Faculty members would be eligible to avail of three consecutive chances to appear before the Standing Selection Committee in three years.
5. The faculty member who have completed the requisite eligibility service as on 30<sup>th</sup> June of each year will be eligible to be considered by the Standing Selection Committee for promotion to his/her next grade.

**GUIDELINES FOR ADVISERS/EXPERTS**

**A. Procedure for Interview :**

1. The object of the interview is to find out whether a candidate is adequately equipped for the post for which he is being assessed. For this purpose, it is necessary to assess the level and depth of his professional knowledge. It is mainly the responsibility of the Advisers/Experts to do this. More important than this, they must ascertain whether he has the ability to use the knowledge in practice and whether he can think independently.

- ii. His general ability - i.e. his capacity to learn as distinct from what he has already learnt.
- iii. Evidence of any special aptitude - even if undeveloped.
- iv. His disposition as show in :
  - a) His capacity and skill in human relationship;
  - b) His effectiveness in work - i.e. degree of energy, drive, thoroughness, care, etc.
- v. His aims and interest in relation to work he may be required to do.
- vi. His physical capacities
- vii. The opportunities he has had, and the use he has made of them

All these aspects are to be assured, having into account the requirements of the post.

4. It may be a good plan to take up a topic on which the candidate has some experience or is interested and test him mainly on his own ground. An assessment of his capacity and potentiality for further development should also be made.
5. The interview should have the character of discussion and not of a cross examination. The candidate should be put at ease so that he may give out his best. In no circumstances any member of the Interview Board or Expert/Adviser should raise his voice or show any temper. The candidate should not be embarrassed by derisive laugh, even if the answer given by him is absurd. After the interview is over, the candidate should have an impression that he has been provided full opportunity and he has done reasonable well.

Please remember, this is an interview and not an examination :

6. Following are some of the Dos and Donts suggested for the Members, Advisers/ Experts of the Interviewing Board:-

DOs:

1. Main stress, is to find out whether the candidate is suitable to the post;
2. Ask one question at a time;
3. Link questions logically and follow appropriate leads;
4. Be encouraging;
5. Show interest in the interviewees;

- (i) As per the present practice, only the experts give their grading/markings. Perhaps the Committee could also give markings/grading. Perhaps the members of the Selection Committee should also give markings/grading.
- (ii) The technical experts who are asked to leave after fixing the grading/markings before should continue to remain till the final selection process is over.
- (iii) To make selections more transparent, the grading/markings given by the members of the Selection Committee should be kept as records which could be scrutinized by the Governing Body, in case of need.
- (iv) In case of appeals, the Governing Body should scrutinize the appeals as to whether they show appeal/representation has a reasonable basis, the same should be referred back to the full committee and the experts assisting the Committee during reconsideration should participate in the original selection.
- (v) The appellant should invariably be given an opportunity of personal hearing by the Selection Committee.
- (vi) All members of the Selection Committee, as well as the technical experts should be asked grading/markings to each candidate in the following manner:
  - (a) A+
  - (b) A
  - (c) B+
  - (d) B
  - (e) C

*Handwritten signature*

Item No. IB/5: To consider the suggestions of the Sub-Committee for making selections transparent and more participatory at the AIIMS, New Delhi.

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NOTE FOR THE INSTITUTE BODY

Item No. IB/\_\_\_5

TO CONSIDER THE SUGGESTIONS OF THE SUB-COMMITTEE  
MAKING SELECTIONS TRANSPARENT AND MORE PARTICIPATORY  
THE A. I. I. M. S. . NEW DELHI.

\*\*\*\*\*

The President, AIIMS in the meeting of the Institute Body held on 21st August, 1996 while considering the action on the minutes of the Institute Body meeting held on 28.10.96 informed that a Group had been constituted with the Institute members to come up within 15 days with suggestions for making selections transparent and more participatory:-

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

The Sub-Committee has submitted its recommendations to the President, AIIMS and the Minister of State for Health & Family Welfare/President, AIIMS has approved the same as done by the Ministry of Health & Family Welfare vide No.V.16020/66/96-ME(PG) dated the 28th October, 1996. The letter and the recommendations are at ANNEXURE-I.

While submitting the recommendations, it was noted to the Committee that the Governing Body is the Appellate Authority for Group 'A' posts (other than the Director) there is a Standing Selection Committee for making selections. The services of outside experts are also taken while making selections and the recommendations of the Standing Selection Committee are advisory in nature.

The Sub-Committee has recommended as under:-

1. As per the present practice, only the experts give their gradings/markings. Perhaps the members of the Selection Committee could also give gradings/markings.
2. The technical experts who are asked to leave after giving the gradings/markings before the final selection is made, should continue to remain till the final selection process is over.
3. To make selections more transparent, the gradings/markings given by the members of the Standing Selection Committee should be kept as records and could be scrutinized by the Governing Body, in case of need.
4. In case of appeals, the Governing Body should scrutinize the appeals as to whether they should be entertained. If any appeal/representation is entertained on a reasonable basis, the same should be referred back to the full Selection Committee for reconsideration. The experts assisting the Committee for reconsideration should not be the same as participated in the original selection.

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

In order to make the selections transparent and participatory, it is proposed that all the members of Selection Committee as well as the technical experts should be asked to give confidentially gradings/markings of each candidate in the following manner:

- 1) A+
- 2) A
- 3) B+
- 4) B
- 5) C

The gradings given by all the members of the Selection Committee and technical experts should be placed before the Chairman of the Selection Committee and final selection of candidate will be made on the basis of gradings/markings given by the members of the Selection Committee and the technical experts as mentioned above. In case, there is a tie in the gradings in respect of any candidate, the final decision for the selection of the candidate, should rest with the Chairman of the Selection Committee after discussion with other members of the Selection Committee.

If the above method is applied for making the final selection of the candidates, then there is no need for technical experts to continue to sit in the Selection Committee after final decision is made. In this way, the confidentiality of selected candidate will be maintained. The members of Selection Committee and the technical experts will specifically be asked to give the gradings in respect of each candidate as mentioned above. The same procedure should be applied in case of candidates who are appearing under Assessment Promotion Scheme.

The recommendations of the Sub-Committee as well as the above procedure is placed before the Institute Body for consideration.

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GOVERNMENT OF INDIA  
MINISTRY OF HEALTH & FAMILY WELFARE  
NEW DELHI-110011

Mrs. Sunila Basant  
Joint Secretary  
Tele: 301-6730

D.O.No. V.16020/66/96-ME(PG)  
Dated: 28th October, 1996

Dear Dr. Dave,

As you may be aware that in the meeting of the Institute Body of AIIMS held on 21st August, 1996. The President AIIMS informed that a Group had been constituted with the following members to come out within 15 days with suggestions for making selections transparent and more participatory:

1. Dr. L.K. Bhutani, Director, AIIMS (since retired)
2. Dr. Narendra Behari, DGHS
3. Shri Vijay Singh, JS (FA)
4. Smt. Sunila Basant, JS(SB)

I enclose herewith a copy of the recommendations of the Group. The recommendations have been approved by the Minister of State for Health & Family Welfare/President, AIIMS.

I would request you to take necessary action to implement the recommendations under intimation to this Ministry at the earliest.

With regards,

Yours sincerely,

sd/-  
(SUNILA BASANT)

Dr. P.K. Dave,  
Director  
AIIMS,  
New Delhi.

In the meeting of the Institute Body of AIIMS held 21.8.96, the President, AIIMS informed (IB/3) that a group has been constituted with the following members to come up within days with suggestions for making the selections transparent more participatory:-

1. Dr. L.K. Bhutani, Director, AIIMS
2. Dr. Narendra Bihari, DGHS
3. Shri Vijay Singh, JS (FA)
4. Smt. Sunila Basant, JS(SB)

Accordingly Dr. Bhutani, Dr. Bihari, Shri Singh and Smt. Basant met on two occasions. We noted the provisions of the AIIMS Act, Rules and Regulations that the Governing Body is the appointing authority for Group 'A' posts (other than Director). There is a Standing Selection Committee for making selections. The services of outside experts are also taken while making selections. The recommendations of the Standing Selection Committee are advisory in nature.

We considered the functioning of the Selection Committee. As per the present practice, only the experts give gradings. Perhaps the members of the Selection Committee could also give markings/gradings. The experts leave after giving gradings before the selection is made. It is suggested that the experts should remain till the selection process is over. To make selections more transparent, the gradings/markings given by the members of the Standing Selection Committee should be kept as records which could be scrutinised by the Governing Body in case of need.

In case of appeals the Governing Body should scrutinise the appeals as to whether they should be entertained.

If any appeal/representation has a reasonable basis, this should be referred back to the full Selection Committee for reconsideration. The experts assisting the Committee during reconsideration should not be the same who participated in the original selection. The appellant should invariably be given the opportunity of a personal hearing by the Selection Committee.



The alternative of setting up another ad hoc Committee to go into appeals would not be advisable in view of likely complications.

(DR. L.K. BHUTANI)  
Director  
A.I.I.M.S.  
(since retired)

Sd/-  
(VIJAY SINGH)  
Joint Secretary (FA)  
M/o Health & F.W.

sd/-  
(DR. NARENDRA BIHARI)  
Director General of  
Health Services

Sd/-  
(SUNILA BASANT)  
Joint Secretary (SB)  
M/o Health & F.W.

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ANNEXURE

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ANNEXURE

The Institute Body on 18.09.1997 after considering the aforesaid agenda item, decided as under:

"The report of the Sub-Committee along with the suggestions made in the agenda item (Body, however, felt that in appeal(s), when the cases are referred back to the Selection Body, the individual may be interviewed with new technical experts. The Institute -the candidates will continue to be valid for one year, extendable by six months".

The aforesaid decision was confirmed by the Institute body in its meeting held on 17.06.1998

The above matter is placed before the Standing Selection Committee for kind perusal.

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TC  
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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/17**

**To consider the representation of Dr. Asmita Patil, Additional Professor in the Department of Physiology, AIIMS, for reconsideration of his promotion to the next grade of Professor under Assessment Promotion Scheme (APS) at AIIMS, New Delhi**

**NOTE FOR THE GOVERNING BODY**

Item No. GB/ 160/17

**TO CONSIDER THE REPRESENTATION OF DR. ASMITA PATIL, ADDITIONAL PROFESSOR IN THE DEPARTMENT OF PHYSIOLOGY, AIIMS, FOR RECONSIDERATION OF HIS PROMOTION TO THE NEXT GRADE OF PROFESSOR UNDER ASSESSMENT PROMOTION SCHEME (APS) AT AIIMS, NEW DELHI.**

\*\*\*\*\*

**1. INTRODUCTION**

- 1.1. Dr. Asmita Patil was appointed on 29.05.2012 as Assistant Professor of Physiology at AIIMS, New Delhi.
- 1.2. Dr. Asmita Patil become eligible for the promotion to grade of Professor for the batch of 01.07.2022 after completion of a period of 4 years service as Additional professor.
- 1.3 She had appeared before the Standing Selection Committee for the promotion to the grade of Professors under Assessment Promotion Scheme (APS) on 30.10.2022
- 1.4 She was found 'UNFIT' by the Standing Selection Committee for promotion.
- 1.5 Dr. Asmita Patil, Additional Professor of Physiology submitted her representation dated 02.12.2022 to reconsider her case (Annexure 1). In her representation she has made following submissions justifying her request for reconsideration:-

"I have been working on various project; short term and long term. I would like to specifically mention the collaboration that I have developed with IIT-Delhi, supported by our esteemed institutions. This study, a pioneer in our country, included conceptualizing, designing and fabrication of an exposure chamber for rodents. This seeks to pave a way for the future scope encompassing effect of diesel exhaust on various physiological system, trans-generational consequences (ICMR funded), investigations at the multi-omics level, molecular and cellular mechanisms and evaluation of interventional therapy. The importance of basic research in environmental pollution cannot be overemphasized. This setup is running successfully in out department and has been submitted for approval for patent. This is a growing endeavor with involvement of faculty from multiple disciplines."

"I have pioneered another setup for recording of muscle activity in human subjects. This same is now implemented as a practical for undergraduates and postgraduate students."

"Co-investigator for one ICMR project and two intramural projects of Obstetrics and Gynecology."

"Working on Patho-Physiology and molecular nuances of endometriosis in association with OG."

"I have five papers published in indexed journal during this period."

"HOD always appreciated my academic, scientific and administrative capabilities."

"ACR of the period under consideration have been well recommended by my head of the department and reviewing officers, getting comments of excellent and outstanding."

2. ADMINISTRATIVE COMMENTS

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2.1 The reason of not promoting Dr. Asmita Patil as recorded in the Standing Selection Committee's minutes are as bellow:- (Annexure-II)

"The interview continued for almost 40 minutes. Her research output in term of publications and number grants during the assessment period were unsatisfactory. For example, publication within the assessment period as the first or corresponding author were on two; and extramural grant as PI was nil. She could not satisfactorily answer the questions posed by the experts. The Selection Committee along with the experts unanimously decided to declare her UNFIT for promotion to the post of Professor of Physiology".

3. In this regard, it is submitted that Institute Body vide Agenda Item No. IB/5 in its meeting held on 15.01.1997 had decided as follows to deal with such requests:-

"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.

The appellant should invariably be given an opportunity of personal hearing by the Selection Committee (Annexure-III)."

In view of the above, the representation of Dr. Asmita Patil, Additional Professor of Physiology, AIIMS, New Delhi is placed before the Governing Body for their consideration & orders please.

DIRECTOR, AIIMS, NEW DELHI has approved the submission of this matter to Governing Body for consideration.

\*\*\*\*\*

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24/12/2022

Annex-I

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Department of Physiology  
All India Institute of Medical Sciences  
New Delhi - 110 029 (INDIA)

Dr Asmita Patil  
Additional Professor

Tel: ++26594812, 26593307  
Mobile: 99718 70338

02 December 2022

To,  
The Director  
AIIMS, New Delhi - 110029

06 DEC 2022  
14/12

**Subject: Request to kindly reconsider my application for promotion to the post of Professor - reg.**

**Ref: No. F. 11 - 2 /2022-Estt.-I (FC)**

Respected Sir,

I have been working as Additional professor of physiology since June 2018. I request you for an objective and fair review of my application for your kind consideration for the post of Professor of Physiology.

Sir, I humbly state that I have been working on various projects; short term and long term. I would like to specifically mention the collaboration that I have developed with IIT-Delhi, supported by our esteemed institutions. This study, a pioneer in our country, included conceptualizing, designing and fabrication of an exposure chamber for rodents. This seeks to pave a way for the future scope encompassing effect of diesel exhaust on various physiological systems, trans-generational consequences (ICMR funded), investigations at the multi-omics level, molecular and cellular mechanisms and evaluation of interventional therapy. The importance of basic research in environmental pollution cannot be overemphasized. This setup is running successfully in our department and has been submitted for approval for patent. This is a growing endeavor with involvement of faculty from multiple disciplines.

Apart from the above, I have pioneered another setup for recording of muscle activity in human subjects. The same is now implemented as a practical for undergraduates and postgraduates students.

Pl. put up on file

SrA  
5/12/2022

P/K (FC/1)  
M.V. AK & M/V

A.D. CA)

please

Bhv 21/12/2022

Sr Ao (FC)

I am Co-investigator for one ICMR project and two intramural projects of Obstetrics and Gynecology. As I am also working on patho-physiology and molecular nuances of endometriosis in association with OG. I have five papers published in indexed journal during this period, but kindly consider that in physiology the research translation to publication takes time.

I would like to inform that although I have applied for multiple funding but even in absence of grant of projects, have still worked on alternate projects in a sustainable manner.

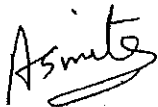
Sir, I wish to state that I have been entrusted with various departmental assignments and responsibilities since I joined the institute. My HOD always appreciates my academic, scientific and administrative capabilities. Further I wish to state that my ACR of the period under consideration have been well recommended by my head of the department and reviewing Officers, getting comments of excellent and outstanding.

I also wish to inform regarding the letter of appreciation rendered to me by the Medical Superintendent of our institute in Covid-19 supply chain management with my team of volunteers. Also, that I proactively got involved in the running of Covid-19 EHS OPD.

Sir, I have always trusted and valued the system of my esteemed institution, and my humble submission is to re-evaluate my application for consideration to promotion to the post of Professor.

Thanking you,

Yours faithfully,



(Dr Asmita Patil)

Encl.

APS application copy  
List of publications since joining institute  
List of committed projects

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

**Application form for consideration for promotion under**

**APS to the grade : PROFESSOR**

**For the batch : 01-07-2022**

1. Name in block letters:-

DR.		A	S	M	I	T	A		P	A	T	I	L				

2. Father/Husband's Name in block letters:-

DR.		D	E	V	E	N	D	E	R		K	U	M	A	R		

3. (a) Department:-

P	H	Y	S	I	O	L	O	G	Y								

(b) Present designation:-

A	D	D	I	T	I	O	N	A	L
P	R	O	F	E	S	S	O	R	

4. Postal Address:-

B		4		T	O	W	E	R		6		T	Y	P	E		5
E	A	S	T		K	I	D	W	A	I		N	A	G	A	R	

STATE

D	E	L	H	I	
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PIN

1	1	0	0	2	3
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## 5. Contact details:-

Phone No.  
with STD

0	1	1	2	6	5	9	4	8	1	2		
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9	9	7	1	8	7	0	3	3	8
---	---	---	---	---	---	---	---	---	---

E-mail address

drasmita@rediffmail.com

6. Date of Birth

Date	Month	Year
24	MARCH	1973

7. Are you a scheduled Caste/Scheduled Tribes/OBC Candidate?(Yes/No) YES

If yes, state the category

SC

8. Sex:-  
(Tick the relevant)

Male	Female
<input type="checkbox"/>	<input checked="" type="checkbox"/>

## 9. Educational Qualification:-

Name of the Examination	Subject/ Discipline/Title	University/ Institute/College	Month & Year of Passing final examination	No. of attempts	Class/ Division/ Grade
M.B.B.S		JIPMER	Dec 1995	2	1
M.D./M.S.	PHYSIOLOGY	JIPMER	2005	1	I, UNIVERSITY TOPPER
Any other examination	NIL				

## 10. Experience of Research work and available published material, if any, mention the details and enclose reprint thereof:-

AIIMS-IIT-Delhi Faculty Interdisciplinary Research Project on study the effects of exposure to petrol, diesel and biodiesel blend fuel-engine exhaust on testicular morphology and spermatogenesis in male wistar rats. Innovation research on exposure chamber for pollution research in rat model.

A study of user satisfaction among healthcare providers regarding extended use of N95 masks during COVID-19 pandemic.

Assessment of Communication Skills in Resident doctors (A Questionnaire based study)  
Working with Department of Obstetrics and Gynecology on the essentials of inflammatory cytokines in Implantation and Endometriosis.

Completed and Committed Research Projects (2012-2022)			
Title	Student	Course and duration	
In-vitro action of cationic antimicrobial peptide on cytokine profiles of early placental cytotrophoblast	Megha Saxena	MSc (2014-2016)	
Evaluation of protein expression of microchimeric Y-chromosome in ovarian endometriosis	Dr. Aditya Dontham	MD (2017-2020)	
A study on cellular physiology of endometriosis-associated estrogenic action in endometrial stromal cells	Dr. Jeevitha Poorasamy	PhD (2020 ongoing)	
To study the effect of diesel exhaust exposure on male reproduction in the laboratory rat	Swarnabha Sarkar	PhD (2020 ongoing)	
Study of the effects of exposure to diesel, biodiesel and blend fuel engine exhaust on testicular morphology and spermatogenesis in male wistar rats	Abhishek Kandpal (IIT-Delhi)	PhD (2019 ongoing)	
To study the effect of high fat diet (HFD) induced oxidative stress in autonomic nervous system on the structural and male reproductive system of adult Wistar rat.	Dr. Aditya Dontham		
Funded Projects:			
Title	Funding agency	Duration	Amount (INR)
In-vitro study of the molecular nature of paracrine interaction between the testicular Sertoli and germ cells of immature and mature male mice	AIIMS-IRG	2014-2016	9 Lakhs
Study the effects of exposure to diesel, biodiesel and biodiesel blend fuel-engine exhaust on testicular morphology and spermatogenesis in male wistar	AIIMS-IIT Delhi Collaborative project	2019-2021	20 Lakhs
Transgenerational impact of diesel exhaust exposure on the male reproduction in the rat	ICMR	2021-2024	29,90,490.80
Circulatory exosomal microRNA (miRNA) as marker of endometriosis: A pilot study	AIIMS-IRG (Dr. Juhi Bharti)	2019 to 2022	10 Lakhs

**Non-funded Projects**

1. To study the effect of high fat diet (HFD) on the structural and functional components of reproductive system and autonomic nervous system changes in male adult Wistar rat.
2. An Innovative Method to Demonstrate Nerve Muscle Physiology Experiments Using Finger Muscle Twitch Recording in Human.
3. Determine the reaction time in a subject using computer (PsychoPy).
4. Development of self-assessment tool of resident doctors' communication skills in India.
5. A study of user satisfaction among healthcare providers regarding extended use of N95 masks during COVID-19 pandemic.
6. Development and standardizing procedures for testicular cells isolation and 3D culture.
7. Developing animal model for pollution research and spermatogenesis.

## 11. Employment details at AIIMS (starting from Assistant Professor only) :-

Designation	Date of Joining	Date of leaving
ASSISTANT PROFESSOR	29-05-2012	
ASSOCIATE PROFESSOR	01-07-2015	
ADDITIONAL PROFESSOR	01-07-2018	

## 12. Publication and Research work (Give number only):-

	Published	Under Publication	1 <sup>st</sup> Author/ Communicating Author
<b>1. Research Papers</b>	9	1	
Indexed Journals			
Non- Indexed Journals	1		1
<b>1. Books</b>			
Text Books			
Edited Books			
Educational Books			
<b>3. Chapter in Books</b>	3		
<b>4. Abstracts</b>			
Indexed Journals			
Non-Indexed Journals			

## 13. Research Projects as Chief Investigator:-

Source of Funding	Year	Total Amount
1. AIIMS-IIT-Delhi Faculty Interdisciplinary Research Projects: Study the effects of exposure to diesel, biodiesel and biodiesel	2018-22	Rs 10,00,000/-

blend fuel-engine exhaust on testicular morphology and spermatogenesis in male wistar		
2. ICMR: Transgenerational impact of diesel exhaust exposure on the male reproduction in the rat	2021-24	Rs 29,90,490.80
3. Non funded projects (3)		
1. To study the effect of high fat diet (HFD) on the structural and functional components of reproductive system and autonomic nervous system changes in male adult Wistar rat.	2022	nil
2. An Innovative Method to Demonstrate Nerve Muscle Physiology Experiments Using Finger Muscle Twitch Recording in Human.	2018-2019	
3. Determine the reaction time in a subject using computer (PsychoPy).	2015	

14. Awards, fellowships and membership of professional bodies:-

Membership of IABMS: NATIONAL and APPI: NATIONAL AND DELHI CHAPTER

15. Membership of Editorial boards of indexed international journals/Review Committees at National bodies and institutions:-

Question bank reviewer for NBE (NATIONAL BOARD OF EXAMINATIONS)  
Paper reviewer for Elsevier and IJPP.

16. Service: [Contributions made towards the development of new unit/speciality/laboratory/ programs/ therapeutic or diagnostic procedures developed or patents taken (enclosed evidence):-

Designing and development of setup (along with IIT-Delhi) and Animal model for study of Pollution on male health. (patent in process)  
Nerve Muscle practical in human subjects.  
Research on Reproductive Physiology

17. Contributions in community & national programmes:-

COVID: performed duties as Faculty consultant and coordinator of EHS Covid OPD and also coordinated the supply chain management for Covid stores. Did Covid-19 literature appraisal for AIIMS Covid portal. Member of committee to oversee the making of documentary films on "Biomedical waste management" and "Infection Control".  
Executive Member of Institute cultural committee, FAIIMS and west-campus welfare committee.  
Co-convener for poster presentation from the department on various themes for the public on Institute Day.

18. Describe your most notable contribution in Teaching and Research in 200 words:-

I am the Faculty coordinator for curriculum planning and conducting BSc Nursing, MTR, OPH, MSc Nursing, Dental and other allied paramedical courses in Physiology since January 2016. I am the Course co-ordinator of Endocrine and reproductive Physiology since 2017 for postgraduate students. Course co-ordinator for Environmental physiology for PG, MBBS and Nursing students. I have successfully conducted theory and practical semester and final examinations in the department. Committee member for Planning Teaching schedule of I year MBBS. Assisted the department head to co-ordinate project of "Physiological Biophysics" under National Project of MHRD/NMEICT and UGC for e-PG-Pathshala. Was content writer for "Physiology of Stress" in the above.

Submitted thesis for MSc student "In-vitro action of cationic antimicrobial peptide on cytokine profiles of early placental cytotrophoblast". Guide for MD student. Working with Department of Obstetrics and Gynecology on the essentials of Molecular biology of Implantation and Endometriosis. Working on collaborative project with IIT, Delhi on Diesel fumes and the cell population in mice. Collaborative nonfunded project with Medicine department on Assessment of Communication Skills in Resident doctors (A Questionnaire based study)

Resource faculty for various workshops on medical education at CMET, and other institutes.

19. List of enclosures:

1. Publication titles

### UNDERTAKING

I solemnly affirm that the information furnished above is true and correct in all respects to the best of my knowledge. I have not concealed any information. I undertake that any information furnished herein is found to be incorrect or false, I shall be liable for action as per rules in force.

Place

Signature of the Candidate

Date

Name of the Candidate  
(BLOCK LETTERS)

928  
Annexure1 : List of Publications (June 2022)

**Research Papers**

1. Poorasamy J, Garg D, Bharti J, Nambirajan A, Patil A, Sengupta J, Ghosh D. Overexpression of ErbB-1 (EGFR) Protein in Eutopic Endometrium of Infertile Women with Severe Ovarian Endometriosis during the 'Implantation Window' of Menstrual Cycle. *Reproductive Medicine*. 2022; 3(4):280-296. [SJR:0.12].
2. Poorasamy J, Sengupta J, Patil A, Ghosh D. 2022. Progesterone resistance in endometriosis. *EMJ Repro Health*. 8: 51-63. [IF: 2.3].
3. Sharma N, Gupta A, Killedar M, Bindra A, Patil A, Gupta S, Gopathoti P, Kumar P. One for everyone: A study of user satisfaction among healthcare providers regarding extended use of N95 masks during COVID-19 pandemic. *Disaster Med Public Health Prep*. 2020;1-25 . [IF: 1.38].
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Dr Asmita Patil

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**Completed and Committed Research Projects  
(2012-2022)**

**Students:**

Title	Student	Course and duration
Evaluation of protein expression of microchimeric Y-chromosome in ovarian endometriosis	Dr. Aditya Dontham	MD (2017-2020)
A study on cellular physiology of endometriosis-associated estrogenic action in endometrial stromal cells	Dr. Jeevitha Poorasamy	PhD (2020 ongoing)
To study the effect of diesel exhaust exposure on male reproduction in the laboratory rat	Swarnabha Sarkar	PhD (2020 ongoing)
Study of the effects of exposure to diesel, biodiesel and blend fuel engine exhaust on testicular morphology and spermatogenesis in male wistar rats	Abhishek Kandpal (IIT-Delhi)	PhD (2019 ongoing)

**Projects:**

Title	Funding agency	Duration	Amount (INR)
Study the effects of exposure to diesel, biodiesel and biodiesel blend fuel-engine exhaust on testicular morphology and spermatogenesis in male wistar	AIIMS-IIT Delhi Collaborative project	2019-2021	20 Lakhs
Transgenerational impact of diesel exhaust exposure on the male reproduction in the rat	ICMR	2021-2024	29,90,490.80
Circulatory exosomal microRNA (miRNA) as marker of endometriosis: A pilot study	AIIMS-IRG (Dr. Juhi Bharti)	2019 to 2022	10 Lakhs
Expression of erbB receptor family and estrogen receptor (ER) in endometrium and ectopic lesion during ovarian endometriosis	AIIMS-IRG (Dr. Deepali Garg)	2020 to 2022	Rs.9,60,000.00/-

**Non-funded Projects**

1. To study the effect of high fat diet (HFD) on the structural and functional components of reproductive system and autonomic nervous system changes in male adult Wistar rat.
2. An Innovative Method to Demonstrate Nerve Muscle Physiology Experiments Using Finger Muscle Twitch Recording in Human.



3. Determine the reaction time in a subject using computer (PsychoPy).
4. Development of self-assessment tool of resident doctors' communication skills in India.
5. A study of user satisfaction among healthcare providers regarding extended use of N95 masks during COVID-19 pandemic.
6. Development and standardizing procedures for testicular cells isolation and 3D culture.
7. Developing animal model for pollution research

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ANSARI NAGAR, NEW DELHI-110029

Minutes of the Meeting of HR-Sub-Committee under the Chairmanship of Secretary (Health), Ministry of Health & Family Welfare held on 19<sup>th</sup> November, 2022 at 10.30 a.m. in the Chamber of Secretary (Health) at MoHFW, Nirman Bhawan, New Delhi.

\*\*\*\*\*

The Governing Body in its meeting held on 10.10.2017 under agenda item No.CB-153/6 had decided that AIIMS, New Delhi will put in place a mechanism (HR Module) with the approval of the President, AIIMS to approve the appointment of the candidates selected by the Standing Selection Committee, so that selected candidates can join without waiting for the meeting of the Governing Body and a post-facto approval of Governing Body is to be obtained subsequently.

Accordingly, with the approval of the President, AIIMS, a HR Sub-Committee consisting of following members, was constituted to consider the recommendations of the Standing Selection Committee of the Institute (copy enclosed):-

1.	Secretary, Ministry of Health & Family Welfare, Government of India.	-	Chairman
2.	Director General of Health Services, Government of India	-	Member
3.	Additional Secretary and Financial Adviser	-	Member
4.	Director, AIIMS, New Delhi	-	Member-Secretary

The Meeting of HR-Sub-Committee to consider/approve the recommendations of the Standing Selection Committee meeting in various phases from the month of August 2022 to October, 2022 to select the suitable candidates for the post of Assistant Professors on regular basis in various disciplines as well as promotion of eligible faculty members under Assessment Promotion Scheme (APS) was held on 19.11.2022 at 10.30 a.m. under the Chairperson of Shri Rajesh Bhushan Secretary (Health), Government of India, Ministry of Health & Family Welfare, Nirman Bhawan, New Delhi.

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The following attended the meeting :-

1. Shri Rajesh Bhushan-Secretary (Health), MoHFW
2. Dr. Atul Goel-Director General of Health Services
3. Shri Jaideep Kumar Mishra-Additional Secretary & Financial Advisor, MoHFW
4. Dr. M. Srinivas-Director, AIIMS, New Delhi.

Committee was informed that the constitution of the Standing Selection Committee, is as under:-

- |    |   |   |          |
|----|---|---|----------|
| 1. | Dr. Kameshwar Prasad  | - | Chairman |
| 2. | Dr. Atul Goel   | - | Member   |
| 3. | Prof. Vijay Kumar Shukla  | - | Member   |
| 4. | Dr. S. Venkatesh  | - | Member   |
| 5. | Prof. Yogesh Singh  | - | Member   |
| 6. | Prof. K. Vijay Raghvan  | - | Member   |
| 7. | Dr. Prem Nair   | - | Member   |
| 8. | Prof. Randeep Guleria(till 23.09.2022)<br>Prof. M. Srinivas was 24.09.2022 onwards<br>Secretary | - | Member-  |

Committee was informed that 252 posts of Assistant Professors in various disciplines including backlog vacancies for various Centres/Departments were advertised vide Advt. No. AIIMS/New Delhi/Fac.Rect/2021/1 (Annexure-I). For these posts total 2662 candidates had applied.

Out of the 252 advertised posts, 14 posts in the following disciplines were withdrawn/withhold due to the reasons given below:

Sl.No.	Name of the post	No. of posts withdrawn/hold	Remarks
01.	Asst. Prof. of Clinical Hematology	01(OBC)	Post was withdrawn on the request of HOD, Hematology, to be advertised with revised recruitment rules.
02.	Asst. Prof. of Clinical Hematology (Adult)	01(OBC)	--do--
03.	Asst. Prof. of Haemato-Pathology	01(UR)	--do--
04.	Asst. Prof. of Oral & Maxillofacial Surgery (JPNATC)	01(UR)	Post was withdrawn on the request of Chief, CDER, to be advertised and transfer of this post to CDER from JPNATC.

05.	Asst. Prof. of Orthopedics (Emergency Medicine)	01(OBC)	Post was withdrawn on the request of HOD of Emergency Medicine, to be advertised with revised recruitment rules.
06.	Asst. Prof. of Surgery (Emergency Medicine)	01(UR)	--do--
07.	Asst. Prof. of Biochemistry (Surgical Discipline)	02(01-UR & 01-EWS)	Posts were withdrawn on the request of HOD of Lab. Medicine and Dept. of Surgical Disciplines.
08.	Asst. Prof. of Lab. Medicine (JPNATC)	02(UR)	Post was withdrawn on the request of Chief JPNATC. JPNATC wants to convert this post to Asst. Prof. Microbiology (JPNATC).
09.	Asst. Prof. of Critical & Intensive Care (Plastic, Reconstructive & Burns Surgery)	04(01-ST,01-OBC,01-UR & 01-EWS)	Posts were put on hold for administrative reason.
	Total	14	

For the following 06 posts, no candidate applied:

Sl. No.	Name of the post & Reservation	No. of posts
01.	Asst. Prof. of Cardiac Anesthesia (OBC-PWBD)	01
02.	Asst. Prof. of Endo & Metabolism (SC)	01
03.	Asst. Prof. of Clinical Pharmacology, Dr. BRAIRCH- (UR-PWBD)	01
04.	Oral Medicine & Radiology (OBC-PWBD)	01
05.	Urology-Main (ST)	01
06.	Urology-NCA (OBC)	01
	Total	06

For following 02 posts, after screening, no candidate was found eligible:-

Sl. No.	Name of the post & reservation	No. of posts
01.	Asst. Prof. of Health Education CCM (UR)	01
02.	Asst. Prof. of Radio-Chemistry ( Nuclear Medicine) - (OBC)	01
	Total	02

For the rest i.e. 230 posts of Assistant Professor under direct recruitment mode in 91 disciplines, the Standing Selection Committee interviewed candidates, in phases as below:

Sl.No.	Phase	Dates of interview
01.	1 <sup>st</sup> phase	26.08.2022 to 30.08.2022
02.	2 <sup>nd</sup> phase	07.09.2022 to 10.09.2022
03.	3 <sup>rd</sup> phase	19.09.2022 to 22.09.2022
04.	4 <sup>th</sup> phase	26.09.2022 to 30.09.2022
05.	5 <sup>th</sup> phase	06.10.2022 to 10.10.2022
06.	6 <sup>th</sup> phase	13.10.2022 to 15.10.2022
07.	7 <sup>th</sup> phase	27.10.2022 to 30.10.2022

The details of 230 posts [for which interview were held] with reservation status, number of online applicants, total Hard copy received and candidate shortlisted & recommended to be called for interview are annexed herewith as Annexure-II.

Details of 102 faculty members who were interviewed by the Standing Selection Committee for promotion to the next higher grades under Assessment Promotion Scheme are as below

Additional Professor to Professor	:	83
Associate Professor to Additional Professor	:	16
Assistant Professor to Associate Professor	:	03
Total	:	102

The quorum of Standing Selection Committee was met on the above dates of interviews. The Standing Selection Committee judged the suitability of the candidates and recommended for appointment to the post of Assistant Professors in various disciplines as well as promotion of the eligible faculty members to next higher grade under Assessment Promotion Scheme (APS).

The recommendations of the Standing Selection Committee for direct recruitment of 230 Assistant Professors in 91 disciplines & Promotion of 102 faculty members to the next level under Assessment Promotion Scheme were kept in sealed covers. These were opened in presence of HR Sub-Committee.

1. Recommendations of Standing Selection Committee for various posts and candidates selected and waitlisted candidates are as under

Sl. No.	Name of post	Name of the Selected Candidates	Category	Name of the Waitlisted Candidates	Category
1.	Assistant Professor of Anaesthesia (Main)	1. DR. PRIYANKAR KUMAR DATTA	UR	1. DR. SWATI MEHTA	UR
		2. DR. SANA YASMIN HUSSAIN	UR	2. DR. AJEET VISWANATH TP	UR
		3. DR. NEHA PANGASA	UR	3. DR. APALA ROY CHOWDHURY	UR
		4. DR. DHURV JAIN	UR	4. DR. ADITI JAIN	UR
		5. DR. AMIT KUMAR	OBC(NCL)	5. DR. RIDDHI KUNDU	UR
		6. DR. CHOROATHIPHARO KAYINA	ST	6. DR. ADITI SURI	UR
		7. DR. SAVITHRI HG	OBC(NCL)	7. DR. RAM SINGH	ST
				8. DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)
				9. DR. SACHIN KUMAR	OBC(NCL)
2.	Assistant Professor of Anaesthesia, National Centre for Ageing	1. DR. NEHA PANGASA	UR	1. DR. PRIYANKAR KUMAR DATTA	UR
		2. DR. AMIT KUMAR	OBC(NCL)	2. DR. SANA YASMIN HUSSAIN	UR
				3. DR. DHURV JAIN	UR
				4. DR. AJEET VISWANATH TP	UR
				5. DR. ADITI SURI	UR
				6. DR. HEENA GARG	UR
				7. DR. SWATI MEHTA	UR
				8. DR. NEHA GARG	UR
				9. DR. ABHITY GULIA	UR
				10. DR. ANJISHNUJIT BANDYOPADHYAY	UR
				11. DR. SAVITHRI HG	OBC(NCL)
				12. DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)

3.	Assistant Professor of Anaesthesia for Surgical Disciplines	1. DR. SANA YASMIN HUSSAIN	UR	1. DR. SWATI MEHTA	UR
		2. DR. ADITI SURI	UR	2. DR. ANKITA KABI	UR
		3. DR. HEENA GARG	UR	3. DR. RIDDHI KUNDU	UR
		4. DR. NEHA PANGASA	UR	4. DR. SAKSHI DUGGAL	UR
		5. DR. NITIN CHOUDHARY	UR	5. DR. PRIYANKAR KUMAR DATTA	UR
		6. DR. APALA ROY CHOWDHURY	UR against EWS	6. DR. AJEET VISWANATH TP	UR
		7. DR. VIKASH BANSAL	UR(PWBD)	7. DR. DHRUV JAIN	UR
		8. DR. CHORDATHIPHO KAYINA	ST	8. DR. HIROK ROY	SC
		9. DR. ANSHUL SINGH	SC	9. DR. RAM SINGH	SC
		10. DR. AMIT KUMAR	OBC	10. DR. PRAKASH GYANDEV GONDODE	SC
		11. DR. TANGIRALA NAGESWARA RAO	SC	11. DR. SASMITA PANIGRAHY	UR(PV)
		12. DR. SOUMYA SARKAR	SC	12. DR. SUSHMITA BAIIRAGI	OBC
		13. DR. SUBODH KUMAR	OBC	13. DR. SAVITHRI HG	OBC
		14. DR. SUDHANSU SEKHAR NAYAK	OBC	14. DR. ARCHANA MEENA	SC
		15. DR. SACHIN KUMAR	OBC		
4.	Assistant Professor of Anaesthesia for Plastic, Reconstructive and Burns Surgery	1. DR. NEHA PANGASA	UR	1. DR. SWATI MEHTA	UR
		2. DR. PRIYANKAR KUMAR DATTA	UR	2. DR. ANKITA KABI	UR
		3. DR. VIKASH BANSAL	UR(PWBD)	3. DR. SANA YASMIN HUSSAIN	UR
		4. DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)	4. DR. HEENA GARG	UR
		5. DR. HIROK ROY	SC	5. DR. AJEET VISWANATH TP	UR
				6. DR. DHRUV JAIN	UR
				7. DR. NEHA GARG	UR
				8. DR. ADITI SURI	UR
				9. DR. NITIN CHOUDHARY	UR

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				10. DR. ABHISHEK SINGH	UR
				11. DR. APALA ROY CHOWDHURY	UR
				12. DR. RINKI SARMA	UR
				13. DR. AMIT KUMAR	OBC(NCL)
				14. DR. SAVITHRI HG	OBC(NCL)
				15. DR. SACHIN KUMAR	OBC(NCL)
				16. DR. SNEHA SINGH	SC
				17. DR. DR PUNEET	UR(PW)
				18. DR. SASMITA PANIGRAHY	UR(PW)
5	Assistant Professor of Anatomy	DR. ARTHI G	OBC(NCL)	DR. JESSY JP	OBC(NCL)
6	Assistant Professor Cardiac Radiology (Cardiovascular Radiology & Endovascular Intervention (CTC))	DR. NIRAJ NIRMAL PANDEY	UR	DR. VINEETA OJHA	UR
				*The committee recommended the candidate Vineeta Ojha, interviewed Department of Cardiac Radiology exceptionally good and an extra seat is considered to accommodate the best candidate.	
7	Assistant Professor of Biotechnology (Main)	DR. AVTAR SINGH MEENA	ST	1. DR. PAU BIAK SINGH	SC
				2. DR. NARESH KUMAR MEENA	SC
8	Assistant Professor of Anaesthesia for NCI, Jhajjar	1. DR. RAGHAV GUPTA	UR	1. SWATI BHAN	UR
				2. RINKI SARMA	UR
9	Assistant Professor of Biochemistry (Main)	DR. KARTHIKEYAN P	OBC(NCL)	1. DR. ASHIKH A SEETHY	OBC(NCL)
				2. DR. NEERAJ KUMAR	OBC(NCL)
10	Assistant Professor of Oral Pathology & Microbiology (CDER)	DR. VARUN SURYA	SC	DR. AKSHAY VERMA	SC
11	Assistant Professor of Prosthodontics and Crown Bridge (CDER)	DR. ARUN KUMAR N	ST	DR. KAMAL KUMAR MEENA	SC
12	Assistant Professor of Orthodontics and Dentofacial Orthopaedics (CDER)	DR. RAJIV B	UR	DR. GAYATRI GANESH	UR
13	Assistant Professor of Cardiology (CTC)	DR. SOURABH AGSTAM	SC	DR. RAGHAVENDRA RAO K	SC
14	Assistant Professor of Cardiology for National Centre for Ageing	DR. NIRMAL GHATI	UR (against EWS)	DR. NITISH RAI	UR
15	Assistant Professor of Cardiology for NCI, Jhajjar	DR. RAGHAVENDRA RAO K	SC	No candidate waitlisted	

*Dr. J. S. Jaiswal*  
*Dr.*







16	Assistant Professor of CTVS (CTC)	1. DR. PRATEEK VASWANI	UR	1. DR. YATIN ARORA	
		2. DR. RENJITH S	UR	2. DR. BHARATH V	
		3. DR. AMITABH SATSANGI	UR against EWS		
		4. DR. MAYANK YADAV	OBC		
		5. DR. SUSHAMA GAYATRI BANDI	OBC		
		6. DR. NAVNITA KISKU	ST		
17	Assistant Professor of Otorhinolaryngology (ENT)	DR. ANUP SINGH	OBC(NCL)	DR. RAVNEET RAVINDER VERMA	OBC
18	Assistant Professor of Community Otorhinolaryngology (ENT)	DR. POONAM SAGAR	SC	DR. NEHA SHAKRAWAL	SC
19	Assistant Professor of Neuro-Radiology	DR. VINAYA GAMANIS	OBC(NCL)	DR. PUNEETH K T	OP
20	Assistant Professor of Pediatric Surgery (Main)	1. DR. SACHIT ANAND	UR	1. DR. KASHISH KHANNA	
		2. DR. GALI DIVYA	SC	2. DR. VIPAN KUMAR	
21	Assistant Professor of Psychiatry (JPNATC)	DR. NISHITA CHAWLA	UR against EWS	1. DR. VIJAY KRISHNAN	
				2. DR. SWARNDHEEP SINGH	
22	Assistant Professor of Psychiatry (National Centre for Ageing)	DR. PREETHY K	OBC (NCL)	DR. ARPIT JASHWANTBHAI PARMAR	OBC
23	Assistant Professor of Pulmonary Medicine	1. DR. SAURABH MITTAL	UR	DR. TEJAS M SURI *	
		2. DR. PAWAN TIWARI	UR (against EWS)	*The committee recommended candidate Dr. Tejas M Suri, interview Department of Pulmonary Medicine exceptionally good and an extra seat considered to accommodate the candidate.	
		3. DR. HARSHITH R	OBC(NCL)		
24	Assistant Professor of Surgical Oncology, Dr. B.R.A. IRCH	1. DR. BABUL BANSAL	UR	1. DR. NAVEEN KUMAR	
		2. DR. MANOJ GOWDA S	OBC (NCL)	2. DR. JYOUTISHMAN SAIKIA	
		3. DR. RAGHURAM K	SC	3. DR. AMITABHA MANDAL	
25	Assistant Professor of Surgical Oncology (NCI, Jhajjar)	1. DR. NAVEEN KUMAR	UR	DR. AMITABHA MANDAL	
		2. DR. JYOUTISHMAN SAIKIA	SC	against EWS	
		3. DR. MANOJ GOWDA S	OBC (NCL)		
		4. DR. RAGHURAM K	SC		
26	Assistant Professor of Forensic Medicine (JPNATC)	DR. SWATI TYAGI	UR	DR. SHASHANK TYAGI	UR
27	Assistant Professor of Forensic Medicine (Plastic Reconstructive and Burns Surgery)	DR. ABILASH S	OBC(NCL)	DR. KRISHNA KUMAR SINGH	OBC
28	Assistant Professor of Clinical Psychology (National Centre for Ageing)	DR. SWATI KEDIA GUPTA	UR	1. DR. SWATI BAJPAI	
				2. DR. PRERNA SHARMA	

29	Assistant Professor of Medicine (Main)	1. DR. SIDDHARTH JAIN	UR	1. DR. JATIN AHUJA	UR
		2. DR. AMANDEEP SINGH	SC	2. DR. GAURAV GUPTA	SC
		3. DR. BINDU PRAKASH	OBC(NCL)		
30	Assistant Professor of Medicine (NCl Jhajjar)	1. DR. NIKET VERMA	UR	DR. ATINDRA NARAYAN	UP
		2. DR. AMANDEEP SINGH	SC		
31	Assistant Professor of Emergency Medicine (Main)	No candidate selected			
32	Assistant Professor of Emergency Medicine (JPNATC)	1. DR. RITIN MOHINDRA	UR	No candidate waitlist	
		2. DR. VINETH CHANDRAN K P	SC		
33	Assistant Professor of Emergency Medicine (NCl Jhajjar)	DR. ANSHUL JAIN	UR	No candidate waitlist	
34	Assistant Professor of Endo. & Metab. (NCl Jhajjar)	1. DR. ALPESH GOYAL	UR	No candidate waitlist	
		2. DR. RAHUL GUPTA	UR		
35	Assistant Professor of Endocrine Biochemistry (Endo. & Metab.)	DR. ASHUTOSH KUMAR ARYA	SC	DR. ASHOK KUMAR AHIRWAR	
36	Assistant Professor of Neuroanesthesiology (Main)	DR. HIROK ROY	SC	No candidate waitlist	
37	Assistant Professor of Nephrology for NCl Jhajjar	1. DR. PALLAV PRASAD	UR	No candidate waitlist	
		2. DR. ANITHAS	OBC(NCL)		
38	Assistant Professor of Microbiology (Surgical Disciplines)	1. DR. PRIYAM BATRA	UR	1. DR. ARGHYA DAS	
		2. DR. TANU SAGAR	SC	2. DR. SANJANA KUMARI	
39	Assistant Professor of Laboratory Medicine (Microbiology)	DR. ROJALEEN DAS	OBC(NCL)	DR. AMIT SINGH	OBC
40	Assistant Professor of Neurology (Main)	DR. AYUSH AGARWAL	UR	1. DR. DIVYANI GARG	UP
				2. DR. KAMAKSHI DHAMIJA	UP
41	Assistant Professor of Neurology (NCl Jhajjar)	1. DR. DIVYANI GARG	UR	1. DR. AYUSH AGARWAL	UP
		2. DR. JASMINE PARIHAR	SC	2. DR. GANARAJA VALAKUNIA HARIKRISHNA	UP
				3. DR. NUPUR RAJORIA	SC
42	Assistant Professor of Neurosurgery (JPNATC)	DR. RAVI SHARMA	UR	DR. GOUR SURYA SRIKRISHNA	UP
		DR. RAGHAV SINGLA	UR(Against EWS)	DR. HITESH INDERSINGH RAI	UP
				DR. SHRUTI GUPTA	UP

43	Assistant Professor of Neurosurgery (NCL, Jhajjar)	DR. RAVI SHARMA	UR	DR. HITESH INDERSINGH RAI	UR
44	Assistant Professor of Pathology (MAIN)	1. DR. RIMLEE DUTTA 2. DR. ANUBHAV 3. DR. SONALI DIXIT 4. DR. RACHANA MEBNA	UR (against EWS) SC UR (PWBD) ST	DR. SHRUTI GUPTA 1. DR. SWATI MAHAJAN 2. DR. PRIYANKA SINGH	UR
45	Assistant Professor of Pathology (Surgical Disciplines)	1. DR. LAVLEEN SINGH 2. DR. BALAMURUGAN T	UR OBC (NCL)	1. DR. RIMLEE DUTTA 2. DR. KSHAMA TIWARI 3. DR. SHILPI	UR UR OBC
46	Assistant Professor of Paediatrics (Main)	DR. MRIDUL CHANDRA DAS	SC	DR. VIDYA KUMARI SAURABH	
47	Assistant Professor of Paediatrics (NCL, Jhajjar)	1. DR. PRIYANKA KHADELWAL 2. DR. LALIT TAKIA 3. DR. RACHNA PASI	UR (Against EWS) OBC SC	1. DR. VARSHA MISHRA 2. DR. MENKA YADAV 3. DR. PALLAVI SAMARIYA	UR (EWS) OBC SC
48	Assistant Professor of G.I. Surgery and Liver Transplantation (Main)	DR. KAILASH CHAND KURDIA	SC	No candidate waitlist	
49	Assistant Professor of Physical Medicine and Rehabilitation for National Centre for Ageing	DR. ARUN KUMAR CHOUDHARY	UR	1. DR. MOHIT KATARUKA 2. DR. SANDIPAN HAZRA	UR UR
50	Assistant Professor of Plastic Surgery (Plastic Reconstructive & Burns Surgery)	DR. SHIVANGI SAHA DR. RAGHAVENDRA S	UR SC	DR. SUVASHIS DASH	
51	Assistant Professor of Plastic Surgery (JPATC)	DR. SHIVANGI SAHA	UR	1. DR. SUVASHIS DASH 2. DR. AKHIL GARG	
52	Assistant Professor of Plastic Surgery (NCL, Jhajjar)	1. DR. SHIVANGI SAHA 2. DR. SUVASHIS DASH	UR UR	1. DR. APARNA SINHA 2. DR. AKHIL GARG	
53	Assistant Professor of Gastroenterology & HNU (Main)	No candidate selected			
54	Assistant Professor of Gastroenterology (NCL, Jhajjar)	1. DR. ANSHUMAN ELHENCE 2. DR. NIKHIL BUSHI	UR UR	No candidate waitlist	
55	Assistant Professor of Human Nutrition Unit (Gastro. & HNU)	DR. SOUMYA JAGANNATH MAHAPATRA	OBC (NCL)	No candidate waitlist	
56	Assistant Professor of Radio-diagnosis (Main)	DR. SANJAY KUMAR MEENA	ST	DR. STANZIN SPALKIT	
57	Assistant Professor of Radio-diagnosis (JPATC)	DR. RAJENDRA KUMAR BEHERA	SC	DR. GAURAV CHAYAN DAS	
58	Assistant Professor of Radiology (Surgical Disciplines)	1. DR. ANKITA AGGARWAL 2. DR. AMARINDER SINGH	UR (Against EWS post) OBC (NCL)	1. DR. NAREM HEMACHANDRAN 2. DR. RICHA YADAV	UR (EWS) OBC

59	Assistant Professor of Radiology (National Centre for Ageing)	1. DR. RAJENDRA KUMAR BEHERA	SC	1. DR. REETA KANAUJIYA	
		2. DR. SANJAY KUMAR MEENA	ST	2. DR. GAURAV CHAYAN DAS	
60	Assistant Professor of Radiology (NCL, Jhajjar)	1. DR. REETA KANAUJIYA	SC	DR. RAJENDAR KUMAR BEHERA	
		2. DR. SANJAY KUMAR MEENA	ST		
61	Assistant Professor of Orthopaedics (Main)	DR. ARUN MANJUNATHA SWAMY	OBC(NCL)	DR. ASJAD MAHMOOD	OR
62	Assistant Professor of Orthopaedics (JPNATC)	1. DR. NISHANK H MEHTA	UR	1. DR. SAHIL BATRA	
		2. DR. ARVIND KUMAR	SC	2. DR. ASJAD MAHMOOD	OR
		3. DR. GARIKA SIVA SRIVASTAVA	ST	3. DR. ANKIT KATARIA	
		4. DR. ARUN MANJUNATHA SWAMY	OBC(NCL)	4. DR. PRADEEP KUMAR MEENA	
63	Assistant Professor of Orthopaedics (National Centre for Ageing)	DR. SAHIL BATRA	UR	DR. HEMANT BANSAL	
64	Assistant Professor of Orthopaedics (NCL, Jhajjar)	1. DR. LOVE KAPOOR	UR	1. DR. SAHIL BATRA	
		2. DR. SHRIJITH M B	UR	2. DR. ANANT KRISHNA	
		3. DR. ASJAD MAHMOOD	OBC(NCL)	3. DR. ARUN MANJUNATHA SWAMY	OR
65	Assistant Professor of Radiation Oncology (Dr. B.R.A. IRCH)	1. DR. ANJALI V R	SC	1. DR. NAGARJUN RAO BALLARI	
		2. DR. ABHISHEK SHANKAR	OBC(NCL)	2. DR. KARUN KAMBOJ	OR
66	Assistant Professor of Radiation Oncology (NCL, Jhajjar)	DR. ABHISHEK SHANKAR	OBC(NCL)	DR. KARUN KAMBOJ	OR
67	Assistant Professor of Radiotherapy Medical Physics (Radiation Oncology (Dr. BRA, IRCH)	Seat reserved for SC, no candidate appeared for interview			
68	Assistant Professor of Urology (NCL, Jhajjar)	1. DR. HARSHIT GARG	UR	DR. PRASHANT SINGH	
		2. DR. SRIDHAR P	UR (against EWS)		
69	Assistant Professor of Transfusion Medicine (Main)	DR. BHARAT SINGH	OBC(NCL)	DR. DIBYAJYOTI SAHOO	OR
70	Assistant Professor of Transfusion Medicine (JPNATC)	DR. BHARAT SINGH	OBC(NCL)	DR. DNYANESHWAR SHRIDHARRAO PATALE	OR
71	Assistant Professor of Geriatric Medicine (Main)	1. DR. NIDHI SONI	UR	No candidate waitlisted	
		2. DR. PRAMOD KUMAR	OBC(NCL)		
72	Assistant Professor of Geriatric Medicine for National Centre for Ageing	DR. PRAMOD KUMAR	OBC(NCL)	No candidate waitlisted	

73	Assistant Professor of Medical Oncology (Dr. B.R.A. IRCH)	1. DR. CHETHAN R	OBC(NCL)	No candidate waitlisted
		2. DR. AMIT SEHRAWAT	SC	
74	Assistant Professor of Medical Oncology (NCL, Jhajjar)	1. DR. APARNA SHARMA	UR	1. DR. VINOD SHARMA
		2. DR. BARITA NA	SC	2. DR. AMIT SEHRAWAT
75	Assistant Professor of Surgery (Surgical Disciplines)	1. DR. ANKITA SINGH	UR	1. DR. ADITYA BAKSI
		2. DR. SANJEET KUMAR RAI	UR	2. DR. ARUN KUMAR
		3. DR. JNANESHWARI JAYARAM	UR	
		4. DR. ADITYA KUMAR	UR	
		5. DR. UTTAM KUMAR THAKUR	UR	
		6. DR. DEVENDER SINGH	UR Against EWS	
		7. DR. BRIJESH KUMAR SINGH	OBC	
		8. DR. ARUN ANAND	SC	
		9. DR. SUSHANT SOREN	ST	
		10. DR. NELSON T	OBC	
		11. DR. GEETA PRASAD	OBC	
76	Assistant Professor of Surgery (National Centre for Ageing)	DR. WASHIM FIROZ KHAN	UR (Against EWS)	DR. ARUN ANAND (SC)
77	Assistant Professor of Hospital Administration (Main)	1. DR. KANIKA JAIN	UR	1. DR. ANANT GUPTA
		2. DR. ARUN VERMA	OBC(NCL)	2. DR. VIJAY KUMAR TADIA
78	Assistant Professor of Hospital Administration (JPNATC)	1. DR. ANANT GUPTA	UR	1. DR. KANIKA JAIN
		2. DR. ARUN VERMA	OBC(NCL)	2. DR. NAMRATA MAKKAR
				3. DR. MOHAMMAD KAUSAR
				4. DR. VIJAY KUMAR TADIA
79	Assistant Professor of Hospital Administration (National Centre for Ageing)	DR. NAMRATA MAKKAR	UR	DR. ANANT GUPTA
80	Assistant Professor of Hospital Administration (C.T. Centre)	DR. MEDE CHARAN RAJ	SC	DR. NARINDER KUMAR
81	Assistant Professor of Hospital Administration, Plastic, Reconstructive & Burns Surgery	DR. AKASH ANAND	UR	DR. KANIKA JAIN

82	Assistant Professor of Hospital Administration (Surgical Disciplines)	DR. VIJAY KUMAR TADIA	OBC(NCL)	DR. RAKESH NARIMETI	
		DR. KHALID MEHMOOD	ST		
83	Assistant Professor of Hospital Administration (NCL, Jhajjar)	DR. RAHUL RANJAN	OBC(NCL)	DR. ARUN VERMA	
84	Assistant Professor of Laboratory Medicine (Biochemistry)	DR. ASHOK KUMAR AHIRWAR	SC	DR. SANDHYA LAL	
85	Assistant Professor of Obst. & Gynae. (Main)	1. DR. SUSHREE MONIKA SAHOO	UR	1. DR. RAKHI RAKHI	
		2. DR. SWATI TOMAR	UR (against EWS)	2. DR. ANKITA SETHI KHURANA	
				3. DR. REENA RANI	
86	Assistant Professor of Ophthalmology (Dr. R.P. Centre)	1. DR. SRIDEVI NAIR	UR	1. DR. PRANITA SAHAY	
		2. DR. DEVESH KUMAWAT	UR	2. DR. MAYANK BANSAL	
		3. DR. SAHIL AGRAWAL	UR	3. DR. NASIQ HASAN	
		4. DR. ANU MALIK	UR	4. DR. JAYANAND SIDDHAKAR URKUDE	
		5. DR. SAURABH VERMA	OBC(NCL)		
		6. DR. KARTHIKEYAN MAHALINGAM	OBC(NCL)		
87	Assistant Professor of Ophthalmology (NCL, Jhajjar)	1. DR. SUMIT GROVER	UR	1. DR. SIDDHARTH MADAN	
		2. DR. DEEPEKHAR DAS	SC	2. DR. TALVIR SIDHU	
		3. DR. SAURABH VERMA	OBC (NCL)	3. DR. KARTHIKEYAN MAHALINGAM	
88	Assistant Professor of Ocular Microbiology (Dr. RPC)	DR. KARNIKA SAIGAL	UR	1. DR. SWATI KHULLAR	
				2. DR. ARGHYA DAS	
89	Assistant Professor of Anaesthesiology (JPNATC)	1. DR. RINIKI SARMA	UR	1. DR. ANJISHNUJIT BANDYOPADHYAY	
		2. DR. ABHISHEK SINGH	UR	2. DR. NEHA GARG	
		3. DR. ANKITA KABI	UR	3. DR. SWATI MEHTA	
		4. DR. SHARMISHTHA PATHAK	UR	4. DR. SAKSHI GERA	
		5. DR. SUDHANSU SEKHAR NAYAK	OBC(NCL)	5. DR. SUBODH KUMAR	
90	Assistant Professor of Physiology	DR. SUMAN DAS	UR	1. DR. MEGHA BIR	
				2. DR. BHAWNA MATTOO	
91	Assistant Professor of Biostatistics	DR. ALOK KUMAR DWIVEDI	UR	DR. KALAIVANI MANI	

- 2 Recommendations of Standing Selection Committee for those eligible for promotion under APS are as under

From Assistant Professor to Associate Professor for the batch w.e.f. 01.07.2021

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Rakesh Kumar Deepak	Transplant Immunology & Immunogenetics	FIT

- As regards Dr. Rakesh Kumar Deepak, it was appraised that he was found UNFIT for the batch 1.7.2020 and now found FIT by the Standing Selection Committee for promotion to next grade Associate Professor for batch 1.7.2021. The HR Sub Committee agreed with the recommendation of the SCC and his promotion to next grade w.e.f. 1.7.2021.

From Assistant Professor to Associate Professor for the batch w.e.f. 01.07.2022

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Sumit Rathore	Biotechnology	FIT
02	Dr. Jitendra Sodhi	Hospital Administration	FIT

From Associate Professor to Additional Professor for the batch w.e.f. 01.07.2018

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Anushree Gupta *	Biotechnology	FIT *

- \* Dr. Anushree Gupta was interviewed by the Chairman, Members of the Selection Committee and Technical Advisors/Experts for the post of Additional Professor in the Department of Biotechnology, AIIMS, New Delhi.

Both external experts, Members of Selection Committee and Chairman felt that Dr. Anushree Gupta may be considered for elevation to Additional Professor w.e.f. 1<sup>st</sup> July, 2022.

The Committee informed that Dr. Anushree Gupta had appeared for promotion for the batches 1.7.2014 and 1.7.2017 but found UNFIT. She not appeared before the Standing Selection Committee in subsequent meetings held during the year 2019 and 2021 for her assessment. Now she appeared for her assessment and the Standing Selection Committee found her FIT for promotion to next grade of Additional Professor w.e.f. 1.7.2022. The HR-Sub-Committee agreed with the recommendations of the SCC for her promotion to the grade w.e.f.1.7.2022.

From Associate Professor to Additional Professor for the batch w.e.f. 01.07.2021

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations Standing Selection Committee (Fit/Unfit)
01	Dr. Shailendra Kumar	Anesthesiology (ART) (Obst. & Gynae.)	FIT**
02	Dr. Partha Halder	Community Medicine	FIT**

\*Dr. Shailendra Kumar, Associate Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) had appeared before the Standing Selection Committee for interview on 15.07.2021 for promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) for batch of 01.07.2021. After assessing his candidature, Standing Selection Committee declared him Unfit for promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) for batch of 01.07.2021.

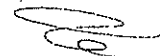
Dr. Shailendra Kumar had represented to the Hon'ble National Commission for Backward Classes (NCBC) against denial of his promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) for the batch of 01.07.2021 on the issue of biasness of one of the External Expert. The Hon'ble NCBC advised AIIMS, New Delhi to assess him again for promotion with a new set of experts. The matter was considered by the Hon'ble President, AIIMS, New Delhi and it was decided that he may be reassessed by the Standing Selection Committee for review with a new set of experts.

Dr. Ravi Shankar Murugesan, Professor & Dean, Department of Anesthesiology & Critical Care, Mahatma Gandhi Medical College & Research Institute, Sri Balaji Vidyapeeth, Pondicherry - 607. 403 and Dr. Rakesh Kumar, Professor of Anesthesiology, Dr. B. S. Ambedkar Medical College and Hospital, Rohini, Delhi - 110 085 assisted as Technical Advisors/Experts.

Accordingly, Dr. Shailendra Kumar has been reassessed by the Standing Selection Committee & after having taken into consideration his performance and the opinion of Technical Experts, the recommendation of the Committee with regard to his promotion to the grade of Additional Professor of Anesthesiology (ART) (Dept. of Obst. & Gynae.) under Assessment Promotion Scheme w.e.f. 01.07.2021.









The committee noted above and agreed with the recommendations of the Standing Selection Committee for his promotion to next grade of Additional Professor of Anaesthesiology (ART-Obst. & Gynae.) for the batch 01-07-2021. The HR-Sub Committee however, considered that he may be placed below Dr. Ramesh Sharanappa Doddamani, (S.No. 53 in OM No.F/11-2/2020-Estt.I dated 15.9.2021, the last candidate promoted in previous batch, as per previous decision of the Governing Body in such cases.

\*\*As regards the case of Dr. Partha Haldar, Associate Professor of Community Medicine, the HR Sub-Committee was apprised that he appeared before the Standing Selection Committee Meeting in the year 2021 for promotion to next grade of Additional Professor w.e.f. 1.7.2020 and the recommendations of the Committee was kept under sealed cover as disciplinary proceedings under Rule 14 of the CCS (CCA) Rules, 1965 were pending against him. Subsequently, a major penalty was imposed upon him and sealed cover recommendations were not acted upon as per extant guidelines/instructions on the subject.

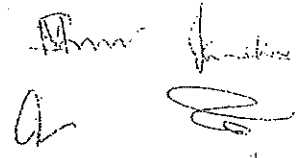
Now, his candidature has been considered by the Standing Selection Committee on 10.09.2022 for promotion to the grade of Additional Professor of Community Medicine under Assessment Promotion Scheme (APS) for the batch 01.07.2021. Regarding his case the committee was informed that the penalty of "Reduction to a lower stage in time scale of pay of the post of Associate Professor for a period of one year in the time scale of pay in Level-13A-1+, with further directions that the said Dr. Partha Haldar, Associate Professor of Community Medicine, AIIMS, New Delhi will not earn increment of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty" was imposed on him vide order dated 18.4.2022 and his currency of penalty period is up to 17.04.2023. Since he was recommended FIT by the Standing Selection Committee for promotion to the next grade of Additional Professor for the batch 1.7.2021, the committee recommended his promotion to the grade of Additional Professor of Community Medicine under APS after completion of penalty imposed upon him i.e. from 18.04.2023.

From Associate Professor to Additional Professor for the batch w.e.f. 01.07.2022:-

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
01	Dr. Taj Prakash Sinha	Emergency Medicine	FIT
02	Dr. Rohan Malik	Paediatrics	FIT
03	Dr. Anu Sadhdeva	Paediatrics	FIT
04	Dr. Prashant Kumar Jauhari	Paediatrics	FIT
05	Dr. Jagdish Prasad Meena	Paediatrics	FIT
06	Dr. Ranveer Singh Jadoor	Medicine	FIT
07	Dr. Adarsh Wamanrao Barwad	Pathology	FIT
08	Dr. Krishna Kishore Inampudi	Biophysics	FIT
09	Dr. Ran Kanwar Yadav	Nephrology	FIT
10	Dr. Pragyan Acharya	Biochemistry	FIT
11	Dr. Narendra Kumar Bagri	Pediatrics	FIT
12	Dr. Saroj Kumar	Biophysics	FIT
13	Dr. Rakesh Kumar	Community Medicine	FIT

From Additional Professor to Professor for the batch w.e.f. 01.07.2022:-

Sl.No.	Name of Faculty Members	Department/Specialty	Recommendations of Standing Selection Committee (Fit/Unfit)
1.	Dr. Vivek Tandon	Neurosurgery	FIT
2.	Dr. Pankaj Kumar Singh	Neurosurgery (JPNATC)	FIT
3.	Dr. Kapil Sikka	Speech Pathology/ Audiology (ENT)	FIT



4.	Dr. Chirom Amit Singh	E.N.T.	FIT
5.	Dr. Prabhjot Singh	Urology	FIT
6.	Dr. Saurabh Kr. Gupta	Cardiology	FIT
7.	Dr. Sachin Anil Borkar	Neurosurgery	FIT
8.	Dr. Gyaninder Pal Singh	Neuro-Anesthesia (JPNATC)	FIT
9.	Dr. Ashish Bindra	Neuro-Anesthesia (JPNATC)	FIT
10.	Dr. Keshav Goyal	Critical & Intensive Care (JPNATC)	FIT
11.	Dr. Deepti Vibha	Neurology	FIT
12.	Dr. Suruchi Hasija	Cardiac-Anesthesia	FIT
13.	Dr. Shilpa Sharma	Pediatric Surgery (JPNATC)	FIT
14.	Dr. Anil Kumar Pandey	Medical Physics (Nuclear Medicine)	FIT
15.	Dr. Manish Soneja	Medicine	FIT
16.	Dr. Kapil Yadav	Community Medicine	FIT
17.	Dr. K. Aparna Sharma	Obst. & Gynae.	FIT
18.	Dr. Garima Kachhawa	Obst. & Gynae (JPNATC)	FIT
19.	Dr. Reeta Mahey	Obst. & Gynae (ART)	FIT
20.	Dr. Richa Aggarwal	Critical & Intensive Care(JPNATC)	FIT
21.	Dr. Navdeep Sokhal	Critical & Intensive Care(JPNATC)	FIT
22.	Dr. Kapil Dev Soni	Critical & Intensive Care(JPNATC)	FIT
23.	Dr. Niraj Kumar	Neuro-Anesthesia (JPNATC)	FIT
24.	Dr. Bhavuk Garg	Orthopedics	FIT
25.	Dr. Mohammed Tahir Ansari	Orthopaedics	FIT
26.	Dr. Arindam Choudhury	Cardiac-Anesthesia	FIT
27.	Dr. Chandan Jyoti Das	Radio-Diagnosis	FIT
28.	Dr. Madhusudhan K.S.	Radio-diagnosis	FIT
29.	Dr. Manisha Jana	Radio-Diagnosis	FIT
30.	Dr. Bagchi Soumita Kamal Kumar	Nephrology (JPNATC)	FIT
31.	Dr. Piyush Ranjan	Medicine	FIT
32.	Dr. Sumit Malhotra	Community Medicine	FIT
33.	Dr. Senjam Suraj Singh	Community Ophthalmology	FIT
34.	Dr. Surabhi Vyas	Radio-Diagnosis	FIT

35.	Dr. Chandrashekhara S.H	Radio-Diagnosis (Dr. BRA IRCH)	FIT
36.	Dr. Devasenathipathy Kandasamy	Radio-Diagnosis	FIT
37.	Dr. Hemanga Kumar Bhattacharjee	Surgery	FIT
38.	Dr. Madhavi Tripathi	Nuclear Medicine	FIT
39.	Dr. Prasenjit Das	Pathology	FIT
40.	Dr. Deepali Jain	Cyto-Pathology	FIT
41.	Dr. Geetika Singh	Pathology (Dr. BRA IRCH)	FIT
42.	Dr. Sudheer Kumar. A	Cardiac Pathology	FIT
43.	Dr. Asit Ranjan Mridha	Pathology	FIT
44.	Dr. Uma Sharma	N.M.R	FIT
45.	Dr. Subhash Gupta	Radiotherapy	FIT
46.	Dr. Haresh K.P	Radiotherapy	FIT
47.	Dr. Alok Kumar Ravi	Ocular Biochemistry	FIT
48.	Dr. Virendra Kumar	N.M.R	FIT
49.	Dr. Nabanita Halder	Ocular Pharmacology	FIT
50.	Dr. Yatan Pal Singh Balhara	Psychiatry (NDDTC)	FIT
51.	Dr. Raman Deep	Psychiatry	FIT
52.	Dr. Nirupam Madaan	Hospital Administration	FIT
53.	Dr. Anoop Kumar Daga	Hospital Administration	SEALED COVERED
54.	Dr. Amit Lathwal	Hospital Administration	FIT
55.	Dr. Mahesh R	Hospital Administration	FIT
56.	Dr. Saroj Kaler Jhahria	Anatomy	FIT
57.	Dr. Sunil Kumar	Surgical Oncology	FIT
58.	Dr. Mukurdipi Ray	Surgical Oncology	FIT
59.	Dr. Asmita Patil	Physiology	UNFIT
60.	Dr. Ravindra Venkat Rao	Psychiatry for NDDTC	FIT
61.	Dr. Rakesh Garg	Anaesthesiology (Dr. BRA IRCH)	FIT
62.	Dr. Nishkarsh Gupta	Anaesthesiology (Dr. BRA IRCH)	FIT
63.	Dr. Dalim Kumar Baidya	Anaesthesia (CDER)	FIT
64.	Dr. Devalina Goswami	Anaesthesia (CDER)	FIT
65.	Dr. Vinod Kumar	Anaesthesiology (Dr. BRA IRCH)	FIT

66.	Dr. Sachidanand Jee Bharti	Anaesthesiology (Dr.BRA IRCH)	FIT
67.	Dr. Chitaranjan Behera	Forensic Medicine	FIT
68.	Dr. Sanjeev Kumar Gupta	Laboratory Oncology (Dr.BRA IRCH)	FIT
69.	Dr. Anita Chopra	Laboratory Oncology (Dr.BRA IRCH)	FIT
70.	Dr. Pranay Tanwar	Laboratory Oncology (Dr.BRA IRCH)	FIT
71.	Dr. Shalimar	Gastroenterology	FIT
72.	Dr. Ashwani Kumar Mishra	Biostatistics (NDDTC)	FIT
73.	Dr. Maroof Ahmad Khan	Biostatistics	UNFIT
74.	Dr. Manoj Kumar Sahu	Intensive Care for CTVS including Cardiac Transplantation Program	FIT
75.	Dr. Hari Prasad G.	Biophysics	FIT
76.	Dr. Sharmistha Dey	Biophysics	FIT
77.	Dr. Palleti Rajashekar	CTVS	FIT
78.	Dr. Levee Joseph Devarajan. S	Neuro-Radiology	
79.	Dr. Sudip Sen	Biochemistry	FIT
80.	Dr. Baibaswata Nayak	Molecular Biology (Dept. of Gastroenterology)	FIT
81.	Dr. Rachna Bhargava	Clinical Psychology (NDDTC)	FIT
82.	Dr. Sujata Satapathy	Clinical Psychology (Deptt. of Psychiatry)	FIT
83.	Dr. Gauri Shanker Kaloiya	Psychology (NDDTC)	FIT

Out of 102, 02 candidates; namely Dr. Asmita Patil (Sl. No.59) to the grade of Professor of Physiology for the batch of 01-07-2022 and Dr. Maroof Ahmad Khan (Sl. No.73) to the grade of Professor of Biostatistics for the batch of 01-07-2022, were found unfit by the Standing Selection Committee.

The remarks of the Standing selection Committee in these cases are as below.

Dr. Asmita Patil (Sl. No. 59) :-

Dr. Asmita Patil was interviewed for promotion to the post of Professor of Physiology with the assistance of two external experts, Dr. Mrunal Phatak, Professor & Head, Department of Physiology, AIIMS, Nagpur and Dr. A.K. Pandey, Professor & Head, Department of Physiology, ESIC Medical College, NIT-3, Faridabad - 121 001. The interview continued for almost 40 minutes. Her research output in terms of publications and number of grants during the assessment period were unsatisfactory. For example, publication (Pub-Med) within the assessment period as the first or corresponding author were only Two; and extramural grant as PI was nil. She could not satisfactorily answer the questions posed by the experts. The Selection Committee along with the experts unanimously decided to declare her "UNFIT" for promotion to the post of Professor of Physiology.

Dr. Maroof Ahmad Khan (Sl. No. 73) :-

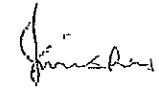
Dr. Maroof Ahmad Khan was interviewed for promotion to the post of Professor of Biostatistics with the assistance of two external experts, Dr. S.K. Upadhyaya, Professor, Department of Statistics, Institute of Science, Banaras Hindu University, Varanasi - 221 005 and Dr. K. Thennarasu, Professor & Head, Department of Biostatistics, NIMHANS, Bangalore. The interview continued for almost 40 minutes. His research output in terms of publications and number of grants during the assessment period were unsatisfactory. For example, publication within the assessment period as the first or corresponding author were only two; and extramural grant as PI was only One. He could not satisfactorily answer the questions posed by the experts. The Selection Committee along with the experts unanimously decided to declare him "UNFIT" for promotion to the post of Professor of Biostatistics.

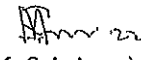
The committee noted that the recommendations of the Standing Selection Committee in respect of Dr. Anoop Kumar Daga for promotion to the grade of Additional Professor was kept in a sealed cover as disciplinary proceedings under Rule 14 of the CCS (CLA) Rules, 1965 is pending against him. The HR Sub Committee therefore recommended that recommendations of the Standing Selection Committee may only be taken into consideration after conclusion of said disciplinary proceedings and outcome of the same, as per laid down instructions on the subject.

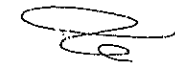
After due deliberations, the HR Sub-Committee approved the recommendations of the Standing Selection Committee for 230 posts of Assistant Professors in 91 disciplines and promotion of eligible Assistant, Associate and Additional Professors to Associate Prof., Additional Prof. & Professor respectively under APS scheme.

The meeting ended with a vote of thanks to the Chair.

  
( Dr. Atul Goel )  
Member

  
( Jaideep Kumar Mishra )  
Member

  
( Dr. M. Srinivas )  
Member Secretary

  
( Rajesh Bhushan )  
Chairperson

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

**CRITERIA FOR ASSESSMENT PROMOTION SCHEME TO  
 THE FACULTY MEMBERS AT THE AIIMS, NEW DELHI**

The Assessment Promotion Scheme (APS) introduced at the AIIMS w.e.f 01.07.1989 and its amendments from time to time for promotion of faculty members from the post of Assistant Professor to Associate Professor, Associate Professor to Additional Professor and from Additional Professor to Professor, provided as under:-

1. Assistant Professor with three years of service will be eligible for appointment to the grade of Associate Professor subject to clearance of the prescribed selection process.
2. Associate Professors with three years of service will be eligible for appointment to the grade of Additional Professor subject to clearance of the prescribed selection process.
3. Additional Professor with four years of service will be eligible for appointment to the grade of Professor subject to clearance of the prescribed selection process.
4. Faculty members would be eligible to avail of three consecutive chances to appear before the Standing Selection Committee in three years.
5. The faculty member who have completed the requisite eligibility service as on 30<sup>th</sup> June of each year will be eligible to be considered by the Standing Selection Committee for promotion to his/her next grade.

**GUIDELINES FOR ADVISERS/EXPERTS**

**A. Procedure for Interview:**

1. The object of the interview is to find out whether a candidate is adequately equipped for the post for which he is being assessed. For this purpose, it is necessary to assess the level and depth of his professional knowledge. It is mainly the responsibility of the Advisers/Experts to do this. More important than this, they must ascertain whether he has the ability to use the knowledge in practice and whether he can think independently.



- ii. His general ability - i.e. his capacity to learn as distinct from what he has already learnt.
- iii. Evidence of any special aptitude - even if undeveloped.
- iv. His disposition as show in :
  - a) His capacity and skill in human relationship;
  - b) His effectiveness in work - i.e. degree of energy, drive, thoroughness, care, etc.
- v. His aims and interest in relation to work he may be required to do.
- vi. His physical capacities
- vii. The opportunities he has had, and the use he has made of them

All these aspects are to be assured, having into account the requirements of the post.

4. It may be a good plan to take up a topic on which the candidate has some experience or is interested and test him mainly on his own ground. An assessment of his capacity and potentiality for further development should also be made.
5. The interview should have the character of discussion and not of a cross examination. The candidate should be put at ease so that he may give out his best. In no circumstances any member of the Interview Board or Expert/Adviser should raise his voice or show any temper. The candidate should not be embarrassed by derisive laugh, even if the answer given by him is absurd. After the interview is over, the candidate should have an impression that he has been provided full opportunity and he has done reasonable well.

Please remember, this is an interview and not an examination :

6. Following are some of the Dos and Donts suggested for the Members, Advisers/ Experts of the Interviewing Board:-

DOs:

1. Main stress, is to find out whether the candidate is suitable to the post;
2. Ask one question at a time;
3. Link questions logically and follow appropriate leads;
4. Be encouraging;
5. Show interest in the interviewees;

- (i) As per the present practice, only the experts give their grading/markings. Perhaps the Committee could also give markings/grading. Perhaps the members of the Selection Committee should also give markings/grading.
- (ii) The technical experts who are asked to leave after giving the grading/markings before should continue to remain till the final selection process is over.
- (iii) To make selections more transparent, the grading/markings given by the members of the Star should be kept as records which could be scrutinized by the Governing Body, in case of need.
- (iv) In case of appeals, the Governing Body should scrutinize the appeals as to whether they show appeal/representation has a reasonable basis, the same should be referred back to the full reconsideration and the experts assisting the Committee during reconsideration, should participate in the original selection.
- (v) The appellant should invariably be given an opportunity of personal hearing by the Selection Committee.
- (vi) All members of the Selection Committee, as well as the technical experts should be asked grading/markings to each candidate in the following manner:

- (a) A+
- (b) A
- (c) B+
- (d) B
- (e) C

Item No. IB/5: To consider the suggestions of the Sub-Committee for making selections transparent and more participatory at the AIIMS, New Delhi.

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NOTE FOR THE INSTITUTE BODY

Annex-III

Item No. IB/ 5

TO CONSIDER THE SUGGESTIONS OF THE SUB-COMMITTEE  
MAKING SELECTIONS TRANSPARENT AND MORE PARTICIPATORY  
THE A.I.I.M.S., NEW DELHI.

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The President, AIIMS in the meeting of the Institute Body held on 21st August, 1996 while considering the action on the minutes of the Institute Body meeting held on 28.8.96 informed that a Group had been constituted with the following members to come up within 15 days with suggestions for selections transparent and more participatory:-

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

The Sub-Committee has submitted its recommendations to the President, AIIMS and the Minister of State for Health & Family Welfare/President, AIIMS has approved the same as conveyed by the Ministry of Health & Family Welfare vide No.V.16020/66/96-ME(PG) dated the 28th October, 1996. Copy of the letter and the recommendations are at ANNEXURE-I.

While submitting the recommendations, it was noted by the Committee that the Governing Body is the Appointing Authority for Group 'A' posts (other than the Director). There is a Standing Selection Committee for making selections. The services of outside experts are also taken while making selections and the recommendations of the Standing Selection Committee are advisory in nature.

The Sub-Committee has recommended as under:-

1. As per the present practice, only the experts give their gradings/markings. Perhaps the members of the Selection Committee could also give gradings/markings.
2. The technical experts who are asked to leave before giving the gradings/markings before the selection is made, should continue to remain till the final selection process is over.
3. To make selections more transparent, the gradings/markings given by the members of the Standing Selection Committee should be kept as records and could be scrutinized by the Governing Body, in case of need.
4. 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. The experts assisting the Committee for reconsideration should not be the same who participated in the original selection.

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

In order to make the selections transparent and participatory, it is proposed that all the members of Selection Committee as well as the technical experts should be asked to give confidentially gradings/markings of each candidate in the following manner:-

- 1) A+
- 2) A
- 3) B+
- 4) B
- 5) C

The gradings given by all the members of the Selection Committee and technical experts should be placed before the Chairman of the Selection Committee and final selection of candidate will be made on the basis of gradings/markings given by the members of the Selection Committee and the technical experts as mentioned above. In case, there is a tie in the gradings in respect of any candidate, the final decision for the selection of the candidate, should rest with the Chairman of the Selection Committee after discussion with other members of the Selection Committee.

If the above method is applied for making the final selection of the candidates, then there is no need for technical experts to continue to sit in the Selection Committee till final decision is made. In this way, the confidentiality of selected candidate will be maintained. The members of Selection Committee and the technical experts will specifically be asked to give the gradings in respect of each and every candidate as mentioned above. The same procedure should be applied in case of candidates who are appearing under Assessment Promotion Scheme.

The recommendations of the Sub-Committee as well as the above procedure is placed before the Institute Body for consideration.

-:oOo:-

-:oOo:-

-:oOo:-

c/misc

GOVERNMENT OF INDIA  
MINISTRY OF HEALTH & FAMILY WELFARE  
NEW DELHI-110011

Mrs. Sunila Basant  
Joint Secretary  
Tele: 301-6730

D.O. No. V.16020/66/96-ME(PG)  
Dated: 28th October, 1996

Dear Dr. Dave,

As you may be aware that in the meeting of the Institute Body of AIIMS held on 21st August, 1996. The President AIIMS informed that a Group had been constituted with the following members to come out within 15 days with suggestions for making selections transparent and more participatory:

1. Dr. L.K. Bhutani, Director, AIIMS (since retired)
2. Dr. Narendra Behari, DGHS
3. Shri Vijay Singh, JS (FA)
4. Smt. Sunila Basant, JS(SB)

I enclose herewith a copy of the recommendations of the Group. The recommendations have been approved by the Minister of State for Health & Family Welfare/President, AIIMS.

I would request you to take necessary action to implement the recommendations under intimation to this Ministry at the earliest.

With regards,

Yours sincerely,

sd/-  
(SUNILA BASANT)

Dr. P.K. Dave,  
Director  
AIIMS,  
New Delhi.

In the meeting of the Institute Body of AIIMS held 21.8.96, the President, AIIMS informed (IB/3) that a group has been constituted with the following members to come up within 15 days with suggestions for making the selections transparent and more participatory:-

1. Dr. L.K. Bhutani, Director, AIIMS
2. Dr. Narendra Bihari, DGHS
3. Shri Vijay Singh, JS (FA)
4. Smt. Sunila Basant, JS(SB)

Accordingly Dr. Bhutani, Dr. Bihari, Shri Singh and Smt. Basant met on two occasions. We noted the provisions of the AIIMS Act, Rules and Regulations that the Governing Body is the appointing authority for Group 'A' posts (other than Director). There is a Standing Selection Committee for making selections. The services of outside experts are also taken while making selections. The recommendations of the Standing Selection Committee are advisory in nature.

We considered the functioning of the Selection Committee. As per the present practice only the experts give gradings. Perhaps the members of the Selection Committee could also give markings/gradings. The experts leave after giving gradings before the selection is made. It is suggested that the experts should remain till the selection process is over. To make selections more transparent, the gradings/markings given by the members of the Standing Selection Committee should be kept in records which could be scrutinised by the Governing Body in case of need.

In case of appeals the Governing Body should scrutinise the appeals as to whether they should be entertained.

If any appeal/representation has a reasonable basis, this should be referred back to the full Selection Committee for reconsideration. The experts assisting the Committee during reconsideration should not be the same who participated in the original selection. The appellant should invariably be given the opportunity of a personal hearing by the Selection Committee.

The alternative of setting up another ad hoc Com. to go into appeals would not be advisable in view of likely complications.

(DR. L.K. BHUTANI)  
Director  
A.I.I.M.S.  
(since retired)

Sd/-  
(VIJAY SINGH)  
Joint Secretary (FA)  
M/o Health & F.W.

sd/-  
(DR. NARENDRA BIHARI)  
Director General of  
Health Services

Sd/-  
(SUNILA BASANT)  
Joint Secretary (SB)  
M/o Health & F.W.



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ANNEXURE

178

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ANNEXURE

The Institute Body on 18.09.1997 after considering the aforesaid agenda item, decided as under:

"The report of the Sub-Committee along with the suggestions made in the agenda item. The Institute Body, however, felt that in appeal(s), when the cases are referred back to the Selection Body, the individual may be interviewed with new technical experts. The Institute Body the candidates will continue to be valid for one year, extendable by six months".

The aforesaid decision was confirmed by the Institute Body in its meeting held on 17.06.1998.

The above matter is placed before the Standing Selection Committee for kind perusal.

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Approved:

5

TC  
P

## **NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/18**

**To consider the appeal of Sh. Pradeep Kumar, Medical Laboratory Technologist, JPNA Trauma Centre, AIIMS, New Delhi against the penalty of “Reduction to a lower stage in time scale of pay of the post of Medical Lab Technologist for a period of one year in the time scale of pay i.e. Level-07, with further directions that the said Shri Pradeep Kumar, Medical Lab Technologist, AIIMS will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty” as an outcome of a disciplinary proceedings under CCS (CCA) Rules, 1965.**

**NOTE FOR THE GOVERNING BODY**

No. F. 45-81/2007-Estt. (TC)

JPN APEX TRAUMA CENTRE, AIIMS

ITEM NO./GB 1160/18

TO CONSIDER THE APPEAL OF SH. PRADEEP KUMAR, MEDICAL LABORATORY TECHNOLOGIST, JPNA TRAUMA CENTRE, AIIMS, NEW DELHI AGAINST THE PENALTY OF "REDUCTION TO A LOWER STAGE IN TIME SCALE OF PAY OF THE POST OF MEDICAL LAB TECHNOLOGIST FOR A PERIOD OF ONE YEAR IN THE TIME SCALE OF PAY I.E., LEVEL 7, WITH FURTHER DIRECTIONS THAT THE SAID SHRI PRADEEP KUMAR, MEDICAL LAB TECHNOLOGIST, AIIMS WILL NOT EARN INCREMENTS OF PAY DURING THE PERIOD OF SUCH REDUCTION AND ON THE EXPIRY OF SUCH PERIOD, THE REDUCTION WILL NOT HAVE THE EFFECT OF POSTPONING THE FUTURE INCREMENTS OF HIS PAY, AFTER IMPOSITION OF PENALTY" AS AN OUTCOME OF A DISCIPLINARY PROCEEDINGS UNDER CCS (CCA) RULES, 1965.

**INTRODUCTION**

Disciplinary Proceeding under Rule 14 of the CCS (CCA) Rules, 1965 was initiated against Sh. Pradeep Kumar while working as Medical Lab Technologist at JPNATC he was absent from 01.11.2019 to 10.12.2019 without prior sanction of leave by the Competent Authority and during this period he also visited Bangkok (Thailand) without prior permission/sanction of the Competent Authority.

**FACTS OF THE CASE AND ADMINISTRATIVE COMMENTS**

1. Dr. S. Arulselvi, Faculty In-Charge, Blood Bank, JPNA Trauma Centre vide letter dated 11.11.2019 had informed that Sh. Pradeep Kumar, Medical Laboratory Technologist was absenting himself from duty w.e.f. 01.11.2019 without any prior intimation. Dr. S. Arulselvi had also informed that as per information available with her, Sh. Pradeep Kumar left the station without any prior intimation/sanction by the Competent Authority (Annexure-A).
2. Accordingly, Sh. Pradeep Kumar, Medical Laboratory Technologist was directed to submit his written explanation as to why he was absenting himself from duty and left the station without prior intimation/sanction by the Competent Authority and also directed to submitted his documents regarding his medical leave if he was on medical leave vide O.M. 26.11.2019. Subsequently another reminder-I dated 10.12.2019 was sent. He failed to submit his written explanation (Annexure-B & C).

3. In the meanwhile, the Faculty In-Charge, Blood Bank (TC) vide letter dated 13.12.2019 had informed that Sh. Pradeep Kumar went on a foreign visit during the period of 07.11.2019 to 14.11.2019 for which he did not take any permission/sanction by the Competent Authority. The Faculty In-Charge, Blood Bank has also informed that Sh. Pradeep Kumar did not perform his duty properly as assigned to him (**Annexure-D**).
4. Accordingly, vide Office Memorandum of even number dated 17.12.2019 & 31.12.2022 were served to Sh. Pradeep Kumar, Medical Laboratory Technologist with directed to intimate as to why did he go on foreign visit without taking prior permission/intimation to the Competent Authority (**Annexure-E**) & (**Annexure-F**).
5. Subsequently, with the approval of the Competent Authority, disciplinary proceeding under Rule-14 of the CCS (CCA) Rules, 1965 was initiated against Sh. Pradeep Kumar, Medical Laboratory Technologist vide this Office Memorandum No. 45-81/2007-Estt. (TC) dated 09.06.2021 and Mr. Pradeep Kumar, Medical Lab Technologist was asked to submit a written statement of his defence on the above charges (**Annexure-G**).
6. In response of the office memorandum dated 09.06.2021 Mr. Pradeep Kumar, Medical Lab Technologist vide his letter dated 16.06.2021 (received on 25.06.2021) has submitted his written statement stating that due to his medical condition, he was not able to attend his duties from 01.11.2019 to 16.11.2019. Further, he has requested that he again apologized for this mistake and consider his mental conditions as he is still under observation with department of Psychiatry as per discussion in Medical Board. He assures that more careful in future regarding all aspects toward his responsibilities in duties and also he has promise to maintain the decorum in his department. He was not much aware of the Rule & Regulation for requesting visit to a foreign country in the leave period and he could not inform to the department for the same (**Annexure-H**).
7. Accordingly, with the approval of the Competent Authority, Ms. Anita Tete, Sr. Administrative Officer was appointed as Inquiry Officer and Ms. Saroj Kumari Lal, Asstt. Administrative Officer was appointed as Presenting Officer vide office order 14.07.2021 (**Annexure-I**).
8. After conducting the detailed inquiry, Inquiry Officer vide letter No. 2-AT/2021/Inquiry/PK dated 06.01.2022 submitted the inquiry report and as per the findings of the inquiry report, the charges levelled against Sh. Pradeep Kumar, MLT stands proved beyond doubt (**Annexure-J**).
9. A copy of the inquiry report was shared to Sh. Pradeep Kumar, MLT as to provide under Rule-15 of CCS (CCA) Rules, 1965 as per provision of rule 15(2) of CCS (CCA) Rules, 1965 to submit his written representation, if he so desire within 15 days vide order dated 08.02.2022 (**Annexure-K**).

10. In response to the Inquiry Report Sh. Pradeep Kumar, MLT has not submitted any new facts which were left during the inquiry proceedings conducted as per procedure laid down in CCS (CCA) Rules, 1965 by Inquiry Officer. He humbly requested to consider his mental conditions at that particular time as he was not aware of consequences of leaving the country without prior intimation to the department during his medical leave. He also apologized that it is his first and last mistake and he will not repeat in future.
11. After careful consideration of the Inquiry Report, submission made by the charged officer, all facts and circumstances of the case, the President, AIIMS being a Disciplinary Authority, in exercise of the power conferred under Rule-15 of the CCS(CCA) Rules 1965, has decided to imposed the penalty of "Reduction to a lower stage in time scale of pay of the post of Medical Lab. Technologist for a period of one year in the time scale of pay i.e. Level 7, with further directions that the said Shri Pradeep Kumar, Medical Lab. Technologist, AIIMS will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, on Sh. Pradeep Kumar, Medical Lab. Technologist.
12. Accordingly, order imposing the penalty vide this Order dated 26.04.2022 (Annexure-L).

In response to the penalty order dated 26.04.2022, Shri Pradeep Kumar, Medical Lab Technologist has submitted an appeal before the Governing Body and requested to reconsider his case and set aside the penalty order issued by the Disciplinary Authority in view of extant DoPT guidelines and facts submitted in this regard. The details of appeal along with administrative comments are as under:- (F.R.)

Sr. No.	Appeal	Administrative Comments
1.	Sir, as mentioned in the order that I was absent from 01.11.2019 to 10.12.2019, regarding this I have already submitted Medical Leave issued by AIIMS itself during above mentioned period and I have submitted my complete documents on 28.11.2019 & 04.12.2019 regarding Medical Leave & Earned Leave. Kindly vide my letter dated 28.11.2019 & 04.12.2019 so, I request your honour not to mark as 'ABSENT' during that period. I am enclosing copy of Inquiry report for further clarification of leaves taken.	The regularization of his absent period w.e.f. 01.11.2019 to 10.12.2019 is yet to be decided by the Competent Authority.
2.	Sir, as per Order of Disciplinary Authority of AIIMS I have participated in all the Inquiry proceedings and also performing regular duties in COVID-19 period without taking leave and I have submitted my representation to Inquiry Officer as well as to Disciplinary Authority without any defense Assistant on 01.11.2021 & 09.02.2022 respectively as per order.	No Comments
3.	Sir, I have given assurance to all my respected officers to be more careful in future regarding official proceedings and also apologized that not to repeat such type of act for which, I will feel guilty.	As per observation of Inquiry Officer, Shri Pradeep Kumar, MLT has accepted the charges levelled against him.
4.	I do humble request your honour that kindly do not impose the penalty of increment loss for one year as I am passing through FINANCIAL STRINGENCY due to betrayal by my colleague and I am the only bread winner of my family as my mother and father (Ex IAF W.O.) are not alive and I have the total responsibilities of my two children and younger's brother's family.	The inquiry proceedings have been conducted as per procedure laid down in CCS (CCA) Rules, 1965 by the Inquiry Officer.
5.	My next promotion for post of TECHNICAL OFFICER is also due in this year for which he has got MACP in 2017 and from January 2023 he will get increment of pay, but as per your order I will get two increment loss for four months w.e.f. 01.01.2023 to 06.04.2023.	The penalty imposed is "Reduction to a lower stage in time scale of pay of the post of Medical Lab. Technologist for a period of one year in the time scale of pay i.e. Level 7, with further directions that the said Shri Pradeep Kumar, Medical Lab. Technologist, AIIMS will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay" vide order dated 26.04.2022.

		The currency period of penalty is w.e.f. 26.04.2022 to 25.04.2023 and his annual increment will be due on 01.01.2023 and the same will be granted on 26.04.2022 after completion of penalty period. So his statement for loss of two increment is not true as per order dated 02.08.2022.
6.	Once again, I do humble request your honour to kindly consider my mental condition at that particular time as I was not in sense and unable to understand the situation to leave the country without prior intimation to the department during my medical leave.	No Comments
7.	In my previous applications, I feel apologized that its my first & last mistake and to be more careful in future during entire service and their responsibilities towards duties. By the grace of God, they also excuse the first mistake. So, I humbly requested for kind consideration regarding my case and my situation at that time and present FINANCIAL STATUS as mentioned above.	
8.	Sir, by the grace of God I am also writing RESEARCH PAPERS REGARDING BENEFITS OF TWO MEDICINAL PLANTS Ocimum Sanctum (Holy Basil) and Curcuma Longa (Turmeric) to overcome with the dreadful disease "CANCER" as my mother died due to multiple myeloma.	
9.	Sir, as I have been imposed of penalty for one year regarding reduction to a lower stage of increment for offence to leave the country without prior intimation to the department but for the same offence one of my colleague will get "CENSURE" notice which will not effect regarding "FINANCIAL IMPOSITION OF PENALTY"/FINANCIAL LOSS.	
10.	So, I request your honour to consider my case also sympathetically to overcome from "FINANCIAL LOSS".	No Comments
11.	Sir, I promise to keep my assurance regarding responsibilities towards my duties in front of all highly respected officers and will not repeat such act until my last breath i.e. charges framed on me.	No Comments
12.	I am highly grateful and very thankful to your honour for your act of kindness and hope to get a favorable response from your side.	No Comments

**OBSERVATION**

The penalty has been imposed after conducting the disciplinary proceedings under Rule 14 of CCS (CCA) Rules, 1965. Shri Pradeep Kumar, Medical Lab Technologist has not brought out any new fact in his appeal dated 07.05.2022.

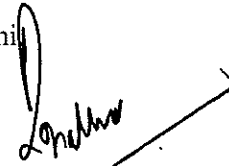
**PROPOSAL:-**

In this regard, it is stated that the appellant has filed appeal against the decision of the Disciplinary Authority and requested to reconsider his case and set aside the penalty order issued on 26.04.2022.

**APPROVAL SOUGHT**

In view of the above, the appeal filed by Shri Pradeep Kumar, Medical Lab Technologist against the penalty of "Reduction to a lower stage in time scale of pay of the post of Medical Lab Technologist for a period of one year in the time scale of pay i.e., Level 7, with further directions that the said Shri Pradeep Kumar, Medical Lab Technologist, AIIMS will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty" imposed on him vide this Order dated 26.04.2022 is placed for consideration of the Governing Body, being the Appellate Authority as per Schedule-II of AIIMS regulations, 2019.

This issue with the approval of Director, AIIMS, New Delhi



[PROF. RAJESH MALHOTRA]  
CHIEF, JPNATC, AIIMS  
Contact No. 011-26731150



731/2019/JPNATC

970

Annex-A

11.11.19

17/11/19

Lr. No. BB / JPNATC/19/62

Through proper channel

To  
The Addl MS  
JPNATC  
AIIMS

**Subject:** Kind information regarding unauthorized absence from duty of Mr. Pradeep Kumar, Medical Lab Technologist

Sir,

This is to inform you that Mr. Pradeep Kumar, Medical Lab Technologist currently posted at blood bank, JPNATC is absent from duty. He informed the department that he has been granted medical leave. However it has come to our notice that he has gone out of station without proper information to the dept. and clearance from appropriate authorities. This is for your kind information.

Date Absent from 1/11/19

Thanking you

Yours Sincerely

*Dr. S. Arulselvi*  
Dr. S. Arulselvi  
Professor  
JPNATC, AIIMS

डॉ. एस. अरुलसेल्वी, एम.डी. मेडिसिन  
अध्यापिका (प्रोफेसर)  
आर्य समाज मेडिकल  
आर्य समाज  
AIIMS

*This proposition that an explanation must*

ADDL MEDICAL SUPERINTENDENT  
आर्य समाज मेडिकल सुपरिन्टेण्डेंट  
आर्य समाज मेडिकल सुपरिन्टेण्डेंट  
आर्य समाज मेडिकल सुपरिन्टेण्डेंट  
A.I.I.M.S., NEW DELHI-29

*Chief, JPNATC*

*[Signature]*  
4/11/19

अध्यापिका / प्रोफेसर  
ज.प्र.जा.सीई ट्रेनिंग केंद्र, ज.प्र.जा.स.  
J.P.N.A.T.C., A.I.I.M.S.,  
नई दिल्ली-29 / N.Delhi-29

*MS. Bhagwan*  
14/11/19

*Sn. Ao*

Addl MS (TC)

Diary No./Date  
450/19  
14/11/19

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Ammer-B  
स्पीड पोस्ट

गोपनीय

जय प्रकाश नारायण एपेक्स ट्रीमा केन्द्र  
अखिल भारतीय आयुर्विज्ञान संस्थान  
राज नगर, नई दिल्ली-110029

फा०सं० 45-81/2007-स्था० (टी०सी०)

दिनांक:-

जापन

26 NOV 2019

विषय:- श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट के दिनांक 01.11.2019 से बिना सूचित किए अप्राधिकृत रूप से अनुपस्थित रहने के सन्दर्भ में:-

\*\*\*\*\*

उपरोक्त विषय के सन्दर्भ में श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट कोई लिखित सूचना दिए बिना/पूर्व अनुमति लिए दिनांक 01.11.2019 से अभी तक कार्यालय से अप्राधिकृत रूप से अनुपस्थित हैं और साथ ही साथ वह सक्षम अधिकारीगण की स्वीकृति लिए बिना नगर से बहार भी गए हैं।

अतः श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट को यह निर्देश दिए जाते हैं कि वह यह स्पष्ट करे कि सक्षम अधिकारीगण की स्वीकृति लिए बिना वह नगर से बहार कैसे चले गए।

श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट को यह भी निर्देश दिए जाते हैं कि अगर वह बीमार है तो चिकित्सा अवकाश से सम्बंधित दस्तावेज इस जापन के जारी होने के 03 दिनों के भीतर स्थापना अनुभाग को देवे।

श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट  
म०न०-ए-09, मेन गोपाल नगर,  
नजफगढ़, नयी दिल्ली, 110043.

प्रतिलिपि:-

1. संकाय प्रभारी, लैब मेडिसिन (टी०सी०)
2. लेखा अधिकारी (टी०सी०) - श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट का तुरंत प्रभाव का वेतन रोक दिया जाये।

जोगिन्दर  
[जोगिन्दर कुमार]  
स० प्रशासनिक अधिकारी  
01/11/19  
26/11/19  
जारी किया  
26/11/19

972

(11) (3)

अनुस्मारक-

Annex-C

गोपनीय

जय प्रकाश नारायण एपेक्स ट्रीमा केन्द्र  
अखिल भारतीय आयुर्विज्ञान संस्थान  
राज नगर, नई दिल्ली-110029

फा०सं० 45-81/2007-स्था० (टी०सी०)

दिनांक:-

ज्ञापन

विषय:- श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट के दिनांक 01.11.2019 से बिना सूचित किए अप्राधिकृत रूप से अनुपस्थित रहने के सन्दर्भ में:-

\*\*\*\*\*

उपरोक्त विषय और स्थापना अनुभाग द्वारा जारी किये गए ज्ञापन दिनांक 26.11.2019 के सन्दर्भ में श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट को यह निर्देश दिए गए थे कि वह यह स्पष्ट करे कि सक्षम अधिकारीगण की स्वीकृति लिए बिना वह नगरदेश से बाहर कैसे चले गए। परन्तु श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट द्वारा इस सन्दर्भ में कोई भी लिखित सूचना स्थापना अनुभाग को प्राप्त नहीं हुई है।

अतः श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट को पुनः यह निर्देश दिए जाते हैं कि वह यह स्पष्ट करे कि सक्षम अधिकारीगण की स्वीकृति लिए बिना वह नगरदेश से बाहर कैसे चले गए। आपका जवाब इस ज्ञापन के जारी होने के 03 दिनों के भीतर स्थापना अनुभाग को देना।

जोगिन्दर कुमार  
स० प्रशासनिक अधिकारी

10/12/19

श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट,  
द्वारा :- सकांय प्रभारी ब्लड बैंक (टी०सी०)

10/12/19

4

Annex-D  
13.12.19

Lr. No. BB / JPNATC/19/75

Through proper channel

To  
The Administrative Officer  
JPNATC  
AIIMS

973

Subject: Urgent request for transfer/surrender of Mr. Pradeep Kumar – medical lab technologist, Blood Bank, JPNATC

date of joining 02/6/07

Sir,

This is for your kind information that Mr. Pradeep Kumar, working as a medical lab technologist in blood bank had visited abroad without approval from the concerned authorities from 7-14 Nov 2019. He is irregular in his duties, claiming to have psychiatric illness etc...which is hampering the departmental routine work severely.

In lieu of the above mentioned facts it is requested to consider for transfer/surrender of Mr. Pradeep Kumar with immediate effect. Kindly process this letter on priority as no replacement staff is required for the same since the matter is urgent.

Thanking you

Yours Sincerely

*S. Arulselvi*  
Dr. S. Arulselvi  
Professor

*Rahul Chaurasia*  
Dr Rahul Chaurasia  
Asst Prof.

*Vedant Arya*  
Dr. Vedant Arya

*Sulekha Karjee*  
Dr Sulekha Karjee  
CMO's

JPNATC, AIIMS

RECEIVED  
13 DEC 2019  
at 2:50 PM  
JPNATC, AIIMS

Extt. Office JPNATC  
रजिस्ट्रार अनुभाग ज.प्र.का.प.टी.सी.  
Slary No./दायरी नं. 45900  
Date/दिनांक 13/12/19

Annex-E

12

974

अनुस्मारक-II

गोपनीय

जय प्रकाश नारायण एपेक्स ट्रिमा केन्द्र  
अखिल भारतीय आयुर्विज्ञान संस्थान  
राज. नगर, नई दिल्ली-110029

फा०सं० 45-81/2007-स्था० (टी०सी०)

दिनांक:-

17 DEC 2019

ज्ञापन

विषय:- श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट के दिनांक 01.11.2019 से बिना सूचित किए अप्राधिकृत रूप से अनुपस्थित रहने के सन्दर्भ में:-

\*\*\*\*\*

उपरोक्त विषय और स्थापना अनुभाग द्वारा जारी किये गए ज्ञापन दिनांक 26.11.2019 व 10.12.2019 के सन्दर्भ में श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट को यह निर्देश दिए गए थे कि वह यह स्पष्ट कर कि संकम अधिकारीगण की स्वीकृति लिए बिना वह नगर/देश से बाहर कैसे चले गए परन्तु श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट द्वारा इस सन्दर्भ में कोई भी लिखित सूचना स्थापना अनुभाग को प्राप्त नहीं हुई है।

अंतः श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट को पुनः यह निर्देश दिए जाते हैं कि वह यह स्पष्ट कर कि संकम अधिकारीगण की स्वीकृति लिए बिना वह नगर/देश से बाहर कैसे चले गए। आपका जवाब इस ज्ञापन के जारी होने के 03 दिनों के भीतर स्थापना अनुभाग को देना अन्याय आपके विरुद्ध सी०सी०एस० (सी०सी०ए०) नियम 1965 के अन्तर्गत सख्त प्रशासनिक कार्यवाही की जाएगी।

[नरेन्द्र कुमार]

व० प्रशासनिक अधिकारी

श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट,  
द्वारा :- संकाय प्रभारी ब्लड बैंक (टी०सी०)

17/12/19

975

जय प्रकाश नारायण एपेक्स ट्रामा केंद्र  
अखिल भारतीय आयुर्विज्ञान संस्थान  
राज नगर, नई दिल्ली-110029

Annex F

फा०सं० 45-81/2007-स्था० (टी०सी०)

दिनांक:-

31 DEC 2019

कारण बताओ नोटिस

यह सूचित किया जाता है कि श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट, ब्लड बैंक, जे०पी०एन० एपेक्स ट्रामा केंद्र, अ.भा.आ.सं., दिनांक 01.11.2019 से 16.11.2019 तक छुट्टी मंजूर करवाए बिना अपनी इयूटी से जानबूझकर एवं अप्राधिकृत रूप से अनुपस्थित थे। और साथ ही साथ वह सक्षम अधिकारीगण की स्वीकृति लिए बिना नगर/देश से बाहर भी गए थे। उन्होंने दिनांक 17.11.2019 को अपने पद पर कार्यभार ग्रहण किया। इसके उपरांत उन्हें दिनांक 26.11.2019 को एक कार्यालय जापन भेजा गया था परन्तु उन्होंने जापन दिनांक 26.11.2019 का कोई जवाब नहीं दिया। उन्हें पुनः दिनांक 10.12.2019 एवं 17.12.2019 को क्रमशः अनुस्मारक-1 एवं अनुस्मारक-2 भेजा गया जिसके सन्दर्भ में अब तक भी उनका कोई जवाब स्थापना अनुभाग में प्राप्त नहीं हुआ है।

अतः श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट, को यह कारण बताने को कहा जाता है कि उनके इस प्रकार अप्राधिकृत रूप से अनुपस्थित रहने के लिए व सक्षम अधिकारीगण की स्वीकृति लिए बिना नगर/देश से बाहर की यात्रा करने के लिए उनके विरुद्ध अनुशासनिक कार्यवाही आरंभ क्यों न की जाए। उनका जवाब इस नोटिस के जारी होने के 05 दिनों के अन्दर अधोहस्ताक्षरित के पास उचित माध्यम द्वारा पहुंच जाना चाहिए। ऐसा न करने पर यह माना जाएगा कि उनके पास अपने बचाव में कहने के लिए कुछ नहीं है और मामले की अर्हता के अनुसार उनके विरुद्ध उपर्युक्त कार्यवाही की जाएगी।

(नरेन्द्र कुमार)

व०प्रशासनिक अधिकारी

श्री प्रदीप कुमार, मेडिकल लैब टेक्नोलॉजिस्ट  
म०न०-ए-09, मेन गोपाल नगर,  
नजफगढ़, नयी दिल्ली, 110043

प्रतिलिपि:-

1. संकाय प्रभारी ब्लड बैंक (टी०सी०)

31/12/19

ISSUED

जारी किया  
31/12/19

Amner-Gj  
original

जय प्रकाश नारायण एपेक्स ट्रॉमा केंद्र  
अखिल भारतीय आयुर्विज्ञान संस्थान

राज नगर, नई दिल्ली-110029

दिनांक :- 09 JUN 2021

फा.सं. 45-81/2007- स्थापना (टी.सी.)

कार्यालय ज्ञापन

- 1 अथोहस्ताक्षरी द्वारा श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट, जय प्रकाश नारायण एपेक्स ट्रॉमा केंद्र, अ.भा.आ.सं. के विरुद्ध केन्द्रीय सिविल सेवा (वर्गीकरण, नियंत्रण एवं अपील) नियमावली 1965 के नियम 14 के अन्तर्गत जाँच करने का प्रस्ताव किया जाता है। जिन कदाचार के आरोपों के विषय में जाँच करना प्रस्तावित है, आरोप के उन्हीं अनुच्छेदों का विवरण संलग्न (संलग्नक I) है। आरोप के प्रत्येक अनुच्छेद के पक्ष में कदाचार के आरोप का विवरण संलग्न (संलग्नक II) है। उन दस्तावेजों और गवाहों की सूची जिनसे आरोपी के विरुद्ध आरोपों के अनुच्छेदों को साबित करना प्रस्तावित है जिसका विवरण संलग्न (संलग्नक III एवं IV) है।
- 2 श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट को निर्देश दिया जाता है कि वे इस ज्ञापन की प्राप्ति के 10 दिनों के भीतर अपने बचाव में लिखित बयान प्रस्तुत करें और यह बताएं कि क्या वे व्यक्तिगत रूप से सुनवाई के इच्छुक हैं।
- 3 उन्हें सूचित किया जाता है कि केवल आरोप के उन्हीं अनुच्छेदों के विषय में जाँच की जाएगी जिन्हें स्वीकार नहीं किया गया है। अतः उन्हें आरोप के प्रत्येक अनुच्छेद को स्पष्ट रूप से स्वीकार या अस्वीकार है।
- 4 उन्हें यह भी सूचित किया जाता है कि यदि वे उपर्युक्त पैरा 2 में निर्दिष्ट की गई तारीख को या उससे पहले अपने बचाव में अपना लिखित बयान पेश नहीं करते हैं या व्यक्तिगत रूप से जाँच प्राधिकारी के सामने उपस्थित नहीं होते हैं या अन्यथा केन्द्रीय सिविल सेवा (वर्गीकरण, नियंत्रण एवं अपील) नियमावली 1965 के नियम 14 के प्रावधानों या उक्त नियम के तहत जारी आदेशों/निर्देशों का अनुपालन करने में असफल रहते हैं या मना करते हैं तो जाँच प्राधिकारी उनके विरुद्ध एकतरफा जाँच कर सकता।
- 5 श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट का ध्यान केन्द्रीय सिविल सेवा (आचरण) नियमावली 1964 के नियम 20 की ओर आकर्षित किया जाता है जिसके अन्तर्गत कोई भी सरकारी कर्मचारी अपनी सरकारी सेवा संबंधी मामलों के विषय में अपने हितों के लिए किसी वरिष्ठ प्राधिकारी पर किसी प्रकार का राजनैतिक या बाहरी प्रभाव नहीं डालेगा अथवा प्रभाव डलवाने का प्रयास नहीं करेगा। यदि इस कार्रवाई से संबंधित किसी विषय पर किसी अन्य व्यक्ति की ओर से इस संबंध में उनकी तरफ से कोई प्रतिवेदन प्राप्त होता है तो यह माना जाएगा कि श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट ऐसे प्रतिवेदन से परिचित हैं और यह सब उनके कहने पर ही हुआ है तथा केन्द्रीय सिविल सेवा (आचरण) नियमावली 1964 के नियम 20 के उल्लंघन करने पर उनके विरुद्ध कार्रवाई की जाएगी।
- 6 कृपया इस ज्ञापन की पावती दें।

अनुशासनिक प्राधिकारी

इ. गुलेरिया  
3/5/21

(डॉ. रणदीप गुलेरिया)  
निदेशक, अ.भा.आ.सं.

o/c

श्री प्रदीप कुमार,  
मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट  
द्वारा:- संकाय प्रभारी, ब्लड बैंक (टी.सी.)

श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट, जय प्रकाश नारायण एपेक्स ट्रॉमा केंद्र, अ.भा.आ.सं., नई दिल्ली के विरुद्ध लगाए गए आरोपों के अनुच्छेद का विवरण।

आरोप का अनुच्छेद:

श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट बिना सूचना/पूर्व अनुमति के अपने कार्य से 1.11.2019 से 17.11.2019 तक अनाधिकृत रूप से अनुपस्थित थे तथा इस दौरान बिना सक्षम अधिकारी के पूर्व अनुमति/ बिना सूचना के देश से बहार बैंकोक, थाईलैंड भ्रमण करने गए थे जो कि गंभीर कदाचार है।

इस प्रकार श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट, जय प्रकाश नारायण एपेक्स ट्रॉमा केंद्र, अ.भा.आ.सं., नई दिल्ली, ने गंभीर कदाचार एवं अपने कार्य के प्रति पूर्ण निष्ठा बनाए रखने एवं अनुशासन का पालन करने में असफल रहें हैं तथा उनका यह व्यवहार संस्थान का कर्मचारी होने के लायक नहीं है जोकि संस्थान के कर्मचारियों पर लागू होता है केन्द्रीय सिविल सेवा (आचरण) नियमावली 1964 के नियम 3 (1) (i), (ii) एवं (iii) का उल्लंघन है।

अनुशासनिक प्राधिकारी

डॉ. रणदीप गुलेरिया  
3/11/19

(डॉ. रणदीप गुलेरिया)

निदेशक, अ.भा.आ.सं.



संलग्नक-II

श्री प्रदीप कुमार, मेडिकल लैबोरेटरी टेक्नोलॉजिस्ट, जय प्रकाश नारायण एपेक्स टॉमा केंद्र, अ.भा.आ.सं., नई दिल्ली के विरुद्ध लगाए गए आरोपों के अनुच्छेद का विवरण।

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श्री प्रदीप कुमार इस संस्थान में प्रयोगशाला तकनीशियन के पद पर दिनांक 02.06.2007 से कार्यरत है।

डॉ एस० अरुल सिल्वी, संकाय प्रभारी रक्त कोष ने पत्र दिनांक 11.11.2019 द्वारा यह सूचित किया कि श्री प्रदीप कुमार, मेडिकल प्रयोगशाला तकनीशियन बिना किसी सूचना के दिनांक 01.11.2019 से अनुपस्थित है। उनके द्वारा यह भी बताया गया कि श्री प्रदीप कुमार ने उन्हें सूचना दी है कि वह चिकित्सा अवकाश पर है। डॉ एस० अरुल सिल्वी द्वारा यह भी बताया गया कि उन्हें सूचना प्राप्त हुई है कि श्री प्रदीप कुमार बिना किसी सूचना तथा बिना स्वीकृति के नगर से बाहर गए हैं।

श्री प्रदीप कुमार को दिनांक 26.11.2019 को जापन जारी किया गया जिसमें उनसे अप्राधिकृत रूप से अनुपस्थित रहने तथा बिना स्वीकृति के नगर से बाहर जाने के लिए लिखित स्पष्टीकरण स्थापना अनुभाग को 03 दिनों के भीतर देने के निर्देश दिए गए थे परन्तु उन्होंने इस सन्दर्भ में कोई भी स्पष्टीकरण स्थापना अनुभाग में प्रस्तुत नहीं किया।

चूंकि श्री प्रदीप कुमार ने उपरोक्त जापन के सन्दर्भ में लिखित स्पष्टीकरण नहीं दिया; दिनांक 10.12.2019 को दूसरी बार अनुस्मारक-I जारी किया गया और पुनः निर्देश दिए गए कि वह अप्राधिकृत रूप से अनुपस्थित रहने तथा बिना स्वीकृति लिए नगर से बाहर जाने के लिए लिखित स्पष्टीकरण स्थापना अनुभाग को 03 दिनों के भीतर देवे परन्तु उन्होंने इस सन्दर्भ में पुनः कोई भी स्पष्टीकरण स्थापना अनुभाग में प्रस्तुत नहीं किया।

उसी दौरान संकाय प्रभारी, रक्त कोष ने पत्र दिनांक 13.12.2019 द्वारा यह सूचना दी कि श्री प्रदीप कुमार दिनांक 07.11.2019 से 14.11.2019 के मध्य विदेश भ्रमण के लिए गए थे जिसके लिए उनके द्वारा सक्षम अधिकारी कि स्वीकृति नहीं ली गयी थी। नियमानुसार सरकारी कर्मचारी को देश/नगर छोड़ने से पहले सक्षम अधिकारीगण की अनुमति/स्वीकृति लेना अति आवश्यक है। संकाय प्रभारी द्वारा यह भी बताया गया कि श्री प्रदीप कुमार अपना कार्य सही तरह से नहीं कर रहा है जिसके कारण विभाग का कार्य सुचारु रूप से नहीं चला पा रहा है।

उपरोक्त शिकायत पर संज्ञान लेते हुए श्री प्रदीप कुमार को दिनांक 17.12.2019 को तीसरी बार अनुस्मारक-II जारी किया गया और पुनः निर्देश दिए गए कि वह अप्राधिकृत रूप से अनुपस्थित रहने तथा बिना स्वीकृति लिए नगर से बाहर जाने के लिए स्थापना अनुभाग को लिखित स्पष्टीकरण 03 दिनों

के भीतर देवे परन्तु उन्होंने इस सन्दर्भ में पुनः कोई भी स्पष्टीकरण स्थापना अनुभाग में प्रस्तुत नहीं किया।

क्यूंकि श्री प्रदीप कुमार द्वारा कोई भी जवाब नहीं दिया, दिनांक 31.12.219 को चौथी बार कारण बताओ ज्ञापन जारी किया गया और उन्हें पुनः निर्देश दिए गए कि वह अपना लिखित स्पष्टीकरण स्थापना अनुभाग को 05 दिनों के भीतर दें परन्तु इस विषय पर आज तक श्री प्रदीप कुमार द्वारा कोई भी जवाब स्थापना अनुभाग में प्राप्त नहीं हुआ है।

इस प्रकार श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट अपने कार्य के प्रति पूर्ण निष्ठा बनाए रखने तथा अनुशासन का पालन करने में असफल होने के जिम्मेदार हैं और उनका यह व्यवहार संस्थान का कर्मचारी होने के लायक नहीं है, जोकि एम्स विनियम 2019 के विनियम 33 (2) के अनुसार पठित के.सि.से. (आचरण) नियमावली 1964 के नियम 3 (1) (i), (ii) एवं (iii) का उल्लंघन है।

अनुशासनिक प्राधिकारी

2 गुलेरिया  
21/6/21

(डॉ रणदीप गुलेरिया)

निदेशक, अ.भा.आ.सं.

दस्तावेजों की सूची जिनके द्वारा श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट, जय प्रकाश नारायण एपेक्स टॉमा केंद्र, अ.भा.आ.सं., नई दिल्ली के विरुद्ध लगाए गए आरोप के अनुच्छेदों को साबित करने के लिए प्रस्तावित है।

1. श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट के अपने कार्य से अनाधिकृत रूप से अनुपस्थित रहने के संदर्भ में सकाय प्रभारी रक्त कोष द्वारा प्राप्त पत्र दिनांक 11.11.2019 I
2. श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट के विरुद्ध जारी ज्ञापन दिनांक 26.11.2019 I
3. श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट के विरुद्ध जारी अनुस्मारक-I दिनांक 10.12.2019 I
4. श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट के विरुद्ध जारी अनुस्मारक-II दिनांक 17.12.2019 I
5. श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट के विरुद्ध जारी कारणा बताओ नोटिस दिनांक 31.12.2019 I

अनुशासनिक प्राधिकारी

रं गुलरिया  
2/1/14

(डॉ. रणदीप गुलरिया)  
निदेशक, अ.भा.आ.सं.

981

संलग्नक-IV

गवाहों की सूची जिनके द्वारा श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलॉजिस्ट, जय प्रकाश नारायण एपेक्स टॉमा केंद्र, अ.भा.आ.सं., नई दिल्ली के विरुद्ध लगाए गए आरोप के अनुच्छेदों को साबित करने लिए प्रस्तावित है।

- 1 श्रीमती एस० अरुल सिल्वी,  
संकाय प्रभारी रक्त कोष
- 2 श्रीमति भागाम्प्रियल,  
सम्बंधित सहायक  
डाटा एन्ट्री ऑपरेटर (आउटसोर्स)

अनुशासनिक प्राधिकारी

२ गुणदीप गुलेरिया  
3/4/14  
(डॉ रणदीप गुलेरिया)  
निदेशक, अ.भा.आ.सं.

Dy. Director (Med.) आयुक्त (चिकित्सा) अ.प्र.ना.उ. अ.प्र.ना.उ. AIIMS

21 JUN 2021

THROUGH PROPER CHANNEL

Amir H...  
754/78  
19 JUN 2021  
RECEIVED  
21/06/21  
DIRECTOR OFFICE

The Director  
AIIMS, N. Delhi  
Date: 16<sup>th</sup> June 2021

Office JPNATC  
Library No./आयुक्त सं...  
25/11/21  
Dr. A.O. (SP/ATC)

SUBJECT: REPLY OF MEMORANDUM DATED 09<sup>th</sup> JUNE 2021

Respected Sir,  
With reference to your office Memorandum no. 45-81/2007-Estb/(T.C.) dated 09<sup>th</sup> JUNE 2021 which is received by in the afternoon at 3:00PM on 09/06/21 on the subject cited matter as per your memorandum no. mentioned above, kindly vide please.

In this connection it is to informed that due to my MEDICAL CONDITION, I was not able to attend my duties from 01/11/2019 to 16/11/2019.

As I was undergoing treatment at Emergency, JPNATC AIIMS from 31/10/2019 & got admitted at Emergency Department of JPNATC, while on duty I got anxiety & feel drowsiness & fell down in the Bleeding Area while informing to our CMO Dr. Sulekha Karjee. After that, they took me at Emergency Medicine Department, where I have <sup>found</sup> raised BP 200/109 & pulse 111. My complete Investigations have been done which is mentioned on Discharge Summary & copy of which is already submitted on 28<sup>th</sup> November 2019. Dr. SR Med. on duty advise me rest for three days w.e.f. 01/11/2019 to 03/11/2019 which is mentioned on Discharge Summary given by ED, JPNATC & Dr. SR Med. Binod Krishna Gouda Sir issued medical certificate for above mentioned date & also advise me to consult at various departments i.e. Medicine, [ENCL] Cardiology & Psychiatry on 04<sup>th</sup> November 2019.

It is submitted that on 04<sup>th</sup> November 2019 first I have visited Cardiology OPD Card No. CV2019/014/0032 with UHID 101871179 under Consultant Room No. 12 of Dr. Nitish Naik where Dr. Swati has examined me & prescribed medicines as per investigations.

On the same day i.e. 04/11/2019 after cardiology  
 OPD, I went to Psychiatric Deptt. OPD where  
 I was seen by Dr. Rohit Verma (Associate Prof.) of  
Psy Deptt. who prescribed me some medicines &  
 advise me rest for two weeks w.e.f. 04/11/2019  
 upto 16/11/2019. Regarding all these diagnosis's, I  
 have informed to my concern officer i.e. CTO Sir  
Mr. A.K. Tangri & Dr. Rahul by sending what's App  
images of OPD cards, on 06th November 2019.  
 Sir, its my humble request that, when I was  
 admitted at Emergency JPNATC on 31/10/2019  
 at around 1 PM & discharged at 8 PM on 31/10/19  
 & the concerned Dr. given the three days rest  
 w.e.f. 01/11/2019 to 03/11/2019 as the copy is  
 already submitted in due course then why I  
 may be blamed that I have not given any  
 information to the department regarding my  
 absence as most of my colleagues & my senior  
 staff & Drs know the truth of my medical lea  
 as all these happens while on duty on 31/10/20  
 Since, I am not medically fit to join my duty on  
 17th November 2019, I have informed Dr. Rahul on  
 16th Nov 2019 itself that I am not well & not in  
 a position to perform my duties in this condition.  
 who replied that it is not possible to put someone  
 else on duty in place of you at this point of  
 time. Since, I tried my level best to arrange  
 Reliever amongst my colleagues but failed to  
 do so. Any how I have managed myself & reported  
 for my duty on 17/11/2019 (Morning Shift) & also  
 performed Night duty on 18/11/2019 & while on  
 duty I have suffered with massive bleeding a  
Internal Haemorrhoids Then on 19/11/2019 (Night)  
 I went to Surgery OPD for treatment as I was  
 feeling weakness due to internal bleeding.

At surgery OPD Dr. Abhinav SR SX on duty examine internal hemorrhoids at 3 positions & administered treatment & advise to take one week rest w/e 20/11/2019 to 26/11/2019. Copy of OPD card & medical certificate for above case is already submitted with letter dated 28/11/2019.

Since I was not well & undergoing treatment at AIIMS itself at that time for which Medical Certificates along with Medical fitness have been submitted by me in due course of time. However a copy of my treatment stated above are hereby enclosed for ready references.

Sir, it is further informed that while under treatment at Psychiatry OPD & Emergency medicines, Doctors advise me to go for outing in order to relax my anxiety & improve my mental conditions. I have been suffered from sleeping disturbances which is also active at present.

I was not in my sense & unable to understand the situations surrounds me. During this period my Brother-in-law came to see me & observe the consequences faced by me. I am unable to control my emotions & keep crying for long time at night due to which I have faced more anxiety & sleeping disturbances.

My family members got also disturbed due to my behavioural activity as some day I liked very much & on other day I hate everybody. When my family members are more serious about my health then my <sup>wife informed my</sup> Brother-in-law who is Professional Photographer & has no official link with AIIMS. After seen my mental conditions he took me by requesting to come along with him.

He advise me to go for outing to take rest & change the environment to improve my mental conditions, as your Dr also advise for outing. He packed my some set of clothes & I accompanied him. When we reached Airport, I realised that he is taking me <sup>at</sup> some cool & calm place. But, when he says, we are going to Bangkok (Thailand), then I have said that I have not taken my Passport, He smiled & said not to worry about & I already have it.

Sir, During that period i.e. from 01/11/2019 my situations was not so good & I was not able to understand what is happening with me. I followed his instructions & proceeded, as all the expenses were borne by my Brother-in-law. We have stayed Bangkok from 06/11/19 to 24/11/2019 morning.

Sir, Now, I realised that I was not supposed to leave the HQ without prior Intimation/Permission from the Department, as I am from Technical cadre I was not aware that I have to take prior permission to leave the country in any type of Leave i.e. ML, CL, EL.

I apologised for this mistake & request you to kindly consider my mental conditions as I am still under treatment with Deptt. of Psychiatry. Sir, I do humble request to your honour to kindly consider my case as my mother & father (EX IAF) are not alive & I am the only bread winner of my family. I assure your honour to be more careful in future before leaving the outstation.

I hope to get a favourable response from your honour & I also promise to maintain the decorum of myself, my department & my PRESTIGIOUS INSTITUTE AIIMS.



Sir, it is to inform you that due to unhealthy conditions of myself as explained above I am not willing to work at BLOOD BANK, JPNATC, AIIMS due to unfavourable circumstances at the department as well as long distance from my home Najafgarh, New Delhi. So, I have applied transfer to NCI, AIIMS, Jhajjar on 22/01/2020 but it has been regretted due to official reason. As NCI, Jhajjar is very nearby to my home only 20 minutes run from own vehicle as compared to JPNATC, AIIMS where it takes 2 hours from one side. I can save 4-5 hours a day if your honour consider my case & also help me to change the environment.

Sir, as I have already mentioned on Page No. 5 para-1, that due to Earned leave & Medical Leaves which has been taken by me due to Road Traffic Accidents & other health issues like anxiety, hypertension, sleeping disturbances, aches all over body, so I am unable to think what to do to improve my mental situations & give reply to the office memorandum which was issued on 26/11/2019, 10/12/2019, 17/12/2019 & 31/12/2019.

Sir, I have given reply to the memorandum issued on 26/11/2019 & received by me on 28/11/2019 in which I have given explanation that I was not absent without information but I have informed to our ETO Mr. A.K. Tangra that I was on medical leave at that time & of which I have submitted the desired documents as required by the office.

Sir, regarding my unhealthy conditions <sup>(18)</sup> <sup>(56)</sup> of  
31/10/2019 to Mid of March 2020 I have suffered  
 a lot health issues due to sleep disturbances  
anxiety & hypertension. I have met 5-6 Road  
traffic accidents in December 2019 & January,  
 in which most of the time soft tissue injury  
at ankle take place & I have <sup>been</sup> undergoing  
treatment at our JPNATC, Emergency from  
ortho Department, copy of which is hereby  
enclosed for further reference. I have taken ELTML forth  
 Firstly, on 26/11/2019 I have visited New Emge  
AIIMS regarding Hypertension complaint &  
anxiety & I have requested to Dr GMD on duty  
 at that time to extend my medical leave  
 but they have denied & said that you have  
 undergone treatment at Psychiatry, Cardiology  
Surgery, so ask them to do so. At that time I  
 was very much disturbed & do not able to  
 think what to do my health issues, at one  
 time I want to commit suicide but sudden  
 my best colleagues phone rang & I have  
 disclose the facts, he suggest me not to  
 do the activity which hampers my family  
 life in future.

Then again I have problems regarding Anxiety  
& sleep disturbances occur & then I have visit  
at Psychiatry department on 29/11/2019 where  
Dr. Vaibhar SR Sir examined me & prescribed  
 some medicines to overcome the unhealthy  
 situations.

Again on 02/12/2019 I was examined by Dr Rohi  
Verma (Asso. Prof) Psy deptt & prescribed some  
 medicines & suggested me to come along  
 with my wife on 16/12/2019.

Sir, As your honour know the when (19) (18) (17) COVID-19 pandemic comes we are fully ready to overcome the situations & myself being unhealthy due to mental stress & all other ailments of body I will <sup>be</sup> ready to serve for my department & sir till date I have not availed long leave ELT Medical leave, but during performing duties I was found COVID positive on 04/12/2020 with god's grace I have recovered from the COVID-19. & joined my duties from 19/12/2020. During COVID PERIOD FROM MARCH 2020 to till date I am coming regularly to my office without taking any long leave.

Sir, as per my concern, I have received the office memorandum dated 21/09/2020 regarding examine the case of myself by Medical Board on 24/09/2020 after that I have attend Psychiatry OPD on 01/10/2020 in which Dr. Rohit Verma again examined me & prescribed some medicines to overcome the mental situations. Psychiatry OPD have conducted many tests as required by the Board on 13/10/2020 & 14/10/2020 & on 31/12/2020 I have again visited Psy OPD in which Dr. Rohit Verma examined my case.

Sir, when I have asked to our reporting officer regarding reply of previous memorandum then he said wait until the outcomes of MEDICAL BOARD EXAMINATION. Regarding this I have received memorandum on 22/12/2020 to report on 28/12/2020 & after that on 29/12/2020 in which ~~which~~ reporting on 04th JANUARY 2021

(26) (58) (14-8)

Finally on 31<sup>st</sup> DEZ 2020, I have received memorandum (1) which meeting is rescheduled on 11/01/2021 in place of 04/01/2021. So, I am waiting the outcomes of report regarding MEDICAL BOARD EXAMINATION.

Sir, as mentioned earlier that due to unhealthy conditions of myself & being examined by MEDICAL BOARD I have not given the reply of issued memorandum on 17/12/2019, & 31/12/2019 but I have given the reply of memorandum issued on 26/11/2019 of my letter dated 28/11/2019 regarding my MEDICAL LEAVE TAKEN at that time.

Sir, Now, I realised that I have to give reply of office memorandum in due course of time. I again apologised for this mistake & request your honour to kindly consider my mental conditions as I am still under observation with Deptt. of Psychiatry as per discussion in MEDICAL BOARD. I assure your honor to be more careful in future regarding all aspects toward my responsibilities in duties & I also promise to maintain the decorum in my department.

Sir, as per para 2 of 1<sup>st</sup> page of your office Memo dated 09/06/2021, I would like to request your honor to form a large committee which include, ~~any~~ Any of our CMO or both, CTO & some technical staff of BLOOD BANK, JPNATC, AIIMS which gives the real picture of the Environment of the BLOOD BANK, JPNATC, AIIMS (regarding future hearings).

I am highly grateful & very thankful to your honour for your act of kindness.

Thank you Note - He is working properly for last one year in Blood Bank, JPNATC

Yours faith fully  
Pradeep Kumar

DR. V. ARYA  
M. No. 18.6.2021

Dr. Sulekha  
18.6.21

Enclosures:- 15

Forwarded with note  
12/6/21

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI - 110029**

No.F.45-81/2007-Estt.(TC)

Annex-I (21)  
Dated:- 18.4.2021


**ORDER**

WHEREAS an Inquiry under Rule 14 of the Central Civil Services (Classification Control and Appeal) Rules, 1965 read with Regulation 33 of AIIMS Regulations 2019 is being held against Mr. Pradeep Kumar, Medical Lab Technologist, JPNA Trauma Centre, AIIMS.

AND WHEREAS the Director & Disciplinary Authority, AIIMS consider that an Inquiry Officer should be appointed to inquire into the charge framed against the said Mr. Pradeep Kumar, Medical Lab Technologist.

NOW, THEREFORE, the Director & Disciplinary Authority in exercise of the powers conferred by sub-rule (2) of Rule 14 of the CCS (CCA) Rules 1965, hereby appoints to Ms. Anita Tete, Sr. Administrative Officer, SC/ST Cell/ACR Cell as an Inquiring Authority to inquire into the charge framed against the said Mr. Pradeep Kumar, Medical Lab Technologist.

For and on behalf of  
Disciplinary Authority

  
(Dee Nath Sah)  
Chief Administrative Officer  
*elony at 2/4 condit*

**DISTRIBUTION**

- |    |  |  |
|----|--|--|
| 1. | <b>Ms. Anita Tete<br/>Sr. Administrative Officer &amp; Inquiry Officer<br/>SC/ST Cell/ACR Cell, AIIMS</b>          | <b>Alongwith a copy of Charge-Sheet Memorandum</b> |
| 2. | <b>Mr. Pradeep Kumar, Medical Lab Technologist<br/>Thru:- Faculty In-charge (Blood Bank), JPNATC</b>               |  |
| 3. | <b>Ms. Saroj Kumari Lal<br/>Asstt. Administrative Officer &amp; Presenting Officer<br/>Academic Section, AIIMS</b> |  |

**Copy to:**

Administrative Officer  
Legal Cell, AIIMS

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(22)

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI - 110029**

No.F.45-81/2007-Estt.(TC)

Dated: 09 JUL 2021

**ORDER**

WHEREAS an Inquiry under Rule 14 of the Central Civil Services (Classification Control and Appeal) Rules, 1965 read with Regulation 33 of AIIMS Regulations 2019 is being held against Mr. Pradeep Kumar, Medical Lab Technologist, JPNA Trauma Centre, AIIMS.

AND WHEREAS the Director, AIIMS consider that a Presenting Officer should be appointed to present on behalf on behalf of the undersigned the case in support of articles of charge.

NOW, THEREFORE, the Disciplinary Authority in exercise of the powers conferred by sub-rule (5) (c) of Rule 14 of the said rules, hereby appoints to Ms. Saroj Kumari Lal, Assistant Administrative Officer as a Presenting Officer.

For and on behalf of  
Disciplinary Authority

(Deo Nath Sah]

Chief Administrative Officer

**DISTRIBUTION**

1. Ms. Saroj Kumari Lal  
Asstt. Administrative Officer & Presenting Officer  
Academic Section, AIIMS
2. Mr. Pradeep Kumar, Medical Lab Technologist  
Thru:- Faculty In-charge (Blood Bank), JPNATC
3. Ms. Anita Tete  
Sr. Administrative Officer & Inquiry Officer  
SC/ST Cell/ACR Cell, AIIMS

Alongwith a copy of Charge-Sheet Memorandum

**Copy to:**

Administrative Officer  
Legal Cell, AIIMS

Received on 19/7/2021

992

Annex-J

23

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

No.F.2-AT/2021/Inquiry/PK

Dated: 06.01.2022

E.O → 810550  
67/01/2022  
8/1/22

To  
The Hon'ble Director &  
Disciplinary Authority,  
AIIMS, Ansari Nagar,  
New Delhi-110029.

Subject : Submission of Inquiry Report under the disciplinary proceedings charged framed against  
Shri Pradeep Kumar, Medical Laboratory Technician (JPNATC)-reg.

Sir,

The undersigned was appointed as Inquiry Officer vide order bearing No.F.45-81/2007-Estt.(TC) dated 14.7.2021 to conduct the inquiry against the aforesaid official. The inquiry proceedings have been completed. I am here by submitting the Inquiry Report along with the relevant documents/papers copy of the charge-sheet, order sheets, and other communications etc. as per details given below:

S.No.	File No.	Contents
1.	F.No.45-81/2007-Estt.(TC)dated 14.7.2021	Inquiry Report containing page from S.No. 1 to 5 only.
2.	F.No.45-81/2007-Estt.(TC)dated 14.7.2021	File Folder contain the documents/records during Inquiry proceedings of the case contains page from S.No.1 to 79 only. <ul style="list-style-type: none"> <li>Appointment as Inquiry Officer, Charge sheet memorandum with Annexure, Daily Order Sheets, Notices/Summons to the Witnesses. PD -1 to PD-5</li> <li>Submission of Defense Brief by CO (Annexure-I)</li> <li>Submission of Case Brief by PO (Annexure-II)</li> </ul>

Thanking you;

Yours faithfully,

*Anita Tete*  
06/01/2022  
(ANITA TETE)

SR.ADMINISTRATIVE OFFICER &  
INQUIRY OFFICER

Copy to:

- Sr.AO (JPNATC),AIIMS, New Delhi for information.

*AO*  
10/1/22  
*AO (JPNATC)*  
4  
Sh. Santosh  
16/1/22

*AO*  
*AO*  
21/1/22

(24)

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

No.F.2-AT/2021/Inquiry/PK

Dated : 06.01.2022

**INQUIRY REPORT**

Subject : Inquiry Report in disciplinary case against Shri Pradeep Kumar, Medical Laboratory Technician (JPNATC) under Rule 14 of CCS (CCA) Rules, 1965.

\*\*\*\*\*

I was appointed by the Disciplinary Authority, AIIMS as the Inquiring Officer to inquire into the charges framed against Shri Pradeep Kumar, Medical Laboratory Technician (JPNATC) vide order No.F. 45-81/2007-Estt.(TC) dated 14.7.2021. I have completed the Inquiry and on the basis of the documentary and oral evidence adduced before me, and prepared the inquiry report as under :-

**INTRODUCTION :**

**The Charged Officer was charge-sheeted with the following Article of Charges:-**

**आरोप का अनुच्छेद:**

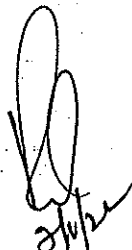
श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलोजिस्ट बिना सूचना /पूर्व अनुमति के अपने कार्य से 1.11.2019 से 17.11.2019 तक अनाधिकृत रूप से अनुपस्थित थे तथा इस दौरान बिना सक्षम अधिकारी के पूर्व अनुमति / बिना सूचना के देश से बहार बैकोक, थाईलैंड भ्रमण करने गए थे जो कि गंभीर कदाचार है।

इस प्रकार श्री प्रदीप कुमार, मेडिकल लेबोरेटरी टेक्नोलोजिस्ट, जय प्रकाश नारायण एपेक्स ट्रामा केंद्र, अ. भा. आ. सं., नई दिल्ली, ने गंभीर कदाचार एवं अपने कार्य के प्रति पूर्ण निष्ठा बनाए रखने एवं अनुशासन का पालन करने में असफल रहें हैं तथा उनका यह व्यवहार संस्थान का कर्मचारी होने के लायक नहीं है जोकि संस्थान के कर्मचारियों पर लागू होता है केंद्रीय सिविल सेवा (आचरण) नियमावली 1964 के नियम 3 (1) (i), (ii) एवं (iii) का उल्लंघन है।

**DETAILS OF THE PROCEEDINGS :**

- The preliminary hearing of the case was scheduled on 09.09.2021, and regular hearing was held on 17.9.2021 and 07.10.2021 respectively. The Charged Officer participated in all the Inquiry proceedings. The C.O. did not engage in any Defense Assistant to defend his case on his behalf, nor any defense documents/defense witness.
- During the inquiry, documents which were listed in the charge-sheet were presented and CO accepted that he has received all the listed documents.
- The documents which were listed in the charge-sheet were also produced and the same were exhibited as documents PD-1 to PD-5.
- The Presenting Officer participated in all the Inquiry from beginning to end.

DOA



06/1/2022



20/25

**KEY FACTS OF THE CASE ON RECORD :**

- a) The Charge Officer Shri Pradeep Kumar working as Medical Laboratory Technician (JPNATC) (Blood Bank), AIIMS, New Delhi, was unauthorized absented from 01.11.2019 to 10.12.2019. Absentee report received from Dr. S. Arulsevi, Professor JPNATC (Blood Bank) on 11.11.2019, with the remarks that, "it has come to the notice that he has gone out of station without prior permission and proper information to the department and clearance from appropriate authorities."
- b) Despite being on medical leave from 01.11.2019 to 16.11.2019 and 20.11.2019 to 26.11.2019, left the country to visit (Bangkok) Thailand. Recall notice was issued on 26.11.2019 and the subsequent reminders dated 10.12.2019, 17.12.2019 and 31.12.2019 were issued but no clarification/justification response received from the Charged Officer.
- c) The charged officer joined his duty on 11.12.2019. As per the remarks of the Officer In-charge Blood Bank (JPNATC) "He has also not submitted his reply to memo dated 26.11.2019 till date."
- d) The written statement were received after the joining of the duty.
- e) In view of the above, the Disciplinary Authority leveled the charges against him as contained in Om bearing No.F. 45-81/2007-Estt.(TC) dated 14.7.2021.

**ORAL EVIDENCE OF THE PROCESUTION:**

Two listed prosecution witnesses were examined :-

- i) Mrs. Bhagampriyal (PW-I)
- ii) Dr. Arulsevi (PW-II)

The Prosecution Witness also produced all the listed documents and the same were exhibited as PD-6 to PD-40.

**a) Deposition of Mrs. Bhagampriyal, Dealing Assistant (DEO Contractual) (PW-I)**

In her deposition, Mrs. Bhagampriyal, DEO verified the listed documents and confirmed that (Shri Pradeep Kumar) he has availed leave for 28 days from 01.11.2019 to 10.12.2019. The leave were submitted by the CO after the joining of the duty, which was recommended and forwarded by the Officer In-charge and leave would be regularized after the completion of the Inquiry.

**b) Deposition of Dr. Arulsevi, Professor JPNATC (Blood Bank) AIIMS, (PW-II)**

In her deposition, Dr. Arulsevi, Professor has certified that he absented from duty w.e.f. 01.11.2019 and informed the Department, that he had been granted medical leave. However, I came to know that he left the country and visited Bangkok, Thailand. Some of the Blood Bank Staff who followed in the FACE BOOK account have informed and confirmed that they had seen the pictures of Shri Pradeep Kumar posted in the face book during his visit to Thailand and pictures were posted in the face book during his visit to Thailand. Shri Pradeep Kumar himself admits to that.

06/11/2022

**DOCUMENTARY EVIDENCE OF THE PROSECUTION :****Prosecution Documents # (PD-1)**

PD-1 is the unauthorized absence from duty vide dated 11.11.2019, sent by Dr. S. Arulsevi, Professor, JPNATC (Blood Bank).

**Prosecution Documents # (PD-2)**

PD-2, letter issued from the Establishment Section dated 26.11.2019. Explanation memo. for unauthorized absence and leaving the country without prior permission.

**Prosecution Documents # (PD-3 and PD-4)**

PD-3 is a Reminder –I dated 10.12.2019 and Reminder –II dated 17.12.2019 for unauthorized absence and leaving the country without prior permission.

**Prosecution Documents # (PD-5)**

Show cause notice dated 31.12.2019.

**Prosecution Documents # (PD-6) (PD-7)**

Medical leave for 16 days w.e.f. 01.11.19 to 16.11.2019 and 20.11.19 to 26.11.2019

**Prosecution Documents # (PD-8)**

Earned Leave w.e.f. 27.11.19 to 03.2.2019 and EL w.e.f. 09.12.2019 to 10.12.2019 was submitted on 10.12.2019 for medical reasons, hence is not recommended.

**Defense Brief by Charged Officer (Shri Pradeep Kumar) (Annexure-I) :**

- a) Shri Pradeep Kumar submitted that he was on medical leave w.e.f 01.11.2019 to 03.11.2019 (Emergency Medicine, JPNATC). 04.11.2019 to 16.11.2019 (Medical leave –Psychiatry Deptt.) 20.11.2019 to 26.11.2019 (Medical Leave-Surgery) 27.11.2019 to 03.12.2019 (Earned leave).
- b) The reason of absence mentioned - mental condition was not good due to psychiatric treatment, examined by various Doctors i.e. Emergency Medicine, Cardiology, Surgery etc., and that the Doctors advised him to go for outing in order to relax anxiety and improve mental conditions.
- c) He apologized for the mistake by travelling abroad without official permission & assured not to repeat such an act in future, or leave the Head quarter without prior intimation/permission from the concerned department.

*06/1/2022*

- d) Information regarding Medical Leave submitted on 28<sup>th</sup> November, 2019 (Pg-41 to 50).
- e) Reply of Memorandum dated 9.6.2021 address to Director, AIIMS with 15 enclosures (Pg-51 to 79).

The Presenting Officer, Smt. Saroj Kumari Lal, AAO has submitted her Case Brief on 19.10.2021 and stated that "the case has been examined, on the basis of the prosecution witness and the CO himself accepted the fact that he had travelled abroad without official permission. The charges against Shri Pradeep Kumar, Medical Laboratory Technician stands **PROVED. (Annexure-II)**.

**OBSERVATION:**

- a) He portrayed and presented himself as undergoing serious medical conditions, like internal Hemorrhoid, BP, stress, anxiety etc. and informed during the proceedings that Doctor had advised him to go for outing to relax anxiety and improve mental conditions. Whereas, in his OPD Card no such doctor advice has been found. (Going out for vacation need lots of preparation and planning).
- b) The CO himself had admitted that he went to Bangkok, Thailand; with his brother-in-law for outing. It was observed that it was planned to leave the Country and visit Bangkok, trying to mislead the authorities with medical leave from 01.11.2019 to 03.11.2019 and again 04.11.2019 to 16.11.2019 and in between 04.11.2019 to 16.11.2019 visited Bangkok.
- c) As per CCA Rule the Government Servant can't leave the station during Earned Leave/Casual Leave/Medical Leave without prior permission. It a serious offence, and the Charged Officer admitted and accepted his mistake, although with emphasis on his medical conditions and trying to mislead the proceedings.
- d) The Prosecution Witness (PW-II) also confirmed about his visit abroad, as the staff from Blood Bank saw the pictures posted in the face book.
- e) Being Government Servant, to leave the Country need lots of formalities i.e. Prior intimation of leaving the Station, Legal/Vigilance Clearance. And if the patient under Psychiatry treatment, clearance from the concerned doctor is a must.

*Chatter*  
06/11/2022

**FACTS AS PER RULE**

- a) The DoPT vide OM No. 11013/7/94-Estt(A) dated 18.05.1994 (Annex-I) had instructed that failure to obtain permission of the Competent Authority before leaving station/headquarter, especially for private visits abroad should be viewed seriously and would entail disciplinary action for non compliance.
- b) The instructions laid down vide DoPT OM No.11013/8/2000-Estt.(A) dated 07.11.2000 (Annexure-II) prescribed that the leave sanctioning authority is expected to take prior approval of his superior authority while granting leave for visits abroad.
- c) The DoPT vide OM No.11012/7/2017-Estt.A-III dated 28.03.2018 (Annex-III) clarified the need for taking vigilance clearance for obtaining Indian passport and prescribed therein the ground on which such vigilance clearance could be withheld.
- d) Failure to comply with the extant instructions issued by the government in the matter would be viewed as gross misconduct on the part of the officer who visits a foreign country, the leave sanctioning authority of the officer concerned, the administrative Officer/staff responsible to handle such application and would be liable for disciplinary action. Non adherence of the instruction will be viewed seriously.

**CONCLUSION :**

In view of the above, article of charges framed against Shri Pradeep Kumar, Medical Laboratory Technician **stands PROVED** beyond doubt.

*Anita Tete*  
06/1/2022  
(ANITA TETE)

SR. ADMINISTRATIVE OFFICER &  
INQUIRY OFFICER

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES**

No.F. 45-81/2007-Estt. (TC)

Raj Nagar, New Delhi-110029

Dated the :-

- 8 FEB 2022

**MEMORANDUM**

**Subject:- Departmental Inquiry against Sh. Pradeep Kumar, Medical Laboratory Technologist, JPNATC, New Delhi.**

\*\*\*\*\*

The undersigned is directed to refer to the subject cited above and to forward herewith a copy of Inquiry Report dated 06.01.2022 to Sh. Pradeep Kumar, Medical Laboratory Technologist, JPNATC, AIIMS, New Delhi under Rule-14 of CCS (CCA) Rules-1965 as per the provision of Rule 15(2) of CCS (CCA) Rules, 1965, as received from the Inquiry Officer.

Through this memorandum, Sh. Pradeep Kumar is being given an opportunity to represent against the enclosed Inquiry Report dated 06.01.2022. Sh. Pradeep Kumar may submit his representation, if any in writing to the Disciplinary Authority within 15 days from the date of issuance of this Memorandum, failing which it will be presumed that Sh. Pradeep Kumar has nothing to say on the findings of Inquiry Report and the decision on the basis of Inquiry Report will be taken by the Disciplinary Authority accordingly.

**Encl: as above.**

**By order and for & behalf of the  
Director & Disciplinary Authority**



**[DEO NATH SAH]  
CHIEF ADMINISTRATIVE OFFICER**

**Sh. Pradeep Kumar,  
Medical Laboratory Technologist  
Thr: Faculty In-Charge, Blood Bank (TC)**

Chief Administrative Officer  
AIIMS, New Delhi

Dated:- 09th FEBRUARY 2022

SUBJECT:- REPLY TO MEMORANDUM DATED 08/02/2022  
REGARDING DEPARTMENTAL INQUIRY AGAINST ME  
PRADEEP KUMAR, MEDICAL LABORATORY TECHNOLOGIST  
JPNATC, NEW DELHI

Respected Sir,

With reference to letter No. F.45-81/2007-ESTT dated 08/02/2022 regarding above mentioned subject which was received by me on 09/02/2022 Sir, As per memorandum I would like to submit my representation as follows:-

80-823643  
Sir, as mentioned in the charge sheet that I was unauthorized absent from the period w.e.f. 01/11/2019 to 17/11/2019 & regarding this I have submitted medical leave during this period, issued by AIIMS i.e. w.e.f. 01/11/2019 to 03/11/2019 from ED, JPNATC, & w.e.f. 04/11/2019 to 16/11/2019 for Psychiatry Deptt AIIMS on letter dated 28/11/2019 with reference to memorandum dated 26/11/2019 from JPNATC AIIMS, & on 17/11/2019 I have performed morning duty & on 18/11/2019 I have performed Night duty & on 19/11/2019 I have undergone internal Hemorrhoid treatment in surgical deptt AIIMS & they have given me 7 days medical leave w.e.f. 30/11/2019 to 26/12/2019 & all medical earned leave I have already submitted necessary for official proceedings. Regarding medical leave given by various deptt of AIIMS as mentioned above I have explained comp details in my reply of charge sheet date 09/06/2021 & my letter dated 16/06/2021. Kindly refer for reference.

B.P.

16/2/2022

I have attended all official meetings regarding MEDICAL BOARD on 24/09/2020, 28/12/2020, & 11/01/2021 Psychiatry OPD during this period & they advise to perform duty regularly although I have been performing my duties regularly without taking any leave during COVID PERIOD, & MEDICAL BOARD also given fit to perform duties.

Sir, I have also attended the inquiry meeting as per official order given by Inquiry officer & gave assurance to all Respected officers to be more careful in future regarding official proceedings.

Sir, I do humble request to your honour that I have not misled the proceedings, as I was undergone treatment at ED, IPNATC on 31/10/2019 due to hypertension & anxiety attack while on duty & Dr on duty advise to take rest & refer to Psychiatry & Cardiology OPD of AIIMS & from 01/11/2019 to 26/11/2019 (except 17/11/2019 to 19/11/2019) I was on medical leave prescribed by AIIMS itself.

Sir, during that period my mental conditions are not so good as I am under Psychiatry treatment from AIIMS & I was not able to understand what is happening with me, so Doctors advise me to go for outing in order to relax my mental conditions & anxiety. I was not in sense & unable to understand the situations at that time & my brother-in-law observe the consequences & took me to come along with him & after that we travelled Bangkok, during 06/11/2019 to 14/11/2019.

I do humble request your honour to kindly consider my mental conditions at that particular time as I was not aware to leave the country without prior intimation to the department during my medical leave.

Sir, during my whole service w.e.f. 02/06/2007, this is my first & last mistake for which I have apologised & will not repeat in future & to be more careful in future regarding official work.

Kindly consider my request & assurance given  
your honour, Inquiry officer & faculty-in-charge  
of Blood Bank & all highly respected officers  
that to be more careful in future regarding all  
aspects towards my responsibilities in duties.

Sir, I am highly grateful & very thankful to  
your honour for your act of kindness.

Thanks

Yours faithfully

Pradeep Kumar

(PRADEEP KUMAR) DOJ: 02/06/2007

MEDICAL LABORATORY TECHNOLOGIST

BLOOD BANK, IPNATC, AIIMS

NEW DELHI - 110029

CONTACT NO: 9990139771

7982060440



Anny-L

(33)

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI - 110029**

No.F.45-81/2007-Estt.(TC)

1002

Dated: 26 APR 2022

**ORDER**

**WHEREAS**, the disciplinary proceedings under Rule 14 of the Central Civil Services (Classification Control and Appeal) Rules, 1965 was initiated against Sh. Pradeep Kumar, Medical Lab Technologist vide Office Memorandum No.F.45-81/2007-Estt. (TC) dated 09.06.2021 on the following **Article of Charges**:-

"That the said Sh. Pradeep Kumar while working as Medical Lab Technologist at JPNATC was absent from 01.11.2019 to 10.12.2019 without prior sanction of leave by the Competent Authority and he also visited (Thailand) Bangkok without prior permission/sanction of the Competent Authority.

By his aforesaid act, Mr. Pradeep Kumar, Medical Lab Technologist i.e. he has visited (Thailand) Bangkok without prior permission/sanction of the Competent Authority and has acted in a manner unbecoming of an Institute employee thereby contravening the Rule 3, (1) (i) (ii) & (iii) of the CCS (Conduct) Rules, 1964, as applicable to the employees of the Institute".

**WHEREAS** in response to the Office Memorandum No.F.45-81/2007-Estt. (TC) dated 09.06.2021, Sh. Pradeep Kumar, Medical Lab Technologist submitted his written statement stating that due to his medical condition, he was not able to attend his duties from 01.11.2019 to 16.11.2019 vide his letter dated 16.06.2021 (received on 25.06.2021).

**WHEREAS** Ms. Anita Tete, Sr. Administrative Officer was appointed as Inquiry Officer by the Disciplinary Authority to inquire into the charges framed against Sh. Pradeep Kumar, Medical Lab Technologist vide Order No. 45-81/2007-Estt.(TC), dated 14<sup>th</sup> July, 2021.

**AND WHEREAS**, the Inquiry Officer, after holding the inquiry submitted her inquiry report vide letter No.2-AT/2021/Inquiry/PK dated 06<sup>th</sup> January, 2022, wherein it is concluded that the charge framed against Sh. Pradeep Kumar, Medical Lab Technologist stands 'Stands Proved'.

**AND WHEREAS** a copy of the Inquiry Report was forwarded under provision of Rule 15 of CCS (CCA) Rules 1965 to Sh. Pradeep Kumar, Medical Lab Technologist to enable him to submit his representation/submission, if any, in writing within 15 days to the Disciplinary Authority on the Inquiry Report vide No. 45-81/2007-Estt.(TC) dated 08<sup>th</sup> February, 2022.

**AND WHEREAS** in response to the Inquiry Report dated 06<sup>th</sup> January, 2022, Sh. Pradeep Kumar, Medical Lab Technologist submitted his written representation/submission stating that he had submitted medical leave during this period, issued by AIIMS i.e. w.e.f. 01.11.2019 to 03.11.2019 from ED, JPNATC and w.e.f. 04.11.2019 to 16.11.2019 from psychiatry Department, AIIMS vide letter dated 09<sup>th</sup> February, 2022.

"During that period his mental conditions were not as good as he was under psychiatry treatment from AIIMS and he was not able to understand what is happening with him, so Doctors advised him to go for outing in order to relax his mental conditions & anxiety. He was not in sense and unable to understand the situations at that time. His brother-in-law observed the consequences and he travelled Bangkok during the period 06.11.2019 to 14.11.2019. He humbly requested to consider his mental conditions at that particular time as he was not aware of consequences of leaving the country without prior intimation to the department during his medical leave. He also apologized that it is his first and last mistake and he will not repeat in future."

**AND WHEREAS**, after careful consideration of the Inquiry Report, all facts and circumstances of the case, the President, AIIMS being Disciplinary Authority, in exercise of the powers conferred under Rule 15 of the CCS (CCA) Rules 1965, now for good and sufficient reasons has decided to impose the penalty of **"Reduction to a lower stage in time scale of pay of the post of Medical Lab Technologist for a period of one year in the time scale of pay i.e., Level 7, with further directions that the said Shri Pradeep Kumar, Medical Lab Technologist, AIIMS will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty"** to meet the ends of justice in this case.

NOW THEREFORE, the penalty of *Reduction to a lower stage in time scale of pay of the post of Medical Lab Technologist for a period of one year in the time scale of pay i.e., Level 7, with further directions that the said Shri Pradeep Kumar, Medical Lab Technologist, AIIMS will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty is imposed upon Sh. Pradeep Kumar, Medical Lab Technologist with immediate effect.*

A copy of this Order is to be added to the confidential roll of Sh. Pradeep Kumar, Medical Lab Technologist.

For and On Behalf of President and  
Disciplinary Authority, AIIMS

  
[DR. RANDEEP GULERIA]  
DIRECTOR, AIIMS  
*D.M.P.*

Shri Pradeep Kumar, Medical Lab Technologist  
Thru: Faculty In-charge (Blood Bank), JPNATC

Copy to:-

- 1 Chief, JPNA Trauma Centre
- 2 Addl. Medical Superintendent (TC)
- 3 Chief Administrative Officer, AIIMS
- 4 Faculty In-charge (Blood Bank), JPNATC
- 5 Sr. Administrative Officer, JPNATC
- 6 Sr. Administrative Officer, Recruitment Cell, AIIMS
- 7 Sr. Administrative Officer, Vigilance Cell, AIIMS
- 8 Administrative Officer, ACRs Cell, AIIMS
- 9 Administrative Officer, Legal Cell, AIIMS
- 10 Accounts Section, JPNATC/Audit
- 11 Faculty In-Charge, C.F. (JPNATC)

For necessary action

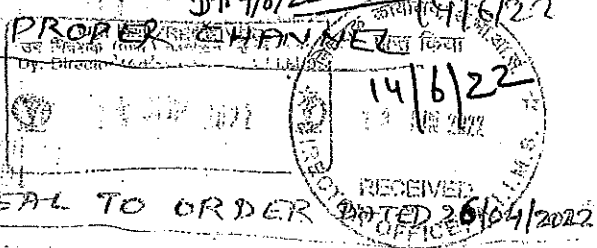
1004

867995/2022/SENT (34)

07/9/22

To: Director  
AIIMS, N. Delhi

THROUGH  
Singh  
at 4:37 PM



Dated: 07<sup>th</sup> MAY 2022

SUBJECT:- APPLICATION FOR APPEAL TO ORDER  
REGARDING DISCIPLINARY PROCEEDING AGAINST  
PRADEEP KUMAR, MEDICAL LAB. TECHNOLOGIST  
JPNATE, AIIMS, NEW DELHI

16 JUN 2022  
at 4:52 PM

Respected Sir,

With reference to Letter No. F.45-81/2007-ESTT.TC  
dated 26/04/2022 which was received by me on 27/04/2022

Sir, As per Order date mentioned above, I would  
like to submit my representation as follows:-

Sir, as mentioned in the order that I was absent  
from 01.11.2019 to 10.12.2019, regarding this I have  
already submitted medical leave issued by AIIMS  
itself during above mentioned period I have  
submitted my complete documents on 28/11/2019 &  
04/12/2019 regarding medical leave & earned leave  
Kindly vide my letter dated 28/11/2019 & 04/12/2019.  
So, I request your honour not to mark as 'ABSENT'  
during that period. I am enclosing copy of Inquiry  
report for further clarification of leaves taken.

Sir, as per order of disciplinary authority of AIIMS  
I have participated in all the Inquiry proceedings,  
& also performing regular duties in COVID-19  
period without taking leave. & I have submitted  
my representation to Inquiry officer as well  
as to Disciplinary authority, without any  
defense Assistant on 02/11/2021 & 09/02/2022  
respectively as per order.

Sir, I have given assurance to all my Respected  
officers to be more careful in future regarding  
official proceedings & also apologized that  
not to repeat such type of act for which  
I will feel guilty.

1004  
MH

AD (JPNATE)

*[Signature]*

*[Signature]*

*[Signature]*

P-1

P-T.M.

(75)

Sir, I do humble request your honors that kindly <sup>loss</sup> do not impose the penalty of increment <sup>loss</sup> for one year as I am passing through FINANCIAL STRINGENCY due to betrayal by my colleague & I am the only bread winner of my family as my mother & father (EX IAF W.O.) are not alive & I have the total responsibilities of my two children & younger's brother's family.

Sir, my next promotion for the post of TECHNICAL OFFICER is also due in this year for which I have got MACP in 2017 & from JANUARY 2023 I will get increment of pay, but as per your order I will get two increment loss for four months w.e.f 01/01/2023 to 26/04/2023.

Once again, I do humble request your <sup>honors</sup> to kindly consider my mental condition at that particular time as I was not in sense & unable to understand the situation to leave the country without prior intimation to the department during my medical leave.

Sir, In my previous applications, I feel apologized that it's my first & last mistake & to be more careful in future during entire service & their responsibilities towards duties.

By the grace of god, they also excuse the first mistake so I humbly requested for kind consideration regarding my case & my situation at that time & present FINANCIAL STATUS as mentioned above.

Sir, by the grace of GOD I am also writing RESEARCH PAPERS REGARDING BENEFITS OF TWO MEDICINAL PLANTS Ocimum sanctum (Holy Basil) & Curcuma longa (Turmeric) to overcome with the dreadful disease "CANCER" as my mother died due to multiple myeloma.

Sir, as I have been imposed of penalty for one year regarding reduction to a lower stage of increment for offence to leave the country without prior intimation to the Department but for the same offence one of my colleague will get "CENSURE" notice which will not effect regarding "FINANCIAL IMPOSITION OF PENALTY" / FINANCIAL LOSS.

So, I request your honour to consider my case also sympathetically to overcome from "FINANCIAL LOSS"

Sir, I promise to keep my assurance regarding responsibilities towards my duties in front of all highly respected officers & will not repeat such act until my last breathe i.e. charges framed on me.

I am highly grateful & very thankful to your honour for your act of kindness & hope to get a favourable response from your side.

Thank You

Yours faithfully

Pradeep Kumar [CONTACT No. 9990139771  
9982060440]

(PRADEEP KUMAR)  
MEDICAL LABORATORY TECHNOLOGIST  
BLOOD BANK, IPNATC, AIIMS  
N. DELHI - 110029

Enclosure: ONE

5/03  
17/8/22

forwarded  
in bet  
8/6/22

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/19**

**To consider the appeal of Ms. Shalini Gupta, Nursing Officer, JPNATC, AIIMS, New Delhi against the penalty of “Reduction to a lower stage in time scale of pay by one stage for a period of two years, without cumulative effect and not adversely affecting her pension.**

**NOTE FOR THE GOVERNING BODY, AIIMS, NEW DELHI**

No.45-223/2008-Estt. (TC)

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE**ITEM NO./GB /160/19

**TO CONSIDER THE APPEAL OF MS. SHALINI GUPTA, NURSING OFFICER, JPNA TRAUMA CENTRE, AIIMS, NEW DELHI AGAINST THE PENALTY OF "REDUCTION TO LOWER STAGE IN THE TIME-SCALE OF PAY BY ONE STAGE FOR A PERIOD OF TWO YEARS, WITHOUT CUMULATIVE EFFECT AND NOT ADVERSELY AFFECTING HER PENSION".**

**INTRODUCTION**

Disciplinary Proceeding under Rule 14 of the CCS (CCA) Rules, 1965 was initiated against Ms. Shalini Gupta, Nursing Officer vide Memorandum No. 45-223/2003-Estt. (TC) dated 27.12.2021 as she was found absent from duty w.e.f. 12.01.2021 to 14.03.2021 and 11.04.2021 to 10.05.2021 willfully and unauthorizedly without prior sanction of leave by the Competent Authority.

After consideration of the Inquiry Report, the submission made by the Charged Officer and all facts and circumstances of the case, the Disciplinary Authority (President, AIIMS) has decided to impose the penalty of "reduction to lower stage in the time-scale of pay by one stage for a period of two years, without cumulative effect and not adversely affecting her pension" upon Ms. Shalini Gupta, Nursing Officer vide Order No. 45-223/2008-Estt. (TC) dated 02.03.2023.

In response to this Office Order No. 45-223/2002-Estt. (TC) dated 02.03.2023, Ms. Shalini Gupta, Nursing Officer has preferred an appeal dated 18.07.2023 which is reproduced as under :-

श्रीमती शालिनी गुप्ता, जोकि 12.05.2008 से ट्रामा केंद्र में परिचर्या अधिकारी के पद पर तैनात हैं, ने अपने आवेदन पत्र दिनांक 18.07.2023 द्वारा यह इंगित किया है कि अक्टूबर, 2020 में उनके पैर में (R) foot IV toe fracture हो

गया था, जिसके कारण उनके पैर में प्लास्टर कास्ट लगाया गया था। श्रीमती शालिनी गुप्ता ने यह भी इंगित किया है कि उन्होंने समय समय पर सारे अवकाश पत्र डाक द्वारा उनके उप - परिचर्या अधीक्षक के कार्यालय में भेजे थे। जिसमें उनका कुछ अवकाश संतुत था जोकि 11.01.2021 तक था। जिसके बाद का अवकाश संतुत नहीं किया गया था, जिसकी उन्हें कोई जानकारी नहीं थी और न ही कोई जानकारी उनके वरिष्ठ जनों ने उन्हें दी गई थी। श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी ने आगे यह भी इंगित किया है कि 02 महीने के फ्रेक्चर के कारण उन्हें चलने में असमर्थता तथा दर्द, सूजन थी, जिस कारण वह अपना कार्यभार ग्रहण कर पाने में असमर्थ थी।

श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी ने यह भी इंगित किया है कि जैसे ही वह थोड़ा स्वस्थ हुई उन्होंने दिनांक 15.03.2021 को अपना कार्यभार ग्रहण कर लिया। उन्होंने एक सप्ताह ही कार्य किया था कि दुर्भाग्यवश उनके साथ एक दुर्घटना घटित हो गई उनका छोटा बच्चा जोकि उस समय 02 साल का था उसे दिनांक 21.03.2021 को गिरने कि वजह से fracture (R) undisplaced femur हो गया था जिसका उपचार उन्होंने राजकुमारी अमृत कौर के तत्कालीन विभाग में कराया था। इयूटी पर तैनात हड्डी रोग वरिष्ठ चिकित्सक ने उन्हें बाल देखभाल अवकाश लेने की सलाह दी थी। उनके बच्चे को कास्ट भी लगाया गया था जिससे बच्चा चलने फिरने तथा कुछ भी करने में असमर्थ था उसे उनकी (शालिनी गुप्ता) की आवश्यकता थी, उन्होंने अपने बाल देखभाल अवकाश के पत्र व जरूरी दस्तावेज़ उचित माध्यम द्वारा अपने उप परिचर्या अधीक्षक के कार्यालय में प्रेषित किए थे, जोकि उनके द्वारा ही संतुत नहीं किए गए। इस प्रकरण का पता श्रीमती शालिनी गुप्ता, परिचर्या के अनुसार उन्हें सन 2022, मई में पता चला था कि उनके बाल देखभाल अवकाश को स्वीकृति नहीं मिली है। श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी ने यहाँ यह भी इंगित किया कि उनका छोटा बच्चा जो कि चलने फिरने में असमर्थ था और ट्रामा सेंटर के डॉक्टर के द्वारा उन्हें बाल देखभाल अवकाश की अनुमति दी गई थी जिसे उनके वरिष्ठ अधिकारियों ने रद्द कर दी थी।

श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी ने यह भी इंगित किया है कि इस पूरे प्रकरण में उन्हें एक कार्यालय आदेश संख्या 45-223/2008 Estt. (TC) दिनांक 03.07.2023 के अंतर्गत उन्हें एक दंड दिया गया है, जिसके अंतर्गत उनका वेतन एक सीढ़ी कम करके दो साल तक एक ही वेतन पर निर्धारण कर दिया गया है।

श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी ने अपने आवेदन पत्र में यह निवेदन किया है कि उस समय वह अपना कार्यभार ग्रहण करने में असमर्थ थीं। श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी का कहना है कि जब से ये दंड उनके ऊपर लागू हुआ है वो दंड उनके लिए मानसिक आघात का काम कर रहा है, उन्हें अक्टूबर, 2020 से लेकर अक्टूबर, 2021 तक उन्हें एक साल तक वेतन भी नहीं दिया गया था जिसके कारण उन्हें काफी कठिनाई का सामना करना पड़ा, उनका कहना है कि उनके घर में कोई साधन भी नहीं था जोकि उनके छोटे बच्चे की देखभाल का सकता। श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी ने अपनी अपील में यह भी कहा है कि उनके कारण संस्थान को जो भी नुकसान हुआ है उसका उन्हें खेद है और वो वचनबद्ध हैं कि भविष्य में ऐसा दोबारा नहीं होगा। श्रीमती शालिनी गुप्ता, परिचर्या अधिकारी ने विनम्र निवेदन किया है कि उनका यह दंड कम कर दिया जाय।



**PROPOSAL:-**

In this regard, it is submitted that appellant has preferred an appeal dated 18.07.2023 against the penalty imposed by the Disciplinary Authority. The quantum of penalty in the instant case has been decided by President, AIIMS as Disciplinary Authority. Accordingly, the Appellate Authority in this case is Governing Body. Hence, the said Appeal is requested to be considered by the Governing Body of AIIMS, New Delhi

**ADMINISTRATIVE COMMENTS**

The penalty of "reduction to lower stage in the time-scale of pay by one stage for a period of two years, without cumulative effect and not adversely affecting her pension" imposed upon Ms. Shalini Gupta, Nursing Officer vide Order No. 45-223/2008-Estt. (TC) dated 02.03.2023. Whereas, Ms. Shalini Gupta, Nursing Officer has preferred an appeal dated 18.07.2023.

The Rule 25 of CCS (CCA) Rules, 1965 provides the following :-

*No appeal preferred under this part shall be entertained unless such appeal is preferred within a period of forty-five days from the date on which a copy of the order appealed against is delivered to the appellant:*

*Provided that the Appellate Authority may entertain the appeal after the expiry of the said period, if it is satisfied that the appellant had sufficient cause for not preferring the appeal in time.*

The Appeal has not been preferred within the period of limitation of Appeal and also no reasons have been mentioned for delay in preferring the Appeal.

A copy of Charge Sheet Memorandum, supportive documents of the case alongwith Appeal submitted by Ms. Shalini Gupta, Nursing Officer are enclosed at Annexure-I.

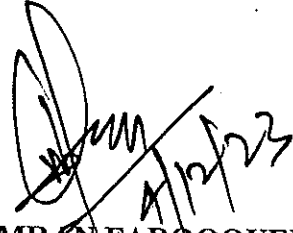
WHETHER PROPOSAL HAS THE APPROVAL OF THE CONCERNED COMMITTEE VIZ. ESTATE COMMITTEE/ACADEMIC COMMITTEE/SFC ETC.

Not applicable.

APPROVAL SOUGHT

The Governing Body may dismiss the Appeal on the grounds of period of limitation OR consider the Appeal and pass an order for confirming/reducing/enhancing or setting aside the penalty imposed by the Disciplinary Authority.

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



[PROF. KAMRAN FAROOQUE]  
CHIEF, JPNATC, AIIMS  
CONTACT NO. 011-26731153

सेवा में: श्री माननीय निदेशक मद्येय जी  
रु. आई. आई. एम. एस  
दिल्ली - 110029.

उचित माध्यम द्वारा (रुका अपील)

विषय: दंड (रुका सीडी वेतन में 2 साल तक रोकने के विषय में): बिना किसी संयची प्रभाव से।

अतिशुभानुभव मद्येय,

आतिशायर के साथ मैं आपको बताना चाहूँगी। मैं शालिनी गुप्ता नर्सिंग अधिकारी द्वारा केन्द्र D.O.J 12/05/2008 में सेनात हूँ। मद्येय जी मैंने सन 2020 October में मेरे पैर में Right IV toe fracture हो गया था। जिसके लिए मेरे पैर में प्लास्टर कास्ट लगाया गया। मद्येय जी मैंने समय समय पर सारे अवकाश पर डेस्क द्वारा वजाहट डीपटी नर्सिंग अधिकारी के कार्यालय गेजे। जिसमें से मैंने कुछ अवकाश Recommended था जो कि 11.01.2021 तक था। जिसके बावजूद अवकाश में ही सिफारिश नहीं किया गया था जिसकी मुझे कोई जानकारी नहीं थी। ना मुझे कोई जर्नल मुझे परिष्क जर्नल द्वारा दे गई थी। वो मदीने के fracture से मुझे घरेलू में इलाजयता तथा सुजन थी। मैं इस समय ड्यूटी पर सेनात होने में सक्षम नहीं थी। जैसे ही मैंने छोटी ठीक हुई मैंने 15/3/2021 को ड्यूटी पर सेनात हुई। मैंने सिर्फ एक week ही ड्यूटी कर पाई थी कि मेरे साथ एक दुर्भाग्यपूर्ण हायला हुआ

ADCA Madan Pr.

मेरा खोला बच्चा जो कि इस समय (2) साल का था  
उन्हे दिनांक 21/3/2021 को गिरने की वजह से #  
fracture (R) undisplaced femur हो गया था जो कि  
मेने (RAKED) में इपचार लिया था। इयूटी पर सैनात  
वही योग JAR ने मुझे बाल देखबाल इन्कार लेने  
की सलाह दी। मधेयय जी बच्चे को भी cost  
लगाया गया जिससे बच्चा चलने किये तथा कूच भी  
करने के लिए असमर्थ था इसे मेरी मदद की जरूरत थी  
मेने अपने CCL के पत्र उर्फ नागलव माध्यम द्वारा  
अपने डिप्टी नर्सिंग अधिकारी कार्यालय भेजे। जो कि  
उन्हों के द्वारा not recommended कर दी गई इस  
बात का मुझे शन 2022 May में पता चला  
कि बाल देखबाल इन्कार सिफारिश नही किया गया था  
एक छोटा बच्चा जो कि चलने में असमर्थ है, यहाँ के  
डाक्टर द्वारा मुझे CCL मिली थी जो मेरे वरिष्ठ  
अधिकारियों ने not recommended कर दी थी।

मधेयय जी इस मामले के सदन में मुझे  
Memorandum No. 45-223/2008 Estt (TC) के अंतर्गत  
मुझे एक कंस किया गया है। दिनांक 3/3/2023  
को प्रकाशित हुआ है। जिसके अंतर्गत मेरा वेतन  
एक सीढ़ी काग करने दो साल तक एका ही वेतन  
पर fixation कर दिया गया है। मधेयय जी मेरी  
परिस्थिति इस समय ऐसी थी कि मेरे इयूटी पर  
सैनात होने में असमर्थ थी।

1013

महोदय जी ये बंड मेरे लिए एक मानसिक  
झाकाव के रूप में काम कर रहा है जब से  
ये मेरे ऊपर लागू किया गया है  
इस सबसे संस्थान को जो कुकसान  
हुआ इसका मुझे बड़ा खेद है मैं यह  
बोना करती हूँ कि नियर भविष्य में यह नहीं होगा  
महोदय जी मैं आपको यह भी बताना चाहूँगी सन 2020  
october से लेकर सन 2021 october तक मुझे 1 साल  
तक मुझे कोई वेतन नहीं दिया गया जिससे मुझे  
काफ़ी कठिनाई का सामना करना पड़ा। मेरे चार में से  
कोई साधन नहीं था जो कि मेरे घरे बच्चे को रख सकता

महोदय जी आपसे इच्छा जोइन्सट विजय प्रार्थना  
है कि मेरा ये बंड कम किया जाये आपकी उम्मीदें  
होगी। अगर किसी भी प्रकार की गलती पर व्यवहार  
के दौरान हुई है तो इसकी मेरी क्षमा मांगती हूँ।  
शक्ति प्रतिभा बलगन की मेरी है।

सचयवाय इन्दिरा

शशी  
Shalini

SHALINI GUPTA  
NURSING OFFICER  
JGMATC TCMWd  
Date 18/7/23

**ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
JAI PRAKASH NARAYAN APEX TRAUMA CENTRE**

Raj Nagar, New Delhi - 110029

No.F.45-223/2008-Estt.(TC)

Dated:-

02 MAR 2023

**ORDER**

**WHEREAS** disciplinary proceedings under Rule 14 of the Central Civil Services (Classification Control and Appeal) Rules, 1965 was initiated against Mrs. Shalini Gupta, Nursing Officer vide Office Memorandum No.F.45-223/2003-Estt.(TC) dated 27<sup>th</sup> December, 2021 on the following Article of Charges :-

*"That the said Mrs. Shalini Gupta while working as Nursing Officer at JPNATC has been found absent from duty w.e.f. 12.01.2021 to 14.03.2021 and 11.04.2021 to 10.05.2021 willfully and unauthorisedly without prior sanction of leave by the competent authority. She was asked vide OM 23.03.2020 and 02.02.2021, 05.02.2021, 12.02.2021, 13.03.2021 and 06.05.2021 with direction to join the duty and submit the explanation but she failed to comply the directions.*

*By her aforesaid act. Mrs. Shalini Gupta, Nursing Officer has exhibited lack of devotion to duty and has acted in a manner unbecoming of an Institute employee thereby contravening Rule 3, (i), (ii), (iii), (xvii), (xviii) of the CCS (conduct) Rule, 1964, as applicable to the employees of the Institute."*

**AND WHEREAS** Mrs. Shalini Gupta, Nursing Officer was asked to submit a written statement of her defence on the above charges. However, she has submitted her reply with denial of all charges levelled against her vide letter dated 06.01.2022. Her reply was considered and not accepted by the Disciplinary Authority. Accordingly, Mrs. Nirmala J. Kujur, Administrative Officer was appointed as Inquiry Officer by the Disciplinary Authority to inquire into the charges framed against Mrs. Shalini Gupta, Nursing Officer vide Order No. F. 45-223/2003-Estt.(TC) , dated 9<sup>th</sup> February, 2022. The Inquiry Officer, after holding the inquiry had submitted Inquiry report vide letter No. 02/Inquiry/AO(DO)/2022 dated 04<sup>th</sup> November, 2022 and concluded that the charge framed against Mrs. Shalini Gupta, Nursing Officer Stood Proved.

**AND WHEREAS** a copy of the Inquiry Report had been forwarded under the provisions of Rule 15 of CCS (CCA) Rules 1965 to Mrs. Shalini Gupta, Nursing Officer to enable her to submit her representation/submission on the Inquiry Report, if any, in writing within 15 days to the Disciplinary Authority, vide Memorandum No.F.45-223/2003-Estt.(TC) dated 28<sup>th</sup> November, 2022. She submitted her reply vide her letter dated 08.12.2022.

Contd..../2

*Handwritten signature/initials*

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-2-

**NOW, THEREFORE,** after careful consideration of the Inquiry Report, the submission made by the charged officer and all facts and circumstances of the case, the President, AIIMS being Disciplinary Authority, in exercise of the powers conferred under Rule 15 of the CCS (CCA) Rules 1965 read with Regulation 33 of AIIMS Regulation 2019, now for good and sufficient reasons, has decided to impose the penalty of **"reduction to lower stage in the time-scale of pay by one stage for a period of two years, without cumulative effect and not adversely affecting her pension"** on Mrs. Shalini Gupta, Nursing Officer.

Accordingly, the penalty of **"reduction to lower stage in the time-scale of pay by one stage for a period of two years, without cumulative effect and not adversely affecting her pension"** is imposed upon Mrs. Shalini Gupta, Nursing Officer with immediate effect.

A copy of this Order be added to the confidential roll of Mrs. Shalini Gupta, Nursing Officer.

**DISCIPLINARY AUTHORITY**

*M. Srinivas*  
[DR. M. SRINIVAS]  
DIRECTOR, AIIMS

**Mrs. Shalini Gupta,  
Nursing Officer,  
JPNA Trauma Centre  
AIIMS, New Delhi  
Thru: Nursing Superintendent**

**Copy to:-**

- 1 The Chief, JPNA Trauma Centre
- 2 The Addl. Medical Superintendent (TC)
- 3 The Chief Administrative Officer, AIIMS
- 4 The Sr. Administrative Officer, ACR Cell, AIIMS.
- 5 The Nursing Superintendent, JPNATC.
- 6 The Administrative Officer, Recruitment Cell, AIIMS.
- 7 The Administrative Officer, Vigilance/Legal Cell AIIMS.
- 8 The Assistant Administrative Officer, JPNATC.
- 9 The Account Section (JPNATC)/ Audit Section

**For necessary action.**

31

The  
CHIEF ADMINISTRATIVE OFFICER Sir  
AIMS NEW DELHI -110029.

8/11/2022  
405  
APOL (SPNATE)  
21/11/22  
SKP

Through proper channel

ub: A precious opportunity to present myself to the CAO (Sir)

MEMO NO. 45-223/2008 EST (TC)

Respected Sir,

A very warm greetings of the day Sir.  
with due respect I am highly thankful to the institute  
and higher authority to permit my condition of taking  
leave. Sir I receive the memo NO. 45-223/2008 EST (TC)  
on 5/12/2022 through Nursing superintendent office. Sir I  
would like to say that I am not absenting myself  
it was not because of lack of devotion and diligence.

It was my situation and condition which forced me  
to take leave. Sir I had fracture of right foot 4th toe  
proximal phalynx on october 2020. Sir I Joined duty on  
15/3/2021.

Unfortunately my 2 year old son had a fracture of right  
femur on 21/03/2021. I came to RAK Es and senior resident  
ortho had advised to put the plaster cast for 4 weeks and  
child care leave is granted by S/K ortho on duty.  
My child care leave is not recommended by higher  
authority which I get to know after my joining of duty.

I am sending time to time all my leave documents  
through registered post to Nursing superintendent office  
Sir in a situation of fracture when a child is 2 year  
old cannot move his leg, needs mother care.



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Sir, I am not habitual of availing leaves like this but my condition was so unfortunate on that time. My kids are small and I am also suffered from the fracture of Rt foot cartilage.

Sir only this much I have to say in defence of myself. I promise I will never repeat this in future. I finally joined my duty on 11/05/2022  
CC Paper attached.

Dated

8/12/22

Thanking you

Yours sincerely

Shalini

SHALINI GUPTA

NURSING OFFICER

J.P.W.A.T.C. TCSA and

AIIMS

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(403)

**JAI PARKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES**

No.F.45-223/2008-Estt.(TC)

Raj, Nagar, New Delhi-110029

Dated the: **28 NOV 2022**

**MEMORANDUM**

**Subject:-Department Inquiry against Ms. Shalini Gupta, Nursing Officer,  
JPNATC, AIIMS, New Delhi.**

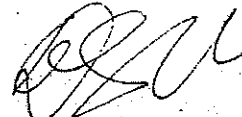
\*\*\*\*\*

The undersigned is directed to refer to the subject cited above and to forward herewith a copy of Inquiry Report dated 04.11.2022 to Ms. Shalini Gupta, Nursing Officer, JPNATC, AIIMS, New Delhi under Rule-14 of CCS (CCA) Rules-1965 as per the provisions of Rule 15 (2) of CCS (CCA) Rules, 1965, as received from the Inquiry Officer.

Through, this memorandum, opportunity to Ms. Shalini Gupta, Nursing Officer is being given to represent against the enclosed inquiry Report dated 04.11.2022. Ms. Shalini Gupta, Nursing Officer may submit her representation, if any in writing to the Disciplinary Authority within 15 days from the date of issuances of this Memorandum, failing which it will be presumed that Ms. Shalini Gupta, Nursing Officer has nothing to say on the findings of inquiry Report and the decision on the basis of Inquiry Report will be taken by the Disciplinary Authority accordingly.

**Encl:- as above**

**By order and for & behalf of the  
Director & Disciplinary Authority**



**(DEO NATH SAH)  
CHIEF ADMINISTRATIVE OFFICER**

**Ms. Shalini Gupta,  
Nursing Officer  
Thr: Nursing Superintendent (TC)**



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MEMORANDUM FOR THE RECORD

FROM: SA [Name]

SUBJECT: [Subject]

[Text]

[Text]

[Text]

[Text]

DEPARTMENT OF AGRICULTURE

GENERAL INVESTIGATIVE DIVISION

WASHINGTON, D.C. 20250

DATE: [Date]

[Text]

[Text]

[Text]

[Text]

[Text]

[Text]

[Text]

[Text]

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[Text]

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[Text]

[Text]

[Text]

[Text]

[Text]

[Text]

[Text]

00/54/2021

1020

child needs mother care

Kindly extend the leave from

1st to 10th April 2021

*[Signature]*

Senior Resident  
Mental Health Centre  
11/11/11, New Delhi-29

00/54/2021

child needs mother care

*[Signature]*

11/15/1964

11/15

11/15/1964

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**JAI PARKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES**

No.F.45-223/2008-Estt.(TC)

1022

Raj, Nagar, New Delhi-110029

Dated the : 28 NOV 2022

**MEMORANDUM**

**Subject:-Department Inquiry against Ms. Shalini Gupta, Nursing Officer,  
JPNATC, AIIMS, New Delhi.**

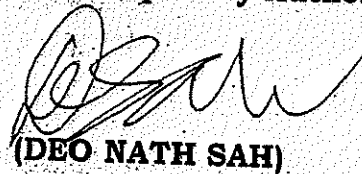
\*\*\*\*\*

The undersigned is directed to refer to the subject cited above and to forward herewith a copy of Inquiry Report dated 04.11.2022 to Ms. Shalini Gupta, Nursing Officer, JPNATC, AIIMS, New Delhi under Rule-14 of CCS (CCA) Rules-1965 as per the provisions of Rule 15 (2) of CCS (CCA) Rules, 1965, as received from the Inquiry Officer.

Through, this memorandum, opportunity to Ms. Shalini Gupta, Nursing Officer is being given to represent against the enclosed inquiry Report dated 04.11.2022. Ms. Shalini Gupta, Nursing Officer may submit her representation, if any in writing to the Disciplinary Authority within 15 days from the date of issuances of this Memorandum, failing which it will be presumed that Ms. Shalini Gupta, Nursing Officer has nothing to say on the findings of inquiry Report and the decision on the basis of Inquiry Report will be taken by the Disciplinary Authority accordingly.

**Encl:- as above**

**By order and for & behalf of the  
Director & Disciplinary Authority**



**(DEO NATH SAH)  
CHIEF ADMINISTRATIVE OFFICER**

**Ms. Shalini Gupta,  
Nursing Officer  
Thr: Nursing Superintendent (TC)**

24/11

1023

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**DR. RAJENDRA PRASAD CENTRE FOR OPHTHALMIC SCIENCES  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI-110029**

\*\*\*\*\*

No.02/Inquiry/A.O(DO)/2022

Dated the 04.11.2022

To

The Hon'ble Director &  
Disciplinary Authority,  
AIIMS,  
Ansari Nagar,  
New Delhi-110029.

**Subject: Submission of inquiry under the disciplinary proceedings charged leveled against Ms. Shalini Gupta, Nursing Officer (TC), AIIMS-reg.**

Respected Sir,

The undersigned was appointed as Inquiry Officer vide No.F.45-223/2008-Estt.(TC) dated 27.12.2021 to conduct the inquiry against the aforesaid official. The inquiry proceedings have been completed. I am hereby submitting the Inquiry Report alongwith the relevant documents/papers copy of charge sheet, order sheets and other communications etc. As per details given below:-

S.No.	File No.	Contents
1.	No.02/Inquiry/A.O(DO)/2022 dated 04.11.2022	Inquiry Report contains page from S.No.01 to 08
2.	File Folder contain the documents/records during the Inquiry proceedings of the case contains pages from S.No. 01 to 83	Appointed as Inquiry Officer, (Received on 10.02.2022) Chargesheet Daily order sheets, Notices/ summons to the witnesses. Appointed the First Presenting Officer dated. 09.02.2022 (Received on 10.02.2022) and Second Presenting Officer dated 06.05.2022 (Received on 10.05.2022) Submission of case Brief report by Presenting Officer on dated.31.05.2022 (Annexure XXXI & XXXII), Page No. 77 to 80.

Thanking you,

Yours faithfully,

*Nirmala Jacinta Kujur*  
(NIRMALA JACINTA KUJUR)  
ADMINISTRATIVE OFFICER  
INQUIRY OFFICER

Copy to: The Asstt. Administrative Officer (TC), AIIMS, New Delhi.

*Handwritten signatures and initials:*  
f (IPATE)  
AG (C)  
9/11  
Ch. Lalit

*Handwritten notes:*  
AD (A) please  
7/11/2022



1024

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DR. RAJENDRA PRASAD CENTRE FOR OPHTHALMIC SCIENCES  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI-110029

\*\*\*\*\*

No.02/Inquiry/A.O(DO)/2022

Dated the 04.11. 2022

INQUIRY REPORT

Subject: Inquiry under Rule 14 of the CCS (CCA) Rules, 1965, against Ms. Shalini Gupta, Nursing Officer and Charged Officer, Trauma Centre, AllMS New Delhi- Memorandum dated 27<sup>th</sup> December, 2021- regarding.

\*\*\*\*\*

I was appointed by the Disciplinary Authority, AllMS as the Inquiry Officer to inquire into the charges framed against Ms. Shalini Gupta, Nursing Officer (Hospital) vide order No. F.45-223/2008-Estt. (TC) dated 27.12.2021. I have completed the inquiry and on the basis of the documentary and oral evidence adduced before me. Prepared the inquiry report as under:-

INTRODUCTION

The Charged Officer was charge sheeted with the following Article of Charges:

That the said Ms. Shalini Gupta Dewan, while working as Nursing Officer at JPNATC has found absent from duty w.e.f. 12.01.2021 to 14.03.2021 and 11.04.2021 to 10.05.2021 willfully and unauthorizedly without prior sanction of leave by the Competent Authority. She was asked vide Memorandum dated 23.10.2020, 02.02.2021, 05.02.2021, 12.02.2021, 13.03.2021 and 06.05.2021 with direction to join the duty and submit the explanation but she failed to comply the directions. The Asstt. Nursing Officer, (JPNATC) has informed that Ms. Shalini Gupta, Nursing Officer has not joined her duties since 2<sup>nd</sup> October, 2020 till date. When called by Asstt. Nursing Officer on 05.10.2020, Ms. Shalini Gupta, Nursing Officer, informed that she will be on Medical Leave but she has not submitted and relevant documents supporting this till now. The same was forwarded by the Dy. Nursing Officer to the Administrative Officer (JPNATC) on dated 07.10.2020. Several Memorandum-No.F.45-181/2008-Estt.(TC) were issued to her time to time but she had extended her leave either by submitting her medical certificate, Earned Leave or applied for Child Care Leave (not recommended). She was also requested to visit Dr. Vikrant Manhas, Asstt. Professor Of Orthopedic, AllMS for her medical certificate submitted by her on dated nil (received on 15.01.2021) to examine and opine the issue under his jurisdiction as per procedure on 22.01.2021 at 10.00am positively and accordingly her leave will be further processed, the remarks given by Dr. Vikrant Manhas is as "Ms. Shalini Gupta has been examined physically on 22.01.2021. She had fracture proximal phalanx 4<sup>th</sup> toe right foot three months back. She has completely recovered

*Manhas*

from injury and fit to join duties." She had joined her duty on 15.03.2021 but proceeded on Child Care Leave without recommendation of the competent authority. She had again joined her duty dated 11.05.2021 after 49 days of CCL. Ms. Shalini Gupta had submitted her explanation in writing vide dated 25.03.2021 and 13.05.2021. The documents which were listed in the charge sheet were also produced and the same were exhibited as documents PD-1 to PD-36.

Ms. Santosh Manocha, Asstt. Administrative Officer, Dr. B.B. Dixit Library was appointed as the Presenting Officer, had requested that she is going to superannuation from service on 31.08.2022 and only four months are remaining for performing her duty at AIIMS and is unable to handle any new case as she is already handling 02 disciplinary inquiry matter as a Presenting Officer and had returned back to the Chief Administrative Officer. Accordingly the second Presenting Officer Sh. Sohanbir, Asstt. Administrative Officer, NCI, Jhajjar was appointed as a Presenting Officer dated 06.05.2022. (Received on 10.05.2022)

Ms. Shalini Gupta, Nursing Officer, (JPNATC) is responsible for willful and unauthorized absence from her duties w.e.f. 07.10.2020 without prior permission of the Competent Authority and disobedience of orders given to her vide memorandum and show cause notices vide memorandum F.45-223/2008-Estt.(TC) dated 23.10.2020, 02.02.2021, 05.02.2021, 12.02.2021, 13.03.2021 and 06.05.2021 thereby, committing gross misconduct.

Ms. Shalini Gupta, Nursing Officer has exhibited lack of devotion to duty and has acted in the manner unbecoming of an Institute employee there by contravening Rule 3 (1) (i), (ii), (iii) (xvii) & (xviii)-of the CCS (Conduct) Rules, 1964 as applicable to the employees of the Institute.

#### DETAILS OF THE PROCEEDINGS:

The first preliminary hearing of the case was scheduled on 8.04.2022 at 11.00 am, but due to the withdrawal of Ms. Santosh Manocha, Asstt. Administrative Officer and Presenting Officer the same was cancelled on 08.04.2022. The second Presenting Officer, NCI, Jhajjar was appointed on 06.05.2022. Accordingly the second Preliminary Hearing was held on 18.05.2022 at 11.00 am to sort out the preliminaries and to lay down a time schedule to inspection of the listed documents and submission of the lists of additional documents and defence witness. On the 18.05.2022, she attended the Preliminary Hearing and on detailed discussion with Ms. Shalini Gupta, Nursing Officer and Charged Officer stated that she agrees with the charges leveled against her and was also ascertained from the charged Officer and she stated that she has submitted her reply to the charge sheet within the stipulated time and the same will be submitted in her next regular hearing. The next date for Regular Hearing was fixed on 27.05.2022 at 11:30 am and simultaneously the Prosecution Witnesses listed in the charge sheet, the summons were served to all four witnesses (PW1, PW2, PW3 & PW4) at their address as given in charge sheet.

*Manoj*

Ms. Shalini Gupta, Nursing Officer, had submitted her request for the name of Ms. Priyanka Rani, Sr. Nursing Officer (TC) as a Defence Assistant, to attend the hearing on said date and time, accordingly Ms. Priyanka Rani, Sr. Nursing Officer (TC) was invited as a Defence Assistant dated 26.05.2022. Ms. Shalini Gupta attended the Regular Hearing on dated 27.05.2022 along with her Defence Assistant and cross examination of witness was done. Ms. Shalini Gupta Nursing Officer and Charged Officer did not ask any question, rather accepted the reply given by the Witnesses (PW1, PW2, PW3 & Defence Assistant). During the cross examination by Presenting Officer Ms. Shalini Gupta, Charged Officer had replied to the question saying that she has joined her duty on 11.05.2021 and don't want to produce ant defence witness (Annexure XXIX). Addition document was also submitted by Ms. Shalini Gupta, Charge Officer in the Regular Hearing which was received in the Director, Office, AIIMS (Photocopy) on dated 06.01.2022 (Annexure XXIV). The Prosecution Witness Sh. Rahul Arya, DEO, Estt. Section Trauma Centre did not attend the Regular Hearing (Annexure XXX). The documents which were listed in the charge sheet were also produced and the same were exhibited as documents PD-1 to PD-37.

The Presenting Officer participated in the Inquiry from beginning to end. The preliminary hearing of the case was held on 18.04.2022 at 11:00 am and regular hearing on 27.05.2022 at 11:30 am. The charged Officer participated the preliminary hearing, She also participated the regular hearing along with her Defence Assistant and the cross examination of witness was done. In the process to complete the inquiry a total of 2 (two) hearings were held on 18.04.2022 and 27.05.2022 respectively.

#### BRIEF FACTS OF THE CASE ON RECORD:

The Charge Officer Ms. Shalini Gupta, was working as Nursing Officer (TC) AIIMS, New Delhi since 12.05.2008, absented herself w.e.f. 07.10.2020. Accordingly, necessary recall notices followed by show cause were issued with the direction to report for duty immediately dated 23.10.2021, 20.01.2021, 02.02.2021, 05.02.2021, 12.02.2021, 06.05.2021, & 13.05.2021. (PD-2, PD-6, PD-7, PD-8, PD-9, PD-10, PD-17, PD-34 & PD-37).

Ms. Shalini Gupta, Nursing Officer joined her duty on dated 15.03.2021 and 11.05.2021 (PD-18 & PD-35) but after joining on 15.03.2021 she again proceeded on leave without prior sanction of the competent authority. The absent report of Ms. Shalini Gupta, Nursing Officer (TC) was received through the Asstt. Nursing Officer (TC) dated 07.10.2020. (PD-1)

All the aforesaid communications were made by the Establishment Section (TC) at available local address of the Charged Officer. (PD-2, PD-6, PD-7, PD-8, PD-9, PD-10, PD-17, PD-34 & PD-37).

In view of the aforesaid omission on the part of Ms. Shalini Gupta, Nursing Officer in the (TC), AIIMS, New Delhi, the Disciplinary Authority leveled the Charges against her as contained in OM bearing No. 45-223/2008-Estt.(TC) dated 27.12.2021.

*Mansala*

- Notice for preliminary hearing held on 08.04.2022 at 11:00 am was issued on dated 31.03.2022, but the same was cancelled due to the withdrawn of Presenting Officer (Annexure-II, III, IV & V)
- The Second Presenting Officer was appointed Sh. Sohanbir, Asst. Administrative Officer, NCI Jhajjar on dated 06.05.2022 received on 10.05.2022. (Annexure VI)
- The second notice of preliminary hearing held on 18.05.2022 at 11:00 am was issued on dated 11.05.2022. The notice sent at the work place of Ms. Shalini Gupta, Nursing Officer was received back with the remarks that "She is on leave (Earned Leave from 13.05.2022 to 21.05.2022). Ms. Shalini Gupta, Nursing Officer attended Preliminary Hearing on 18.05.2022 at 11:00 am. (Annexure VII & X)
- Notice of Preliminary hearing was also sent to her home address at Delhi was delivered. 17.05.2022 (Annexure IX)
- Daily order Sheet (1) after Preliminary Hearing on 18.04.2022 at 11:00 am was issued and on the same day to the Charge Officer and Presenting Officer. (Annexure XI)
- After receiving the Daily Order Sheet (1) the Charged Officer turned back to the office of Presenting Officer stating the Next hearing date to be fixed on 19.05.2022 at 12:00 noon. (Annexure V)
- Notice for Regular Hearing on 27.05.2022 at 11:30 am was issued dated 18.05.2022, simultaneously Summons were also issued to the Witnesses (PW1, PW2, PW3 & PW4) separately for hearing on dated 27.05.2022. (Annexure XII)
- All Summons sent to the all the Prosecution witnesses were received. (Annexure XIII, XIV, XV & XVI)
- Request of Ms. Shalini Gupta, Nursing Officer wherein Submitted the name of Defence Assistant Ms. Priyanka Rani, Sr. Nursing Officer (TC) (Annexure XVII)
- Acceptance of Defence Assistant Ms. Priyanka Rani, Sr. Nursing Officer (TC) dated on 26.05.2022. (Annexure XVIII)
- Daily Order Sheet (2) after regular hearing on 27.05.2022 at 11:30 am. (Annexure XIX, XX, XXI, XXII, XXIII, XXV, XXVI, XXVII, XXVIII & XXIX) (PW4 did not participated in the regular hearing). "General Examination" of the Charge Officer was done 27.05.2022.
- Additional document given by the Charged Officer after the Regular Hearing on 27.05.2022 was submitted (Photo copy for the reply to the Memo. No45-223/2008-Estt.(TC) dated 04.01.2022 (Annexure XXIV).

*Manuals*

**ORAL EVIDENCE OF THE PROSECUTION:**

Four listed Prosecution Witnesses were summoned on 18.05.2022. Only PW1, PW2 and PW3 were examined. PW4 did not attend the regular hearing on 27.05.2022. (Annexure XXIX). Rest all the Prosecution Witnesses were examined. The Prosecution Witnesses were also produced all the listed documents and the same were exhibited as PD-1 to PD-37. Ms. Shalini Gupta, Nursing Officer & Charge Officer, did not ask any question, rather accepted the reply given by all the Prosecution Witnesses and the Defence Assistant and accepted all the charges framed against her. (Annexure XXIX & XXX)

**Deposition of Ms. Nanki Rani, Nursing Officer (TC). AIIMS, New Delhi, (PW-1)**

- In her deposition, Mrs. Nanki Rani, Nursing Officer, stated that Ms. Shalini Gupta, Nursing Officer is working under her supervision. She has also informed that the Charge Officer has availed the kind of leave for the various spells of period between 12.01.2021 to 14.03.2021 and 11.04.2021 to 10.05.2021 without prior sanction/approval of the Competent Authority. She had submitted medical certificate for her unauthorized absence. Informed that performance of the Charged Officer is "Good workers." (Annexure XXV)

**Deposition of Ms. Meera Mukund Dhote, Dy. Nursing Officer (TC). AIIMS, New Delhi, (PW-2)**

- In her deposition, Ms. Meera Mukund Dhote, Dy. Nursing Officer, stated that Ms. Shalini Gupta, Nursing Officer is working under her supervision since 12.05.2008. She has also informed that the Charge Officer has availed the kind of leave for the various spells of period between 12.01.2021 to 14.03.2021 and 11.04.2021 to 10.05.2021 without prior sanction/approval of the Competent Authority. She had submitted medical certificate for her unauthorized absence. Informed that performance of the Charged Officer is "Very Good workers." (Annexure XXVII)

**Deposition of Ms. Nagmal Francis, Asstt. Nursing Officer (TC). AIIMS, New Delhi, (PW-3)**

- In her deposition, Mrs. Nagmal Francis, Asstt. Nursing Officer, stated that Ms. Shalini Gupta, Nursing Officer is working under her supervision since 2020. She has also informed that the Charge Officer has availed the kind of leave for the various spells of period between 12.01.2021 to 14.03.2021 and 11.04.2021 to 10.05.2021 without prior sanction/approval of the Competent Authority. She had submitted medical certificate for her unauthorized absence. She has further informed that regarding her performance of the Charged Officer is "not her Controlling Officer." (Annexure XXV)

*Nanki Rani*

- The deposed that Ms. Shalini Gupta reported for duty 15.03.2021 and again remained absent with prior sanction/approval of leave by the competent authority and joined her duty of 11.05.2021 after completion of her leave. Later, Director, AIIMS has approved the proposal for initiating disciplinary proceedings against her and charge sheet issued dated 27<sup>th</sup> Dec, 2021..

**DOCUMENTRY EVIDENCE OF THE PROSECUTION :**

**Prosecution Documents #(PD-1 to PD-37)**

PD-1 is the absent report of Ms. Shalini Gupta, Nursing Officer forwarded by Asstt. Nursing Officer (TC) dated 07.10.2020.

PD-2. is the memorandum No.F.45-181/2008-Estt. (TC) Dated 23.10.2020 regarding Absent from duty of Ms. Shalini Gupta, Nursing-Officer

PD-3 to PD-5 is the application of Medical Leave for 20 days w.e.f. 12.07.2021 to 21.01.2021 alongwith medical documents (Not Recommended)

PD-6. is the memorandum No.F.45-223/2008-Estt. (TC) Dated 20.01.2021 regarding Absent from duty of Ms. Shalini Gupta, Nursing Officer.

PD-7 is the memorandum No.F.45-223/2008-Estt. (TC) Dated 20.01.2021 regarding grant of medical leave. After the examination and opine of Dr. Vikrant Manhas, Asstt. Professor Orthopedic, AIIMS with report:

PD-8 is the memo. No.F.45-223/2008-Estt. (TC) Dated 02.02.2021 regarding Absent from duty of Ms. Shalini Gupta, Nursing Officer.

PD-9 No.F.45-223/2008-Estt. (TC) Dated 05.02.2021 regarding Absent from duty of Ms. Shalini Gupta, Nursing Officer.

PD-10 is the application of Earned Leave for 15 days w.e.f. 01.02.20-21 to 15.02.2021 (Not Recommended)

PD-11 is the memo. No.F.45-223/2008-Estt. (TC) Dated 12.02.2021 regarding Absent from duty of Ms. Shalini Gupta, Nursing Officer.

PD-12 is the application of Earned Leave for 07 days w.e.f. 16.02.2021 to 22.02.2021 (Not Recommended)

PD-13 is the application of Earned Leave for 06 days w.e.f. 23.02.2021 to 28.02.2021 (Not Recommended)

*Munish*

PD-14 to PD-16 is the application of Child Care Leave for 10 days w.e.f. 01.03.2021 to 10.03.2021 (Not Recommended)

PD-17 is the Show Cause memo. No.F.45-223/2008-Estt. (TC) Dated 13.03.2021 regarding unauthorized absent from duty of Ms. Shalini Gupta, Nursing Officer.

PD-18 is the joining report after Child Care Leave for 14 days w.e.f. 01.03.2021 to 14.03.2021 on 15.03.2021 of Ms. Shalini Gupta, Nursing Officer.

PD-19 is reply for the reason for leave dated 25.03.2021.

PD-20 & PD-21 is the application of Child Care Leave for 15 days w.e.f. 11.04.2021 to 25.04.2021 (Not Recommended)

PD-22, PD-23, PD-24, PD-25, PD-26, & PD-27 is the application of Child Care Leave for 15 days w.e.f. 11.04.2021 to 25.04.2021 (Not Recommended)

PD-28 to PD-32 is the application of Child Care Leave for 15 days w.e.f. 11.04.2021 to 25.04.2021 (Not Recommended)

PD-33 is the memo. No.F.45-223/2008-Estt. (TC) Dated 06.05.2021 regarding grant for extension of Child Care Leave of Ms. Shalini Gupta, Nursing Officer.

PD-34 is the joining report after Child Care Leave for 49 days w.e.f. 22.03.2021 to 10.05.2021 on 11.05.2021 of Ms. Shalini Gupta, Nursing Officer.

PD-35 is reply for the reason for child care leave dated 13.05.2021.

PD-36 is the memo. No.F.45-223/2008-Estt. (TC) Dated 06.05.2021 regarding grant for extension of Child Care Leave of Ms. Shalini Gupta, Nursing Officer.

**DEFENCE BRIEF:**

In view of position already explained Defence Assistant attend the regular Hearing on 27.05.2022 at 11:30 am and informed that Ms. Shalini Gupta, Nursing Officer is working in Trauma Centre since 12<sup>th</sup> May 2008. She has gone through the list of articles as mentioned in Annexure-II of the charge sheet. Ms. Shalini Gupta has availed leave without recommendation of the Competent Authority. The Charged Officer has submitted Medical Certificate for her leave.

*Muswala*

**OBSERVATION:**

- The Charged Officer remained absent since 07.10.2020 intentionally and deliberately ignoring the direction /instructions issued to her to report for duty. She has been absenting herself without prior sanction/approval of leave by the Competent Authority justifying the relevant reasons nor any solid documentary evidence to proof herself.
- With listed documents (PD-1 to PD-36) it shows that Ms. Shalini Gupta, Nursing Officer is habitual and availing leaves without prior sanction of the leave from the competent authority.
- It shows the lack of devotion and negligence, lack integrity, disobedience and has acted in a manner of unbecoming of an Institute employee.

The Presenting Officer Sh. Sohanbir, Asstt. Admn. Officer, NCI Jhajjar has submitted his Case Brief Report in dated 031.05.2022 and stated that "Based upon inquiry proceedings and examination of Witnesses (PW1, PW2, PW3 and Defence Assistant) with the question and answer has been recorded in respective Daily Order Sheet that Ms. Shalini Gupta, Nursing Officer and Charged Officer, did not ask any question, rather accepted the reply given by the Prosecution Witnesses (PW1, PW2 and PW3), it has been concluded that the Ms. Shalini Gupta, Nursing Officer and Charge Officer, Trauma Centre, AIIMS, New Delhi Stands PROVED beyond doubt."

**CONCLUSIONS**

In view of the above, article of charges leveled against Ms. Shalini Gupta, Nursing Officer (TC), AIIMS, stands PROVED beyond doubt.

*Nirmala*  
4/11/22  
(Nirmala Jacinta Kujur)  
Administrative Officer &  
Inquiry Officer



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Dated: 09 FEB 2022

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI-110029**

No. F. 45-223/2008-Estt.(TC)

**ORDER**

**WHEREAS**, an inquiry under Rule-14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, is being held against Ms. Shalini Gupta, Nursing Officer, JPNA Trauma Centre, AIIMS, New Delhi.

**AND WHEREAS** the Director, AIIMS and Disciplinary Authority has decided that an Inquiring Authority should be appointed to inquire into the charges framed against the said Ms. Shalini Gupta, Nursing Officer.

**NOW**, the Disciplinary Authority in exercise of the powers conferred by sub-rule (2) of the said rule, hereby appoints Ms. Nirmala Jacinta Kujur, Administrative Officer as Inquiring Authority to inquire into the charges framed against the said Ms. Shalini Gupta, Nursing Officer.

**By Order and on Behalf of the  
Director & Disciplinary Authority**

  
[DEO NATH SAH]  
CHIEF ADMN. OFFICER

**DISTRIBUTION**

1. Ms. Nirmala J. Kujur,  
Administrative Officer &  
Inquiry Officer  
Establishment Section (DO-I)  
AIIMS

**Copy of Charge Sheet memorandum  
alongwith listed documents are  
enclosed herewith.**

2. Ms. Shalini Gupta,  
Nursing Officer (TC)  
Thru: Nursing Superintendent (TC)

Copy to:-

1. Ms. Santosjh Manocha,  
Asst. Administrative Officer & Presenting Officer,  
Dr. B.B. Dixit Library, AIIMS
2. Mr. Nikhil Bhatnagar  
Administrative Officer,  
Legal Cell, AIIMS

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Dated: 09 FEB 2022

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI-110029**

No. F. 45-223/2008-Estt.(TC)

**ORDER**

**WHEREAS**, an inquiry under Rule-14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, is being held against Ms. Shalini Gupta, Nursing Officer, JPNA Trauma Centre, AIIMS, New Delhi.

**AND WHEREAS** the Director, AIIMS and Disciplinary Authority has decided that a Presenting Officer should be appointed to present on behalf of the undersigned the case in support of article of charges.

**Now**, the Disciplinary Authority in exercise of the powers conferred by sub-rule (5) of the said rule, hereby appoints Ms. Santosjh Manocha, Asst. Administrative Officer as Presenting Officer.

**By Order and on Behalf of the  
Director & Disciplinary Authority**

  
[DEO NATH SAH]  
CHIEF ADMN. OFFICER

**DISTRIBUTION**

1. Ms. Santosjh Manocha,  
Asstt. Administrative Officer &  
Presenting Officer,  
Dr. B.B. Dixit Library, AIIMS

**Copy of Charge Sheet memorandum  
alongwith listed documents are  
enclosed herewith.**

2. Ms. Shalini Gupta,  
Nursing Officer (TC)  
Thru: Nursing Superintendent (TC)

Copy to:-

1. Ms. Nirmala J. Kujur,  
Administrative Officer & Inquiry Officer  
Establishment Section (DO-I)  
AIIMS
2. Mr. Nikhil Bhatnagar  
Administrative Officer,  
Legal Cell, AIIMS

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**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES**

No.F.45-223/2008-Estt.(TC)

Raj Nagar, New Delhi - 110029

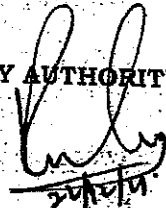
Dated:-

**MEMORANDUM**

**27 DEC 2021**

1. It is proposed to hold an inquiry against Ms. Shalini Gupta, Nursing Officer under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 read with Regulation 33 of AIIMS Regulations 2019. The substance of the imputation of charge in respect of which the inquiry is proposed to be held is set out in the enclosed statement of articles of charge (**Annexure-I**). A statement of the imputations in support is enclosed (**Annexure-II**). A list of documents by which, and a list of witnesses by whom, the articles of charge are proposed to be sustained are also enclosed (**Annexure-III & IV**).
2. Ms. Shalini Gupta, Nursing Officer is directed to submit within 10 days of the receipt of this Memorandum, a written statement of her defence and also to state whether she desires to be heard in person alongwith defence assistant.
3. She is informed that the inquiry will be held only in respect of those articles of charges as are not admitted. She should, therefore, specifically admit or deny each article of charge.
4. Ms. Shalini Gupta, Nursing Officer is further informed that if she does not submit her written statement of defence on or before the date specified in Para 2 above, or does not appear in person before the inquiring authority or otherwise fails or refuse to comply with the provisions of Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 or the orders/directions issued in pursuance of the said Rule, the inquiring authority may hold the inquiry against her ex-parte.
5. Attention of Ms. Shalini Gupta, Nursing Officer is invited to Rule 20 of the Central Civil Services (Conduct) Rules, 1964, under which no Government Servant shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further her interests in respect of matters pertaining to her service under the Government. If any representation is received on her behalf from another person in respect of any matter dealt within these proceedings, it will be presumed that Ms. Shalini Gupta, Nursing Officer is aware of such a representation and that it has been made at her instance and action will be taken against her for violation of rule 20 of the CCS (Conduct) Rules, 1964.
6. The receipt of this Memorandum may be acknowledged.

**DISCIPLINARY AUTHORITY**



**(DR. RANDEEP GULERIA)  
DIRECTOR, AIIMS**

**Ms. Shalini Gupta,  
Nursing Officer  
Thr: Nursing Superintendent (TC)**

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ANNEXURE-I

**STATEMENT OF ARTICLES OF CHARGES FRAMED AGAINST  
MS. SHALINI GUPTA, NURSING OFFICER, JPNATC, AIIMS, NEW DELHI  
PROPOSED TO BE SUSTAINED.**

**Article of Charge:-**

That the said Ms. Shalini Gupta, while working as Nursing Officer at JPNATC has been found absent from duty w.e.f. 12<sup>th</sup> January, 2021 to 14<sup>th</sup> March, 2021 and 11<sup>th</sup> April, 2021 to 10<sup>th</sup> May, 2021 willfully and unauthorisedly without prior sanction of leave by the Competent Authority. She was asked vide Memoranda dated 23.10.2020, 02.02.2021, 05.02.2021, 12.02.2021, 13.03.2021 and 06.05.2021 with direction to join the duty and submit the explanation but she failed to comply the directions.

By her aforesaid act, Ms. Shalini Gupta has exhibited lack of devotion to duty and has acted in a manner unbecoming of an Institute employee thereby contravening Rule 3 (1) (i), (ii), (iii), (xvii) & (xviii) of the CCS (Conduct) Rules, 1964, as applicable to the employees of the Institute.

**DISCIPLINARY AUTHORITY**

  
22/11/21  
**(DR. RANDEEP GULERIA)  
DIRECTOR, AIIMS**

ANNEXURE-IISTATEMENT OF IMPUTATION OF MISCONDUCT OR MISBEHAVIOUR IN SUPPORT OF THE ARTICLE OF CHARGE FRAMED AGAINST MS. SHALINI GUPTA, NURSING OFFICER, JPNATC, AIIMS, NEW DELHI PROPOSED TO BE SUSTAINED.

\*\*\*\*\*

The Assistant Nursing Superintendent, JPNA Trauma Centre vide letter dated 07.10.2020 had informed that Ms. Shalini Gupta, Nursing Officer was absenting herself from duty w.e.f. 02.10.2020 without any prior intimation/sanction of leave.

According, a recall notice was served to Ms. Shalini Gupta, Nursing Officer on 23.10.2021 and directed her to report for duty within the period of 03 days from the date of issuance of this Office Memorandum.

Instead of joining her duty, Ms. Shalini Gupta, Nursing Officer requested to grant/sanction her the following leaves:-

Sr. No	Nature of Leave	Period	Days	Remarks of controlling authority
1.	Medical Leave	02.10.2020 to 07.11.2020	36	Recommended & Forwarded
2.	Medical Leave	07.11.2020 to 27.11.2020	21	
3.	Medical Leave	28.11.2020 to 07.12.2020	10	
4.	Medical Leave	08.12.2020 to 21.12.2020	14	
5.	Medical Leave	22.12.2020 to 11.01.2021	21	
<b>Total numbers of days</b>			<b>102</b>	

The entire medical certificate submitted by Ms. Shalini Gupta, Nursing Officer as mentioned above was issued by the Pvt. Hospital/Clinic.

Subsequently, Ms. Shalini Gupta, Nursing Officer vide her request dated Nil (received on 15.01.2021) had again requested for extension of leave on Medical Ground w.e.f. 12.01.2021 to 31.01.2021. Her request was considered and she was advised to visit herself alongwith all the documents related to her treatment to Dr. Vikrant Manhas, Assistant Professor of Orthopedics, AIIMS on 22.01.2021 at 10:00 AM vide this Memorandum dated 20.01.2021.

After necessary examination, Dr. Vikrant Manhas, Assistant Professor of Orthopedics, AIIMS, New Delhi has informed that Ms. Shalini Gupta, Nursing Officer has been medically examined on 22.01.2021. She had fracture proximal phalanx 4<sup>th</sup> toe Right months back. She has completely recovered from injury and fit to join duties at present.

As per the opinion of Dr. Vikrant Manhas, Assistant Professor of Orthopedics, AIIMS, New Delhi, Ms. Shalini Gupta, Nursing Officer was advised

to report for duty within the period of 03 days vide this Office Memorandum dated 02.02.2021. This was followed by Reminder-I dated 05.02.2021.

In the meanwhile, Ms. Shalini Gupta, Nursing Officer vide letter dated Nil (received on 08.02.2021) has requested to grant/sanction of Earned Leave for 15 days w.e.f. 01.02.2021 to 15.02.2021. Her request has not been recommended by the Nursing Superintendent (TC).

Accordingly, Ms. Shalini Gupta, Nursing Officer was again advised to report for duty vide this Office Memorandum dated 12.02.2021.

Apart from the above, Ms. Shalini Gupta, Nursing Officer has also requested for grant/sanction the following leaves:-

Sr. No.	Nature of Leave	Period	Days	Remarks of Nursing Superintendent(TC)
1.	Earned Leave	16.02.2021 to 22.02.2021	07	Not Recommended
2.	Earned Leave	23.02.2021 to 28.02.2021	06	Not Recommended
3.	CCL	01.03.2021 to 10.03.2021	10	Not Recommended
<b>Total numbers of days</b>			<b>23</b>	

Since, her above leave were not recommended by the concerned controlling authority, a **Show Cause Notice** was served to her on **13.03.2021** and directed her to report for duty immediately. Ms. Shalini Gupta, Nursing Officer joined her duty on 15.03.2021.

In response to this Show Cause Notice dated 13.03.2021, Ms. Shalini Gupta vide letter dated 25.03.2021 has submitted her written explanation which has not been found satisfactory.

Further, Ms. Shalini Gupta, Nursing Officer vide letters dated 22.03.2021 & 02.04.2021 has requested to grant/sanctioned her Child Care Leave w.e.f. 22.03.2021 to 31.03.2021 & 01.04.2021 to 10.04.2021. Her both the requests for Child Care Leave were considered and with the approval of the Competent Authority of JPNA Trauma Centre, Ms. Shalini Gupta, Nursing Officer was granted/sanctioned Child Care Leave w.e.f. 22.03.2021 to 10.04.2021.

In the meanwhile, Ms. Shalini Gupta, Nursing Officer vide letter dated 12.04.2021 & 25.04.2021 has again requested to grant/sanction her CCL w.e.f. 11.04.2021 to 25.04.2021 and w.e.f. 26.04.2021 to 09.05.2021. Her both the requests were not recommended by the concerned controlling authority.

Accordingly, recall notice was again served to her on 06.05.2021 and directed her to report for duty within the period of 03 days from the date of issuance of Memorandum.

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In response to this Office Memorandum dated 06.05.2021, Ms. Shalini Gupta, Nursing Officer vide letter dated 13.05.2021 has submitted her explanation stating that her 02 years child is suffered from Right Femer Fracture on 21.03.2021 and she came in RAKED AIIMS, the SR (Ortho) advised to apply plaster for 04 weeks. She has further requested to grant her CCL and release her salary.

Ms. Shalini Gupta, Nursing Officer has joined her duty on 11.05.2021.

As mentioned above, Ms. Shalini Gupta, Nursing Officer has been found absent from duty w.e.f. 12<sup>th</sup> January, 2021 to 14<sup>th</sup> March, 2021/and 11<sup>th</sup> April, 2021 to 10<sup>th</sup> May, 2021 unauthorisedly/without prior permission/sanction of leave by the Competent Authority. By her aforesaid act, Ms. Shalini Gupta, Nursing Officer has exhibited lack of devotion to duty and has acted in a manner unbecoming of an Institute employee thereby has contravened Rule 3 (1) (i), (ii), (iii), (xvii) & (xviii) of the CCS (Conduct) Rules, 1964, as applicable to the employees of the Institute.

**DISCIPLINARY AUTHORITY**



**(DR. RANDEEP GULERIA)  
DIRECTOR, AIIMS**

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**ANNEXURE-III**

**LIST OF DOCUMENTS BY WHICH THE ARTICLES OF CHARGE FRAMED AGAINST MS. SHALINI GUPTA, NURSING OFFICER, JPNATC, AIIMS, NEW DELHI ARE PROPOSED TO BE SUSTAINED.**

\*\*\*\*\*

- 1 Absentee report dated 07.10.2020 received from ANS (TC)
- 2 Office Memorandum dated 23.10.2020
- 3 Request of Ms. Shalini Gupta, Nursing Officer dated Nil (received on 15.01.2021)
- 4 Office Memorandum dated 20.01.2021
- 5 Observation of Dr. Vikrant Manhas, Asstt. Prof. of Ortho., AIIMS
- 6 Office Memorandum dated 02.02.2021
- 7 Office Memorandum dated 05.02.2021
- 8 Request of Ms. Shalini Gupta, Nursing Officer dated Nil (received on 08.02.2021)
- 9 Office Memorandum dated 12.02.2021
- 10 Request of Ms. Shalini Gupta, Nursing Officer dated Nil (received on 19.02.2021)
- 11 Request of Ms. Shalini Gupta, Nursing Officer dated Nil (received on 25.02.2021)
- 12 Request of Ms. Shalini Gupta, Nursing Officer dated 01.03.2021
- 13 Show Cause Notice dated 13.03.2021
- 14 Joining report dated 15.03.2021 ✓
- 15 Explanation submitted by Ms. Shalini Gupta, Nursing Officer dated 25.03.2021
- 16 Letter dated 12.04.2021 received from Ms. Shalini Gupta, Nursing Officer
- 17 Letter dated 25.04.2021 received from Ms. Shalini Gupta, Nursing Officer
- 18 Office Memorandum dated 06.05.2021
- 19 Joining report dated 11.05.2021
- 20 Explanation submitted by Ms. Shalini Gupta, Nursing Officer dated 13.05.2021

DISCIPLINARY AUTHORITY

DISCIPLINARY AUTHORITY

DR. RANDEEP GULERIA  
DIRECTOR, AIIMS

  
(DR. RANDEEP GULERIA)  
DIRECTOR, AIIMS

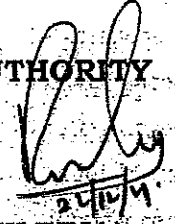


ANNEXURE-IVLIST OF WITNESSES BY WHICH THE ARTICLE OF CHARGE FRAMED AGAINST MS. SHALINI GUPTA, NURSING OFFICER, JPNATC, AIIMS, NEW DELHI ARE PROPOSED TO BE SUSTAINED.

1. Mrs. Nanki Rani,  
Nursing Superintendent,  
JPNA Trauma Centre
2. Ms. Meera Mukund Dhote,  
Dy. Nursing Superintendent,  
JPNA Trauma Centre
3. Ms. Nagmal Francis,  
Asstt. Nursing Superintendent  
JPNA Trauma Centre
4. Sh. Rahul Arya,  
Data Entry Operator  
Establishment Section, JPNATC.

- Dealing Assistant

DISCIPLINARY AUTHORITY

(DR. RANDEEP GULERIA)  
DIRECTOR, AIIMS

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Date: 7th October 2020

To,  
The Administrative Officer  
J.P.N. Apex Trauma Centre, AIIMS  
Raj Nagar, New Delhi-110029

Through Proper Channel

Subject: Information regarding absent from duties of Ms. Shalini Gupta, Nursing Officer

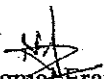
Respected Sir,

This is to bring in your kind information that Ms. Shalini Gupta, Nursing Officer has not joined her duties since 2nd October 2020 to till date. When called by ANS on 5.10.2020, Ms. Shalini Gupta informed that she will be on Medical Leave but she has not submitted and relevant document supporting this till now.

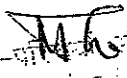
Sir, kindly look into the matter and do the needful.


Thanking you,

Yours sincerely

  
Nagmat Francis  
Assistant Nursing Superintendent  
TC-7A and TC-6 A Private Ward  
J.P.N. Apex Trauma Centre, AIIMS

forwarded

  
07/10/2020  
J.P.N. Apex Trauma Centre, AIIMS

Mr. Nishan  
  
81103020

प्राप्त किया / RECEIVED  
07 OCT 2020  
स्थापना अनुभाग, ज.प.न.अ.ख.स.के., एम्स  
Estt. Section, JPNATC, AIIMS

Estt. Office JPNATC  
स्थापना अनुभाग ज.प.न.अ.ख.स.के.  
Diary No./अवरोही सं. 5/4249  
Date/तिथि 07/10/20

1042 जय प्रकाश नारायण एपेक्स टॉमा केन्द्र  
अखिल भारतीय आयुर्विज्ञान संस्थान  
राज नगर, नई दिल्ली

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फा. सं. - 45-181/2008-स्था. (टी.सी.)

दिनांक:-

23 OCT 2020

ज्ञापन

विषय:- श्रीमति शालिनी गुप्ता, परिचर्या अधिकारी के ड्यूटी से अनाधिकृत रूप से अनुपस्थित रहने के संबंध में।

यह सूचित किया जाता है कि श्रीमति शालिनी गुप्ता, परिचर्या अधिकारी दिनांक 02.10.2020 से सक्षम प्राधिकारी की पूर्व अनुमति/सूचना के बिना अपनी ड्यूटी से अनुपस्थित पाए गए हैं।

अतः श्रीमति शालिनी गुप्ता, परिचर्या अधिकारी को यह निर्देश दिया जाता है कि वह तुरंत अपना कार्यभार ग्रहण करें एवं यह कारण बताने को कहा जाता है कि उनके इस प्रकार अप्राधिकृत रूप से अनुपस्थित रहने के लिए उनके विरुद्ध अनुशासनिक कार्रवाई आरंभ क्यों न की जाए। उनका जवाब इस नोटिस के जारी होने के 03 दिनों के अन्दर अधोहस्ताक्षरी के पास उचित माध्यम द्वारा पहुंच जाना चाहिए। ऐसा न करने पर यह माना जाएगा कि उनके पास अपने बचाव में कहने के लिए कुछ भी नहीं है और मामले की अर्हता के अनुसार उनके विरुद्ध उपर्युक्त कार्रवाई की जाएगी।

*[Handwritten Signature]*

वरिष्ठ प्रशासनिक अधिकारी

श्रीमति शालिनी गुप्ता, परिचर्या अधिकारी,

पत्नी श्री जयंत कैथवार

पता:- H.No.- B-24, DDA LIG Flats, G.T.B. Enclave, Delhi-110093

प्रतिलिपि:-

1. लेखा अनुभाग, टी.सी. → यह अनुरोध किया जाता है कि अगले आदेश तक उपर्युक्त कर्मचारी की एन.टी.पी. तत्काल प्रभाव से लागू करें।

उप-परिचर्या अधिकारी, टी.सी.

1043

376 ULR-88.

JAI PRAKASH NARAYAN APEX TRAUMA CENTRE

अखिल भारतीय आयुर्विज्ञान संस्थान

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

अवकाश (आवस्यिक अवकाश के अलावा) हेतु प्रपत्र।

APPLICATION FORM FOR GRANT OF LEAVE (OTHER THAN CASUAL LEAVE)

79  
61 12

Handwritten notes on the left margin.

Name of the applicant : Ms. SHALINI GUPTA

Designation & Department : NURSING OFFICER. J.P.H.A.T.C

No. of Days & Period of Leave required : 20 days, 12/01/2021 - 31/01/2021

Nature of Leave required : MEDICAL LEAVE

Reasons for grant of leave : # RT FOOT IV TCE

Whether permission is also need to leave the Station? : - No -

Residential postal address during leave period : H.No. B-24 D.D.A. LIG ECATS GATE ENCLAVE DELHI - 110093

Indicate Block Year if travel concession is required

Remarks of the Officer-in-charge, Deptt. & Head of the Deptt. Whether leave is recommended + Not recommended

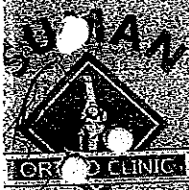
Signature of the Officer-in-charge, Deptt. & Head of the Deptt. with designation

Signature of the applicant

Handwritten signature of the applicant.

Signature of the Officer-in-charge, Deptt. & Head of the Deptt. with designation

Handwritten notes at the bottom: noted, 24 days, 12/1/21



# Dr. Bansal's SUMAN ORTHO CLINIC

271-A, Pocket-F, Near Sai Baba Chowk, Dilshad Garden, Delhi-95  
Phone: 011-22130448, 9316089060

1044

**Dr. Lokesh Bansal**

M.B.B.S., D.ORTH  
Regn. No.: 21675 (D.M.C.)  
Consultant Orthopaedic Surgeon

Timing:  
(Mor.) 11.00 to 1.30  
(Eve.) 6.30 to 9.00  
(Sunday By App. only)  
Dated 25-11-20

(13)

Mr. Mehra 36 yr

By Mr. Bansal

to rest & avoid

Joint oil locally

Exercise as advised

Give Budgee Boudage

@ Budgee Boudage

1698

Tab. Bon-100

Rest & avoid

Rest on 21/11/20

7-12-2020

to Pain

Continue Budgee Boudage Application

Exercise as advised

Tab. Bon-100

Joint oil locally

Rest & avoid

Rest on 21/11/20

EMERGENCY 9.00 A.M. TO 9.00 P.M.

3/17/2020  
(14)

1045

Swelling of # PP IV toe R foot

c/o Pain & Swelling

Adv - CAST APPLICATION

• ATM

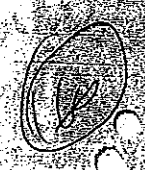
• Tab. Signoflam

• Tab. Bon-K2

Rest x 3 wks

Review on 12.01.2021

*[Signature]*



11.1.2021

Swelling of # PP IV toe (R) foot

c/o Swelling & bluish toe

Adv - continue B/K cast

X Ray # PP <sup>AP</sup> <sub>ObL</sub> R toe

d. E. | ATM

• Tab. Signoflam

• Tab. Robekind 20

• Tab. Bon K2

Rest x 20 Days

11.1.2021

Review as advised

*[Signature]*

7301  
10476 373 (15) (16)

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES**

No.F. 45-233/2008-Estt. (TC)

Raj Nagar, New Delhi-110029

Dated the:-

20 JAN 2021

**MEMORANDUM**

**Subject:-Request of Ms. Shalini Gupta, Nursing Officer regarding grant of Medical Leave - reg.**

\*\*\*\*\*

The undersigned is directed to say that Ms. Shalini Gupta, Nursing Officer has requested for grant Medical Leave w.e.f. 12.01.2021 to 31.01.2021 vide her letter dated nil (received on 15.01.2021). The same has been considered by the competent authority and decided that Ms. Shalini Gupta is needed to be visit herself on dated 22.01.2021 to an orthopedician (faculty) nominated by HOD, Orthopedics for this purpose.

Further, the Competent Authority has decided that Dr. Vikrant Manhas, may be examine and opine this issue under his jurisdiction as per procedure.

In view of the above, Ms. Shalini Gupta is hereby directed to visit herself alongwith all the documents related to her treatment to Dr. Vikrant Manhas, Asstt. Professor of Orthopedic at 10:00 am on 22.01.2021 positively accordingly, her leave will be further processed.

**Ms. Shalini Gupta, Nursing Officer  
H. No. B-24, LIG Flats,  
G.T.B. Enclave, Delhi - 110093**

  
[LALIT ORAON]  
SR. ADMINISTRATIVE OFFICER

  
21/1/2021

Copy to:-

MS  
May be please see as special case  
Dr. Vikrant Manhas, Asstt. Professor of Orthopedic, AIIMS

Copy to information please :-

1. Chief, JPNATC
2. Addl. Medical Superintendent (TC)

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES**

No.F. 45-233/2008-Estt. (TC)

Raj Nagar, New Delhi-110029  
Dated the

20 JAN 2021

MEMORANDUM

**Subject: Request of Ms. Shalini Gupta, Nursing Officer regarding grant of Medical Leave - reg.**

The undersigned is directed to say that Ms. Shalini Gupta, Nursing Officer has requested for grant Medical Leave w.e.f. [22.01.2021 to 31.01.2021 vide her letter dated nil (received on 15.01.2021). The same has been considered by the competent authority and decided that Ms. Shalini Gupta is needed to be visit herself on dated 22.01.2021 to an orthopedician (faculty) nominated by HOD, Orthopedics for this purpose.

Further, the Competent Authority has decided that Dr. Vikrant Manhas, may be examine and opine this issue under his jurisdiction as per procedure.

In view of the above, Ms. Shalini Gupta is hereby directed to visit herself alongwith all the documents related to her treatment to Dr. Vikrant Manhas, Asstt. Professor of Orthopedic at 10:00 am on 22.01.2021 positively accordingly, her leave will be further processed.

*[Signature]*  
**[LALIT ORAON]**  
SR. ADMINISTRATIVE OFFICER

Ms. Shalini Gupta, Nursing Officer  
H. No. B-24, LIG Flats,  
G.T.B. Enclave, Delhi - 110093

Copy to:-

- 1. Dr. Vikrant Manhas,  
Asstt. Professor of Orthopedic, AIIMS

May be please see as special case

Copy to information please :-

- 1. Chief, JPNATC
- 2. Addl. Medical Superintendent (TC)

*[Signature]*  
22/1/2021  
Mr. Rahul.

Ms. Shalini Gupta has been examined physically on 22/Jan/21  
• She had fracture proximal phalanx 4th toe right foot three months back. She had completely recovered from injury and fit to join duties.

*[Signature]*  
Dr. VIKRANT MANHAS  
Assistant Professor

Entt. Office JPNATC  
54/33



1048

371

most Important

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCE  
RAJ NAGAR, NEW DELHI- 110029**

No.F.45-223/2008 Estt.(TC)

Dated: 02 FEB 2021

**MEMORANDUM**

**Subject: Request for extension of Medical Leave in respect of Ms. Shalini Gupta, Nursing Officer JPNATC, AIIMS.**

\*\*\*\*\*

With reference to her request letter dated nil (received on 15.01.2021) on the subject cited above, Ms. Shalini Gupta, Nursing Officer is informed that her request for grant of Medical Leave w.e.f 12.01.2021 to 31.01.2021 has been considered, but it has not been acceded to.

Therefore, Ms. Shalini Gupta, Nursing Officer is directed to join her duty within the period of three days from the date of issuance of this office memorandum, failing which it will be presumed that she has nothing to say in her defense and necessary action as deemed fit under the CCS (CCA) Rules 1965 shall be initiated against her.

This issue with the approval of the Competent Authority, JPNATC, AIIMS.

[Signature]  
Sr. Administrative Officer

[Signature]  
[Lalit Oraon]  
Sr. Administrative Officer

Ms. Shalini Gupta, Nursing Office  
H.No. B-24, LIG Flats,  
G.T.B. Enclave, Delhi - 110093

Copy to:-

1. Addl. M.S. (TC)
2. Dy. Nursing Superintendent
3. Account Section - NTP may be marked accordingly.

1049

370

Reminder-I

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCE  
RAJ NAGAR, NEW DELHI- 110029**

No.F.45-316/2009-Estt.(TC)

Dated:  
05 FEB 2021

**MEMORANDUM**

**Subject:- Willfully absent from duty - Mrs. Shalini Gupta, Nursing Officer,  
JPNA Trauma Centre..**

\*\*\*\*\*

Attention is invited to this Office Memorandum of even number dated 02.02.2021 on the subject cited above, Mrs. Shalini Gupta, Nursing Officer has not joined her duty till date.

In view of the above, Mrs. Shalini Gupta, Nursing Officer is once again directed to report for her duty immediately within 03 days from the receipt of this memorandum, failing which it will be presumed that she has nothing to say in her defense and necessary action as deemed fit under the CCS (CCA) Rules 1965 shall be initiated against her.

**Ms. Shalini Gupta, Nursing Office  
H.No. B-24, LIG Flats,  
G.T.B. Enclave, Delhi - 110093**

  
[LALIT ORAON]  
SR. ADMINISTRATIVE OFFICER

Copy to:-

1. Dy. Nursing Superintendent
2. Account Section - NTP may be marked accordingly.

(19) ULR-83  
369  
(179)

जय प्रकाश नारायण एपेक्स टॉपिा सेन्टर  
JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
अखिल भारतीय आयुर्विज्ञान संस्थान  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
अवकाश (आवकामिक अवकाश के अलावा) हेतु प्रपत्र।  
APPLICATION FORM FOR GRANT OF LEAVE (OTHER THAN CASUAL LEAVE)

1/2/2021

15 days

28/11/2020 to 15/02/2021  
15/02/2021 to 15/02/2021

10 days

Name of the applicant : MRS. SHALINI GUPTA

Designation & Department : NURSING OFFICER, IPNATC

No. of Days & Period of Leave required : 15 days (1/02/2021 - 15/02/2021)

Nature of Leave required : E.L.

Reasons for grant of leave : PERSONAL REASONS

Whether permission is also need to leave the Station ? : NO

Residential address during leave period : H NO B-24 DDA LIG FLATS GATE ENCLAVE DEW-110095

Remarks of the Officer-in-Charge  
Prat. & Head of the Dept. Whether leave is recommended

Exn. Date : 9/2/21  
Date/Inp. : 9/2/21

Signature of the applicant : SHALINI GUPTA  
NURSING OFFICER  
IPNATC

Signature of the officer in charge  
Prat. & Head of the Dept. with designation

NOTED  
SHY DHA  
9/2/21

1051

Reminder -II

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCE  
RAJ NAGAR, NEW DELHI- 110029**

Dated:

12 FEB 2021

No.F.45-233/2008-Estt.(TC)

**MEMORANDUM**

**Subject:- Request for extension of Leave on Earned Leave - Mrs. Shalini  
Gupta, Nursing Officer, JPNA Trauma Centre. - reg.**

In continuation to this Office Memorandum of even number dated 02.02.2021 & its subsequent reminder dated 05.02.2021 on the above cited subject, Ms. Shalini Gupta, Nursing Officer has not join her duty and submitting request for further extension of Earned Leave w.e.f. 01.02.2021 to 15.02.2021.

In view of the above, the Competent Authority has time to time considered her request & ~~request~~ ~~request~~

Therefore, Ms. Shalini Gupta, Nursing Officer is directed to join her duty within 03 days from the date of issue of this memorandum, failing which it will be presumed that she has nothing to say in her defense and necessary action as deemed fit under the CCS (CCA) Rules 1965 shall be initiated against her.

**Ms. Shalini Gupta, Nursing Office  
H.No. B-24, LIG Flats,  
G.T.B. Enclave, Delhi - 110093**

Copy to:-

1. Dy. Nursing Superintendent
2. Account Section - NTP may be marked accordingly.

**[LALIT ORAON]  
SR. ADMINISTRATIVE OFFICER**

JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
अखिल भारतीय आयुर्विज्ञान संस्थान  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES

21  
367  
183

अवकाश (आवस्यिक अवकाश के अलावा) हेतु प्रपत्र।  
APPLICATION FORM FOR GRANT OF LEAVE (OTHER THAN CASUAL LEAVE)

आवेदक का नाम  
Name of the applicant : MRS. SHAUNI GUPTA

पदनाम एवं विभाग  
Designation & Department : NURSING OFFICER

अपेक्षित अवकाश की अवधि एवं दिनों की संख्या  
No. of Days & Period of Leave required : (16/02/2021 - 22/02/2021) 07 days

आवेदित अवकाश की प्रकृति  
Nature of Leave required : Earned Leave

अवकाश हेतु अपेक्षित कारण  
Reasons for grant of leave : Child sick.

क्या स्टेशन छोड़ने की अनुमति भी चाहिए ?  
Whether permission is also need to leave the Station ? : No

अवकाश के दौरान घर/ठाक का पता  
Residential/Postal address during leave period : H.No. B-24 DDA CIG FLATS G.T.R ENCLAVE DELHI - 110093

कदि यात्रा विवरण भी चाहिए या वार्षिक पर्य भी सिद्ध ?  
Indicate if travel concession is required : No

अधारी अधिकारी/आचार्य एवं निगरानवाला की अभिवृत्ति  
Princ. & Head of the Deptt. Whether leave is recommended : not recommended

Use O2005, INATC  
वर्षा संकेत नं. का  
Date/705 : 50813  
Date/715 : 20/02/21

Signature  
Shauni Gupta Nto  
पदनाम सहित आवेदक के हस्ताक्षर  
Signature of the applicant with designation

01  
19/2  
Sh. Rehal  
P/B put up on

Signature  
19/2/21

Signature  
19/2/21

दिनांक  
Dated the  
अधारी अधिकारी के हस्ताक्षर  
Signature of the officer in charge  
पदनाम सहित अधारी एवं आचार्य  
Princ. & Head of the Deptt. with designation

श्री प्रकाश नारायण एपेक्स ट्रॉमा सेंटर  
JAI PRAKASH NARAYAN APEX TRAUMA CENTRE

अखिल भारतीय आयुर्विज्ञान संस्थान

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

अवकाश (आवस्यिक अवकाश से अलावा) हेतु प्रश्न।

APPLICATION FORM FOR GRANT OF LEAVE (OTHER THAN CASUAL LEAVE)

ULR-88  
22 → 9/8/21

366

अर्क्षक का नाम  
Name of the applicant : SHALINI GUPTA

पदनाम एवं विभाग  
Designation & Department : NURSING OFFICER, IPMATIC

अर्क्षित अवकाश की अवधि  
एवं दिनों की संख्या  
No. of Days & Period  
of Leave required : EAT 06 days (23/02/2021 - 28/02/2021)

अर्क्षित अवकाश की प्रकृति  
Nature of Leave required : EL

अवकाश हेतु अर्क्षित कारण  
Reasons for grant of leave : CHILD SICK

क्या स्टेशन छोड़ने की  
अनुमति भी चाहिए ?  
Whether permission is also  
need to leave the Station ? : No

अवकाश के दौरान घर/  
ठाक का पता  
Residential/Postal address  
during leave period : H.No. B-24 DDA LTG FEATS GTB  
ENCLAVE DELHI 110093

अध्यापक/अधीनस्थ/अधीनस्थ  
Remarks of the Officer-in-charge  
Supervisor of the applicant  
Date & Name of the Dept. Head  
Date & Name of the Officer-in-charge

एपेक्स ट्रॉमा सेंटर  
54975  
26/02/21

अर्क्षक का हस्ताक्षर  
Signature of the applicant  
with designation  
SHALINI GUPTA  
NURSING OFFICER  
IPMATIC

दिनांक  
Date of  
अधीनस्थ/अधीनस्थ  
Signature of the Officer-in-charge  
Date & Name of the Dept. Head

16/2/21  
Shree

NOTED  
25/2/21

1054

APPLICATION FOR CHILD CARE LEAVE

ULR 83

Name of Applicant

: SHALINI GUPTA

Designation

: NURSING OFFICER.

Dept./Office/Section

: JPNATC

Name of Child for Whom child Care leave is applied for

: KABIR KATHWAR

Date of Birth of the child

: 21/01/2011

Date on which child will be attaining 18 years

: 21/01/2029

Is the Child among the two eldest Children

: Yes/No

EL in credit (as on date)

: Nil

Period of Leave- 10 Days

: From 01/03/2021 to 10/03/2021

Reason(s) for leave applied for

: Annual online Examination (2020-2021)

Total Child Care Leave availed till date

: 215 days

(a) Whether permission to leave Station is required

: Yes/No

(b) If yes, Address during leave period

: H.No B-24 DDA LIG FLATS GIB ENCLAVE Delhi-110093

Date of return from last leave, & nature and period of that leave

: 28/2/2021, EL (23/2/2021 - 28/2/2021)

Date: 1/3/2021

Signature of applicant: Shalini  
Pay Card No.: N52020

Remarks of Controlling Officer

Leave Recommended / Leave Not Recommended

Date: 3/3/21

Signature: N.S.  
Designation: N.S.  
Office: N.S. office

01/4/2  
M. Natar

Est. Office JPNATC  
Diary No. / स्टाफ नं. 55099  
Date / तिथि 4/3/21

1055

11-3-16-18

Name in Full: Shobha Gupta  
 Section / Department: JPNATC  
 Residential Address: ...  
 कर्मचारी के हस्ताक्षर/अंगूठे का निशान  
 Signature / Thumb Impression of Institute employee

कार्यालय जारी करने वाले अधिकारी का हस्ताक्षर एवं मोहर  
 Signature of Issuing Authority and Office seal

जारी करने की तिथि  
 Date of Issue: 3-16-2008

\* परिवार के सदस्य \* Details of Family

क्र.सं.	जन्म तिथि Date of Birth	सम्बन्ध Relationship
1	11-1-1982	Self
2	18-10-1980	HUSBAND
3	21-01-2019	SON
4	05-05-1958	FATHER IN-LAW
5	01-01-1962	FATHER IN-LAW

\* परिवार से आये हुए किसी पत्नी अथवा बच्चा अथवा पिता से है इसके कोई भी अन्य संबंधी जैसे विवाहित अथवा विधवा पुत्री आदि सम्मिलित नहीं है।

2008  
 2008  
 364

2	MR. JAYANT KAITHWAR	18-10-1980	HUSBAND
3	KASHI KAITHWAR	21-01-2019	SON
4	MR. R. A. KAITHWAR	05-05-1958	FATHER IN-LAW
5	MRS. SANTOSH KAITHWAR	01-01-1962	FATHER IN-LAW

Shobha

प्रशासनिक अधिकारी (टी.सी.)  
 Asstt. Administrative Officer (T.C.)

New Addition

6. Harsh Kaithwar 20.01.2019. Son

30/01/2020

A.A.O. S.O.

सर्व सामग्री सामान्य (S) - अधिनियम 87/1947 (अनुसूचित जाति) के तहत प्रदान की गई है।  
 All materials are provided under (S) - Ordinance 87/1947 (Scheduled Caste) under the provisions of the Act.



## Greenfields Public School

Dilshad Garden : G.T.B. Enclave Delhi-110093.

No. GPS/DO/

Date: 09.02.2021

### ANNUAL ONLINE EXAMINATION 2020-2021

#### DATE SHEET - CLASSES V - VII

Timings: 9.00 am to 10.20 am

M.M. 40

DATE	DAY	V	VI	VII
01.03.2021	Monday	English	Hindi	Social Science
03.03.2021	Wednesday	Maths	Sanskrit/French	English
05.03.2021	Friday	E.V.S	Maths	Science
08.03.2021	Monday	Hindi	Social Science	Maths
10.03.2021	Wednesday	Sanskrit/French	English	Hindi
12.03.2021	Friday		Science	Sanskrit/French

**Notes:** KABIR KAITHWAR IS A STUDENT OF V-B.

- G. K. Exam will be held on 26.02.2021, Friday in their respective classes between 9.00 a.m. to 9.40 a.m.
- All the dues must be cleared positively by 20<sup>th</sup> Feb. 2021, Saturday.
- Annual Examination Results will be handed over to the parents on 27<sup>th</sup> March 2021, Saturday as per the schedule given below :

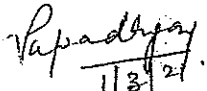
DATE & DAY	TIME	CLASS
27 MARCH 2021 (SATURDAY)	8.30 a.m. to 9.30 a.m.	V
27 MARCH 2021 (SATURDAY)	10.30 a.m. to 11.30 a.m.	VI
27 MARCH 2021 (SATURDAY)	12.30 a.m. to 01.30 p.m.	VII

- Parents entry will be from Gate No. 3.

The results can be accessed through school website [www.greenfieldspublicschool.com](http://www.greenfieldspublicschool.com).

Wish you all the success!

PRINCIPAL

  
 Greenfields Public School  
 (Recognized)  
 ID- No 1105208  
 G.T.B. Enclave, Dilshad Garden, Delhi-93

1057

REGISTERED H.P.

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI-110029**

No. F. 45-223/2008-Estt.(TC)

362 Dated:-

**MEMORANDUM**

18 MAR 2021

**Subject: Show cause notice for unauthorized absence from duty.**

\*\*\*\*\*

It has been observed that Ms. Shalini Gupta working as Nursing Officer in JPNATC has been absenting herself from duty unauthorizedly and willfully from 12.01.2021 without prior approval /sanction of the leave by the competent authority despite various of recall notices sent to her on 23.10.2020 and its subsequent reminders dated 02.02.2021, 05.02.2021 & 12.02.2021.

It is the relevant to mention here that the Institute is as a nature of work, running patient care services and such frequently unauthorized absence of Ms. Shalini Gupta has very serious implications on service delivery for the patients in this Institute which is a patient care organization. In this regard, clear cut instructions have also been issued from time to time, including the instructions issued vide O.M. F. DS/Circular/2013(6), dated 07.05.2014 clearly indicating that it was affecting on the life and as well as this Institute is a patient care organization, stringent action will be taken in case of such unauthorized absence. Therefore, being essential services; such unauthorized absence has been viewed very seriously and considered as serious misconduct.

In view of the above, Ms. Shalini Gupta, Nursing Officer is once again directed to report for her duty immediately within the period of 10 days from the date of issuance this Show Cause Notice and explain her position in the above matter, failing which it will be presumed that she has nothing to say in her defense and the action as deemed fit under the CCS (CCA) Rules 1965 shall be taken against her.

[LALIT ORAON]

SR. ADMINISTRATIVE OFFICER

Copy to:-

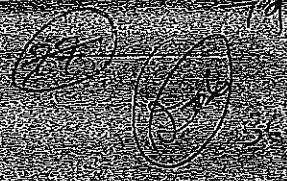
1. Nursing Superintendent (TC)
2. Account Section (TC)

**Ms. Shalini Gupta, Nursing Officer  
H.No. B-24, DDA LIG Flats G.T.B. Enclave  
New Delhi-110093**

INDIAN AIR FORCE CENTRE

ADMINISTRATIVE SERVICES OFFICERS

RANBYGATE, NEW DELHI 110029



पता / Address

चिकित्सा अधीक्षक / The Medical Superintendent

जलमन्त्रालय परिसर/सेक्टर / अखिल भारतीय अयुर्विज्ञान संस्थान

JPNATC, AIIMS

नई दिल्ली - 110029 / New Delhi - 110029

रायित्त-माध्यम द्वारा

THROUGH PROPER CHANNEL

प्रति / To

चिकित्सा अधिकारी, चिकित्सा विभाग, नई दिल्ली

अर्जित अवकाश / चिकित्सा अवकाश / अर्पित अवकाश/आदि व्यक्तित्व करने के पश्चात् आज दिनांक (पूरी/अंश) दिनांक अर्पण कार्यवाही अन्तर्गत (दिनांक) है।

Sr

I would like to inform you that I have joined my duty today the 15/03/2021

from my return after availing Earned leave / Medical leave / Maternity Leave/ etc

from 15/03/2021 to 17/03/2021

आपका आभार व्यक्त है। आवश्यक कार्रवाई के लिए अनुरोध है।  
This is for your kind information and for the necessary action.

धन्यवाद / Thanking you

आपका विश्वासु / Yours faithfully

नाम / Name: SHALINI GUPTA

पदनाम / Designation: NOK/IO/CI OFFICER

दिनांक / Date: 15/03/2021

57649  
17/3/21

NOO (ed)  
17/3/21

1059

The Administrative Officer

J.P.N.A.T.C AIIMS

Delhi - 110029.

(20)

(212)

360

Subject: Reason for leave.

Respected Sir,

This is to bring in your kind notice that myself 'SHAUNI GOPTA' NURSING OFFICER joined the duty on 15/03/2021. Reference letter NO. NOF-45-223/2008-ESTL(TC)

The reason for this leave is that I have small kids at home & nobody there is to look after. As my husband works in out of delhi in remote area of Bulandshar. And I am also having injury to my right foot i.e. # R.P.P. toe.

Kindly please Sir look into the matter. I will not repeat this in future.

Please do the needful.

Thanking you

Shalini

SHAUNI GOPTA

NURSING OFFICER

J.P.N.A.T.C

MOBILE: 9958374313

Forwarded

25/03/21

Date

25/03/2021

25/03/21

25/3  
Sh. Rashed

Est. Office J.P.N.A.T.C

55893

Date: 26/3/21

1060

359

DLR-83

195

APPLICATION FOR CHILD CARE LEAVE

- 1. Name of the Applicant : MRS. SHAUNI GUPTA
- 2. Designation : NURSING OFFICER
- 3. Deptt./Office/Section : JPNATC
- 4. Name of Child for whom Child Care leave is applied for : HARSH KATTHWAR
- 5. Date of Birth of the Child : 20/11/2019
- 6. Date on which child will be attaining 18 years : 20/11/2037
- 7. Is the Child among the two eldest Children : Yes/No  Yes
- 8. EL in credit (as on date) : Nil
- 9. Period of Leave - 15 Days From 11/04/2021 to 25/04/2021  
Prefix/Suffix of holidays, if any
- 10. Reason(s) for leave applied for : undisplaced distal femur # rt
- 11. Total Child Care Leave availed till date : 249 days
- 12. (a) Whether permission to leave Station is required : Yes/No  No
- (b) If Yes, Address during leave period : H.No. B-29, Pocket B, DDA CGF FORTS G.T.B ENCLAVE, DEW-110093
- 13. Date of return from last leave & nature and period of that leave : 15/3/2021 cell (11/3/2021 - 11/3/2021) 7 days

Date: 12/04/2021  
 Signature of applicant: Shauni  
 Pay Card No: 62020

Remarks of Controlling Officer

Leave Recommended / Leave Not Recommended

Date: 13/4/21  
 Signature: [Signature]  
 Designation: N.S.  
 Office: N.S. Office

22/5/2021 to 31/5/21  
11/4/21 to 25/4/21  
10 days

13/4/21  
13/4  
Ms. Daman

5/3/21  
15/4/21

क्रमांक / No. \_\_\_\_\_  
 पूर्ण नाम / Name in full \_\_\_\_\_  
 अनुभाग / विभाग / Section / Department \_\_\_\_\_  
 घर का पता / Residential Address \_\_\_\_\_  
 कर्मचारी के हस्ताक्षर/आपके का निशान / Signature / Thumb Impression of Insitute employee \_\_\_\_\_  
 कार्यालय जारी करने वाले अधिकारी का हस्ताक्षर एवं मोहर / Signature of Issuing Authority and Office seal \_\_\_\_\_  
 जारी करने का तिथि / Date of issue \_\_\_\_\_

परिवार का पता / Details of Family

नाम / Name	जन्म तिथि / Date of Birth	संबन्ध / Relationship
MR. JAYANT KATHWAR	18-10-1980	HUSBAND
KADIR KHAR	21-01-2014	SON
MR. R. P. KATHWAR	05-05-1956	FATHER IN LAW
MRS. SUNITA KATHWAR	01-01-1962	MOTHER IN LAW

\* परिवार से आयुक्त को ले पत्नी अथवा पुत्री अथवा सौतेले बच्चा एवं अशुभ माता पिता से है। इसमें कोई भी अन्य सम्बन्धी जैसे विवाहित अथवा विधवा पुत्री आदि सम्मिलित नहीं है।

①	MR. JAYANT KATHWAR	18-10-1980	HUSBAND
②	KADIR KHAR	21-01-2014	SON
③	MR. R. P. KATHWAR	05-05-1956	FATHER IN LAW
④	MRS. SUNITA KATHWAR	01-01-1962	MOTHER IN LAW

\_\_\_\_\_  
 असस प्रशासनिक अधिकारी (से.सी.)  
 Asst. Administrative Officer (S.S.)

6. Harsh Kathwar 24.01.2019 Son

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

APPLICATION FOR CHILD CARE LEAVE

1. Name of the Applicant: MRS. SHABANA GURTA

2. Designation: NURSING OFFICER

3. Deptt./Office/Section: IPWATS - 2nd Flr

4. Name of Child for whom Child Care leave is applied for: HARKSHI KATHAWAK

5. Date of Birth of the Child: 20/11/2018

6. Date on which child will be attaining 3 years: 20/11/2021

7. Is the child among the Andhra Pradesh Children?

8. Is the child a girl/boy? Yes/No

9. Is the child a member of the family? Yes/No

10. Is the child a member of the family? Yes/No

11. Is the child a member of the family? Yes/No

12. Is the child a member of the family? Yes/No

Mrs. Shalini Gupta, N.O. has requested grant her extension of C.C.L. w.e.f. 26-11-2021 to 09-05-2021. Her request has been forwarded by the Nursing Superintendent (TC)

In view of the above, the Nursing Superintendent (TC) is requested to write comments that the request of Mrs. Shalini Gupta, N.O. is recommended or not.

N.S. 3/5/2021

01/3/5

Nursing Supdt (TC) Previous leave already Not recommended

Not recommended

*(Signature)*

उप-परिचर्या अधिकारी  
Dy. Nursing Superintendent  
ज.प्र. ना. शीर्षक प्रशा. केन्द्र / J.P.N.A.T.C.  
अ.भा.आ.सं. राई बिरही / A.I.I.M.S. N. D.



नाम: श्री. गणेश  
पता: ...  
Residential Address

Signature of Inmate employee

क्यालम जारी करने की तिथि  
Date of Issue

जारी करने की तिथि  
Date of Issue

Sl. No.	Name	Address	Remarks
1	MR. TAYAN T. KATHWAR	NR-10-1980, MUMBAI	
2	KABIR KOTI	21-01-2014, SONI	
3	MR. R. K. KATHWAR	OS-OS-1980, FARHER	
4	MRS. SANTANA	NR-10-1980, FARHER	

1. MR. TAYAN T. KATHWAR NR-10-1980, MUMBAI

2. KABIR KOTI 21-01-2014, SONI

3. MR. R. K. KATHWAR OS-OS-1980, FARHER

4. MRS. SANTANA NR-10-1980, FARHER

G. Harsh Kathwar 21/01/2020

Date 21/01/2020

Signature of Authority

Signature of Authority

1065

124  
354  
DB

PHYSICAL RECORD

Progress

NOTE DATED: 03/21/2021 19:47  
LOCAL TITLE: ORTHOPAEDICS CASUALTY DISCHARGE NOTE  
VISIT: 03/21/2021 18:57 A EMERGENCY DEPARTMENT

"Unless otherwise specified all dates mentioned in this note are in the format MM/DD/YYYY"

XX

FOR ANY QUERIES /FEEDBACK /EVERY APPOINTMENT KINDLY CONTACT OUR 24 X 7  
011-26731237. 011- 26731283

XX

DEPARTMENT OF ORTHOPAEDICS  
JPN APEX TRAUMA CENTRE,  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES

CASUALTY DISCHARGE NOTE

\*\*\*\*\*

Patient Name : HARSH, AGE: 2 SEX: MALE  
TC NO : 500-26-8308 UHID No:-  
ADDRESS : B 24 DDA FLATS GTB ENCLAVE  
NEW DELHI, DL  
GUARDIAN NAME : JAYANT KATHWAR  
MOBILE NO. : PHONE NO.:  
Date of Admission : Mar 21, 2021, Date of Discharge: Mar 21, 2021

UNIT: ORTHO-A

PATIENT TYPE: OUTDOOR NON-MLC

DIAGNOSIS: NONDISPLACED BLENDED FEMUR FRACTURE

Case seen by CMO/SR Ortho A On Call

HISTORY

Alleged H/O FALL ON MAR 21, 2021 17:30  
H/O LOSS OF CONSCIOUSNESS : NO  
H/O BNT BLEED: NO  
H/O Comments:  
A/H/O FALL AT GROUND LEVEL AT HOME BB RELATIVE

EXAMINATION

O/E patient conscious Oriented  
A patent  
B RR 15/min  
C Pulse 76/min BP 120/80/mm HG  
D E 4M 6V 5  
CCT NEGATIVE  
PCT NEGATIVE

\*\* THIS NOTE CONTINUED ON NEXT PAGE \*\*

HARSH,  
500-26-8308 DCB:01/21/2019  
OPATIENT

Printed: 03/21/2021 19:47  
Vice SF

1066

35  
353 26

Progress Notes

MEDICAL RECORD

03/21/2021 19:47

\*\* CONTINUED FROM PREVIOUS PAGE \*\*

NO SPINE TENDERNESS  
GCS - 15/15

LOCAL EXAMINATION

EXTREMITIES

RT THIGH

Soft Normal

Swelling

Tenderness

ROM - PATENT

DEFORMITY

NO NEUROVASCULAR DEFICIT

X RAY FINDING AND DIAGNOSIS

?UNDISPLACED DISTAL FEMUR# RT

ORDERS

A/K POP SLAT RT UL

SYP IBUGESUC 3ML BD

SYP GEMCAL 3ML BD

Limb elevation and active toes/finger movements

Risk to COPD if excessive pain, swelling, discoloration of fingers/toes occur.

To review on MONDAY MORNING ORTHO A PT ON 29/03/21 @ 9AM

IF CHILD NEEDS OTHER CARE, KINDLY ALLOW FOR 10 DAYS FROM 27/3/21 TO 31/3/21

SA/Colvert to slab (16)  
Respect  
[Signature]

Signed by: /es/ NEVENTHIRAN K  
03/21/2021 19:54

HARSH,  
500-26-8308 DOB: 01/21/2019

AIIMS  
Pt Loc: OUTPATIENT

Printed: 03/21/2021 19:54  
Vice SF 509

(26) (352)

1067

02/04/2021

child needs mother care

Kindly extend the leave from

1st to 10th April 2021

200

Asmita

Senior Resident (Ortho)  
Jawahar Trauma Centre  
AIIMS, New Delhi-28

12/4/2021

child needs mother care

Kindly extend cec from 11<sup>th</sup> to 25<sup>th</sup>

April 2021

Asmita  
Senior Resident (Ortho)  
Jawahar Trauma Centre  
AIIMS, New Delhi-28

26/4/2021

Reverse Shift

Reviews

High

Asmita

Senior Resident (Ortho)  
Jawahar Trauma Centre  
AIIMS, New Delhi-28

12nd! Rom: Jun  
Joshi

Syp. Ibugine plus  
Syp. Ciemcal 5m  
x 2 weeks

37

10/18/82

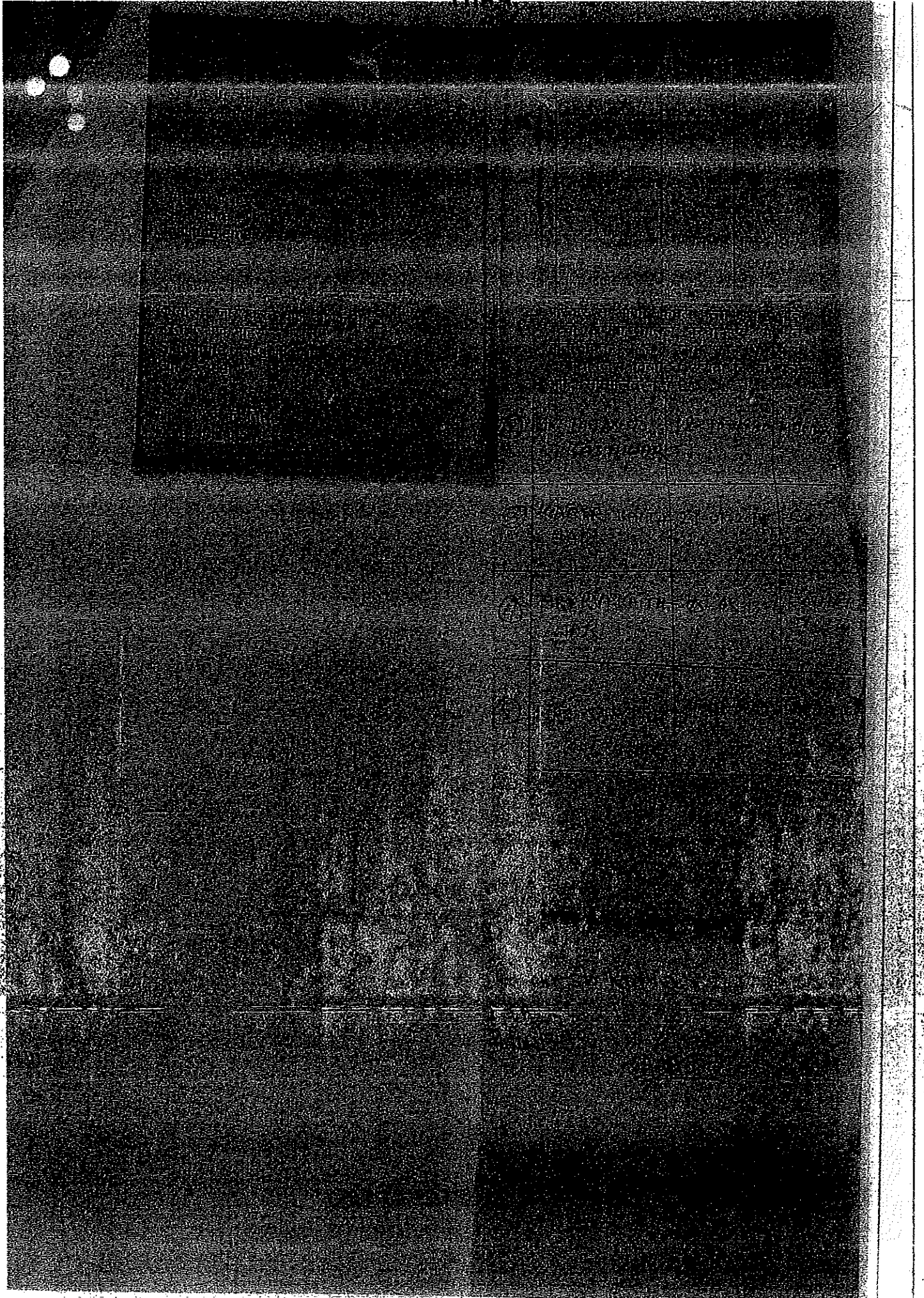
APPLICATION FOR CHILD CARE LEAVE

- 1. Name of the Applicant: MRS. SHYAMLI GUPTA
- 2. Designation: Sr. Asst. Officer
- 3. Dept./Office/Section: P.N.M.A.T.O.
- 4. Name of Child for whom Child Care leave is applied for: HANSHI KATHIRIAK
- 5. Date of Birth of the Child: 20/11/2019
- 6. Date on which child will be attaining 18 years: 20/11/2037
- 7. Is the child among the two eldest children: Yes/No
- 8. Number of children: NA
- 9. Period of leave: 15 days
- 10. Reason for leave applied for: ...
- 11. Whether child care leave available: ...
- 12. Whether parent is eligible: ...

351

Vertical text on the left margin, possibly a date or reference number.

Signature and stamp area at the bottom of the form.



39 1070

(97)

CASUALTY RECORD

Progress Notes

349

NOTE DATED: 03/21/2021 19:47  
LOCAL TITLE: ORTHOPAEDICS CASUALTY DISCHARGE NOTE  
VISIT: 03/21/2021 18:57 A EMERGENCY DEPARTMENT

"Unless otherwise specified all dates mentioned in this note are in the format MM/DD/YYYY"

XX

FOR ANY QUERIES /FEEDBACK /EVERY APPOINTMENT KINDLY CONTACT OUR 24 X 7  
011-26731237 : 011- 26731283

XX

DEPARTMENT OF ORTHOPAEDICS  
JPN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES

CASUALTY DISCHARGE NOTE

\*\*\*\*\*

Patient Name : HARSH, AGE: 2 SEX: MALE  
TC NO : 500-26-8308 UHID No:-  
ADDRESS : B-24 BDA FLATS GTB ENCLAVE  
NEW DELHI, DL  
GUARDIAN NAME : JAYANT KATHWAR  
MOBILE NO. : PHONE NO :  
Date of Admission : Mar 21, 2021 Date of Discharge: Mar 21, 2021

UNIT: ORTHO-A

PATIENT TYPE: OUTDOOR NON-MEC

DIAGNOSIS ?UNDISPLACED DISTAL FEMUR# 01

Case seen by CMO/SR Ortho A On Call

HISTORY

Alleged H/O FALL ON MAR 21, 2021 17:30  
H/O LOSS OF CONSCIOUSNESS : NO  
H/O ENT BLEED: NO  
H/O Comments:  
H/O FALL AT GROUND LEVEL AT HOME OF RELATIVE

EXAMINATION

O/E patient conscious Oriented  
A- alert  
B- RR 15/min  
C- Pulse 76/min BP 120/80/mm Hg  
D- E. 4M. 6V 5  
CET NEGATIVE  
PCT NEGATIVE

\*\* THIS NOTE CONTINUED ON NEXT PAGE \*\*

HARSH,  
500-26-8308 DOB:01/21/2019

Printed:03/21/2021 19:54  
Pt Loc: OUTPATIENT Vice SF 509

(40) (VAG)

MEDICAL RECORD

Progress Notes 348

03/21/2021 19:47 \*\* CONTINUED FROM PREVIOUS PAGE \*\*

NO SPINE TENDERNESS  
GCS-----15/15

LOCAL EXAMINATION

EXTREMITIES  
RT THIGH  
Skin Normal  
Swelling +  
Tenderness +  
ROM - PAINFUL  
DEFORMITY -

NO NEUROVASCULAR DEFICIT

X RAY FINDING AND DIAGNOSIS

?UNDISPLACED DISTAL FEMUR Fx

ORDERS

A/K POP SLAB RT UL

SYP IBUGESUC 3ML BD  
SYP GEMCAL 3ML BD

Limb elevation and active toes/finger movements.  
Rash to COPD if excessive pain, swelling, discoloration of fingers/toes occur.  
To review on MONDAY MORNING ORTHO A/P @ 29/03/21 (9AM)  
CHILD NEEDS MOTHER CARE. KINSHIP ALLOWANCE FOR 10 DAYS FROM 22/3/21 TO 31/3/21

A patient to slabs (6)  
Distort  
*[Signature]*

Signed by: /as/ NIVENTHIRAN  
03/21/2021 19:51



195

1072

(44)

02/04/2021

child needs mother care

Kindly extend the leave from

1st to 10th April 2021

347

Arvind Kumar

Senior Resident (Ortho)  
JPN AP, Trauma Centre  
AIIMS, New Delhi-28

12/4/2021

child needs mother care

Kindly extend leave from 11th to 25th

April 2021

Arvind Kumar  
Senior Resident (Ortho)  
JPN AP, Trauma Centre  
AIIMS, New Delhi-28

1073

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI-110029**

No. F. 45-223/2008-Estt.(TC)

Dated: 06 MAY 2021

**MEMORANDUM**

**Subject:-Request for grant extension of Child Care Leave Mrs. Shalini Gupta,  
Nursing Officer, JPNA Trauma Centre, AIIMS.**

With reference her request dated 12.04.2021 & 25.04.2021 on subject cited above, Mrs. Shalini Gupta, Nursing Officer is informed that her request for grant her extension of Child Care Leave w.e.f. 11.04.2021 to 09.05.2021 has not been recommended by the Concerned Controlling Authority in pursuance of O.M. dt. 27.4.2021.

In view of the above, Mrs. Shalin Gupta, Nursing Officer is, therefore, directed to report for duty within 03 days from the date of issuance of this memorandum, failing which it will be presumed that she has nothing to say in her defense and necessary action as deemed fit shall be initiated against her under the Central Civil Service (CCA) Rules-1965.

Enclosure: As above

[LALIT ORAON]  
SR. ADMINISTRATIVE OFFICER

Mrs. Shalini Gupta, Nursing Officer  
H.No. 24, Pocket B, LIG Flats,  
G.T.B. Enclave, Delhi-110093.

Copy to:-

1. Nursing Superintendent(TC)
2. Accounts Section (TC)-NTP may be marked accordingly.

JAI PRAKASH NARAYAN ALEX PHARMA CENTRE

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

RAJNAGAR, NEW DELHI-110029

DCK 10/1/2021

473

393

वा में / To

चिकित्सा अधीक्षक / The Medical Superintendent

जोधपुर लोक सेवा केंद्र / अखिल भारतीय आयुर्विज्ञान संस्थान

J.P.N.A.I.C. A.I.I.M.S.

नई दिल्ली - 110029 / New Delhi - 110029

उचित माध्यम से

THROUGH PROPER CHANNEL

होस्ये

निवेदन दिनांक / Date

अभिहित आपका नाम चिकित्सा अधीक्षक / उपनिवेश प्रशासन आदि व्यक्तियों के परामर्श प्राप्त करने के पश्चात आज दिनांक 10/01/2021 को कार्यवाही के लिए प्रस्तुत है।

SI

I would like to inform you that I have joined my duty today the 10/01/2021

after availing Earned leave / Medical Leave / Maternity Leave / etc

from 10/01/2021 to 10/01/2021 (pending) & etc (10/01/2021) only

This is for your kind information and further necessary action.

धन्यवाद / Thanking you

भवदीय / Yours faithfully

नाम / Name: SHARMA, G.P.

पदनाम / Designation: ...

दिनांक / Date: 10/01/2021

1075

Date: 13/5/2021

344

26

The Senior Administrative Officer  
JPNATC, AIIMS Delhi - 110029

Subject: Reason for CHILD CARE LEAVE.

Respected Sir,

This is to bring in your kind notice that myself (SHALINI GUPTA) Nursing officer joined the duty on 11/05/2021. Reference letter No. F-45-223/2008 Etc/To Sir I have 2 years old child & he is suffered from Right femur fracture on 21/03/2021. I come here in RAKED AIIMS ortho SIR advised to apply plaster cast for 4 weeks. Sir, How can I deal with such situation & ortho SIR advised me to take CHILD CARE LEAVE. Kindly please Sir look into the matter & help me. This is very humble request you to release my salary. Please do the needful. I will be very thankful to you.

Thanking you  
shalini  
SHALINI GUPTA  
Nursing Officer  
T-21/21

Forwarded

18/5/21  
JPNATC,  
AIIMS, N. Delhi

2015  
N.S.

57/118  
18/05/21

Noted  
18/05/21

1076

**JAI PRAKASH NARAYAN APEX TRAUMA CENTRE  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
RAJ NAGAR, NEW DELHI-110029**

45 215

Dated: 27/3/21

No. F. 45-223/2008-Estt.(TC)

**MEMORANDUM**

**Subject: Request for grant extension of Child Care Leave Mrs. Shalini Gupta,  
Nursing Officer, JPNA Trauma Centre, AIIMS.**

With reference her request dated 12.04.2021 & 25.04.2021 on subject cited above, Mrs. Shalini Gupta, Nursing Officer is informed that her request for grant her extension of Child Care Leave w.e.f. 11.04.2021 to 09.05.2021 has not been recommended by the Concerned Controlling Authority in pursuance of

O.M. dt 27.4.2021

In view of the above, Mrs. Shalini Gupta, Nursing Officer is, therefore, directed to report for duty within 03 days from the date of issuance of this memorandum, failing which it will be presumed that she has nothing to say in her defense and necessary action as deemed fit shall be initiated against her under the Central Civil Service (CCA) Rules-1965.

Enclosure: As above



[LALIT ORAON]  
SR. ADMINISTRATIVE OFFICER

Mrs. Shalini Gupta, Nursing Officer  
H.No. 24, Pocket B, LIG Flats,  
G.T.B. Enclave, Delhi-110093.

Copy to:

1. Nursing Superintendent(TC)
2. Accounts Section (TC)-NTP may be marked accordingly.

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

No.02/Inquiry/A.O(DO)/2022

Dated the 31.03.2022

NOTICE OF PRELIMINARY HEARING  
DATED : 08.04.2022

Subject: Inquiry under Rule 14 of the CCS (CCA) Rules, 1965, against Ms. <sup>Shalini</sup> Sarejini Gupta., Nursing Officer and Charged Officer, Trauma Centre, AIIMS New Delhi-Memorandum dated 27<sup>th</sup> December, 2021 regarding.

Ms. Shalini Gupta, Nursing Officer (Trauma Centre)  
Through : Nursing Superintendent, Trauma Centre

01/04/2022

Ms. Shalini Gupta, Nursing Officer  
H.No. B-24, LIG Flats, G.T.B. Enclave,  
Delhi-110093.

By Speed Post - 01/04/2022

Ms. Santosh Manocha, Asstt. Administrative Officer,  
Presenting Officer,  
Dr. B.B. Dixit Library, AIIMS.

01/04/2022

Copy to: Sr. Administrative Officer (Vigilance)/Administrative Officer (Legal) for information  
Please

RECEIVED  
31 MAR 2022  
VIGILANCE CELL, AIIMS, NEW DELHI

RECEIVED  
01/04/2022

Confidential (C)

Confidential (C)

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ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI-110029  
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Dated the 31.03.2022

No.02/Inquiry/A.O(DO)/2022

**NOTICE OF PRELIMINARY HEARING**

Subject: Inquiry under Rule 14 of the CCS (CCA) Rules, 1965, against Ms. <sup>Shalini</sup> Sarojini Gupta, Nursing Officer and Charged Officer, Trauma Centre, AIIMS New Delhi-Memorandum dated 27<sup>th</sup> December, 2021 regarding.

The undersigned has been appointed as Inquiry Officer to conduct inquiry in the case subject cited above, vide order No.F.45-223/2008-Estt.(TC) dated 09.02.2022 issued by the Chief Administrative Officer, AIIMS with the approval of Director & Disciplinary Authority, AIIMS, New Delhi.

2. Accordingly, a Preliminary hearing of the case will be held by the undersigned on 08.04.2022 at 11.00 AM in the office of Administrative Officer (DO) & Inquiry Officer, First Floor, Administrative Block, Ansari Nagar, New Delhi-110029. You are requested to attend the Preliminary Hearing along with your Defence Assistant, if any, and wait until further directions. In case you fail to appear at the appointment date and time, departmental proceedings will be taken ex-parte.

3. It may be noted that no witness will be examined on the said date. The purpose of the preliminary hearing is to sort out the preliminaries and to lay down a time schedule for inspection of the listed documents and submission of the lists of additional documents and defence witness.

4. The Presenting Officer is requested to attend the preliminary hearing at the above noted date and time along with all listed documents in original for inspection.

5. Receipt of this notice may be acknowledged.

*Nirmala*  
Nirmala Jacinta Kujur  
Administrative Officer & Inquiry Officer

To,

Ms. Shalini Gupta, Nursing Officer (Trauma Centre)  
Through : Nursing Superintendent, Trauma Centre

Ms. Shalini Gupta, Nursing Officer  
H.No. B-24, LIG Flats, G.T.B. Enclave,  
Delhi-110093.

Ms. Santosh Manocha, Asstt. Administrative Officer,  
Presenting Officer,  
Dr. B.B. Dixit Library, AIIMS.

Copy to: Sr. Administrative Officer (Vigilance)/Administrative Officer (Legal) for information  
please

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/20**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Dr. Atul Kumar, the then  
Chief, Dr. R.P. Centre, AIIMS, New Delhi under Rule 14 of  
CCS(CCA) Rules, 1965**



## NOTE FOR THE GOVERNING BODY

Item No. GB/ 160/20

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST DR. ATUL KUMAR, THE THEN CHIEF, DR. R.P. CENTRE, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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### INTRODUCTION

That the said Dr. Atul Kumar, while working as Chief, at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not exercised due diligence while giving administrative and financial approval for payment of Rs. 13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only) towards procurement of General/Linen/Stationary items at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, which has led to irregular payment and embezzlement of Government Fund.

2. That to investigate the matter, a Committee for Preliminary Enquiry to assess loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i. Keeping in view the average consumption trend, the consumable items are procured for two months and some times for the period maximum of 06 months.
- ii. The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii. The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr. Stores Officer (whoever is posted in Store concerned). Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr. R. P. Centre) and finally approved by Chief R. P. Centre.
- iv. After the approval of Chief R.P. Centre the proforma is sent to Accounts Officer for fund booking.
- v. After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
- vi. An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.

- vii. When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
  - viii. After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
  - ix. After the items are taken in the stock, bills along with all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
  - x. Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
  - xi. Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
  - xii. Indent generated by the user Officers/Staffs are verified by the authorized officials.
  - xiii. After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
  - xiv. The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.
3. That the committee also examined the entries made in the Supply Order Control Register, Inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth ₹5,62,65,822/- and in FY 2021-22, entries worth ₹8,28,73,908/- i.e. total of ₹ 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer I/c, Medical Superintendent & Chief RPC. The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. Further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically.

The Committee, thus, came to the conclusion that an amount of ₹13,91,39,730/- was paid to the firms without any entry in the supply control register and inspection notes.

4. Dr. Atul Kumar, Ex- Chief, Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi failed to exercise his due diligence on the following points :

- i) At the time of giving the administrative approval on the purchase proposals being overall administrative authority for procurement in Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi.
- ii) He has not exercised due diligence before verifying the following indents wherein it was indented abnormal quantities of the items which resulted in loss to the Institute :

Sl.No.	Indent No.	Indent Date
i.	288-2021 [Unit 2]	10.07.2021
ii.	206-2021 [Unit 2]	22.06.2021
iii.	365-2021 [Unit 2]	06.08.2021
iv.	918-2021 [room No. 485]	29.01.2021
v.	1058-2021 [Unit 2]	12.03.2021
vi.	832-2021 [Unit 2]	05.01.2021
vii.	1078-2021 [Unit 2]	25.03.2021

6. That a show cause notice dated 10<sup>th</sup> December 2021 was served to Dr. Atul Kumar, Ex- Chief, Dr. R.P. Centre, AIIMS seeking his explanation on the lapses of not giving due diligence being Chief of the Centre that has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

7. That a reply dated 18.12.2021 (received on 21.12.2021) of Dr. Atul Kumar, Ex- Chief, Dr. R.P. Centre, AIIMS, New Delhi has been considered and found unsatisfactory.

8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 19/03/2022 was issued to Dr. Atul Kumar, Ex- Chief, Dr. RPC, AIIMS under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

9. The Committee, thus, came to the conclusion that an amount of ₹13,91,39,730/- was paid to the firms without any entry in the supply control register and inspection notes. Such spurious claims could have been detected if due diligence were exercised at the level of Chief, Dr. RPC for Ophthalmic Sciences. Failure of exercising his due diligence on above points indicates malafide intension on part of Sh. Atul Kumar, Ex- Chief, Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi.

10. That Dr. Atul Kumar, Ex- Chief, Dr. RPC for Ophthalmic Sciences, AIIMS New Delhi has failed to discharge his duties and responsibilities with due diligence which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Dr. Atul Kumar is Group 'A' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'A' posts other than Director, AIIMS, New Delhi is "Governing Body" . However Remark (ii) of Schedule- II states : Since the Governing Body meeting are at fixed intervals the Chairman of Governing Body is authorized to initiate disciplinary proceedings against employees of Group 'A' and faculty members. The final decision of the penalty shall be, taken in the Governing Body meeting.

11. It is imperative to submit here that pursuant to direction of Hon'ble HFM, the file has been put up for seeking ex-post -facto approval to initiate disciplinary proceeding against other officials in this case from the Governing Body, AIIMS, wherein the CVO, AIIMS has desired to get the ex-post-facto approval of rest of officials involved in the case. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/21**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Dr. Anoop Daga, the then  
Medical Superintendent, Dr. R.P. Centre, AIIMS, New Delhi  
under Rule 14 of CCS(CCA) Rules, 1965.**

## NOTE FOR THE GOVERNING BODY

Item No. GB/ 160/21

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RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST DR. ANOOP DAGA, THE THEN MEDICAL SUPERINTENDENT, DR. R.P. CENTRE, AIIMS, NEW DELHI UNDER RULE 14 OF CCS(CCA) RULES, 1965.

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### Introduction

That the said Dr. Anoop Daga, while working as Medical Superintendent (Acting) at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not exercised due diligence while supervising the store being Medical Superintendent(Acting) which has led to irregular payment and embezzlement of Government Fund of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only) towards procurement of General/Linen/Stationary items at Dr. Rajendra Prasad Centre for Ophthalmic Sciences.

2. That to investigate the matter, a Committee for Preliminary Enquiry to assess loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and some times for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr. Stores Officer (whoever is posted in Store concerned). Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr. R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P. Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.
- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.

- viii) After the inspection the members of the Inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills along with all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.
3. That the committee also examined the entries made in the Supply Order Control Register, Inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth ₹5,62,65,822/- and in FY 2021-22, entries worth ₹8,28,73,908/- i.e. total of ₹13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer I/c, Medical Superintendent & Chief RPC. The Inspection Note, containing the signatures of Officer Incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. Further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically. The Committee, thus, came to the conclusion that an amount of ₹13,91,39,730/- was paid to the firms without any entry in the supply control register and inspection notes.

4. That at Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi, various committees have been constituted to look after different stores and all the files to the concerned stores are put up and signed by the concerned official and finally signed by the Chief, Dr. R.P. Centre. The hierarchy for procurement of items is as follows:

- i) Approval of Asstt Store Officer/Store Officer/Sr. Store Officer
- ii) Approval of Officer In-Charge of concerned store
- iii) Approval of Officer Incharge (Faculty) Stores
- iv) Approval of Medical Superintendent
- v) Approval of Chief, Dr. RPC.

5. That the Medical Superintendent, Dr RPC for Ophthalmic Sciences is overall all in-charge of Store activities and accountable for store affairs.

6. That a show cause notice dated 10<sup>th</sup> December 2021 was served to Dr Anoop Daga, Additional Professor and the then Medical Superintendent (Acting) seeking his explanation on the lapses of not giving due diligence being Medical Superintendent (Acting) that has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

7. That a reply dated 24.12.2021 (received on 04.01.2022) of Dr Anoop Daga, Additional Professor has been considered and found unsatisfactory.

8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 16/06/2022 was issued to Dr. Anoop Daga under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

8. That it is observed that the spurious claims could have been detected by the inquiring committee, if due diligence were exercised at the level of the then Medical Superintendent (Acting), Dr RPC for Ophthalmic Sciences. Failure of exercising his due diligence indicates malafide intension on part of Dr Anoop Daga, Additional Professor & the then Medical Superintendent, Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi.

9. That Dr Anoop Daga, Additional Professor and the then Medical Superintendent (Acting), Dr RPC for Ophthalmic Sciences, AIIMS New Delhi has failed to discharge his duties and responsibilities with due diligence which has led to irregular payment and embezzlement



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of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position** : It is submitted that Dr. Anoop Daga is Group 'A' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'A' posts other than Director, AIIMS, New Delhi is "Governing Body" . However Remark (ii) of Schedule- II states : Since the Governing Body meeting are at fixed intervals the Chairman of Governing Body is authorized to initiate disciplinary proceedings against employees of Group 'A' and faculty members. The final decision of the penalty shall be, taken in the Governing Body meeting.

10. It is imperative to submit here that while the file was put up to President, AIIMS for seeking approval for initiating disciplinary proceeding against Dr. Anoop Daga, the then Medical Supdt. (Acting), Dr. R.P Centre, AIIMS, New Delhi alongwith other officials, the Hon'ble HFM had recorded in note to seek approval of GB in due course against in case of those officials, wherein the Governing Body is the disciplinary Authority. Accordingly, it is placed before Governing Body.

**Approval Sought :**

11. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/22**

**Ratification of decision of President (AIIMS) for  
initiation of Disciplinary Proceeding against Dr. Shikha  
Gupta, Associate Professor & Officer in-charge  
(Stationery Stores), Dr. R.P. Centre, AIIMS, New Delhi  
under Rule 14 of CCS(CCA) Rules, 1965**

**NOTE FOR THE GOVERNING BODY**Item No. GB/160/22

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST DR. SHIKHA GUPTA, ASSOCIATE PROFESSOR & OFFICER -IN-CHARGE (STATIONERY STORES), DR. R.P. CENTRE, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Dr. Shikha Gupta, while working as Officer -Incharge (Stationery Stores) at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not exercised due diligence while supervising the store being Medical Superintendent(Acting) which has led to irregular payment and embezzlement of Government Fund of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only) towards procurement of General/Linen/Stationary items at Dr. Rajendra Prasad Centre for Ophthalmic Sciences.

2. That to investigate the matter, a Committee for Preliminary Enquiry to assess loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and some times for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr. Stores Officer (whoever is posted in Store concerned). Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr. R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P. Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).

- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.
- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills along with all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

3. That the committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth ₹5,62,65,822/- and in FY 2021-22, entries worth ₹8,28,73,908/- i.e. total of ₹ 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer I/c, Medical Superintendent & Chief RPC.

The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. Further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically. The Committee, thus, came to the conclusion that an amount of ₹13,91,39,730/- was paid to the firms without any entry in the supply control register and inspection notes.

4. That at Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi, various committees have been constituted to look after different stores and all the files to the concerned stores are put up and signed by the concerned official and finally signed by the Chief, Dr. R.P. Centre. The hierarchy for procurement of items is as follows:

- vi. Approval of Asstt Store Officer/Store Officer/Sr. Store Officer
- vii. Approval of Officer In-Charge of concerned store
- viii. Approval of Officer Incharge (Faculty) Stores
- ix. Approval of Medical Superintendent
- x. Approval of Chief, Dr. RPC.

5. The responsibilities of Officer In-charge of respective stores as per AIIMS Purchase Manual are as under:

- i) Planning and execution of store checking activities.
- ii) Communicate the purchase department about requirement.
- iii) Maintain efficient and effective material handling system.
- iv) Fixing of various level like Minimum Level, Re-order Level, Maximum Level, Buffer Stock, etc. on the basis of average consumption of last three years.
- v) Automation of Store activity like Inventory Control (Receipts and Issues of Stores).
- vi) Co-ordination with other departments for various stores function activities including demand forecasting.
- vii) To Monitor the Asset Register being maintained by ASO/SO/Sr.SO

6. A show cause notice dated 10<sup>th</sup> December 2021 was served to Dr. Shikha Gupta, Associate Professor and the then Officer in Charge (Stationery Stores) seeking her explanation on the lapses of not giving due diligence being the Officer in Charge (General Store) that has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

7. Reply dated 16.12.2021 (received on 20.12.2021) of Dr Shikha Gupta, Associate Professor has been considered and found unsatisfactory.

8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 16/06/2022 was issued to Dr. Shikha Gupta, under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

9. That it is observed that the spurious claims could have been detected by the inquiring committee, if due diligence were exercised at the level of the then Officer –Incharge of concerned Store, Dr RPC for Ophthalmic Sciences. Failure of exercising his due diligence indicates malafide intension on part of Dr. Shikha Gupta, Associate Professor & the then Officer-Incharge (Stationery Stores), Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi.

10. That Dr. Shikha Gupta, Associate Professor & the then Officer-Incharge (Stationery Stores), Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi has failed to discharge her duties and responsibilities with due diligence which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Dr. Shikha Gupta is Group 'A' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'A' posts other than Director, AIIMS, New Delhi is "Governing Body" .

However Remark (ii) of Schedule- II states : Since the Governing Body meeting are at fixed intervals the Chairman of Governing Body is authorized to initiate disciplinary proceedings against employees of Group 'A' and faculty members. The final decision of the penalty shall be, taken in the Governing Body meeting.

11. It is imperative to submit here that while the file was put up to President, AIIMS for seeking approval for initiating disciplinary proceeding against Dr. Shikha Gupta, Associate Professor and the then Officer -Incharge (Stationery Stores), Dr. R.P Centre, AIIMS, New Delhi alongwith other officials, the Hon'ble HFM had recorded in note to seek approval of GB in due course against in case of those officials, wherein the Governing Body is the disciplinary Authority. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/23**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Dr. Swati Phuljele Aalok,  
Additional Professor & Officer in-charge (General Stores),  
Dr. R.P. Centre, AIIMS, New Delhi under Rule 14 of  
CCS(CCA) Rules, 1965**



**NOTE FOR THE GOVERNING BODY**

Item No. GB/160/23

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST DR. SWATI PHULJELE AALOK, ADDITIONAL PROFESSOR & OFFICER -IN-CHARGE (GENERAL STORES), DR. R.P. CENTRE, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Dr. Swati Phuljehele, Aalok, while working as Officer -Incharge (General Stores) at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not exercised due diligence while supervising the store being Medical Superintendent(Acting) which has led to irregular payment and embezzlement of Government Fund of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only) towards procurement of General/Linen/Stationary items at Dr. Rajendra Prasad Centre for Ophthalmic Sciences.

2. That to investigate the matter, a Committee for Preliminary Enquiry to assess loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr. Stores Officer (whoever is posted in Store concerned). Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr. R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P. Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).

- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.
- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an Inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills along with all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

3. That the committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth ₹5,62,65,822/- and in FY 2021-22, entries worth ₹8,28,73,908/- i.e. total of ₹ 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer I/c, Medical Superintendent & Chief RPC.

The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. Further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically. The Committee, thus, came to the conclusion that an amount of ₹13,91,39,730/- was paid to the firms without any entry in the supply control register and inspection notes.

4. That at Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi, various committees have been constituted to look after different stores and all the files to the concerned stores are put up and signed by the concerned official and finally signed by the Chief, Dr. R.P. Centre. The hierarchy for procurement of items is as follows:

- i. Approval of Asstt Store Officer/Store Officer/Sr. Store Officer
- ii. Approval of Officer In-Charge of concerned store
- iii. Approval of Officer Incharge (Faculty) Stores
- iv. Approval of Medical Superintendent
- v. Approval of Chief, Dr. RPC.

5. The responsibilities of Officer In-charge of respective stores as per AIIMS Purchase Manual are as under:

- i) Planning and execution of store checking activities.
- ii) Communicate the purchase department about requirement.
- iii) Maintain efficient and effective material handling system.
- iv) Fixing of various level like Minimum Level, Re-order Level, Maximum Level, Buffer Stock, etc. on the basis of average consumption of last three years.
- v) Automation of Store activity like Inventory Control (Receipts and Issues of Stores).
- vi) Co-ordination with other departments for various stores function activities including demand forecasting.
- vii) To Monitor the Asset Register being maintained by ASO/SO/Sr.SO

6. A show cause notice dated 10<sup>th</sup> December 2021 was served to Dr Swati Phuljele Aalok, Additional Professor and the then Officer in Charge seeking her explanation on the lapses of not giving due diligence being the Officer in Charge (General Store) that has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

7. Reply dated 17.12.2021 (received on 20.12.2021) of Dr Swati Phuljele Aalok, Additional Professor has been considered and found unsatisfactory.

8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 16/06/2022 was issued to Dr. Swati Phuljele Aalok, under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

9. That it is observed that the spurious claims could have been detected by the inquiring committee, if due diligence were exercised at the level of the then Officer –Incharge of concerned Store, Dr RPC for Ophthalmic Sciences. Failure of exercising his due diligence indicates malafide intension on part of Dr. Swati Phuljele Aalok, Additional Professor & the then Officer-Incharge (General Stores), Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi.

10. That Dr. Swati Phuljele Aalok, Additional Professor & the then Officer-Incharge (General Stores), Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi has failed to discharge her duties and responsibilities with due diligence which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Dr. Swati Phujlene Aalok is Group 'A' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'A' posts other than Director, AIIMS, New Delhi is "Governing Body" .

However Remark (ii) of Schedule- II states : Since the Governing Body meeting are at fixed intervals the Chairman of Governing Body is authorized to initiate disciplinary proceedings against employees of Group 'A' and faculty members. The final decision of the penalty shall be, taken in the Governing Body meeting.

11. It is imperative to submit here that while the file was put up to President, AIIMS for seeking approval for initiating disciplinary proceeding against Dr. Swati Phuljele , Additional Professor and the then Officer –Incharge (General Stores), Dr. R.P Centre, AIIMS, New Delhi alongwith other officials, the Hon'ble HFM had recorded in note to seek approval of GB in due course against in case of those officials, wherein the Governing Body is the disciplinary Authority. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/24**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Shri Rakesh Kumar Sharma,  
Senior Stores Officer, Dr. R.P. Centre for Ophthalmic  
Sciences, AIIMS, New Delhi under Rule 14 of CCS(CCA)  
Rules, 1965**

**NOTE FOR THE GOVERNING BODY**

Item No. GB/160/24

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST SHRI RAKESH KUMAR SHARMA, SENIOR STORES OFFICER , DR. R.P. CENTRE FOR OPHTHALMIC SCIENCES, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Shri Rakesh Kumar, while working as Senior Store Officer in Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not given due diligence while supervising the store activities towards procurement of General/Linen/Stationary items at Dr RPC for Ophthalmic Sciences which has led to irregular payment and embezzlement of Government Funds of Rs.13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only)

2. To investigate the-matter, a Committee for Preliminary Enquiry to asses loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted.

3. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr.Stores Officer (whoever is posted in Store concerned).Then the purchase proforma is further signed by Officer Incharge of the palticular store items, Medical Superintendent (Dr.R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P.Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.

- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills alongwith all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

4. The committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts Section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth 5,62,65,822/- and in FY 2021-22, entries worth Rs.8,28,73,908/- i.e. total of 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer 1/c, Medical Superintendent & Chief, RPC. The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically.



5. Shri Rakesh Kumar, Senior Store Officer, AIIMS has failed to exercise his due diligence on the following points:

- i. Issuing guidelines for the inspection of various stores as applicable to govt. Departments.
- ii. Periodically checking the outstanding balances and to bring down the outstanding balances considerably.
- iii. Framing Policies & Formulating guidelines on the effective Stores Management.
- iv. Projection of budgetary requirements.
- v. To maintain Asset Register with the assistance of SK/JSO/ASO/SO.

6. That a show cause notice dated 27<sup>th</sup> October, 2021 was served to Sh. Rakesh Kumar Sharma, Sr. Stores Officer, Dr. R.P. Centre, AIIMS seeking his explanation on the lapses of not giving due diligence being Senior Stores Officer, Dr. R.P. Centre that has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

7. That a reply dated 10/11/2021 of Shri Rakesh Kumar Sharma, Sr, Stores Officer, Dr. R.P. Centre, AIIMS, New Delhi has been considered and found unsatisfactory.

8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 28/12/2021 was issued to Shri Rakesh Kumar Sharma, Sr. Stores Officer, Dr. RPC, AIIMS under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

9. That the Committee, thus, came to the conclusion that an amount of Rs.13,91,39,730/- was paid to the firms without any supplies against spurious supply orders and inspection notes. Such spurious claims could have been detected if due diligence were observed in regular periodical supervision of Stores. Failure of exercising his due diligence indicates lapse on part of Shri Rakesh Kumar Sharma, Sr. Stores Officer, Dr. R.P. Centre, AIIMS, New Delhi.

10. That Shri Rakesh Kumar Sharma, Sr. Stores Officer, Dr. RPC for Ophthalmic Sciences, AIIMS New Delhi has failed to discharge his duties and responsibilities with due diligence in supervision of procurement of General/Linen/Stationery items at Dr.R.P. Centre, AIIMS, which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/-

(Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position** : It is submitted that Shri Rakesh Kumar Sharma, Sr. Stores Officer is Group 'A' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'A' posts other than Director, AIIMS, New Delhi is "Governing Body" for All Penalties. However Remark (ii) of Schedule- II states : Since the Governing Body meeting are at fixed intervals the Chairman of Governing Body is authorized to initiate disciplinary proceedings against employees of Group 'A' and faculty members. The final decision of the penalty shall be, taken in the Governing Body meeting.

11. It is imperative to submit here that pursuant to direction of Hon'ble HFM, the file has been put up for seeking ex-post -facto approval of Governing Body, AIIMS to initiate disciplinary proceeding in respect of other officials of this case, wherein the CVO, AIIMS has desired to get the ex-post-facto approval of rest of officials involved in the case. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/25**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Ms. Meenakshi Dabral,  
Account Officer, Dr. R.P. Centre for Ophthalmic Sciences,  
AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965**

**NOTE FOR THE GOVERNING BODY**

Item No. GB /160/25

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST MS. MEENAKSHI DABRAL, ACCOUNTS OFFICER, DR. R.P. CENTRE FOR OPHTHALMIC SCIENCES, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Ms. Meenakshi Dabral, while working as Accounts Officer in Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not given due diligence while passing the bills for payment of Rs.13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only) towards procurement of General /Linen/Stationary items at Dr. R.P. Centre for Ophthalmic Sciences, AIIMS, New Delhi, which led to irregular payment and embezzlement of Government funds.

2. To investigate the-matter, a Committee for Preliminary Enquiry to asses loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted.

3. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr. Stores Officer (whoever is posted in Store concerned). Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr.R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P. Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.

- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills alongwith all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

4. The committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts Section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth 5,62,65,822/- and in FY 2021-22, entries worth Rs.8,28,73,908/- i.e. total of 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer 1/c, Medical Superintendent & Chief, RPC. The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically.

5. Ms. Meenakshi Dabral, Accounts Officer, Dr.R.P. Centre, AIIMS has failed to exercise his due diligence on the following points:

- i. At the time of funds booking, Accounts Officer should have taken care the number of items which were unusually very high in many cases.
- ii. She should have checked whether items were available on GeM or Not.
- iii. She should have ensured that an entry (with Unique Number) of every bill is mentioned properly on the payment vouchers.
- iv. She should have cross checked the relevant items were received and entered in the stock register, supply challan etc. before approving the payment.

6. As per finding of committee, a prima facie case of irregularities was noted and accordingly, Ms. Meenakshi Dabral, Accounts Officer was suspended vider Order dated 31/08/2021.

7. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 17/11/2021 was issued to Ms. Meenakshi Dabral, Account Officer, Dr. RPC, AIIMS under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

8. That the Committee, thus, came to the conclusion that an amount of Rs.13,91,39,730/- was paid to the firms without any supplies against spurious supply orders and inspection notes. Such spurious claims could have been detected if due diligence were observed in regular periodical supervision of Stores. Failure of exercising his due diligence indicates lapse on part of Ms. Meenakshi Dabral, Accounts Officer, Dr. R.P. Centre, AIIMS, New Delhi.

9. That Ms. Meenakshi Dabral, Accounts Officer, Dr. RPC for Ophthalmic Sciences, AIIMS New Delhi has failed to discharge his duties and responsibilities with due diligence in passing the bills for payment of procurement of General/Linen/Stationery items at Dr.R.P. Centre, AIIMS, which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Ms. Meenkshi Dabral, Account Officer is Group 'A' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'A' posts is "Governing Body" for All Penalties and President, AIIMS is disciplinary Authority for Penalties (1) to (iv). However Remark (ii) of Schedule- II states : Since the Governing Body meeting are at fixed intervals the Chairman of Governing Body is authorized to initiate disciplinary proceedings against employees of Group 'A' and faculty members. The final decision of the penalty shall be, taken in the Governing Body meeting. .

11. It is imperative to submit here that pursuant to direction of Hon'ble HFM, the file has been put up for seeking ex-post -facto approval of Governing Body, AIIMS to initiate disciplinary proceeding in respect of other officials of this case, wherein the CVO, AIIMS has desired to get the ex-post-facto approval of rest of officials involved in the case. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/26**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Shri Ram Pal Singh, Asstt.  
Stores Officer, Dr. R.P. Centre for Ophthalmic Sciences,  
AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965**



**NOTE FOR THE GOVERNING BODY**

Item No. GB/160/26

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST SHRI RAM PAL SINGH, ASSTT. STORES OFFICER , DR. R.P. CENTRE FOR OPHTHALMIC SCIENCES, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Shri Ram Pal Singh while working as Assistant Store Officer in Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not given due diligence while supervising the store activities towards procurement of General/Linen/Stationary items at Dr RPC for Ophthalmic Sciences which has led to irregular payment and embezzlement of Government Funds of Rs.13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only)

2. To investigate the-matter, a Committee for Preliminary Enquiry to asses loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted.
3. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:
  - i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
  - ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
  - iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr.Stores Officer (whoever is posted in Store concerned).Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr.R. P. Centre) and finally approved by Chief R. P. Centre.
  - iv) After the approval of Chief R.P.Centre the proforma is sent to Accounts Officer for fund booking.
  - v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
  - vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.

- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills alongwith all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

4. The committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts Section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth 5,62,65,822/- and in FY 2021-22, entries worth Rs.8,28,73,908/- i.e. total of 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer 1/c, Medical Superintendent & Chief, RPC. The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically.

5. Shri Ram Pal Singh, Asstt. Store Officer, AIIMS has failed to exercise his due diligence on the following points:

- i. Issuing guidelines for the inspection of various stores as applicable to govt. Departments.
- ii. Periodically checking the outstanding balances and to bring down the outstanding balances considerably.
- iii. Framing Policies & Formulating guidelines on the effective Stores Management.
- iv. Projection of budgetary requirements.
- v. To maintain Asset Register with the assistance of SK/JSO.

6. That a show cause notice dated 27<sup>th</sup> October, 2021 was served to Sh. Ram Pal Singh, Asstt. Stores Officer, Dr. R.P. Centre, AIIMS seeking his explanation on the lapses of not giving due diligence being Assistant Stores Officer, Dr. R.P. Centre that has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

7. That a reply dated 05/11/2021 of Shri Ram Pal Singh, Asst. Stores Officer, Dr. R.P. Centre, AIIMS, New Delhi has been considered and found unsatisfactory.

8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 28/12/2021 was issued to Shri Ram Pal Singh, Asstt. Stores Officer, Dr. RPC, AIIMS under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

9. That the Committee, thus, came to the conclusion that an amount of Rs.13,91,39,730/- was paid to the firms without any supplies against spurious supply orders and inspection notes. Such spurious claims could have been detected if due diligence were observed in regular periodical supervision of Stores. Failure of exercising his due diligence indicates lapse on part of Shri Ram Pal Singh, Asstt. Stores Officer, Dr. R.P. Centre, AIIMS, New Delhi.

10. That Shri Ram Pal Singh, Asstt. Stores Officer, Dr. RPC for Ophthalmic Sciences, AIIMS New Delhi has failed to discharge his duties and responsibilities with due diligence in supervision of procurement of General/Linen/Stationery items at Dr.R.P. Centre, AIIMS, which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Shri Ram Pal Singh, Asstt. Stores Officer is Group 'B' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'B' posts is "President" for All Penalties and Director, AIIMS is disciplinary Authority for Penalties (1) to (iv). Being composite cases including Group 'A' Officer and 'B', hence placed before Governing Body for ratification.

11. It is imperative to submit here that pursuant to direction of Hon'ble HFM, the file has been put up for seeking ex-post -facto approval of Governing Body, AIIMS to initiate disciplinary proceeding in respect of other officials of this case, wherein the CVO, AIIMS has desired to get the ex-post-facto approval of rest of officials involved in the case. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/27**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Shri Dharam Pal Singh, Asstt.  
Stores Officer, Main Hospital, AIIMS, New Delhi under Rule  
14 of CCS(CCA) Rules, 1965**

**NOTE FOR THE GOVERNING BODY**

Item No. GB/160/27

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST SHRI DHARAM PAL SINGH, ASSTT. STORES OFFICER, MAIN HOSPITAL, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Shri DharamPal Singh while working as Stores Keeper (During 21.07.2018 to 30.09.2018) and Junior Stores Officer (01.10.2018 to 17.06.2020) in Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not given due diligence in adhering to the laid down procedure for procurement of General/Linen/Stationary items at Dr RPC for Ophthalmic Sciences which has led to irregular payment and embezzlement of Government Funds of Rs.13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only)

2. To investigate the-matter, a Committee for Preliminary Enquiry to assess loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr. Sanjay Kumar Arya, Professor was constituted.

3. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr.Stores Officer (whoever is posted in Store concerned).Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr.R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P.Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).

- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.
- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills alongwith all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

4. The committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts Section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth 5,62,65,822/- and in FY 2021-22, entries worth Rs.8,28,73,908/- i.e. total of 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer 1/c, Medical Superintendent & Chief, RPC.

The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically.

5. Shri Dharampal Singh, Asstt. Store Officer, AIIMS has failed to exercise his due diligence on the following points:

- i. Efficient and effective inventory control.
- ii. To ensure that materials are issued against authorized requisitions only.
- iii. To meet the demands of the consuming departments by proper issues & account for the consumption
- iv. To ensure good housekeeping so that the material handling, material preservation, stocking, receipt & issue can be done adequately.
- v. To keep up to date records of material issued, received and balance in stock.
- vi. Store keeper is the custodian of stores and is responsible for its safety and security.
- vii. To ensure implementation of automation of Stores activities like Inventory Control (Receipts and issues of Stores) as per directions of Officer-Incharge (Stores).
- viii. He is accountable for any variation in the quantities of stocks under his charge.
- ix. To assist the verification & provide supporting information for effective purchase action.
- x. To maintain Asset Register with the assistance of SK/JSO.

6. That a show cause notice dated 27<sup>th</sup> October, 2021 was served to Sh. Dharampal Singh, Asstt. Stores Officer, Main Hospital, AIIMS seeking his explanation on the lapses of not giving due diligence while working as Store Keeper and Jr. Stores Officer in Dr. R.P. Centre that has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only).

7. That a reply dated 05/11/2021 of Shri Dharampal Singh, Asstt. Stores Officer, Main Hospital, AIIMS, New Delhi has been considered and found unsatisfactory.



8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 28/12/2021 was issued to Shri Dharampal Singh, Asstt. Stores Officer, Main Hospital, AIIMS under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

9. That the Committee, thus, came to the conclusion that an amount of Rs.13,91,39,730/- was paid to the firms without any supplies against spurious supply orders and inspection notes. Such spurious claims could have been detected if due diligence were observed in regular periodical supervision and monitoring of Stores. Failure of exercising his due diligence indicates lapse on part of Shri Dharampal Singh, Asstt. Stores Officer, Main Hospital, AIIMS, New Delhi.

10. That Shri Dharampal Singh, Asstt. Stores Officer, Main Hospital, AIIMS New Delhi has failed to discharge his duties and responsibilities with due diligence in supervision and monitoring of procurement of General/Linen/Stationery items at Dr.R.P. Centre, AIIMS, which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Shri Dharampal Singh, Asstt. Stores Officer is Group 'B' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'B' posts is " President" for All Penalties and Director, AIIMS is disciplinary Authority for Penalties (1) to (iv). Being composite cases including Group 'A' Officer and 'B', hence placed before Governing Body for ratification.

11. It is imperative to submit here that pursuant to direction of Hon'ble HFM, the file has been put up for seeking ex-post -facto approval of Governing Body, AIIMS to initiate disciplinary proceeding in respect of other officials of this case, wherein the CVO, AIIMS has desired to get the ex-post-facto approval of rest of officials involved in the case. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/28**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Shri Manoj Kumar, Jr.  
Administrative Officer, Dr. R.P. Centre, AIIMS, New Delhi  
under Rule 14 of CCS(CCA) Rules, 1965**

**NOTE FOR THE GOVERNING BODY**Item No. GB/160/28

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST SHRI MANOJ KUMAR, JUNIOR ADMINISTRATIVE OFFICER, DR. R.P. CENTRE, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Shri Manoj Kumar, while working as Junior Administrative Officer in Establishment Section at Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has raised indent No. 195/2021 dated 16/06/2021 on behalf of Establishment Section, Dr. R.P. Centre for Ophthalmic Sciences by using login ID and password whereby he has indented abnormal quantities of the items which has resulted the loss to the Institute.

2. That to investigate the matter, a Committee for Preliminary Enquiry to assess loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr Sanjay Kumar Arya, Professor was constituted. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr. Stores Officer (whoever is posted in Store concerned). Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr. R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P. Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.

- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills along with all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

3. That the committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth ₹5,62,65,822/- and in FY 2021-22, entries worth ₹8,28,73,908/- i.e. total of ₹ 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer I/c, Medical Superintendent & Chief RPC.

The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. Further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically. The Committee, thus, came to the conclusion that an amount of ₹13,91,39,730/- was paid to the firms without any entry in the supply control register and inspection notes.

4. A show cause notice dated 10<sup>th</sup> December 2021 was served to Shri Manoj Kumar, Jr. Administrative Office seeking her explanation on the lapses of indenting abnormal quantities of stores that has led to irregular payment and embezzlement of Government Funds.

7. Reply dated 15.12.2021 (received on 24.12.2021) of Shri Manoj Kumar, Jr. Administrative Officer has been considered and found unsatisfactory.

8. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 16/06/2022 was issued to Dr. Shikha Gupta, under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

9. That it is observed that Shri Manoj Kumar, Jr. Administrative Officer has raised indent No. 195/2021 dated 16/06/2021 on behalf of Establishment Section, Dr. R.P. Centre for Ophthalmic Sciences by using login ID and password whereby he has indented abnormal quantities of the items which has resulted the loss to the Institute . It indicates malafide intension on part of Shri Manoj Kumar, Jr. Administrative Officer, Dr. R.P. Centre for Ophthalmic Sciences, AIIMS, New Delhi.

10. That Shri Manoj Kumar, Junior Administrative Office, Dr RPC for Ophthalmic Sciences, AIIMS, New Delhi has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position** : It is submitted that Sh. Manoj Kumar, Junior Administrative Officer is Group 'B' Officer of the Institute and as per Schedule-II of AIIMS Act & Regulations, President, AIIMS is Disciplinary Authority in respect of Group 'B' posts for all Penalties and Director, AIIMS is Disciplinary Authority for Penalties (i) to (iv).

11. It is imperative to submit here that while the file was put up to President, AIIMS for seeking approval for initiating disciplinary proceeding against Sh. Manoj Kumar, Jr. Administrative Officer, Dr. R.P Centre, AIIMS, New Delhi with other officials, the Hon'ble HFM had recorded in note to seek approval of GB in due course against in case of those officials, wherein the Governing Body is the disciplinary Authority. Being composite cases including Group 'A' Officer and 'B', hence placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/29**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Shri Khajant Singh, Sr.  
Administrative Assistant, Dr. R.P. Centre for Ophthalmic  
Sciences, AIIMS, New Delhi under Rule 14 of CCS(CCA)  
Rules, 1965**



**NOTE FOR THE GOVERNING BODY**

Item No. GB/160/29

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST SHRI KHAJANT SINGH, SR. ADMINISTRATIVE ASSISTANT, DR. R.P. CENTRE FOR OPHTHALMIC SCIENCES, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Shri Khajant Singh while working as Senior Administrative Assistant in the Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has not given due diligence while processed the bills for payment of Rs. 13,91,39,730/- Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only) towards procurement of General/Linen/Stationary items at Dr RPC for Ophthalmic Sciences which has led to irregular payment and embezzlement of Government Funds.

2. To investigate the-matter, a Committee for Preliminary Enquiry to asses loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr. Sanjay Kumar Arya, Professor was constituted.

3. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:

- i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
- ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
- iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr.Stores Officer (whoever is posted in Store concerned).Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr.R. P. Centre) and finally approved by Chief R. P. Centre.
- iv) After the approval of Chief R.P.Centre the proforma is sent to Accounts Officer for fund booking.
- v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
- vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.

- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills alongwith all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

4. The committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts Section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth 5,62,65,822/- and in FY 2021-22, entries worth Rs.8,28,73,908/- i.e. total of 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer 1/c, Medical Superintendent & Chief, RPC. The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section.

Further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically.

5. Shri Khajant Singh, Sr. Administrative Asstt., DR. RPC, AIIMS has failed to exercise his due diligence on the following points:

- i. At the time of funds booking, he should have taken care the number of items which were unusually very high in many cases.
- ii. He should have checked whether the items were available on Gem or Not.
- iii. He should have ensured that an entry (with Unique Number) of every is mentioned properly on the payment vouchers.
- iv. He should have cross checked the relevant items were received and entered in the stock register, supply challan etc., before processing the payment for approval.

6. As per finding of committee, a prima facie case of irregularities was noted and accordingly, Shri Khajant Singh, Sr. Administrative Assistant was suspended vide Order dated 19/08/2021.

7. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 17/11/2021 was issued to Shri Khajant Singh, Sr. Administrative Assistant, Dr.RPC, AIIMS under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

8. That the Committee, thus, came to the conclusion that an amount of Rs.13,91,39,730/- was paid to the firms without any supplies against spurious supply orders and inspection notes. The committee has noted that in many cases items were shown as received in the Inspection Note within two or three days of supply order. Further, date of issues of Inspection Note was within few days of receipts of items. Thus, prima facie , it is observed that Shri Khajant Singh, Senior Administrative Assistant has failed to discharge his duties and responsibilities with due diligence which has led to irregular payment and embezzlement of government funds

9. That Shri Khajant Singh, Sr. Admn. Assistant , Accounts Section, Dr. RPC, AIIMS New Delhi has not given due diligence while processed the bills for payment ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only) towards procurement of General/Linen/Stationery items at Dr.R.P. Centre, AIIMS, which has led to irregular payment and embezzlement of Government Funds.

Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Shri Khajant Singh, Sr. Administrative Assistant is Group 'C' Official of the and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'C' posts is Director, AIIMS for All Penalties. Being composite cases including Group 'A' B & C hence placed before Governing Body for ratification.

11. It is imperative to submit here that pursuant to direction of Hon'ble HFM, the file has been put up for seeking ex-post -facto approval of Governing Body, AIIMS to initiate disciplinary proceeding in respect of other officials of this case, wherein the CVO, AIIMS has desired to get the ex-post-facto approval of rest of officials involved in the case. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/30**

**Ratification of decision of President (AIIMS) for initiation of  
Disciplinary Proceeding against Shri Jitender Kumar,  
Hospital Attendant, Grade-III, Dr. R.P. Centre for  
Ophthalmic Sciences, AIIMS, New Delhi under Rule 14 of  
CCS(CCA) Rules, 1965**

**NOTE FOR THE GOVERNING BODY**

Item No. GB/160/30

**RATIFICATION OF DECISION OF PRESIDENT (AIIMS) FOR INITIATION OF DISCIPLINARY PROCEEDING AGAINST SHRI JITENDER KUMAR, HOSPITAL ATTENDANT, GRADE-III, DR. R.P. CENTRE FOR OPHTHALMIC SCIENCES, AIIMS, NEW DELHI UNDER RULE 14 OF CCS (CCA) RULES, 1965.**

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**INTRODUCTION**

That the said Shri Jitender Kumar while working as Hospital Attendant, Grade – III in the Stores Section of Dr. Rajendra Prasad Centre for Ophthalmic Sciences, AIIMS, New Delhi has been found involved in manipulation in procurement of General/Linen/Stationary items at Dr RPC for Ophthalmic Sciences which has led to irregular payment and embezzlement of Government Funds of Rs.13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only)

2. To investigate the-matter, a Committee for Preliminary Enquiry to asses loss and to find involvement/lapse of Officers/official staff in procurement of Line/General/Stationary items by General Store (Dr. RPC), AIIMS, New Delhi under the chairmanship of Dr. Sanjay Kumar Arya, Professor was constituted.
3. The committee after detailed discussion noted the process for procurement and supply of the consumable items as follows:
  - i) Keeping in view the average consumption trend, the consumable items are procured for two months and sometimes for the period maximum of 06 months.
  - ii) The purchase proforma prescribed for the procurement of consumable items is generated by Store Keeper/Dealing Assistant (if Store Keeper is not posted).
  - iii) The purchase proforma is signed by Assistant Stores Officer/Stores Officer/Sr.Stores Officer (whoever is posted in Store concerned).Then the purchase proforma is further signed by Officer Incharge of the particular store items, Medical Superintendent (Dr.R. P. Centre) and finally approved by Chief R. P. Centre.
  - iv) After the approval of Chief R.P.Centre the proforma is sent to Accounts Officer for fund booking.
  - v) After the fund booking by concerned Accounts Officer the Supply Order issued to the concerned supplier (either on Rate Contract or through GeM).
  - vi) An entry (with a Unique Number) of every bill is made in the Supply Order Control Register before forwarding the bill to the Accounts Officer for making payment.

- vii) When items are delivered by the Supplier an entry is made in Inspection Register with details of supply and firm. The supplies are then inspected physically by an inspection committee comprising four officers/staff.
- viii) After the inspection the members of the inspection committee sign the Challan produced by the Supplier to the effect of the items delivered are as per supply order. Then entries are made by Store Keeper in the Stock Ledger as well as on line in e-office.
- ix) After the items are taken in the stock, bills alongwith all the relevant documents i.e. Inspection Note containing information to the effect that the stores/items have been received and entered in the Stock Register, Supply Challan etc. are forwarded in original to the Account Officer, Dr. R. P. Centre for making payment to the Supplier.
- x) Indent for issue of from store Items are generated On-line by the concerned authorized Officers/Sections by using specific user Login ID and Password.
- xi) Each Officers/Staffs to whom user ID has been assigned is supposed to keep their user ID and Password secure so that it cannot be misused for making the Indent On-line.
- xii) Indent generated by the user Officers/Staffs are verified by the authorized officials.
- xiii) After the verification of indent by authorized officials, user area staff takes the print out of the Indent & produce the same in respective store, which issues items as per indent.
- xiv) The Store Section hand over the indent items to the indenting section/Officer/Faculty and takes signature of the Staff receiving the item/s as a token of acknowledgement of receipt of items. The print out of the indent is kept by the Stores Section as a record of issue of items to the concerned Section/Officers/Faculty.

4. The committee also examined the entries made in the Supply Order Control Register, inspection Receipt Register, Inspection Note Register, Files pertaining to the payments made by Accounts Section and Expenditure Booking Register for the period from 1<sup>st</sup> April, 2019 till 14<sup>th</sup> August, 2021. It was found that in FY 2020-21, entries worth 5,62,65,822/- and in FY 2021-22, entries worth Rs.8,28,73,908/- i.e. total of 13,91,39,730/- w.e.f 01.04.2019 to 14.08.2021 were found to be un-reconciled and against spurious supply orders, containing the signatures of Stores Officer/Sr. Stores Officers Officer 1/c, Medical Superintendent & Chief, RPC. The Inspection Note, containing the signatures of Officer incharge, General Stores, Store Keeper and Store Officer/Sr. Store Officer, attached with the vouchers, were also found spurious as no such Inspection Note was found issued as per Inspection Note Register maintained by the Stores Section. Further, these items of stores were not found entered in the Inspection register, indicating that these items were not received in the Stores section physically.

5. As per finding of committee, a prima facie case of irregularities was noted and accordingly, Shri Jitender Kumar, Hospital Attendant, Gd- III was suspended vider Order dated 31/08/2021.

6. That after seeking approval of President, AIIMS, New Delhi, the Chargesheet Memorandum dated 17/11/2021 was issued to Shri Jitender Kumar, Hospital Attendant, Gd- III, Stores Section, Dr.RPC, AIIMS under Rule, 14 of CCS (CCA) Rules, 1965 for initiation of Disciplinary Proceeding.

**Imputation of Articles of Charge :**

7. That the Committee, thus, came to the conclusion that an amount of Rs.13,91,39,730/- was paid to the firms without any supplies against spurious supply orders and inspection notes. The committee has noted that in many cases items were shown as received in the Inspection Note within two or three days of supply order. Further, date of issues of Inspection Note was within few days of receipts of items. Thus, prima facie, it is observed that Shri Jitender Kumar, Hospital Attendant, Grade -III is involved in whole process of manipulating documents and entering fictitious numbers in Supply order register.

8. That Shri Jitender Kumar, Hospital Attendant, Gd- III, Stores Section, Dr. RPC, AIIMS New Delhi has found involved in manipulating in procurement of of General/Linen/Stationery items at Dr.R.P. Centre, AIIMS, which has led to irregular payment and embezzlement of Government Funds of ₹13,91,39,730/- (Rupees Thirteen Crore Ninety One Lakh Thirty Nine Thousand Seven Hundred and Thirty only). Thus he has failed to maintain devotion to duty, absolute integrity and has acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1) (i),(ii),(iii),(vi),(ix),(xii) and (xv) of CCS(Conduct) Rules, 1964 as applicable to the employee of the Institute.

**Rule Position :** It is submitted that Shri Jitender Kumar, Hospital Attendant, Gd- III is Group 'C' Official of the and as per Schedule-II of AIIMS Act & Regulations, Disciplinary Authority in respect of Group 'C' posts is Director, AIIMS for All Penalties. Being composite cases including Group 'A' B & C, hence placed before Governing Body for ratification.



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9. It is imperative to submit here that pursuant to direction of Hon'ble HFM, the file has been put up for seeking ex-post -facto approval of Governing Body, AIIMS to initiate disciplinary proceeding in respect of other officials of this case, wherein the CVO, AIIMS has desired to get the ex-post-facto approval of rest of officials involved in the case. Accordingly, it is placed before Governing Body.

**Approval Sought :**

12. In view of above, the proposal for ex-post-facto approval for initiation of Disciplinary Proceeding under Rule 14 of CCS (CCA) Rules, 1965 is placed before the Governing Body for consideration and decision please.

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**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/31**

**To consider & ratify the imposition of penalty under  
CCS(CCA) Rules 1965 in respect of Mr. Ajay Kumar Sharma,  
Chief Technical Officer & Charged Official (Group "A")**

## NOTE FOR THE GOVERNING BODY

Item No. GB/160/31

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**TO CONSIDER & RATIFY THE IMPOSITION OF PENALTY UNDER C.C.S (C.C.A) RULES 1965 IN RESPECT OF MR AJAY KUMAR SHARMA, CHIEF TECHNICAL OFFICER & CHARGED OFFICIAL (GROUP "A").**

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### INTRODUCTION

Shri Ajay Kumar Sharma, Chief Technical Officer was charge sheeted vide memo No.06-08/2009-Estt.(H) on 18.07.2022 (Annexure-A) under Rule 14 of the CCS (CCA) Rules 1965 with the following article of charge :-

### ARTICLE OF CHARGE

That the said Shri Ajay Kumar Sharma while working as Chief Technical Officer in this Institute had remained willfully and unauthorisedly absent from duty w.e.f. 18.01.2022 to 18.04.2022 without prior permission or sanction of leave by the competent authority. He has neither responded to recall notice issued to him vide memorandum No.06-08/1990-Estt.(H) dated 05.03.2022 & show cause notice dated 05.04.2022, within the time period stipulated in the Show Cause notice nor joined the duties within the stipulated time period.

By his act of unauthorized absence, Shri Ajay Kumar Sharma, Chief Technical Officer has shown disobedience and has failed to maintain devotion to duty and is not amenable to discipline and has acted in a manner which is unbecoming of an Institute employee. Shri Ajay Kumar Sharma, Chief Technical Officer has contravened Rule 3 (1) (ii), (iii) & (xviii) of the CCS (Conduct) Rules, 1964 as applicable to the employees of the Institute.

### IMPUTATION OF ARTICLE OF CHARGE

Shri Ajay Kumar Sharma, Chief Technical Officer was transferred from Main Blood Bank, Deptt. of Transfusion Medicine to Department of Central Animal Facility vide OM No. 1-27/2020-Estt.(RCT) dated 11.01.2022. In compliance to the aforementioned OM, Shri Ajay Kumar Sharma was relieved from Main Blood Bank on 17th January 2022 (A/N) vide memorandum No.F. 06-08/1990-Estt.(H) dated 19.01.2022.

It was reported by Administrative Officer (Recruitment Cell) on 12.02.2022 that Shri Ajay Kumar Sharma, Chief Technical Officer has not joined the Department of Central Animal Facility and was absent from duty w.e.f. 18.01.2022.

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An absent report dated 03.03.2022 was also received from Professor Incharge Deptt. of Central Animal Facility that Shri Ajay Kumar Sharma has not joined his duty in Deptt. of Central Animal Facility. Accordingly, he was directed to join his duty immediately and submit his explanation, vide memo No.F.-06-08/1990-Estt.(H) dated 05.03.2022, but he neither reported for duty nor submitted any explanation.

Subsequently, a Show Cause Notice dated 05.04.2022 was issued to him as to why disciplinary action should not be initiated against him.

All the correspondences were sent on his available address in the service book, but Shri Ajay Kumar Sharma, Chief Technical Officer has failed to comply with the orders of this office and continued to remain absent from his duty unauthorizedly for 91 days 18.01.2022 to 18.04.2022 and he joined his duty on 19.04.2022 in Central Animal Facility.

Shri Ajay Kumar Sharma, Chief Technical Officer by his above stated conduct, has failed to maintain devotion to duty and is not amenable to discipline and has thereby contravened Rule 3 (1) (ii), (iii) & (xviii) of the C.C.S. (Conduct) Rules, 1964 read with the Regulation 33 (2) of the AIIMS Regulations, 2019 (as amended from time to time)

Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital was asked to submit his written statement of defence on charge sheet issued to her within 10 days, the reply was received from him on 22.07.2022 (Annexure-B) which was considered by competent authority the same was not satisfactory and Shri Padam Singh, F&CAO, IRCH was appointed as an Inquiry Officer (Annexure-C) and Shri Trilok chand, Administrative Officer, C.N. Centre was appointed as Presenting Officer (Annexure-D) by the President, AIIMS vide order No.F. 06-08/2009-Estt.(H) w.e.f. 14.10.2022 respectively to inquire into the charges levelled/framed against the charged official Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital. The Inquiry Report after conducting the inquiry was received from Shri Padam Singh, F&CAO, IRCH and Inquiry Officer in the Disciplinary case of Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital, AIIMS on 29.12.2022. (Annexure- E)

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PRELIMINARY HEARING AND REGULAR HEARING

The first Preliminary Hearing was held on 14.11.2022 at 10.30 am in the office of undersigned, AIIMS, New Delhi. The Charge Official had denied that he has not received the copy of the Charge Sheet along the relevant documents issued by the Competent Authority.

The CO was therefore provided photocopy of the Order No. F. 06-08/2009-Estt(H) dated 14.10.2022 along with copies of the following documents.

1. Memo. No. F.06-08/2009- Estt.(H) dated 18.07.2022 along with Annexure-I,II,III and IV.
2. Transfer/ Posting order no. F. 1-27/2020- Estt. (RCT) PF dated 11.01.2022.
3. Relieving Memo. No. F.06-08/1990- Estt.(H) dated 19.01.2022.
4. Absentee report dated 12.02.2022 received from Admn. Officer (Recruitment Cell)
5. OM issued to CO on 05.03.2022 to report for duty immediately.
6. Show Case Notice issued to CO on 05.04.2022 to submit the explanation.
7. Application dated 25.04.2022 for grant of EL from 18.01-2022-18.04.2022 and joining on 19.04.2022 in Central Animal Facility.

The PH postponed with instruction to CO to come prepared on the next of Preliminary Hearing on 22.11.2022 at 11.00 am.

The Second Preliminary Hearing was held in the subject case on 22<sup>nd</sup> November, 2022 at 11.00am in the office of Inquiry Authority. The Inquiry Officer asked the CO as to whether the charges framed against him is understood by him? He has stated that he understood the charges framed against him. On a specific query by Inquiry Officer, as to whether he is admitting the charges or denying , he has stated that he had agreed with the rules and each articles of charges, he had not denying the charges.

The inquiry had been completed after the charges admitted by Charged Official. Accordingly, now Inquiry had been closed with the consent of PO & CO. PO had been directed to submit a brief report in this case within one week from the date of above hearing i.e. by 29<sup>th</sup> November, 2022 to Inquiry Authority and copy to CO also. CO had been asked to submit his reply on brief report submitted by PO by 6<sup>th</sup> December, 2022.

**SUBMISSION OF WRITTEN BRIEF BY THE P.O.**

The PO had submitted his written brief on 15.12.2022 on behalf of management with a copy endorsed to the CO in which he summarized the inquiry proceeding and concluded that the charge **Sustained** against him in Charge Sheet dated 18<sup>th</sup> July, 2022.

**SUBMISSION OF WRITTEN BRIEF BY THE C.O.**

Mr. Ajay Kumar Sharma, C.O. to submit Written Brief in his defense was received from him on 26<sup>th</sup> December, 2022 which was also taken on record. He was informed that "sorry for delay joining of AIIMS Central Animal Facility due to experience".

**CONCLUSION**

As per above facts and brief note submitted by PO and CO, Mr. Ajay Kumar Sharma (CO) has admitted the charges framed against him the charges. Hence, the charges. Hence, the charge framed against CO **Stands proved**.

As per procedure laid down under Rule 15 of the CCS (CCA) Rules, 1965, Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital was supplied the copy of Inquiry Report on 06.02.2023 (**Annexure-F**) for his representation of defence in writing to the Disciplinary Authority on before imposing any penalty, if any. But no reply was received from him.

Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital joined the service of the Institute as Nursing Orderly w.e.f. 13.07.1990 and his date of birth as per service book is 05.03.1965. The brief of date and event are as below:-

**Personal Information**

S.No	Event	Date .
1	Name of employee	Shri Ajay Kumar Sharma,
2	Designation	Chief Technical Officer
3	Date of Birth	05.03.1965
4	Date of Appointment	13.07.1990
5	Date of Superannuation	31.03.2025
6	Charged Official Group	'A'

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Summary of Disciplinary proceedings

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S.No	Event	Date	
1	Date of issue of call for duty memo/Show Cause Notice	05.03.2022 & 05.04.2022	
2	Date of issue of charge-sheet under Rule 14	18.07.2022	
3	Status of receipt of Charge sheet by charge official	Received	
4	Date of receipt of defence from Charge official in response to charge-sheet	22.07.2022	
5	Whether Charge Official accepted the charges or not	No	
6	Date of appointment of Inquiry Officer	14.10.2022	
7	Date of appointment of Presenting Officer	14.10.2022	
8	Date of receipt of Inquiry Report	29.12.2022	
9	Whether Charge Official attended the inquiry or proceedings held ex-parte.	C.O has attended the inquiry proceedings	
10	Conclusion of Inquiry Report	Charges stand proved	
11	Date of supply of Inquiry Report to Charged Official	06.02.2023	
12	Status of receipt of Inquiry Report by Charge Official	By Post	Local address- received back from postal authority with remarks insufficient address.
		In-hand through O/I	Received on 06.12.2022 through Professor-in-charge, Central Animal Facility, AIIMS
13	Date of receipt of representation by Charge Official in response to Inquiry Report	No reply received	
14	In case of unauthorized absence, whether Charged Official joined his/her duty during the course of disciplinary proceedings or not. If yes, specify the date.	He was absent from 18.01.2022 to 18.04.2022 and joined duty on 19.04.2022 at new place of posing.(Annexure-G)	

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Accordingly, the following is submitted:-

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- o Mr. Ajay Kumar Sharma, Chief Technical Officer is a Group 'A' employee.

Regulation 33 of AIIMS Regulations 2019 which provides as under:-

<b>33. Conduct, discipline and penalties:-</b>
(1) The Central Civil Services (Conduct) Rules, 1964 as modified from time to time, shall apply to the employees of the Institute.
(2) Part IV (Suspension), Part V (Penalties and Disciplinary Authorities) Part VI (Procedure for imposing penalties), Part VII (Appeals) and Part VIII (Review) of the Central Civil Service (Classification, Control and Appeal) Rules, 1965 as modified from time to time, shall apply to the employees of the Institute: Provided that for the purpose of this regulation, -
(a) Group A, Group B, Group C and D post in the Institute shall correspond to the Central Civil Services Group A, Group B, Group C and Group D post respectively;
(b) The Appointing Authority, the disciplinary Authority for the realities that may be imposed and the Appellate Authority for the various posts in the Institute shall be as prescribed in Schedule-II;
(c) In respect of Central or State Government servants borrowed by the Institute, the provision respectively of Rules 20 and 21 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 shall apply and the Institute shall exercise the functions of the Central or State Government, as the case may be, for the purpose of these rules;
(d) No consultation with the Union Public Service Commission shall be necessary in any case.

In terms of Schedule-II of the AIIMS Regulations 2019, the Governing Body is the Appointing Authority for Group 'A' posts of the Institute. The note for imposition of penalty has been recorded by the Chairman of Governing Body, AIIMS, New Delhi on Note page -132 (Annexure-J).

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**OBSERVATION OF PRESIDENT (AIIMS) IN CAPACITY OF CHAIRMAN, G.B.:-**

“After going through the records, and facts and circumstances of the case, I am of the view that since the charges levelled against the CO has been proved in the disciplinary proceedings. In order to send a message to all that interest of the Institute is of primary importance for patients care and orders issued by the Institute are to be taken seriously and implemented, I consider that the ends of justice would be met in this case, if the penalty of *‘reduction to a lower stage of pay of the post of Chief Technical Officer by one stage for a period upto 31.03.2025, with further directions that the said Shri Ajay Kumar Sharma, Chief Technical Officer will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty’* is imposed on Shri Ajay Kumar Sharma, Chief Technical Officer, AIIMS. The case stands disposed off accordingly.”

**ADMINISTRATIVE COMMENTS:-**

In terms of Schedule-II of AIIMS Regulations, 2019, the Chairman of Governing Body of the Institute has imposed a penalty of *‘reduction to a lower stage of pay of the post of Chief Technical Officer by one stage for a period upto 31.03.2025, with further directions that the said Shri Ajay Kumar Sharma, Chief Technical Officer will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty’* against Shri Ajay Kumar Sharma, Chief Technical Officer (MLT) in exercise of powers vested with the Disciplinary Authority under Rule 15 of the CCS (CCA) Rules, 1965 read with regulation 33(2). The same has been communicated vide an Order dated 14.06.2023. The disciplinary case is thus placed before the Governing Body for ratification of the decision of imposition of the said penalty against Shri Ajay Kumar Sharma, Chief Technical Officer at AIIMS, New Delhi.

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APPROVAL SOUGHT:-

The penalty of '*reduction to a lower stage of pay of the post of Chief Technical Officer by one stage for a period upto 31.03.2025, with further directions that the said Shri Ajay Kumar Sharma, Chief Technical Officer will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty*' against Shri Ajay Kumar Sharma, Chief Technical Officer (MLT) under Rule 15 of the CCS (CCA) Rules, 1965 read with regulation 33(2) may be ratified / approved by the Governing Body of the Institute.

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ANNEXURE A

ALL INDIA INSTITUTE OF MEDICAL SCIENCES

SPEED FILE

No.F.06-08/2009-Estt.(H)

Ansari Nagar, New Delhi-29

Date:

18 JUL 2022

MEMORANDUM

1. It is proposed to hold an inquiry against Shri Ajay Kumar Sharma, Chief Technical Officer under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965. The substance of the imputation of misconduct or misbehavior in respect of which the inquiry is proposed to be held is set out in the enclosed statement of articles of charge (Annexure-1). A statement of imputation of misconducts or misbehaviors in support of each article of charge is enclosed (Annexure-II). A list of documents by which, and a list of witnesses by whom, the articles of charge are proposed to be sustained are also enclosed (Annexure III & IV).
2. Shri Ajay Kumar Sharma, Chief Technical Officer is directed to submit within 10 days of the receipt of this memorandum a written statement of his defense and also to state whether he desires to be heard in person.
3. Shri Ajay Kumar Sharma, Chief Technical Officer is informed that an inquiry will be held only in respect of those articles of charge as are not admitted. He should, therefore, specifically admit or deny each article of charge.
4. Shri Ajay Kumar Sharma, Chief Technical Officer is further informed that if he does not submit his written statement of defense on or before the date specified in para 2 above, or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the provisions of Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965, or the orders/directions issued in pursuance of the said Rule, the inquiring authority may hold the inquiry against him ex-parte.
5. Attention of Shri Ajay Kumar Sharma, Chief Technical Officer is invited to Rule 20 of the Central Civil Services (Conduct) Rules, 1965 under which no Government servant shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further his interest in respect of matters pertaining to his service under the Government. If any representation is received on his behalf from another person in respect of any matter dealt within these proceedings, it will be presumed that Shri Ajay Kumar Sharma, Chief Technical Officer is aware of such a representation and that it has been made at him instance and action will be taken against him for violation of Rule 20 of the C.C.S (Conduct) Rules, 1965.
6. The receipt of this Memorandum may be acknowledged.

For & on behalf of the  
Governing Body AIIMS

(DR. RANDEEP GULERIA)  
Director, AIIMS

*e/c*

*12-Mod  
18/7/22*

Shri Ajay Kumar Sharma,  
Chief Technical Officer,  
Through: Professor-In-Charge  
Central Animal Facility, AIIMS

Shri Ajay Kumar Sharma,  
Chief Technical Officer,  
E-6A/228, Sangam  
New Delhi-110062

ISSUED  
Subject to dispatch on  
Next working day  
Date .....  
Signature .....

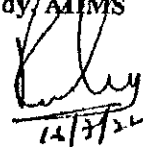
STATEMENT OF ARTICLE OF CHARGE FRAMED AGAINST SHRI AJAY KUMAR SHARMA, CHIEF TECHNICAL POSTED IN THE MAIN HOSPITAL, AIIMS.

ARTICLE OF CHARGE

That the said Shri Ajay Kumar Sharma while working as Chief Technical Officer in this Institute had remained willfully and unauthorisedly absent from duty w.e.f. 18.01.2022 to 18.04.2022 without prior permission or sanction of leave by the competent authority. He has neither responded to recall notice issued to him vide memorandum No.06-08/1990-Estt.(H) dated 05.03.2022 & show cause notice dated 05.04.2022, within the time period stipulated in the Show Cause notice nor joined the duties within the stipulated time period.

By his act of unauthorized absence, Shri Ajay Kumar Sharma, Chief Technical Officer has shown disobedience and has failed to maintain devotion to duty and is not amenable to discipline and has acted in a manner which is unbecoming of an Institute employee. Shri Ajay Kumar Sharma, Chief Technical Officer has contravened Rule 3 (1) (ii), (iii) & (xviii) of the CCS (Conduct) Rules, 1965 as applicable to the employees of the Institute.

For & on behalf of the  
Governing Body, AIIMS



(DR. RANDEEP GULERIA)  
Director, AIIMS

**STATEMENT OF IMPUTATION OF MISCONDUCT OR MISBEHAVIOUR IN SUPPORT OF ARTICLE OF CHARGE AGAINST SHRI AJAY KUMAR SHARMA, CHIEF TECHNICAL OFFICER.**

**IMPUTATION OF ARTICLE OF CHARGE**

Shri Ajay Kumar Sharma, Chief Technical Officer was transferred from Main Blood Bank, Deptt. of Transfusion Medicine to Department of Central Animal Facility vide OM No. 1-27/2020-Estt.(RCT) dated 11.01.2022. In compliance to the aforementioned OM, Shri Ajay Kumar Sharma was relieved from Main Blood Bank on 17th January 2022 (A/N) vide memorandum No.F. 06-08/1990-Estt.(H) dated 19.01.2022.

It was reported by Administrative Officer (Recruitment Cell) on 12.02.2022 that Shri Ajay Kumar Sharma, Chief Technical Officer has not joined the Department of Central Animal Facility and was absent from duty w.e.f. 18.01.2022.

An absent report dated 03.03.2022 was also received from Professor Incharge Deptt. of Central Animal Facility that Shri Ajay Kumar Sharma has not joined his duty in Deptt. of Central Animal Facility. Accordingly, he was directed to join his duty immediately and submit his explanation, vide memo No.F.-06-08/1990-Estt.(H) dated 05.03.2022, but he neither reported for duty nor submitted any explanation.

Subsequently, a Show Cause Notice dated 05.04.2022 was issued to him as to why disciplinary action should not be initiated against him.

All the correspondences were sent on his available address in the service book, but Shri Ajay Kumar Sharma, Chief Technical Officer has failed to comply with the orders of this office and continued to remain absent from his duty unauthorizedly for 91 days 18.01.2022 to 18.04.2022 and he joined his duty on 19.04.2022 in Central Animal Facility.

Shri Ajay Kumar Sharma, Chief Technical Officer by his above stated conduct, has failed to maintain devotion to duty and is not amenable to discipline and has thereby contravened Rule 3 (1) (ii), (iii) & (xviii) of the C.C.S. (Conduct) Rules, 1965 read with the Regulation 33 (2) of the AIIMS Regulations, 2019 (as amended from time to time).

For & on behalf of the  
Governing Body, AIIMS

  
(PROF. RANDEEP GULERIA)  
Director & Disciplinary Authority

1137

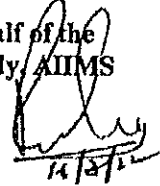
ANNEXURE-III

**LIST OF DOCUMENTS BY WHICH THE ARTICLE OF CHARGE FRAMED AGAINST SHRI AJAY KUMAR SHARMA, CHIEF TECHNICAL OFFICER AIIMS IS PROPOSED TO BE SUSTAINED**

**LIST OF DOCUMENTS**

1. Transfer/posting order No. F. 1-27/2020-Estt.(RCT) PF dated 11.01.2022.
2. Relieving Memo. No. F.06-08/1990-Estt.(H) dated 19.01.2022 issued to Shri Ajay Kumar Sharma, Chief Technical Officer.
3. Absentee report dated 12.02.2022 received from Administrative Officer (Recruitment Cell).
4. Absentee report dated 03.03.2022 received from Professor Incharge Deptt.of Central Animal Facility.
5. Office Memo. issued to Shri Ajay Kumar Sharma, Chief Technical Officer on 05.03.2022 to report for duty immediately.
6. Show Cause Notice issued to Shri Ajay Kumar Sharma, Chief Technical Officer on 05.04.2022 to submit the explanation in his defence for willfull unauthorised absence from duty.
7. Application dated 25.04.2022 for grant of Earned Leave from 18.01.2022 to 18.04.2022 and joining on 19.04.2022 in Central Animal Facility.

For & on behalf of the  
Governing Body, AIIMS

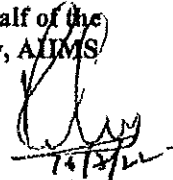


(PROF. RANDEEP GULERIA)  
Director & Disciplinary Authority

**LIST OF WITNESSES BY WHICH THE ARTICLE OF CHARGE FRAMED AGAINST SHRI AJAY KUMAR SHARMA, CHIEF TECHNICAL OFFICER AIIMS IS PROPOSED TO BE SUSTAINED.**

1. Shri R. Santosh Kumar  
Ex. Administrative Officer  
Recruitment Cell  
Main Hospital
2. Dr. Shyam Singh Chauhan  
Professor -In-Charge  
Central Animal Facility, AIIMS
3. Dr. Pradeep Kumar Yadav  
Senior Veterinary Officer  
Central Animal Facility, AIIMS
4. Shri Ankit Kumar,  
Dealing Assistant  
Establishment Section (Hospital)

For & on behalf of the  
Governing Body, AIIMS



**(PROF. RANDEEP GULERIA)**  
Director & Disciplinary Authority

ANNEXURE B

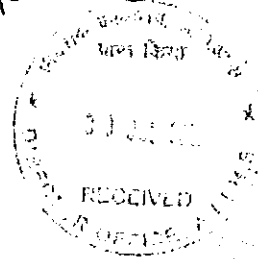
1139

S-891207-101-  
30/07/2022

Dated  
28.7.2022

The Director,  
A.S.F.M.S.  
New Delhi-29

Through proper channel  
Subject - Duty



Sir,

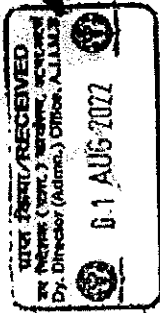
Reference no. F06-08-1990 cell. (H)  
I like to say that I received Transfer letter  
On 17.1.2022 and I replied to Hosp. Board  
that I can duty as C.T.O. Blood Bank (Main)  
because I was done duty as C.T.O. at Main  
Blood Bank AIIMS after 2 months reply by Hosp.  
Board that my application rejected. After that  
I got call notice received as I joined at C.T.O.  
at Central Animal House.

Kindly look on duty  
as I was on Transfer  
not done <sup>can</sup> ~~any~~ duty for B.T.O.

Yours sincerely  
-HRI LAL  
28.7.22

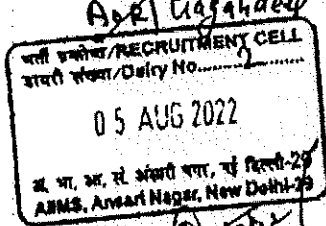
Maya K. Sharma  
C.T.O.  
Central Animal Facility

AIIMS



4052  
25/08/22

Forwarded



15/07/22  
Dr. S. P. Singh  
Director (Admin.)/Central Animal Facility  
AIIMS, Anand Nagar, New Delhi-29

Prof. Dr. S. P. Singh  
27/07/22



Dr. S. P. Singh / Dr. S. P. Singh  
Professor-in-Charge  
Central Animal Facility  
AIIMS, Anand Nagar, New Delhi-29

31/8/22  
A/CES

20/8



Reference

1st page:

1140

(276)

It is submitted that F.R. has been received from Sh. Ajay Kr. Sharma, (70 (MCT), Central Animal Facility. The same may be forwarded to Ao (Hoosp./Do) for further necessary action at their end.

23/08/2022

Ao (R) 23/11/22  
Ao (Do)  
L Ao (H)

25/11/22

Mr Ankit

Sharma

8918

No.F. 06-08/2009-Estt. (11)

1141

Date: 14 OCT 2022

ORDER

WHEREAS an inquiry under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 is being held against Shri Ajay Kumar Sharma, Chief Technical Officer (MLT), AIIMS.

AND WHEREAS, the Disciplinary Authority considers that an Inquiring Authority should be appointed to inquire into the charge framed against the said Shri Ajay Kumar Sharma, Chief Technical Officer (MLT).

NOW, THEREFORE, President (AIIMS) & Disciplinary Authority in exercise of the powers conferred by sub rule (2) of the said rules, hereby appoints Shri Padam Singh, F & CAO, IRCH & Hospital, AIIMS, New Delhi as the Inquiry Officer to inquire into the charges framed against the said Shri Ajay Kumar Sharma, Chief Technical Officer (MLT).

For & on behalf of the President,  
(AIIMS) & Disciplinary Authority

(DR. M SRINIVAS)  
Director, AIIMS

o/c

DISTRIBUTION:-

1. Shri Padam Singh, F & CAO, IRCH & Hospital,  
AIIMS & Inquiry Officer, along with a copy of charge sheet.

2. Shri Trilok Chand, Account Officer,  
C.N. Centre, AIIMS & Presenting Officer.

3. Shri Ajay Kumar Sharma, Chief Technical Officer (MLT), AIIMS  
Through: Professor-In-Charge Central Animal Facility, AIIMS.

4. Shri Ajay Kumar Sharma, Chief Technical Officer (MLT).  
E-6A/228, Sangam Vihar New Delhi-110062.

5. Assistant Administrative Officer, Vigilance Cell, AIIMS for information.

6. Assistant Administrative Officer, Legal Cell, AIIMS for information.

जारी किया / ISSUED  
प्रति कार्य दिवस को  
Subject to dispatched on  
दिनांक / Date  
वर्क दिवस / Working day  
दिनांक / Date

DISTRIBUTION:-

1. Shri Padam Singh, F & CAO, IRCH & Hospital,  
AIIMS & Inquiry Officer, along with a copy of charge sheet.

2. Shri Trilok Chand, Account Officer,  
C.N. Centre, AIIMS & Presenting Officer.

3. Shri Ajay Kumar Sharma, Chief Technical Officer (MLT), AIIMS  
Through: Professor-In-Charge Central Animal Facility, AIIMS.

4. Shri Ajay Kumar Sharma, Chief Technical Officer (MLT).  
E-6A/228, Sangam Vihar New Delhi-110062.

5. Assistant Administrative Officer, Vigilance Cell, AIIMS for information.

6. Assistant Administrative Officer, Legal Cell, AIIMS for information.

जारी किया / ISSUED  
प्रति कार्य दिवस को  
Subject to dispatched on  
दिनांक / Date  
वर्क दिवस / Working day  
दिनांक / Date

Nasir Jeyday  
14/10/2022

14/10/2022

14/10/22

14/10/2022

14-10-22

1142

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

251

No.F. 06-08/2009-Estt. (H)

Date: 14 OCT 2022

ORDER

WHEREAS an inquiry under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 is being held against Shri Ajay Kumar Sharma, Chief Technical Officer (MLT), AIIMS.

AND WHEREAS, the Disciplinary Authority considers that a Presenting Officer should be appointed to present on behalf of him the case in support of articles of charge.

NOW, THEREFORE, President (AIIMS) & Disciplinary Authority in exercise of the powers conferred by sub rule (5) (c) of Rule 14 of the said rules, hereby appoints Shri Trilok Chand, Account Officer, C.N. Centre, AIIMS, New Delhi as the Presenting Officer.

For & on behalf of the President,  
(AIIMS) & Disciplinary Authority

*[Signature]*

(DR. M. SRINIVAS)  
Director, AIIMS

b/c

DISTRIBUTION:-

1. Shri Trilok Chand, Account Officer, C.N. Centre, AIIMS & Presenting Officer, along with case file of Shri Ajay Kumar Sharma, Chief Technical Officer (MLT), AIIMS.
2. Shri Padam Singh, F & CAO, IRCH & Hospital, AIIMS, & Inquiry Officer.
3. Shri Ajay Kumar Sharma, Chief Technical Officer (MLT), AIIMS Through: Professor-In-Charge Central Animal Facility, AIIMS.
4. Shri Ajay Kumar Sharma, Chief Technical Officer (MLT), E-6A/228, Sangam Vihar New Delhi-110062.
5. Assistant Administrative Officer, Vigilance Cell, AIIMS for information.
6. Assistant Administrative Officer, Legal Cell, AIIMS for information.

*[Signature]*  
14/10/22

*[Signature]*  
14/10/22

*[Signature]*  
14/10/2022

ISSUED  
Subject dispatched on  
14/10/22  
Holly waiting day  
Date

*[Signature]*  
14/10/22

*[Signature]*  
14/10/2022

ANNEXURE - E

1143



No.01/Inquiry/PS/2022/Savita Sani  
OFFICE OF INQUIRY AUTHORITY  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
NEW DELHI

10  
02/01/22

Dated : 29<sup>th</sup> December, 2022

INQUIRY REPORT

Subject : Inquiry report of Departmental proceeding against of Mr. Ajay Kumar Sharma, Chief Technical Officer (MLT), C.A.F., AIIMS, New Delhi -

\*\*\*\*\*

The undersigned was appointed as Inquiry Officer (IO) by the Director and Disciplinary Authority vide Order No.F.06-08/2009-Estt.(H) dated 14<sup>th</sup> October, 2022 to inquire into the charges framed against Mr. Ajay Kumar Sharma, CTO, C.A.F., AIIMS, New Delhi, In this context, it is intimated that the inquiry proceeding has been completed and copy of Inquiry Report is enclosed with original documents original of inquiry proceedings.

*[Signature]*  
(PADAM SINGH)  
INQUIRY OFFICER &  
F&CAO, AIIMS

Encl. : Disciplinary proceeding page 1 to 22 are enclosed (original).

The Director & Disciplinary Authority,  
AIIMS, New Delhi - 110029  
(Kind Attn. : Sh. Deo Nath Sah, CAO)

*[Signature]*  
30/12/22

AIO(H)

*[Signature]*  
02/01/23

Ms. Kavita

1144

CONFIDENTIAL



No.02/Inquiry/PS/2022/Ajay Kr.Sharma  
OFFICE OF INQUIRY AUTHORITY  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
NEW DELHI

Dated: 29<sup>th</sup> December, 2022

INQUIRY REPORT

Departmental proceeding against of Mr. Ajay Kumar Sharma, Chief Technical Officer (MLT), C.A.F., AIIMS, New Delhi.

APPOINTMENT OF INQUIRY OFFICER AND PRESENTING OFFICER:

The undersigned was appointed as Inquiry Officer (IO) by the Director and Disciplinary Authority vide Order No.F.06-08/2009-Est.(H) dated 14<sup>th</sup> October,2022 to inquire into the charges framed against Mr. Ajay Kumar Sharma, CTO (MLT), C.A.F., AIIMS, New Delhi

Shri Trilok Chand, Accounts Officer, AIIMS, New Delhi, was appointed as Presenting Officer (PO) vide Order No.F.06-08/2009-Est.(H) dated 14<sup>th</sup> October,2022 to present the case on behalf of the Disciplinary Authority

I would be appropriate to mention that as below the Article of Charge as well as the Imputation of Article of Charge as per the Charge-sheet issued to Mr. Ajay Kumar Sharma, CTO by the Institute vide Memo. No. F.06-08/2009-Est.(H) dated 18<sup>th</sup> July,2022

ARTICLE OF CHARGE

That the said Sh.Ajay Kumar Sharma, while working as a Chief Technical officer (MLT) in this institute had remained willfully and unauthorisedly absent from duty w.e.f. 18.01.2022 to 18.04.2022 without prior permission or sanction of leave by the competent authority. He has neither responded to recall notice issued to him vide memorandum No. F.06-08/2009-Est.(H) dated 05.03.22 & show cause notice dated 05.04.2022 within the time period stipulated in the show cause notice nor joined the duties within the stipulated time period.

By his act of unauthorized absence, Sh. Ajay Kumar Sharma, Chief Technical Officer (MLT) has shown disobedience and has failed to maintain devotion to duty and is not amenable to discipline and has acted in manner which is unbecoming of an employee of the Institute, thereby contravening Rule 3 (1) (ii), (iii) and (xviii) of the CCS (Conduct) Rules, 1965, as applicable to employees of the Institute.

IMPUTATION OF ARTICLE OF CHARGE

1145

Shri Ajay Kumar Sharma, Chief Technical Officer was transferred from Min Blood Bank, Department of Transfusion Medicine to Department of Central Animal Facility vide OM No.1-27/020-Estt.(RCT) dated 11.01.2022. In compliance to the aforementioned OM, Shri Ajay Kumar Sharma was relieved from Main Blood Bank on 17<sup>th</sup> January, 2022 (AN) vide memorandum No.F.06.08/1990-Estt.(H) dated 19.01.2022.

It was reported by Administrative Officer (Recruitment Cell) on 12.02.2022 that Shri Ajay Kumar Sharma, Chief Technical Officer has not joined the Department of Central Animal Facility and was absent from duty w.e.f. 18.01.2022.

An absent report dated 3.3.22 was also received from Professor Incharge of CAF that Sh. Ajay Kumar Sharma has not joined his duty in Department of Central Animal Facility. Accordingly, he was directed to join his duty immediately and submit his explanation.

Subsequently, a Show Cause Notice dated 05.04.22 was issued to him as to why disciplinary action should not be initiated against him.

All the correspondences were sent on his available address in the service book, but Sh. Ajay Kumar Sharma, Chief Technical Officer has failed to comply with the orders of this office and continued to remain absent from his duty unauthorizedly for 91 days 18.01.22 to 18.4.2022 and he joined his duty on 19.4.2022 in Central Animal Facility.

Sh. Ajay Kumar Sharma, Chief Technical Officer by his above stated conduct, has failed to maintain devotion to duty and is not amenable to discipline and has acted in manner which is unbecoming of an employee of the Institute, thereby contravening Rule 3 (1) (ii), (iii) and (xviii) of the CCS (Conduct) Rules, 1965 read with the Regulation 33(2) of the AIIMS Regulation, 2019 (as amended from time to time).

PRELIMINARY HEARING AND REGULAR HEARING

The first Preliminary Hearing was held on 14.11.2022 at 10.30 am in the office of undersigned, AIIMS, New Delhi. The Charge Official had denied that he has not received the copy of the Charge Sheet along the relevant documents issued by the Competent Authority.

The CO was therefore provided photocopy of the Order No.F.06-08/2009-Estt(H) dated 14.10.2022 along with copies of the following documents.

1. Memo.No.F.06-08/2009-Estt.(H) dated 18.07.2022 along with Annexure-I,II,III and IV.
2. Transfer/posting order no. F.1-27/2020-Estt.(RCT) PF dated 11.01.2022.
3. Relieving Memo. No. F.06-08/1990-Estt.(H) dated 19.01.2022
4. Absentee report dated 12.02.2022 received from Admn.Officer (Recruitment Cell)
5. OM issued to CO on 05.03.2022 to report for duty immediately.
6. Show Case Notice issued to CO on 05.04.2022 to submit the explanation
7. Application dated 25.04.2022 for grant of EL from 18.01.2022-18.04.2022 and joining on 19.04.2022 in Central Animal Facility.

The PH was postponed with instruction to CO to come prepared on the next of Preliminary Hearing fixed on 22.11.2022 at 11.00 am

The Second Preliminary Hearing was held in the subject case on 22<sup>nd</sup> November, 2022 at 11.00am in the office of Inquiry Authority. The Inquiry Officer asked the CO as to whether the charges framed against him is understood by him? He has stated that he understood the charges framed against him. On a specific query by Inquiry Officer, as to whether he is admitting the charges or denying, he has stated that he had agreed with the rules and each articles of charges, he had not denying the charges. D

The inquiry had been completed after the charges admitted by Charged Official. Accordingly, now Inquiry had been closed with the consent of PO & CO. PO had been directed to submit a brief report in this case within one week from the date of above hearing i.e. by 29<sup>th</sup> November, 2022 to Inquiry Authority and copy to CO also. CO had been asked to submit his reply on brief report submitted by PO by 6<sup>th</sup> December, 2022.

#### SUBMISSION OF WRITTEN BRIEF BY THE P.O.

The PO had submitted his written brief on 15.12.22 on behalf of management with a copy endorsed to the CO in which he summarized the inquiry proceeding and concluded that the charge Sustained against him in Charge Sheet dated 18<sup>th</sup> July, 2022.

#### SUBMISSION OF WRITTEN BRIEF BY THE C.O.

Mr. Ajay Kumar Sharma, C.O. to submit Written Brief in his defense was received from him on 26<sup>th</sup> December, 2022 which was also taken on record. He was informed that "sorry for delay joining of AIIMS Central Animal Facility due to experience".

#### CONCLUSION

As per above facts and brief note submitted by PO and CO, Mr. Ajay Kumar Sharma (CO) has admitted the charges framed against him the Charges. Hence, the charge framed against CO Stands proved.

  
(PADAM SINGH)  
INQUIRY OFFICER

Encl. : Disciplinary proceeding page 1 to 22 are enclosed.

The Director & Disciplinary Authority,  
AIIMS, New Delhi - 110029  
(Kind Attn. : Sh. Deo Nath Sah, CAO)

1147

ANNEXURE - B  
SPEED POST

भारतीय आयुर्विज्ञान संस्थान / ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
अंसारी नगर, नई दिल्ली-29/ ANSARI NAGAR, NEW DELHI-29  
स्थापना अनुभाग (अस्पताल) / ESTABLISHMENT SECTION (HOSPITAL)

सं.मि. 06-08/2009- स्था.अनु.(अ)

दिनांक/Dated:- 06 FEB 2012

जापन/MEMORANDUM

**विषय:-** सीसीएस (सीसीए) नियम 1965 के नियम 14 के तहत श्री अजय कुमार शर्मा, मुख्य तकनिकि अधिकारी के खिलाफ विभागीय जांच।

**Subject:-** Departmental inquiry against Shri Ajay Kumar Sharma, Chief Technical Officer under Rule 14 of the CCS (CCA) Rule 1965.

\*\*\*\*\*

सीसीएस (सीसीए) नियमावली, 1965 के नियम 15(2) के अनुसार उपर्युक्त विषय पर जांच अधिकारी से प्राप्त जांच रिपोर्ट की एक प्रति श्री अजय कुमार शर्मा, मुख्य तकनिकि अधिकारी को अरोपित की जाती है। साथ ही आरोपित अधिकारी को यह निर्देश दिया जाता है कि वे इस जापन की प्राप्ति के 15 दिनों के भीतर अपना अभ्यावेदन या पक्ष यदि कोई है तो लिखित रूप में अनुशासनिक प्राधिकारी को प्रस्तुत करें।

A Copy of the Inquiry Report received from the Inquiry Officer on the above mentioned subject is forwarded to Shri Ajay Kumar Sharma, Chief Technical Officer as per Rule 15(2) of CCS (CCA) Rules, 1965 with a direction to the Charged Official to submit representation or submission if any in writing to the Disciplinary Authority within 15 days of the receipt of this memorandum, if he wishes to do so.

अनुलग्नक: यथोपरि।

Encl: As above

जोगिन्द्र

(जोगिन्द्र कुमार/ JOGINDER KUMAR)

प्रशासनिक अधिकारी (अ) / ADMINISTRATIVE OFFICER (A)

8/2/12

श्री अजय कुमार शर्मा, मुख्य तकनिकि अधिकारी Shri Ajay Kumar Sharma, Chief Technical Officer	श्री अजय कुमार शर्मा, मुख्य तकनिकि अधिकारी Shri Ajay Kumar Sharma, Chief Technical Officer
Through:- Professor-In-Charge, Central Animal Facility, AIIMS	E-6A/ 228, Sangam Vihar, New Delhi-110062
<i>Jayesh Jaiswal</i> 01/2/2012	ED684242447 IN. <i>02/2/12</i>



ANNEXURE - G

25.4.2022

1148

To  
The M.L.  
A.I.I.M.S.  
New Delhi 29

A.I.I.M.S.  
M.L. Office  
1035  
26/4/22  
Date

Through proper channel  
Subject -> Sanction earn leave from 18-1-2022 to 18-4-2022

Sir,

Reference no. F-06-08/1990 CDH (H) I had not joined duty for Central Animal Facility as C.T.O. I was given application for the duty remain for Main Blood Bank AIIMS. After 3 months Administration repeated my duty for Main Blood Bank and given show cause for duty for Central animal facility, I had joined duty on the dated 19.4.2022 for Central Animal Facility.

Kindly sanctioned earned leave from 18-1-2022 to 18.4.2022 as on transfer for joining duty.

Thank you

Yours sincerely

A.K. Sharma  
C.T.O.

Ajay K. Sharma  
C.T.O.  
Central Animal Facility

A.I.I.M.S

Forwarded with remarks that Mr. Ajay Kumar Sharma C.T.O join the duty at CAF w.e.f 19/04/22 (F.N). During period of 18/01/22 to 18/04/22 absent from duty. For your kind information and take n/s against

Dr. Pradip Kumar  
Dr. Binay Kumar  
Dr. Anurag Kumar  
Dr. Anil Kumar  
Dr. Anil Kumar  
Dr. Anil Kumar

Dr. Shyam Soren Chaudhary  
Dr. Shyam Soren Chaudhary  
Dr. Shyam Soren Chaudhary  
Dr. Shyam Soren Chaudhary  
Dr. Shyam Soren Chaudhary  
Dr. Shyam Soren Chaudhary



Shri Ajay Kumar Sharma, Chief Technical Officer has been charge sheeted vide memo No.06-08/2009-Estt.(H) on 18.07.2022 (F/A) under Rule 14 of the CCS (CCA) Rules 1965 calling upon him to answer the following article of charge :-

ARTICLE OF CHARGE

That the said Shri Ajay Kumar Sharma while working as Chief Technical Officer in this Institute had remained willfully and unauthorisedly absent from duty w.e.f. 18.01.2022 to 18.04.2022 without prior permission or sanction of leave by the competent authority. He has neither responded to recall notice issued to him vide memorandum No.06-08/1990-Estt.(H) dated 05.03.2022 & show cause notice dated 05.04.2022, within the time period stipulated in the Show Cause notice nor joined the duties within the stipulated time period.

By his act of unauthorized absence, Shri Ajay Kumar Sharma, Chief Technical Officer has shown disobedience and has failed to maintain devotion to duty and is not amenable to discipline and has acted in a manner which is unbecoming of an Institute employee. Shri Ajay Kumar Sharma, Chief Technical Officer has contravened Rule 3 (1) (ii), (iii) & (xviii) of the CCS (Conduct) Rules, 1964 as applicable to the employees of the Institute.

IMPUTATION OF ARTICLE OF CHARGE

Shri Ajay Kumar Sharma, Chief Technical Officer was transferred from Main Blood Bank, Deptt. of Transfusion Medicine to Department of Central Animal Facility vide OM No. 1-27/2020-Estt.(RCT) dated 11.01.2022. In compliance to the aforementioned OM, Shri Ajay Kumar Sharma was relieved from Main Blood Bank on 17th January 2022 (A/N) vide memorandum No.F. 06-08/1990-Estt.(H) dated 19.01.2022.

It was reported by Administrative Officer (Recruitment Cell) on 12.02.2022 that Shri Ajay Kumar Sharma, Chief Technical Officer has not joined the Department of Central Animal Facility and was absent from duty w.e.f. 18.01.2022.

An absent report dated 03.03.2022 was also received from Professor Incharge Deptt. of Central Animal Facility that Shri Ajay Kumar Sharma has not joined his duty in Deptt. of Central Animal Facility. Accordingly, he was directed to join his duty immediately and submit his explanation, vide memo No.F.-06-08/1990-Estt.(H) dated 05.03.2022, but he neither reported for duty nor submitted any explanation.

Subsequently, a Show Cause Notice dated 05.04.2022 was issued to him as to why disciplinary action should not be initiated against him.

All the correspondences were sent on his available address in the service book, but Shri Ajay Kumar Sharma, Chief Technical Officer has failed to comply with the orders of this office and continued to remain absent from his duty unauthorisedly for 91 days 18.01.2022 to 18.04.2022 and he joined his duty on 19.04.2022 in Central Animal Facility.

Shri Ajay Kumar Sharma, Chief Technical Officer by his above stated conduct, has failed to maintain devotion to duty and is not amenable to discipline and has thereby contravened Rule 3 (1) (ii), (iii) & (xviii) of the C.C.S. (Conduct) Rules, 1964 read with the Regulation 33 (2) of the AIIMS Regulations, 2019 (as amended from time to time).

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Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital was asked to submit his written statement of defence on charge sheet issued to her within 10 days, the reply was received from him on 22.07.2022 (F/B) which was considered by competent authority the same was not satisfactory and Shri Padam Singh, F&CAO, IRCH was appointed as an Inquiry Officer (F/C) and Shri Trilok chand, Accounts Officer, C.N. Centre was appointed as Presenting Officer (F/D) by the President, AIIMS vide order No.F. 06-08/2009-Estt.(H) w.e.f. 14.10.2022 respectively to inquire into the charges levelled/framed against the charged official Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital. The Inquiry Report after conducting the inquiry was received from Shri Padam Singh, F&CAO, IRCH and Inquiry Officer in the Disciplinary case of Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital, AIIMS on 29.12.2022. (F/E)

### PRELIMINARY HEARING AND REGULAR HEARING

The first Preliminary Hearing was held on 14.11.2022 at 10.30 am in the office of undersigned, AIIMS, New Delhi. The Charge Official had denied that he has not received the copy of the Charge Sheet along the relevant documents issued by the Competent Authority.

The CO was therefore provided photocopy of the Order No. F. 06-08/2009- Estt(H) dated 14.10.2022 along with copies of the following documents.

1. Memo. No. F.06-08/2009-Estt.(H) dated 18.07.2022 along with Annexure-I,II,III and IV.
2. Transfer/ Posting order no. F. 1-27/2020- Estt. (RCT) PF dated 11.01.2022.
3. Relieving Memo. No. F.06-08/1990- Estt.(H) dated 19.01.2022.
4. Absentee report dated 12.02.2022 received from Admn. Officer (Recruitment Cell)
5. OM issued to CO on 05.03.2022 to report for duty immediately.
6. Show Case Notice issued to CO on 05.04.2022 to submit the explanation.
7. Application dated 25.04.2022 for grant of EL from 18.01.2022-18.04.2022 and joining on 19.04.2022 in Central Animal Facility.

The PH postponed with instruction to CO to come prepared on the next of Preliminary Hearing on 22.11.2022 at 11.00 am.

The Second Preliminary Hearing was held in the subject case on 22<sup>nd</sup> November, 2022 at 11.00am in the office of Inquiry Authority. The Inquiry Officer asked the CO as to whether the charges framed against him is understood by him? He has stated that he understood the charges framed against him. On a specific query by Inquiry Officer, as to whether he is admitting the charges or denying, he has stated that he had agreed with the rules and each articles of charges, he had not denying the charges.

The inquiry had been completed after the charges admitted by Charged Official. Accordingly, now Inquiry had been closed with the consent of PO & CO. PO had been directed to submit a brief report in this case within one week from the date of above hearing i.e. by 29<sup>th</sup> November, 2022 to Inquiry Authority and copy to CO also. CO had been asked to submit his reply on brief report submitted by PO by 6<sup>th</sup> December, 2022.

### SUBMISSION OF WRITTEN BRIEF BY THE P.O.

The PO had submitted his written brief on 15.12.2022 on behalf of management with a copy endorsed to the CO in which he summarized the inquiry proceeding and concluded that the charge Sustained against him in Charge Sheet dated 18<sup>th</sup> July, 2022.

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**SUBMISSION OF WRITTEN BRIEF BY THE C.O.**

Mr. Ajay Kumar Sharma, C.O. to submit Written Brief in his defense was received from him on 26<sup>th</sup> December, 2022 which was also taken on record. He was informed that "sorry for delay joining of AIIMS Central Animal Facility due to experience".

**CONCLUSION**

As per above facts and brief note submitted by PO and CO, Mr. Ajay Kumar Sharma (CO) has admitted the charges framed against him the charges. Hence, the charges. Hence, the charge framed against CO Stands proved.

As per procedure laid down under Rule 15 of the CCS (CCA) Rules, 1965, Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital was supplied the copy of Inquiry Report on 06.02.2023 (F/F) for his representation or submission in writing to the Disciplinary Authority, if any. But no reply has been received from him till date.

Shri Ajay Kumar Sharma, Chief Technical Officer, Main Hospital joined the service of the Institute as Nursing Orderly w.e.f. 13.07.1990 and his date of birth as per service book is 05.03.1965. The brief of date and event as below:-

**Personal Information**

S.No	Event	Date
1	Name of employee	Shri Ajay Kumar Sharma,
2	Designation	Chief Technical Officer
3	Date of Birth	05.03.1965
4	Date of Appointment	13.07.1990
5	Date of Superannuation	31.03.2025
6	Charged Official Group	'A'
7	Pay Scale	Level-10(PB-3-Rs.15600-39100+5400 GP)

**Summary of Disciplinary proceedings**

S.No	Event	Date
1	Date of issue of call for duty memo/Show Cause Notice	05.03.2022 & 05.04.2022
2	Date of issue of charge-sheet under Rule 14	18.07.2022
3	Status of receipt of Charge sheet by charge official	Received
4	Date of receipt of defence from Charge official in response to charge-sheet	22.07.2022
5	Whether Charge Official accepted the charges or not	No
6	Date of appointment of Inquiry Officer	14.10.2022
7	Date of appointment of Presenting Officer	14.10.2022
8	Date of receipt of Inquiry Report	29.12.2022
9	Whether Charge Official attended the inquiry or proceedings held ex-parte.	C.O has attended the inquiry proceedings
10	Conclusion of Inquiry Report	Charges stand proved
11	Date of supply of Inquiry Report to Charged Official	06.02.2023
12	Status of receipt of Inquiry Report by Charge Official	By Post Local address- received back from postal authority with remarks insufficient address.
		In-hand through O/I Received on 06.12.2022 through Professor-in-charge, Central Animal Facility, AIIMS

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13	Date of receipt of representation by Charge Official in response to Inquiry Report	No reply received
14	In case of unauthorized absence, whether Charged Official joined his/her duty during the course of disciplinary proceedings or not. If yes, specify the date.	He was absent from 18.01.2022 to 18.04.2022 and joined duty on 19.04.2022 at new place of posing. (R/G)
16	Penalties which can be awarded on issue of charge sheet under Rule 14	All Penalties under Rule 11 of C.C.S (C.C.A) Rules 1965 (F/H)
17	Disciplinary Authority in terms of Schedule-II of AIIMS Regulations, 2019	Governing Body of the Institute (F/I)

P 3094520

Shri Ajay Kumar Sharma, Chief Technical Officer is a Group 'A' employee and he was charge sheeted under Rule 14 of CCS (CCA) Rules, 1965 for all penalties. In terms of Schedule-II of AIIMS Regulations 2019, The Governing Body of the Institute is the Disciplinary Authority of Group 'A' posts for all penalties.

The above case is submitted to the President, AIIMS being the chairman of Governing Body of the Institute (i.e. Disciplinary Authority) for consideration and imposition of the penalty, if any.

Submitted please.

RECEIVED  
7 MAY 2023

~~AAO(H)~~ 12/5/23  
~~R~~ 12/5/23  
~~A.O (H)~~ 12/5/23  
~~F/I (H)~~ 13/05/2023  
~~MS (H)~~ 13/5  
~~C.A.O.~~  
 15/5/2023

RECEIVED  
16 MAY 2023  
AIIMS

~~Addl. Dir. Admin~~

~~Director~~

Submitted to Honourable President AIIMS New Delhi for imposition of penalty, please.  
16/5/23  
17/5/2023

O/o the Minister of H&FW  
 Computerised  
 FTS No. 3151154  
 Date 23/5/2023

Reference notes on pre-pages.

2. I have perused the file relating to departmental proceedings initiated under Rule 14 of CCS (CCA) Rules, 1965 against Shri Ajay Kumar Sharma, Chief Technical Officer, AIIMS on 28.07.2022 for remaining willfully and unauthorisedly absent from duty w.e.f. 18.01.2022 to 18.04.2022 without permission or sanction of leave by the Competent Authority and neither responded to recall notice issued to him on 05.03.2022 and show cause dated 05.04.2022 within the stipulated time nor joined the duties within the stipulated time period.

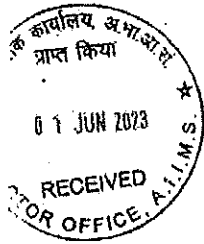
3. Shri Padam Singh, F & CAO, AIIMS was appointed as inquiry Officer to inquire into this case. Inquiry Officer submitted his findings vide report dated 29.12.2022 and concluded that the charge leveled against CO as "Proved". It is also observed that opportunities were provided to the CO during the inquiry proceedings, in the interest of natural justice. The Inquiry report was shared with the Charged officer for his representation, if any, on 06.02.2023. The Charged Officer did not submit any representation on the IO report. The case has now been submitted to me in the capacity of Chairman, General Body, AIIMS, for a decision on the penalty to be imposed on the CO before ratifying by General Body, AIIMS on the major penalty proceedings.

4. After going through the records, and facts and circumstances of the case, I am of the view that since the charges levelled against the CO has been proved in the disciplinary proceedings. In order to send a message to all that interest of the Institute is of primary importance for patient care and orders issued by the Institute are to be taken seriously and implemented, I consider that the ends of justice would be met in this case, if the penalty of 'reduction to a lower stage of pay of the post of Chief Technical Officer by one stage for a period upto 31.03.2025, with further directions that the said Shri Ajay Kumar Sharma, Chief Technical Officer will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty' is imposed on Shri Ajay Kumar Sharma, Chief Technical Officer, AIIMS. The case stands disposed off accordingly.



(Dr. Mansukh Mandaviya)  
Minister of Health & Family Welfare and  
President, AIIMS, New Delhi

Director, AIIMS, New Delhi



*De*  
*26/2/23*  
*MS(A)*

*26/2/23*

*ADH*  
*27/2*

*5/6/23*  
*Ms. Kapten, APD*  
*5/6/23*



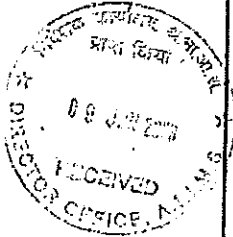
भारतीय चिकित्सा संस्थान  
असतो जायते  
A.I.I.M.S.

Reference from note page No.132:-

1154

P-3094520

As per the approval of the President (AIIMS) in the capacity of Chairman, Governing Body (AIIMS) & Disciplinary Authority on the note page No. 132, a fair order of penalty in respect of Shri Ajay Kumar Sharma, Chief Technical Officer is placed below for approval and signature please.



Sampat  
21/06/23

~~AAOKTU~~ 6/6/23

A.O.(H) 6/6/23

~~F/I(H) MS~~ 6/6/23

8/6

~~C.A.O.~~

7/6/2023

~~D.D(A) N.A.~~

13/6/2023

Director (AIIMS) 10/6/2023

12/6/23 Ms. Kavita, AAO

15/6/23  
Mr. Sanjay

Penalty order issued on 14/06/23

Sampat  
14/06/23  
Mr. Rajesh

## ALL INDIA INSTITUTE OF MEDICAL SCIENCES

Ansari Nagar, New Delhi-29

No.F. 06-08/2009-Estt.(H)

Date :- 4 JUN 2023

ORDER

WHEREAS Shri Ajay Kumar Sharma, Chief Technical Officer, was chargesheeted vide memo No.06-08/2009-Estt.(H) on 18.07.2022 under Rule 14 of the CCS (CCA) Rules 1965 with the following Article of charges:-

ARTICLE OF CHARGE

That the said Shri Ajay Kumar Sharma while working as Chief Technical Officer in this Institute had remained willfully and unauthorisedly absent from duty w.e.f. 18.01.2022 to 18.04.2022 without prior permission or sanction of leave by the competent authority. He has neither responded to recall notice issued to him vide memorandum No.06-08/1990-Estt.(H) dated 05.03.2022 & show cause notice dated 05.04.2022, within the time period stipulated in the Show Cause notice nor joined the duties within the stipulated time period.

By his act of unauthorized absence, Shri Ajay Kumar Sharma, Chief Technical Officer has shown disobedience and has failed to maintain devotion to duty and is not amenable to discipline and has acted in a manner which is unbecoming of an Institute employee. Shri Ajay Kumar Sharma, Chief Technical Officer has contravened Rule 3 (1) (ii), (iii) & (xviii) of the CCS (Conduct) Rules, 1964 as applicable to the employees of the Institute.

AND WHEREAS Chargesheet was served to Shri Ajay Kumar Sharma, Chief Technical Officer vide Memorandum No. 06-08/2009-Estt.(H) on 18.07.2022 with the direction to submit a written statement of defence. The written defense of Shri Ajay Kumar Sharma, Chief Technical Officer dated 22.07.2022, which was considered by the Competent Authority and not found satisfactory. A regular Inquiry was ordered by the Disciplinary Authority and Shri Padam Singh, F&CAO, IRCH, was appointed as a Inquiry Officer vide order No. 06-08/2009-Estt.(H) dated 14.10.2022 to inquire into the charge framed against him.

AND WHEREAS the Inquiry Officer after holding the inquiry submitted the report therein the charges framed against Shri Ajay Kumar Sharma, Chief Technical Officer were found to be proved.

AND WHEREAS a copy of the inquiry report was forwarded to Shri Ajay Kumar Sharma, Chief Technical Officer on 06.02.2023 with a direction that he may make representation or submission on the report of the inquiry officer in writing to the Disciplinary Authority but he failed to submit his reply within the stipulated time period of 15 days.

AND WHEREAS after having gone through the report of the Inquiry Officer and considering the evidence on record and the facts and circumstances of the case alongwith reply of the charged official, the President, AIIMS in the capacity of Chairman, Governing Body (AIIMS) and Disciplinary Authority for good and sufficient reasons has come to the conclusion that imposition of penalty of 'Reduction to a lower stage of pay of the post of Chief Technical Officer by one stage for a period upto 31.03.2025, with further directions that the said Shri Ajay Kumar Sharma, Chief Technical Officer will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty' on Shri Ajay Kumar Sharma, Chief Technical Officer would meet the ends of justice.

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NOW THEREFORE in exercise of powers vested with the Disciplinary Authority under Rule 15 of the CCS (CCA) Rules 1965 read with regulation 33(2) of the AIIMS Regulations 2019, the penalty of "Reduction to a lower stage of pay of the post of Chief Technical Officer by one stage for a period upto 31.03.2025, with further directions that the said Shri Ajay Kumar Sharma, Chief Technical Officer will not earn increments of pay during the period of such reduction and on the expiry of such period, the reduction will not have the effect of postponing the future increments of his pay, after imposition of penalty" is hereby imposed on Shri Ajay Kumar Sharma, Chief Technical Officer with immediate effect.

A copy of this order may be added to the Confidential Rolls of Shri Ajay Kumar Sharma, Chief Technical Officer.

For & on behalf of the  
Governing Body, AIIMS – Disciplinary Authority

*Prof. M. Srinivas*  
(PROF. M. SRINIVAS)  
Director, [AIIMS]

Shri Ajay Kumar Sharma, Chief Technical Officer

Through:-Professor-in-Charge, Central Animal Facility, AIIMS

Copy to :-

1. Accounts Section II & III (2298)
2. The ACR Cell (for ACR dossier of P/Concerned).
3. The personal file of the person concerned & Dealing Assistant
4. The Vigilance Cell, AIIMS, New Delhi
5. The Legal Cell, AIIMS, New Delhi
6. The Recruitment Cell, AIIMS, New Delhi.

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/32**

**To consider & ratify the imposition of penalty under CCS (CCA) Rules 1965 in respect of Mr. Satish Chand, Deputy Nursing Superintendent & Charged Official (Group "A")**

## NOTE FOR THE GOVERNING BODY

ITEM NO. GB-160/32

TO CONSIDER & RATIFY THE IMPOSITION OF PENALTY UNDER C.C.S (C.C.A) RULES 1965 IN RESPECT OF MR SATISH CHAND, DEPUTY NURSING SUPERINTENDENT & CHARGED OFFICIAL (GROUP "A").

### INTRODUCTION

Shri Satish Chand, Deputy Nursing Superintendent was charge sheeted vide memo No. 70-32/93-Estt.(H) on 23.03.2022 (Annexure-A) under Rule 14 of the CCS (CCA) Rules 1965 with the following article of charge:-

### ARTICLE OF CHARGE

संस्थान में कार्यरत श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ.संस्थान, नई दिल्ली को अपने पुनर्विवाह की सूचना कार्यालय में नहीं दिए जाने और अपने पारिवारिक जीवन की जिम्मेदारियों का पालन न करने का आरोपी पाया गया है।

श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ.संस्थान, नई दिल्ली द्वारा किया गया उनका अपर्युक्त आचरण अवहेलना को दर्शाया है तथा अपनी ड्यूटी के प्रति कार्यनिष्ठा बनाए रखने और अनुशासन के प्रति अपनी जवाबदेही में असफल रहे हैं तथा उनका यह व्यवहार जानबूझकर की गई अवज्ञा को दर्शाता है जिसके कारण वह संस्थान कर्मचारी होने के लायक नहीं हैं तथा तदनुसार श्री सतीश चन्द, उप परिचर्या अधीक्षक ने संस्थान के कर्मचारियों पर लागू केंद्रीय सिविल सेवा (आचरण) नियमावली, 1964 के नियम 3 (1), (ii), (iii) एवं (xviii) एवं आदेश 12 का उल्लंघन किया है।

### IMPUTATION OF ARTICLE OF CHARGE

श्रीमति पुनीत कुमारी पत्नी श्री सतीश चन्द उप परिचर्या अधीक्षक ने अपने पत्र दिनांक 22.03.2021 द्वारा यह सूचित किया जाता है कि वे सतीश चन्द की दूसरी पत्नी हैं और उनका विवाह उड़ीसा कोर्ट में हिंदी रीति रिवाज के अनुसार दिनांक 18.05.2010 को हुआ था। श्री सतीश चन्द ने अपने सेवा दस्तावेज में उनका नाम नहीं लिखवाया है। वे अपनी पत्नी के साथ नहीं रहते हैं और उनके प्रति अपनी जिम्मेदारियों को नहीं निभा रहे हैं।

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यह पाया गया कि सेवा पंजी के अनुसार श्री सतीश चन्द कार्यालय में अपने पुनर्विवाह की सूचना नहीं दी है और अपनी दूसरी पत्नी का नाम भी परिवार के विवरण के रूप में नहीं दिया है।

अतः श्री सतीश चन्द से इस कार्यालय ज्ञापन दिनांक 09.04.2021 द्वारा यह स्पष्टीकरण मांगा गया था कि उन्होंने अपने दूसरे विवाह की सूचना इस कार्यालय में क्यों नहीं दी तथा वह अपने निजी जीवन की जिम्मेदारियों का पालन क्यों नहीं कर रहे हैं।

श्री सतीश चन्द द्वारा उपरोक्त ज्ञापन का उत्तर न प्राप्त हो पर इस कार्यालय द्वारा एक अनुस्मारक दिनांक 13.05.2021 को जारी किया गया था।

श्री सतीश चन्द द्वारा लिखे अपने पत्र दिनांक 15.05.2021 द्वारा यह सूचित किया गया था कि 14.04.2021 से वे बीमार थे एवं उन्होंने 07.05.2021 को कार्य ग्रहण किया है और उन्होंने यह कहा था कि वे लॉक डाउन के पश्चात लीगल एडवाइजर से परामर्श के पश्चात अपना स्पष्टीकरण प्रस्तुत करेंगे।

श्री सतीश चन्द द्वारा उनके उत्तर दिनांक 01.06.2021 में यह स्वीकार किया है कि उड़ीसा में CISE में ASI के पद पर कार्यरत श्रीमति पुनीत कुमारी से उनका विवाह दिनांक 18.05.2010 को उड़ीसा कोर्ट में हुआ था। उन्होंने यह भी कहा कि उनका श्रीमति पुनीत कुमारी से कोई संबंध नहीं है और वे अपनी पारिवारिक पेंशन के लिए अपने मरने के बाद किसी को नामित नहीं करना चाहते हैं।

श्री सतीश चन्द को इस कार्यालय ज्ञापन दिनांक 02.11.2021 द्वारा यह पुनः पूछा गया था कि उन्होंने अपने पुनर्विवाह की सूचना कार्यालय में क्यों नहीं दी और क्या उनके द्वारा इस मामले में किसी न्यायालय में कोई केस किया गया है या नहीं। यदि मामला न्यायालय में लंबित है तो उससे संबंधित दस्तावेज भी कार्यालय में प्रस्तुत करें।

जापन दिनांक 02.11.2021 के उत्तर मे श्री सतीश चन्द ने अपने पत्र दिनांक 17.11.2021 के द्वारा यह बताया गया कि उनका पुनर्विवाह दिनांक 18.05.2010 को उड़ीसा में कार्ट मैरिज हुआ था और श्रीमति पुनीत कुमारी को CGHS सुविधा प्राप्त थी। श्रीमति पुनीत कुमारी का अपने सर्विस में स्थानान्तरण होता रहता था जिससे उन्हें मेडिकल सुविधा प्राप्त करने मे परेशानी नहीं हो इसीलिए उन्होंने EHS व सर्विस में नाम दर्ज नहीं कराया। उन्होने यह भी बताया कि उनके किसी भी न्यायालय में किसी भी प्रकार का कोई भी मामला लंबित नहीं है और न ही उनके पास न्यायालय से किसी प्रकार की सूचना प्राप्त हैं। परन्तु अपने इस उत्तर में भी उन्होंने अपने पुनर्विवाह की सूचना कार्यालय में न देने का कारण नहीं बताया।

इसी दौरान श्रीमति पुनीत कुमारी द्वारा दो और पत्र प्राप्त हुए जिसमें उन्होंने उनकी मेडिकल बुक बनवाने एवं अपने कार्यालय से मकान किराया भत्ता प्राप्त करने के लिए श्री सतीश चन्द को आबंटित सरकारी आवास की सूचना मांगी थी।

केन्द्रीय सिविल सेवा (आचरण) नियमावली, 1964 के नीचे दिए गए आदेश (12) के अनुसार, एक सरकारी कर्मचारी से यह अपेक्षा की जाती है कि वह अपने निजी जीवन में एक जिम्मेदार और सभ्य आचरण बनाये रखे और अपने दुराचार द्वारा अपनी सेवा में अपयश न लाए। अपनी पत्नी और परिवार की उपेक्षा करने पर सरकारी कर्मचारी के विरुद्ध अनुशासनात्मक कारवाई की जा सकती है।

श्री सतीश चन्द द्वारा दिए गए उत्तरों के अनुसार एवं समय पर उनकी पत्नी द्वारा माँगी गई जानकारी के अनुसार यह पता चलता है कि वे अपनी पत्नी के प्रति अपनी जिम्मेदारियों की उपेक्षा कर रहे हैं और चूँकि श्री सतीश चन्द द्वारा यह भी स्पष्ट कर दिया गया है कि किसी भी न्यायालय में कोई मामला लंबित नहीं है अतः उनका आचरण एक सरकारी कर्मचारी से अपेक्षित नहीं है और उनके विरुद्ध उपरोक्त नियम के अंतर्गत अनुशासनात्मक कारवाई करने के लिए पर्याप्त कारण है।

अतः श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा. आ. संस्थान, नई दिल्ली द्वारा किया गया उनका अपर्युक्त आचरण अवहेलना को दर्शाता है तथा अपनी झूठी के प्रति कार्यनिष्ठा बनाए रखने और अनुशासन के प्रति अपनी जवाबदेही में असफल रहे हैं तथा उनका यह व्यवहार जानबूझकर की गई अवज्ञा को दर्शाता है जिसके कारण वह संस्थान कर्मचारी होने के लायक नहीं हैं तथा तदनुसार श्री सतीश चन्द, उप परिचर्या अधीक्षक ने संस्थान के कर्मचारियों पर लागू केंद्रीय सिविल सेवा ; आचरणद्ध नियमावली, 1964 के नियम 3 (1) (ii) (iii) & (xviii) एवं आदेश सं. 12 का उल्लंघन किया है।

**DETAIL OF PROCEEDINGS:-**

The undersigned had fixed preliminary hearing on 27.9.2022 and subsequent hearings to conduct departmental inquiry in the matter. The details of the proceedings are as under:-

Preliminary hearing was held on 27.9.2022 and Shri R.K. Sharma, Presenting Officer Shri Satish Chand, Charged Officer were present. At the outset, the undersigned asked the charged official whether he received the charge sheet, read the same carefully and has understood the charges. To this, he replied that he received the charge sheet and understood the charges leveled against him. Then the undersigned asked whether he accepts the charges or denies them. To this he answered that he admits part of the charge that he had not informed the office about his re-marriage/second marriage. However, he denied the part relating to non-maintenance of his family responsibility towards his second wife. Since Shri Satish Chand denied to conduct enquiry in the case. The undersigned then asked the charged official whether he had faith in him or not. To this he replied that he has full faith in the Inquiring Authority.

The undersigned further asked the charged officer whether he would be engaging a defense assistant for his defense or would be defending himself. To this he stated that he would be defending his case himself. Shri Satish Chand also asked to submit list of additional documents and the witnesses, he would require for his defense on the next date of hearing. For the additional documents and witnesses, he is required to submit the details as per the following format:-

Sl.No	Description of document	Date and number, if available	Custodian of document	Relevance	Remarks
(1)	(2)	(3)	(4)	(5)	(6)

The details of the witnesses for the purpose of defence as per the following format:-

Sl. No	Name and Designation	Address for communication	Relevance	Remarks
(1)	(2)	(3)	(4)	(5)

The undersigned asked the CO that above lists should reach the undersigned by 30.9.2022 failing which it will be presumed that the charge officer does not require any document for his defence. The request will be examined and necessary action is being taken to procure the documents and allow defence witnesses which are considered relevant by the Inquiry Officer. Further during the course of preliminary hearing, it has been directed both PO and CO to carry out the inspection of documents on 30.9.2022 at 3.00 p.m. in the office of the President Officer i.e. Room No.7, CDER, AIIMS, New Delhi. Next date of hearing fixed for 3.10.2022 at 3.00 p.m.

Next hearing was held on 3rd October, 2022 at 3.00 p.m. as scheduled. Both Presenting Officer and charged official present during the course of hearing. They informed that they carried out inspections of documents on 30.9.2022 and the charged official satisfied with the documents. Further, the charged officer informed that he does not require any additional documents and not presenting any defence witnesses in support of his case.

Since the charged official satisfied with the documents provided to him, the listed documents as Annexure-III in charge sheet were taken on record and indexed as SD-1 to SD- 9. Thereafter it had been considered that regular hearing will be started and prosecution witness will be examined on next date of hearing. Next date of hearing fixed for 17.10.2022 and decided by the IA that prosecution witness Shri Rohan Bhardwaj, Jr. Administrative Assistant will be examined on the day.

As scheduled Regular Hearing was held on 17th October, 2022 at 3.00 A.M. Both Presenting Officer and Charged official present during the course of hearing. Prosecution witnesses Shri Rohan Bhardwaj also present during the course of hearing. The Presenting Officer conducted examination-in-chief of the witness whereby he asked questions related to the charges/listed documents by the PO and the answers given by the witness were recorded verbatim. The charged officer did not carry out cross examination of the witness. The deposition of the witness was signed by the witness and the inquiry authority and a copy of the same was provided to the Presenting Officer and the charged officer.

After day's proceeding, the Inquiring Authority informed to the charged official that on next date of hearing, his general examination will be done. Next date of hearing fixed for 2.11.2022 at 3.00 p.m.

Hearing held on 2.11.2022 as scheduled. During the course of proceeding, the charged officer requested to give some time to present his defence witness/s to defend his case. Considering giving reasonable opportunity to defend case by Charged Officer, the IA gave 10 days time to submit the name of defence witness/s by the CO. It was made clear to CO in case he fails to produce any defence witness within given time, his general examination will be done on next date of hearing.

The charged officer not submitted any name/list of his defence witness. Therefore, next hearing was held on 19.1.2022. During the course of proceeding, the CO informed that he has no defence witness to produce and the case from his side may be treated closed. Since the case from prosecution side had already been closed, general examination of the charged officer conducted by the IA. In general examination, the undersigned asked the CO to state what was the circumstance which led to this situation against him? In response he stated that he had not informed about his second marriage to the office formally and there has complaint against him for not providing maintenance to his wife. He further informed during general examination that after his divorce in first marriage, his second marriage took place on 18.5.2010. He was not aware for informing the office about second marriage. Further the case for divorce in second marriage is pending in Saket Court.

Thereafter the Presenting Officer has been directed to submit his written brief within a period of seven days and sent it to the Inquiring Authority with a copy of the same to the charged officer. The charged officer would acknowledge the receipt of the written brief of the Presenting Officer to the IA and submit his defence brief within one week of the receipt of the written brief of the PO to the IA.

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**WRITTEN BRIEF OF THE PRESENTING OFFICER:-**

The Presenting Officer vide his letter dated 24.1.2023 has submitted his brief stating that all the listed documents were adduced before the Inquiry Officer and all prosecution witness were produced before the Inquiring Officer. On the basis of oral and written statement of the prosecution witness, the charged framed against the charged official Shri Satish Chand, Deputy Nursing Superintendent, Main Hospital AIIMS, New Delhi stands 'proved partly'.

**Written Submission by Charged Official:-**

Shri Satish Chand, Deputy Nursing Superintendent vide his letter dated 3.2.2023 submitted his brief stated about personality of his second wife, second marriage by fraud presently his case for divorce is pending in the court. He requested that he may be given time till his court is being finalized. It is relevant to submit here that after having gone through the written brief submitted by Shri Satish Chand, it is apparent that he has not submitted anything specific to charges leveled against him.

**ASSESSMENT OF CHARGE:-**

The Charged Officer, Shri Satish Chand was charged sheeted vide OM No.F.70-32/93- Estt.(Hosp.) dated 23.3.2022 for the charge that he found responsible of not informing office about his remarriage and not performing responsibilities towards his family life.

During the course of preliminary hearing, Shri Satish Chand not accepted charge fully and accordingly proceedings were held in this case.

During the course of proceedings, the documents listed in Annexure-II of the charged sheet issued on 23.3.2022 were taken into records.

After assessing all documentary evidence listed in the charge sheet, it has come across that one Smt. Punit Kumari made a complaint vide letter dated 22.3.2021 (exhibit SD- 1) against Shri Satish

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Chand claiming that she is second wife of Shri Satish Chand. They married on 18.5.2010 at Rourkela Orissa Court. Shri Satish Chand had not informed about his second marriage and not included her name for medical facilities from the hospital. He is not residing with her and not performing responsibilities towards her. She submitted copy of documents related to their court marriage.

Shri Satish Chand was asked by the office from time to time vide OM dated 9.4.2021 (Exhibit SD-2), 13.4.2021 (Exhibit SD-4), 2.11.2021 (Exhibit Sd-7) and 8.12.2022 (Exhibit SD-9) to explain his position. In response, Shri Satish Chand submitted his position in the matter vide his letters dated 15.5.2021 (Exhibit SD-5), 1.6.2021 ((Exhibit SD-6) and 17.11.2021 (Exhibit SD-7).

After evaluation of documentary evidence, it is apparent that Shri Satish Chand married to Smt. Punit Kumari on 18.5.2010 at Rourkela Orissa Court. He has also not mentioned her name in the details of family, nomination for Death Cum Retirement Gratuity, Family Pension and for benefits under the Central government employee's insurance scheme. He filed the said details in the office on 13.4.2021 (Exhibit SD-2).

From the above, it is established that Shri Satish Chand married to Smt. Punit Kumari on 18.5.2021 at Rourkela Orissa Court, but not informed the office about his second marriage. However, during the course of proceedings, it has been observed that there is no document/witness listed in the charge sheet to collaborate with the charge of not maintaining/performing responsibilities towards his wife by Shri Satich Chand. Prosecution witness has only confirmed during deposition about the complaint received by the office and memoranda issued to Shri Satish Chand by the office from time to time to explain his position and submission of replies by him in response. The Presenting Officer not produced any evidences oral or documentary that Shri Satish Chand not performing his responsibilities towards his family life/wife.

**FINDINGS:-**

On the basis of the overall assessment, analysis of entire document ary and oral evidence on records, taking into consideration all relevant facts, circumstances/documents/evidence on records, I reach

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to the conclusion that there is no evidence came across during proceedings before the undersigned relating not performing responsibilities towards his family life/wife by Shri Satish Chand, Deputy Nursing Superintendent, but he had not informed the office about his second marriage. He had even not given details of his second wife in family details/nominations submitted by him. Therefore, charges framed against Shri Satish Chand, Deputy Nursing Superintendent vide Memorandum No.F.70-32/93-Estt.(Hosp.) dated 23.3.2022 for violation of Rule 3(1) (ii) (iii)(xviii), (xix) and (xxi) of the CCS (Conduct) Rules, 1964, as applicable to employees of the Institute, is held as "Proved" to the extent that he had not informed the office about his second marriage.

As per procedure laid down under Rule 15 of the CCS (CCA) Rules, 1965, Shri Satish Chand, Deputy Nursing Superintendent, Main Hospital was supplied the copy of Inquiry Report on 06.02.2023 (Annexure-F) for his representation of defence in writing to the Disciplinary Authority on before imposing any penalty, if any.

**SUBMISSION / REPRESENTATION OF CHARGED OFFICIAL ON INQUIRY REPORT:-**

Sh. Satish Chand, Deputy Nursing Superintendent has submitted the following in his reply dated 03.04.2023:-

'I acknowledge receipt of the memorandum under reference dated March, 2023 with a copy of the Inquiry Report dated 04-12-2023 (copy enclosed for ready reference), received by me on 23rd March, 2023 through the Chief Nursing Officer, giving me an opportunity to submit my representation, if any, against the said inquiry report. In this regard it is stated that I have gone through the inquiry report and make my submission/representation with regard to the same as under for your kind and sympathetic consideration for grant of justice to me as I am innocent.

**ARTICLE OF CHARGE**

(Ref:- Pages No 1)

**IMPUTATION OF ARTICLE OF CHARGE**

(Ref:- Pages No 1 to 4)

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Rule under which charges have been framed against the Charged Officer for alleged violation of Rule 3 (1) (ii) (iii) & (xviii) of CCS (Conduct) Rules, 1964 and Order 12.

The charges leveled against me in the Article of Charge and my humble reply/submission against the same are enumerated below for your kind and sympathetic consideration for grant of justice to me as I am innocent.

Main charges:-

Charge No. 1

In his reply dated 01-06-2021 Shri Satish Kumar, Charged Officer admitted that he married Smt. Puneet Kumari on 18-05-2010 working as ASI in CISF, in an Orissa court. However, he did not get her name entered in his service records in the AIIMS for any EHS facilities or family pension after his death. Therefore, he did not maintain his family and thus he did not maintain absolute integrity towards his family.

My Humble Reply/Submission:-

As already submitted in writing vide my letter dated 01-06-2021 (copy enclosed for kind ready reference) and also stated during the course of inquiry proceedings the circumstances under which I was forced to marry Ms. Puneet Kumari which may kindly be referred to. As such, I do not have any intimate relationship with her. As since then as she is employed in a Govt organization in Orissa enjoying all facilities there and, therefore, I also did not intimate her particulars to the AIIMS administration for the purpose of seeking any EHS medical facility or her nomination for the purpose of any applicable family pension for her after my death.

Shri Satish Chand, Charged Officer did not intimate to the AIIMS regarding his second marriage.

My Humble Reply/Submission:-

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As already submitted in my reply dated 17.11.2021 (copy enclosed for kind ready reference) in response to Memo. dated 02.11.2021 and also stated during the course of inquiry proceedings, my second marriage took place on 18-05-2010 in a Orissa court with Ms. Puneet Kumari under the circumstances already stated above in my letter dated 01-06-2021, a copy of which is enclosed for your kind ready reference. As already stated in my letters dated 01-06-2021 and also in my letter dated 17-11-2021, she is already in government service in Orissa employed as ASI in CISF which is transferable, enjoying all CGHS facilities.

As already mentioned in my enclosed letter dated 17.11.2021, no case of any kind is pending against me in any court of law. Only our divorce case is going on in the Family Court Complex, Saket District Courts, New Delhi and the next date of hearing is fixed on 11.04.2023.

As regards the question of not intimating the Institute administration about my second marriage; it is again humbly submitted that as I am a healthcare professional, I was not aware that I have to intimate the AIIMS administration about my marriage. Therefore, the charge is humbly denied that either I did not intimate Institute administration intentionally about my second marriage or did not maintain absolute integrity towards my family.

Conclusion of the inquiry report.

1) Charge alleging non-maintaining absolute integrity towards maintenance of my family.

Clarification/submission:

As already amply explained in my various letters and also during the course of inquiry proceedings, there has been no instance of non-maintenance or lack of absolute integrity towards my family. Accordingly, the Presenting Officer in his Written Brief and also the Ld. Inquiry Officer in his Inquiry Report have not proved this allegation.

1) Charge regarding allegation of not informing the Institute administration regarding my second marriage.

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Clarification/Submission:-

Although with regard to the above charge the Presenting Officer as well as the Ld. Inquiry Officer have observed that the Article of Charge according to them is partly proved only to the extent that I did not inform the Institute about my second marriage, in this regard it is again reiterated that as my wife is already in government employment enjoying all facilities of CGHS etc., I did not need to request the Institute for any EHS medical facility for her and, therefore, could not intimate about my second marriage:

Also, as already submitted earlier, as I am a healthcare professional serving as Deputy Nursing Superintendent solely devoted to the patient care service, I did not know that I have in any case to compulsorily intimate the Institute regarding my marriage. In this regard it is further submitted that I have been serving the Institute sincerely, honestly with complete devotion to my duties and responsibilities since 1993 without any complaint regarding my work and conduct whatsoever. Now I have been left with only about three years of service to retire on superannuation.

HUMBLE PRAYER

In view of the facts and circumstances stated above it is, therefore, humbly prayed that justice may very kindly be granted to me by fully absolving me from the charges leveled against me in the Article of Charge, for which I shall remain ever grateful and indebted to you and the Institute for this act of kindness and justice.'

**Rule 3 of CCS (Conduct) Rules 1964, GOVERNMENT OF INDIA'S DECISION,**  
**12 states as under:- (F/H)**

**(12) Conduct of a Government servant in relation to the proper maintenance of his family-** Instances of failure of Government servants to look after the proper maintenance of their families have come to Government's notice. It has been suggested that a provision may be made in the Central Civil Services (Conduct) Rules, to enable Government to take action against those Government servants who do not look after their families properly.

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The question has been examined and it has been decided that it will not be possible to make such a provision in the Conduct Rules as it would entail administrative difficulties in implementing and enforcing it. However, a Government servant is expected to maintain a responsible and decent standard of conduct in his private life and not bring discredit to his service by his misdemeanours.

In cases where a Government servant is reported to have acted in a manner unbecoming of a Government servant, as for instance, by neglecting his wife and family, departmental action can be taken against him on that score without invoking any of the Conduct Rules. In this connection, a reference is invited to Rule 13 of the CCS (CCA) Rules, 1957 (now Rule 11), which specifies the nature of penalties that may, for good and sufficient reasons, be imposed on a Government servant. It has been held that neglect by a Government servant of his wife and family in a manner unbecoming of a Government servant may be regarded as a good and sufficient reason to justify action being taken against him under this rule.

**It should, however, be noted that in such cases the party affected has a legal right to claim maintenance. If any legal proceedings in this behalf should be pending in a Court of Law, it would not be correct for Government to take action against the Government servant on this ground as such action may be construed by the Court to amount to contempt.**

[G.I., M.H.A. O.M. No. 25/16/59-Ests. (A), dated the 1<sup>st</sup> September, 1956.]

Shri Satish Chand, Deputy Nursing Superintendent joined the service of the Institute as Sister Grade-II (Male) re-designated to Nursing Officer w.e.f. 01-07-1996 and his date of birth as per service book is 08.02.1966.

The brief of date and event as below:-

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Personal Information

S.No	Event	Date
1	Name of employee	Shri Satish Chand
2	Designation	Deputy Nursing Superintendent
3	Date of Birth	08.02.1966
4	Date of Appointment	01.07.1996
5	Date of Superannuation	28.02.2026
6	Charged Official Group	'A'
7	Pay Scale	Level-10(PB-3-Rs.15600-39100+5400 GP)

Summary of Disciplinary proceedings

S.No	Event	Date
1	Date of issue of call for duty memo/Show Cause Notice	09.04.2021,02.11.2021 and 08.12.2021
2	Date of issue of charge-sheet under Rule 14	23.03.2022
3	Status of receipt of Charge sheet by charge official	Received
4	Date of receipt of defence from Charge official in response to charge-sheet	01.04.2022
5	Whether Charge Official accepted the charges or not	C.O not accepted the charges.
6	Date of appointment of Inquiry Officer	21.07.2022
7	Date of appointment of Presenting Officer	21.07.2022
8	Date of receipt of Inquiry Report	04.02.2023
9	Whether Charge Official attended the inquiry or proceedings held ex-parte.	Yes- C.O attended the proceedings.
10	Conclusion of Inquiry Report	Charges stand proved
11	Date of supply of Inquiry Report to Charged Official	22.03.2023

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12	Status of receipt of Inquiry Report by Charge Official	By Post	Local address- received back from postal authority with remarks that item returned No such person in the address.
		In-hand through O/I	Received on 22.03.2023
13	Date of receipt of representation by Charge Official in response to Inquiry Report	03.04.2023	
14	In case of unauthorized absence, whether Charged Official joined his/her duty during the course of disciplinary proceedings or not. If yes, specify the date.	N/A	
15	Any Legal proceeding is pending in the court of Law	Yes- Family Court Saket Court, Delhi	
16	Penalties which can be awarded on issue of charge sheet under Rule 14	All Penalties under Rule 11 of C.C.S (C.C.A) Rules 1965	
17	Disciplinary Authority in terms of Schedule-II of AIIMS Regulations, 2019	Governing Body of the Institute	

Shri Satish Chand, Deputy Nursing Superintendent is a Group 'A' employee and he was charge sheeted under Rule 14 of CCS(CCA) Rules, 1965 for all penalties. In terms of Schedule-II of AIIMS Regulations 2019, The Governing Body of the Institute is the Disciplinary Authority of Group 'A' posts for all penalties.

Accordingly, the following is submitted:-

- o Mr. Satish Chand, Deputy Nursing Superintendent is a Group 'A' employee.

Regulation 33 of AIIMS Regulations 2019 which provides as under:-

<b>33. Conduct, discipline and penalties:-</b>
(1) The Central Civil Services (Conduct) Rules, 1964 as modified from time to time, shall apply to the employees of the Institute.

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<p>(2) Part IV (Suspension), Part V (Penalties and Disciplinary Authorities) Part VI (Procedure for imposing penalties), Part VII (Appeals) and Part VIII (Review) of the Central Civil Service (Classification, Control and Appeal) Rules, 1965 as modified from time to time, shall apply to the employees of the Institute:</p> <p>Provided that for the purpose of this regulation, -</p>
<p>(a) Group A, Group B, Group C and D post in the Institute shall correspond to the Central Civil Services Group A, Group B, Group C and Group D post respectively;</p>
<p>(b) The Appointing Authority, the disciplinary Authority for the realities that may be imposed and the Appellate Authority for the various posts in the Institute shall be as prescribed in Schedule-II;</p>
<p>(c) In respect of Central or State Government servants borrowed by the Institute, the provision respectively of Rules 20 and 21 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 shall apply and the Institute shall exercise the functions of the Central or State Government, as the case may be, for the purpose of these rules;</p>
<p>(d) No consultation with the Union Public Service Commission shall be necessary in any case.</p>

In terms of Schedule-II of the AIIMS Regulations 2019, the Governing Body is the Appointing Authority for Group 'A' posts of the Institute. The note for imposition of penalty has been recorded by the Chairman of Governing Body, AIIMS, New Delhi on Note page -110.

**OBSERVATION OF PRESIDENT (AIIMS) IN CAPACITY OF CHAIRMAN, G.B.:-**

“After going through the records, and facts and circumstances of the case, I find that even though the Officer ought to have intimated about his second marriage and thus violated the Conduct Rules applicable to him, taking into consideration his divorce proceedings are pending in Saket District Court,

Contd..17..

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New Delhi and the charges levelled against the CO has been found to be partially proved in the disciplinary proceedings, I consider that the ends of justice would be met in this case, if the penalty of withholding his increment for one year is imposed on the said Shri Satish Chand, Deputy Nursing Superintendent, AIIMS. The case stands disposed off accordingly.”

**ADMINISTRATIVE COMMENTS:-**

In terms of Schedule-II of AIIMS Regulations, 2019, the Chairman of Governing Body of the Institute has imposed a penalty of '*withholding of his increment for one year*' against Shri Satish Chand, Deputy Nursing Superintendent in exercise of powers vested with the Disciplinary Authority under Rule 15 of the CCS (CCA) Rules, 1965 read with regulation 33(2). The same has been communicated vide an Order dated 14.06.2023. The disciplinary case is thus placed before the Governing Body for ratification of the decision of imposition of the said penalty against Shri Satish Chand, Deputy Nursing Superintendent at AIIMS, New Delhi.

**APPROVAL SOUGHT:-**

The penalty of '*withholding of his increment for one year*' against Shri Satish Chand, Deputy Nursing Superintendent under Rule 15 of the CCS (CCA) Rules, 1965 read with regulation 33(2) may be ratified / approved by the Governing Body of the Institute.



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अखिल भारतीय आयुर्विज्ञान संस्थान  
अंसारी नगर नई, दिल्ली -110029  
स्थापना अनुभाग (अस्पताल)

3

फा.सं-70-32/93 स्था. (अस्प.)

दिनांक :

ज्ञापन

23 MAR 2022

1. अनुशासनिक प्राधिकारी द्वारा श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ.संस्थान, नई दिल्ली के विरुद्ध केंद्रीय सिविल सेवा (वर्गीकरण, नियंत्रण एवं अपील) नियमावली 1965 के नियम 14 के अंतर्गत जाँच करने का प्रस्ताव किया जाता है। जिन कदाचार अथवा दुर्यवहार के आरोप के विषय में जाँच करना प्रस्तावित है, आरोप के उन्हीं अनुच्छेदों का विवरण संलग्न किया गया है (संलग्नक-1)। आरोप के प्रत्येक अनुच्छेद के पक्ष में कदाचार अथवा दुर्यवहार के आरोपों का विवरण संलग्न है (संलग्नक-2)। उन दस्तावेजों की एक सूची एवं गवाहों की एक सूची भी संलग्न है जिनके द्वारा आरोप के अनुच्छेद साबित करना प्रस्तावित है (संलग्नक-3)।
2. श्री सतीश चन्द, उप परिचर्या अधीक्षक, को निदेश दिया जाता है कि वे इस ज्ञापन की प्राप्ति के 10 दिनों के भीतर अपने बचाव में लिखित बयान प्रस्तुत करें और यह भी बताएं कि क्या वह व्यक्तिगत रूप से सुनवाई की इच्छुक हैं।
3. उन्हें सूचित किया जाता है कि आरोप के केवल उन्हीं अनुच्छेदों के विषय में जाँच की जाएगी, जिन्हें स्वीकार नहीं किया गया है। अतः उन्हें आरोप के प्रत्येक अनुच्छेद को स्पष्ट रूप से स्वीकार या अस्वीकार करना होगा।
4. श्री सतीश चन्द, उप परिचर्या अधीक्षक, को यह भी सूचित किया जाता है कि यदि वे उपर्युक्त अनुच्छेद 2 में निर्दिष्ट की गई तारीख को या उससे पहले अपने बचाव में अपना लिखित बयान पेश नहीं करते हैं या व्यक्तिगत रूप से जाँच प्राधिकारी के सामने उपस्थित नहीं होते हैं या अन्यथा केंद्रीय सिविल सेवा (वर्गीकरण, नियंत्रण एवं अपील) नियमावली 1965 के नियम 14 के प्रावधानों या उक्त नियम के तहत जारी आदेशों/निर्देशों का अनुपालन करने में असफल रहते हैं या मना करते हैं तो जाँच प्राधिकारी उनके विरुद्ध एकतरफा जाँच कर सकते हैं।
5. श्री सतीश चन्द, उप परिचर्या अधीक्षक, का ध्यान केंद्रीय सिविल सेवा (आचरण) नियमावली, 1964 के नियम 20 की ओर आकर्षित किया जाता है जिसके अंतर्गत कोई भी सरकारी कर्मचारी अपने सरकारी सेवा संबंधी मामलों के विषय में अपने हितों के लिए किसी वरिष्ठ प्राधिकारी पर किसी प्रकार का राजनीतिक या बाहरी प्रभाव नहीं डालेगा अथवा प्रभाव डलवाने का प्रयास नहीं करेगा। यदि इस कार्यवाही से संबंधित किसी विषय पर किसी अन्य व्यक्ति की ओर से इस संबंध में उनकी तरफ से कोई प्रतिवेदन प्राप्त होता है तो यह माना जाएगा कि श्री सतीश चन्द, उप परिचर्या अधीक्षक, ऐसे प्रतिवेदन से परिचित हैं और यह सब उनके कहने पर ही हुआ है तथा केंद्रीय सिविल सेवा (आचरण) नियमावली, 1964 के नियम 20 के उल्लंघन हेतु उनके विरुद्ध कार्रवाई की जाएगी।
6. कृपया इस ज्ञापन की पावती दें।

अध्यक्ष (एम्स) एवं अनुशासनिक प्राधिकारी के  
आदेश पर और उनकी ओर से

डॉ. रणदीप गुलेरिया  
22/3/22

(डॉ. रणदीप गुलेरिया)

निदेशक (एम्स), नई दिल्ली

1. श्री सतीश चन्द, उप परिचर्या अधीक्षक,  
272, किराई मंज रेजीमेंट बाजार  
मेरठ कैंट उत्तर प्रदेश
2. श्री सतीश चन्द, उप परिचर्या अधीक्षक  
द्वारा: मुख्य परिचर्या अधिकारी (अस्प.)

श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ. संस्थान, नई दिल्ली के विरुद्ध लगाए गए आरोप के शीर्षक का विवरण।

संस्थान में कार्यरत श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ. संस्थान, नई दिल्ली को अपने पुनर्विवाह की सूचना कार्यालय में नहीं दिए जाने और अपने पारिवारिक जीवन की जिम्मेदारियों का पालन न करने का आरोपी पाया गया है।

श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ. संस्थान, नई दिल्ली द्वारा किया गया उनका अपर्युक्त आचरण अवहेलना को दर्शाता है तथा अपनी ड्यूटी के प्रति कार्यनिष्ठा बनाए रखने और अनुशासन के प्रति अपनी जवाबदेही में असफल रहे हैं तथा उनका यह व्यवहार जानबूझकर की गई अवज्ञा को दर्शाता है जिसके कारण वह संस्थान कर्मचारी होने के लायक नहीं हैं तथा तदनुसार श्री सतीश चन्द, उप परिचर्या अधीक्षक ने संस्थान के कर्मचारियों पर लागू केंद्रीय सिविल सेवा (आचरण) नियमावली, 1964 के नियम 3(1) (ii) (iii) & (xviii) एवं आदेश 12 का उल्लंघन किया है।

अध्यक्ष (एम्स) एवं अनुशासनिक प्राधिकारी के आदेश पर और उनकी ओर से

डॉ. रणदीप गुलेरिया  
22/2/22

(डॉ. रणदीप गुलेरिया)  
निदेशक, (एम्स), नई दिल्ली

श्री सतीश चन्द, उप. परिचर्या अधीक्षक, अ.भा.आ.संस्थान, नई दिल्ली पर लगाए गए कदाचार व अवचार के समर्थन में आरोपो का विवरण।

श्रीमति पुनीत कुमारी पत्नी श्री सतीश चन्द उप परिचर्या अधीक्षक ने अपने पत्र दिनांक 22.03.2021 द्वारा यह सूचित किया जाता है कि वे सतीश चन्द की दूसरी पत्नी हैं और उनका विवाह उड़ीसा कोर्ट में हिंदी रीति रिवाज के अनुसार दिनांक 18.05.2010 को हुआ था। श्री सतीश चन्द ने अपने सेवा दस्तावेज में उनका नाम नहीं लिखवाया है। वे अपनी पत्नी के साथ नहीं रहते हैं और उनके प्रति अपनी जिम्मेदारियों को नहीं निभा रहे हैं।

यह पाया गया कि सेवा पंजी के अनुसार श्री सतीश चन्द कार्यालय में अपने पुनर्विवाह की सूचना नहीं दी है और अपनी दूसरी पत्नी का नाम भी परिवार के विवरण के रूप में नहीं दिया है।

अतः श्री सतीश चन्द से इस कार्यालय ज्ञापन दिनांक 09.04.2021 द्वारा यह स्पष्टीकरण माँगा गया था कि उन्होंने अपने दूसरे विवाह की सूचना इस कार्यालय में क्यों नहीं दी तथा वह अपने निजी जीवन की जिम्मेदारियों का पालन क्यों नहीं कर रहे है।

श्री सतीश चन्द द्वारा उपरोक्त ज्ञापन का उत्तर न प्राप्त हो पर इस कार्यालय द्वारा एक अनुस्मारक दिनांक 13.05.2021 को जारी किया गया था।

श्री सतीश चन्द द्वारा लिखे अपने पत्र दिनांक 15.05.2021 द्वारा यह सूचित किया गया था कि 14.04.2021 से वे बीमार थे एवं उन्होंने 07.05.2021 को कार्य ग्रहण किया है और उन्होंने यह कहा था कि वे लॉक डाउन के पश्चात लीगल एडवाइजर से परामर्श के पश्चात अपना स्पष्टीकरण प्रस्तुत करेंगे।

श्री सतीश चन्द द्वारा उनके उत्तर दिनांक 01.06.2021 में यह स्वीकार किया है कि उड़ीसा में CIFS में ASI के पद पर कार्यरत श्रीमति पुनीत कुमारी से उनका विवाह दिनांक 18.05.2010 को उड़ीसा कोर्ट में हुआ था। उन्होंने यह भी कहा कि उनका श्रीमति पुनीत कुमारी से कोई संबंध नहीं है और वे अपनी पारिवारिक पेंशन के लिए अपने मरने के बाद किसी को नामित नहीं करना चाहते हैं।

श्री सतीश चन्द को इस कार्यालय ज्ञापन दिनांक 02.11.2021 द्वारा यह पुनः पूछा गया था कि उन्होंने अपने पुनर्विवाह की सूचना कार्यालय में क्यों नहीं दी और क्या उनके द्वारा इस मामले में किसी न्यायालय में कोई केस किया गया है या नहीं। यदि मामला न्यायालय में लंबित है तो उससे संबंधित दस्तावेज भी कार्यालय में प्रस्तुत करें।

ज्ञापन दिनांक 02.11.2021 के उत्तर में श्री सतीश चन्द ने अपने पत्र दिनांक 17.11.2021 के द्वारा यह बताया गया कि उनका पुनर्विवाह दिनांक 18.05.2010 को उड़ीसा में कार्ट मैरिज हुआ था और श्रीमति पुनीत कुमारी को CGHS सुविधा प्राप्त थी। श्रीमति पुनीत कुमारी का अपने सर्विस में स्थानान्तरण होता रहता था जिससे उन्हें मेडिकल सुविधा प्राप्त करने में परेशानी नहीं हो इसीलिए उन्होंने EHS व सर्विस में नाम दर्ज नहीं कराया। उन्होंने यह भी बताया कि उनके किसी भी न्यायालय में किसी भी प्रकार का कोई भी मामला लंबित नहीं है और न ही उनके पास न्यायालय से किसी प्रकार की सूचना प्राप्त है। परन्तु अपने इस उत्तर में भी उन्होंने अपने पुनर्विवाह की सूचना कार्यालय में न देने का कारण नहीं बताया।

इसी दौरान श्रीमति पुनीत कुमारी द्वारा दो और पत्र प्राप्त हुए जिसमें उन्होंने उनकी मेडिकल बुक बनवाने एवं अपने कार्यालय से मकान किराया भत्ता प्राप्त करने के लिए श्री सतीश चन्द को आबंटित सरकारी आवास की सूचना मांगी थी।

केन्द्रीय सिविल सेवा (आचरण) नियमावली, 1964 के नीचे दिए गए आदेश (12) के अनुसार, एक सरकारी कर्मचारी से यह अपेक्षा की जाती है कि वह अपने निजी जीवन में एक जिम्मेदार और सभ्य आचरण बनाये रखे और अपने दुराचार द्वारा अपनी सेवा में अपयश न लाए। अपनी पत्नी और परिवार की उपेक्षा करने पर सरकारी कर्मचारी के विरुद्ध अनुशासनात्मक कारवाई की जा सकती है।

श्री सतीश चन्द द्वारा दिए गए उत्तरों के अनुसार एवं समय पर उनकी पत्नी द्वारा माँगी गई जानकारी के अनुसार यह पता चलता है कि वे अपनी पत्नी के प्रति अपनी जिम्मेदारियों की उपेक्षा कर रहे हैं और चूँकि श्री सतीश चन्द द्वारा यह भी स्पष्ट कर दिया गया है कि किसी भी न्यायालय में कोई मामला लंबित नहीं है अतः उनका आचरण एक सरकारी कर्मचारी से अपेक्षित नहीं है और उनके विरुद्ध उपरोक्त नियम के अंतर्गत अनुशासनात्मक कारवाई करने के लिए पर्याप्त कारण है।

अतः श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ.संस्थान, नई दिल्ली द्वारा किया गया उनका अपर्युक्त आचरण अवहेलना को दर्शाता है तथा अपनी ड्यूटी के प्रति कार्यनिष्ठा बनाए रखने और अनुशासन के प्रति अपनी जवाबदेही में असफल रहे हैं तथा उनका यह व्यवहार जानबूझकर की गई अवज्ञा को दर्शाता है जिसके कारण वह संस्थान कर्मचारी होने के लायक नहीं हैं तथा तदनुसार श्री सतीश चन्द, उप परिचर्या अधीक्षक ने संस्थान के कर्मचारियों पर लागू केन्द्रीय सिविल सेवा ; आचरण नियमावली, 1964 के नियम 3(1) (ii) (iii) & (xviii) एवं आदेश सं.12 का उल्लंघन किया है।

अध्यक्ष (एम्स) एवं अनुशासनिक प्राधिकारी के  
आदेश पर और उनकी ओर से

२ १/१२/२२

(डॉ रणदीप गुलेरिया)

निदेशक (एम्स), नई दिल्ली

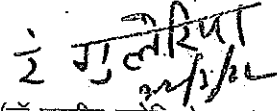


उन दस्तावेजों एवं गवाहों की सूची जिनके द्वारा श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ.संस्थान, नई दिल्ली के विरुद्ध आरोप का अनुच्छेद लगाया गया है।

दस्तावेजों की सूची:

1. श्रीमति पुनीत कुमारी, पत्नी श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ. संस्थान द्वारा भेजा गया शिकायत पत्र दिनांक 22.03.2021 की प्रतिलिपि।
2. श्री सतीश चन्द को अ.भा.आ. संस्थान द्वारा दिनांक 09.04.2021 को ज्ञापन जारी किया गया।
3. श्री सतीश चन्द द्वारा प्राप्त नामांकन पत्र।
4. श्री सतीश चन्द को अ.भा.आ. संस्थान द्वारा दिनांक 13.05.2021 को अनुस्मारक जारी किया गया।
5. श्री सतीश चन्द द्वारा दिनांक 15.05.2021 को दिया गया स्पष्टीकरण।
6. श्री सतीश चन्द द्वारा दिनांक 01.06.2021 को दिया गया स्पष्टीकरण।
7. श्री सतीश चन्द को अ.भा.आ. संस्थान द्वारा दिनांक 02.11.2021 को ज्ञापन जारी किया गया।
8. श्री सतीश चन्द द्वारा दिनांक 17.11.2021 को दिया गया स्पष्टीकरण।
9. श्री सतीश चन्द को अ.भा.आ. संस्थान द्वारा दिनांक 08.12.2021 को कारण बताओ नोटिस जारी किया गया।

अध्यक्ष (एम्स) एवं अनुशासनिक प्राधिकारी के  
आदेश पर और उनकी ओर से

  
(डॉ रणदीप गुलेरिया)  
निदेशक (एम्स), नई दिल्ली

1179

8

संलग्नक- IV

उन गवाहों की सूची जिनके द्वारा श्री सतीश चन्द, उप परिचर्या अधीक्षक, अ.भा.आ.संस्थान, नई दिल्ली के विरुद्ध आरोप का अनुच्छेद लगाया गया है।

गवाहों की सूची:

1. श्री रोहन भारद्वाज, कनिष्ठ प्रशासनिक सहायक (JAA), स्थापना अनुभाग-(अस्प.), अ.भा.आ. संस्थान, नई दिल्ली।

अध्यक्ष (एम्स) एवं अनुशासनिक प्राधिकारी के  
आदेश पर और उनकी ओर से

डॉ. रणदीप गुलेरिया  
2/3/12

(डॉ. रणदीप गुलेरिया)  
निदेशक (एम्स), नई दिल्ली



-N/109-

1180

Contd...from pre-page:-

Shri Satish Chand, Deputy Nursing Superintendent is a Group 'A' employee and he was charge sheeted under Rule 14 of CCS(CCA) Rules, 1965 for all penalties. In terms of Schedule-II of AIIMS Regulations 2019, The Governing Body of the Institute is the Disciplinary Authority of Group 'A' posts for all penalties.

The above case is submitted to the President, AIIMS being the chairman of Governing Body of the Institute (i.e. Disciplinary Authority) for consideration and imposition of the penalty, if any.

Submitted please.

P-3032295

Sanjay 10/05/23  
A.A.O(H) 10/5/23  
A.O.(H) 11/5/23  
F/I(H) 13/02/2023  
MS(H) 13/5

C.A/O. If any penalty is imposed by President (AIIMS) / Chairman (G.B), the same will be placed before the Governing Body for ratification.

15/5/2023

प्राप्त किया  
17 MAY 2023  
RECEIVED  
DIRECTOR OFFICE, AIIMS

Add. Dir (Admin.)

16/5/23

Director Submitted to Honorable President AIIMS New Delhi, for imposition of penalty, please.

19/5/2023

15 MAY 2023  
Director (Admin.) Office, AIIMS

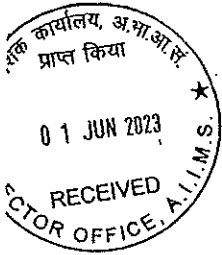
Minister of H&FW  
Computerised  
FTS No. 315113  
Date 23/5/23

Reference notes on pre-pages.

2. I have perused the file relating to departmental proceedings initiated under Rule 14 of CCS (CCA) Rules, 1965 against Shri Satish Chand, Deputy Nursing Superintendent, AIIMS on 23.03.2022 for non intimation of about his remarriage and for not carrying out the responsibility of maintaining his family.

3033295

3. Shri B.S. Gill, Senior Administrative Officer, AIIMS was appointed as Inquiry Officer to inquire into this case. Inquiry Officer submitted his findings vide report dated 04.02.2023 and concluded that the charge leveled against CO only to the extent that he did not inform the office about his second marriage as "Proved". It is also observed that opportunities were provided to the CO during the inquiry proceedings, in the interest of natural justice. The Inquiry report was shared with the Charged officer for his representation, if any, on 22.03.2023. The Charged Officer represented vide letter dated 03.04.2023 inter-alia that he was forced to marry Ms. Puneed Kumari and do not have intimate relationship with her. As she is employed in a Govt. Organisation, in Orrisa enjoying all facilities there and therefore he did not intimate her particulars to the AIIMS admn. for the purpose of seeking any EHS medical facility or her nomination for the purpose of any applicable family pension after his death. That his divorce case is pending in Family Court Complex, Saket District Courts, New Delhi and he being a healthcare personnel, he was not aware that he is to intimate the marriage information to AIIMS administration. He has been working with AIIMS with sincerity, honestly with complete devotion since 1993 and he is left with only 3 years of service to retire on superannuation. The case has now been submitted to me in the capacity of Chairman, General Body, AIIMS, for a decision on the penalty to be imposed on the CO before ratifying by General Body, AIIMS on the major penalty proceedings.



4. After going through the records, and facts and circumstances of the case, I find that even though the Officer ought to have intimated about his second marriage and thus violated the Conduct Rules applicable to him, taking into consideration his divorce proceedings are pending in Saket District Court, New Delhi and the charges levelled against the CO has been found to be partially proved in the disciplinary proceedings, I consider that the ends of justice would be met in this case, if the penalty of withholding his increment for one year is imposed on the said Shri Satish Chand, Deputy Nursing Superintendent, AIIMS. The case stands disposed off accordingly.

(Dr. Mansukh Mandaviya)  
Minister of Health & Family Welfare and  
President, AIIMS, New Delhi

Director, AIIMS, New Delhi

MS (H) 216/2023

21/6/2023

Adh/ 3/6

MS-Kapila, AFD  
Mr. Sanjay  
3/6/23

**NOTE FOR THE GOVERNING BODY**

**ITEM NO. GB-160/33**

**Ratification of penalty of “Removal from service” against Sh. Sameer Arora, Chief Technical Officer (RT), Dr.BRAIRCH, AIIMS, New Delhi**

NOTE FOR THE GOVERNING BODYItem No. GB/160/33

Ratification of penalty of "Removal from service" against Sh. Sameer Arora, Chief Technical Officer (RT), Dr. BRAIRCH, AIIMS, New Delhi.

INTRODUCTION

Mr. Sameer Arora, Chief Technical Officer, Radiotherapy, Dr. BRAIRCH, AIIMS, New Delhi was charge sheeted vide Office Memorandum No. F. 31-20/97-Estt.(Dr. BRAIRCH) dated 09-11-2022 (Annexure-A) under Rule 14 of the Central Civil Services (Classification Control and Appeal) Rules, 1965 with the following article of charge:-

Articles of charge

That the Said Mr. Sameer Arora, while working as Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has been found allegedly engaged in certain commercial activities in the department. He has been found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Such act of Mr. Sameer Arora is in violation of provisions of CCS (Conduct) Rule, 1964, as applicable to the employees of the Institute and such activities of Mr. Sameer Arora are not expected from the employee of the Institute.

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is willfully and unauthorizedly absenting himself from duty w.e.f. 18.04.2022 to 25.12.2022 without prior permission or sanction of leave by the Competent Authority.

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy) has thus willfully failed to maintain devotion to duty and is not amenable to discipline. He has thus acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1)(i), (ii) & (iii) and 15(a) of the CCS (Conduct) Rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended) as applicable to the employees of the Institute.

IMPUTATION OF ARTICLE OF CHARGE

A complaint dated 25.02.2022 was received from Smt. Vijay Neelam, Chief Technical Officer & In-charge, Main Radiotherapy Department, Dr. BRAIRCH, AIIMS, New Delhi wherein she has informed that Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi be owns a company named SaiMed Technology in his wife's name. This company is delivering Thermoplastics and other accessories used in the treatment of cancer patients through Shri Sameer Arora. He is all the time engaged in persuading patients to buy these accessories from his own company, so he is absolutely not attending to his office liabilities. He uses his official computer for these commercial activities. Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is also unauthorizedly absent from duty w.e.f. 18.04.2022 till date without prior permission or sanction of leave by the Competent Authority.

A show cause notice was also issued to Shri Sameer Arora, Chief Technical Officer (Radiotherapy) vide SCN No.F.31-20/97-Estt/(Dr. BRAIRCH) dated 06.04.2022 him to submit his explanation within 07 days from the date of receipt of the memorandum, failing which appropriate disciplinary action as deemed appropriate may be initiated against him. Shri Samee Arora has submitted his explanation dated 15.06.2022. Competent Disciplinary Authority (i.e. President, AIIMS) considered his reply, but found the reply unsatisfactory.

Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has thus, willfully failed to maintain devotion to duty and is not amenable to discipline. He has thus acted in manner unbecoming of an employee of the Institute and has thereby contravened Rule 3 (1) (i), (ii) & (iii) and 15(a) of the CCS (Conduct) Rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended).

**DETAIL OF PROCEEDINGS:-**

The undersigned had fixed preliminary hearing of the case on 23rd February, 2023 and subsequent hearings to conduct department inquiry in the matter. The details of the same are as under:-

Preliminary hearing was held on 23.2.2023. Shri Anil Kumar, Presenting Officer and Shri Sameer Arora, Chief Technical Officer/charged officer attended the hearing.

The charged official confirmed during the hearing that he received the charge sheet issued vide OM dated 12.11.22, read the same carefully and understood the charges. Then the Inquiring Authority asked whether he accepts the charges or denies. To this he answered that he denied the charges framed against him. Since Shri Sameer Arora denied the charges, it was decided that the proceedings will be taken forward. The undersigned further asked the charged official whether he has faith in him or not. To this he replied that he has full faith in the Inquiring Authority.

The Inquiring Authority then asked the charged officer whether he would be engaging a defense assistant for his defense or would be defending himself. To this he stated that he would be defending his case himself. Further, he has been asked to submit list of additional documents and the witnesses, he would require for his defense, if any. Lists should reach to the undersigned by 2.3.2023, failing which it will be presumed that the charges officer does not require any document/witness for his defence. The requests will be examined and necessary action taken by the Inquiring Authority to procure the documents and allow defence witnesses which are considered relevant. Further the undersigned instructed Presenting Officer to get inspection of documents conducted before next date of hearing and a report to this effect may be provided to the undersigned for records. Next date of hearing fixed for 3.3.2023 at 3.00 p.m.

Next hearing was held on 3rd March, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/Presenting Officer and Shri Sameer Arora, CTO/Charged Officer attended the hearing.

The undersigned asked both PO and CO whether they conducted inspection of documents as instructed during last hearing. To this they confirmed that the inspection of documents completed, charged officer satisfied with the inspection of documents and submitted a report to this effect. The charged official again informed that he would be defending his case himself. He further informed that no defence witness required by him in the case, but he required one document for his defence. The Inquiring Authority considered the relevancy of the same and allowed. The Inquiring Authority would procure the same defence document from the custodian of the same, as intimated by the CO and on availability, the same will be provided to him. Next date of hearing fixed for 10.3.2023 at 3.00 p.m.

Hearing was held on the 10 March, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/Presenting Officer and Shri Sameer Arora, CTO/Charged Officer attended the hearing. The undersigned informed the charged official and Presenting Officer that defence document requested by Shri Sameer Arora not received from concerned department. The undersigned telephonically inquired from the office of the Administrative Officer, Dr. BRA-IRCH regarding providing the required document. Shri Chandershekar, Sr. Administrative Assistant, Establishment Section, Dr. BRA-IRCH informed that they are taking up the matter with HOD of Radiotherapy and will intimate

the outcome by tomorrow positively. Thereafter, it has been decided that since verification of document has already been done, the documents as listed in Annexure-III of charge sheet may be taken on records. The documents were taken on record and indexed as SD-1 to SD-5.

Further, the undersigned asked charged officer whether we may further proceed to conduct enquiry and start examination of state witness/s or he wants to wait for defence document to be provided to him. To this he answered that go ahead with the examination of witnesses and in case document is being provided by the concerned department/section, the same may be provided to him. Then, the undersigned asked the Presenting Officer to name the witness he would like to produce on next date of hearing. Shri Anil Kumar, Presenting Officer informed that he would produce Dr. D.N. Sharma, Prof. & Head, Department of Radiation Oncology, Dr. BRA-IRCH (SW-1) on the next date of hearing.

Hearing was held on 16 March, 2023 instead of 17th March, 2023 as Dr. D.N. Sharma informed telephonically to the undersigned that he be away from the office on 17th. His request has been considered and hearing proponed to 16th. Shri Anil Kumar, Accounts Officer/Presenting Officer, Shri Sameer Arora, CTO/Charged Officer and Dr. D.N. Sharma, Head of Department Radiation Oncology, Dr. BRA-IRCH were present during the hearing.

The Presenting Officer conducted examination-in-chief of the state witness Dr. D.N. Sharma, Prof. & Head, Department of Radiation Oncology, whereby he asked questions related to the charges. After the examination-in-chief was over, the charged officer carried out cross-examination of the witness. The deposition of the witness was recorded verbatim. The Presenting Officer did not carry out re-examination of the witness. The Inquiry Authority did ask some questions from the witness. The deposition of the witness was signed by the witness and the inquiry authority and a copy of it was provided to the Presenting Officer and the charged officer. The detail of deposition of Dr. D.N. Sharma is as under:-

Q No.	Question	Reply
1	Smt. Vijay Neelam, Chief Technical Officer, In-Charge of Main Radiotherapy Department registered complaint on 31.5.2022 against Chief Technical Officer, Radiotherapy to the Administrative Officer, Dr. BRAIRCH for his absence from duty from 18th April till date without prior information and approval, Sir are you aware of this Complaint? If yes, then did you take cognizance on this complaint?	Shri Sameer Arora submitted his request for taking voluntary retirement from the service of the Institute and I forwarded the same to the administration.  Further, absentee report dated 31.5.2022 of Smt. Vijay Neelam, CTO regarding his absence was forwarded by me to the administration. The administration has to take action for such absenteeism.



2	<p>Sir Administrative Officer, Officiating, Dr. BRAIRCH issued a Memorandum on 11.06.2022 to Smt. Vijay Neelam, CTO &amp; In- charge Main Radiotherapy Department, AIIMS, New Delhi through HoD, Radiotherapy, Dr. BRAIRCH wherein Administrative Officer mentioned that competent authority desired to obtain documentary proof in support of complaint dated 25.02.2022 from the complaint (Smt. Vijay Neelam).</p> <p>Sir are you aware of this Memorandum? If yes, did Smt. Vijay Neelam submit the documentary proof in support of complaint?</p>	<p>Yes I am aware administration has asked for certain information from Smt. Vijay Neelam.</p> <p>The response submitted by forwarded by Neelam the administration that the alleged complaint dated 25.2.2022 is not routed through HOD, RT. The HOD is not aware of the alleged commercial activities involved of Shri Sameer Arora.</p>
3	<p>Sir Mr. Vidya Sagar, Administrative Officer, Officiating, Dr. BRAIRCH issued a show Cause Notice No. F.31-20/97- Estt. (Dr. BRAIRCH on 6th April 2022 to Shri Sameer Arora, CTO Radiotherapy Department (CO) through HoD, Radiotherapy, Dr. BRAIRCH wherein Administrative Officer mentioned that Charged Officer is allegedly engaged in certain commercial activities in the department. Mr. Sameer Arora owns a company namely Sai Mod Technology in his wife's name for many years which is delivering Thermoplastics and other accessories used in the treatment of cancer patients. He is all the time engaged in persuading patient to buy these accessories from his own company so he is absolutely not attending to his office liabilities. The official computer used by him is always used for these commercial activities which is gross violation in terms of the rules 15 of CCS (Conduct) Rules, 1964. this regards, Explanations were called for from the Charged Officer.</p> <p>Sir are you aware of this Shows Cause Notice? Sir If yes, did Charged Officer submit his reply to you? Sir did you take any cognizance in this regard?</p>	<p>Yes I aware about Show Cause notice issued to Shri Sameer Arora.</p> <p>From the issuance of SCN, it is apparent that administration already taken cognizance of the same and investigation is underway, the reply submitted by Shri Sameer Arora forwarded to the administration.</p>
4	<p>Sir Smt. Vijay Neelam through her letter No. 'Nil' dated 28 February 2022 registered a complaint to the Director AIIMS, New Delhi also as mentioned at point 3 above. Sir are you aware this complaint?</p>	<p>No, the said complaint not routed through HOD, RT.</p>

## Cross examination by charged officer

S.No.	Question	Reply

1	In complaint dated 25.2.2022 stated that she made complaint twice to HOD, RT, please give detail	She had not submitted any complaint in writing. She verbally made allegations once against Shri Sameer Arora and he asked her to submit complaint in writing. She had not submitted any complaint through him
2	Whether predecessor HOD handed over any complaint against me when he taken over as HOD	No

No further re-examination by Presenting Officer

The Inquiring Authority asked the following to Dr. D.N. Sharma:-

Question: How long he is knowing Shri Sameer Arora

Answer:- For last approximately 20 years

Question: Whether at any point of time it has come to his knowledge that Shri Sameer Arora engaged in commercial activities in the department and persuading patients to buy accessories related to radiotherapy from company owned by his wife? Any patient/s made such complaint to him?

Answer: I have been working as Head of the Department for approximately 3 years and I have no knowledge of such activities of Shri Sameer Arora. No one reported in writing to me about such activity of Shri Sameer Arora. Once Ms. Vijay Neelam verbally informed about this, but no written complaint and evidence provided by her.

Further, the undersigned informed to the charged official and Presenting Officer as regards additional/defence document asked by the charged officer that Ms. Savita Kumari, Assistant Administrative Officer vide letter No.31-20/97-Estt. (Dr. BRA-IRCH) dated 10.3.2023 informed that no such intimation available in the records of Estt. Section, Dr. BRA-IRCH as referred in the complaint dated 25.2.22 filed by Ms. Vijay Neelam. She provided a copy of letter dated 21.7.22 with endorsed remarks of HOD, Radiotherapy. A copy of the same is provided to the charged officer and Presenting Officer and also taken on record/marked as D-1.

The Presenting Officer informed that he would produce remaining two state witnesses on the next date of hearing. Next date of hearing fixed on 23.3.2023 at 3.00 P.M.

Hearing was held on 23rd March, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/ Presenting Officer, Shri Sameer Arora, CTO/Charged Officer, Ms. Vijay Neelam, Chief Technical Officer and Ms. Meenakshi, DEO (state witnesses) attended the hearing.

The Presenting Officer conducted examination-in-chief of the state witnesses, Smt. Vijay Neelam, Chief Technical Officer, Department of Radiation Oncology and Ms. Meenakshi, Data Entry Operator (outsourced), Establishment Section, Dr. BRA-IRCH, whereby he asked questions related to the charges. After the examination-in-chief was over, the charged officer carried out cross-examination of the witnesses. The deposition of the witnesses were recorded verbatim. The Presenting Officer did not carry out re-examination of the witnesses. The deposition of the witnesses were signed by them/inquiring authority and a copy of the same was provided to the Presenting Officer and the Charged Officer. The detail of deposition of both state witnesses is as under:-

**DEPOSITION OF STATE WITNESS SMT. VIJAY NEELAM, CHIEF TECHNICAL OFFICER, DEPARTMENT OF RADIATION ONCOLOGY, DR. BRA-IRCH, AIIMS, NEW DELHI:-**

S.No.	Question	Reply
1	In your letter dt 25.02.2022 to Director AIIMS, you stated that Sh. Sameer Arora, CTO is engaged in certain commercial activities in the Deptt. How do you know about this? Pls. provide evidence in support of your complaint.	I came to know from patients through verbal communication. I have already provided evidence to administration. No other evidence with me.
2	In your complaint letter dated 25.02.2022 addressed to the Director, AIIMS, New Delhi that you had made complaints twice to Head of the Department. In this regard kindly respond to the following questions:- How did you make the complaints to HoD? In writing or verbal manner and when? If in writing, please provide the copy of complaints.	Initially she informed/made complaint to HOD verbally. Later on she made complaint twice to HOD in writing.  IA asked her whether she had copy of receiving from HODS office and can she provide the same.  Yes I will provide copies.
3	In your response to Administrative Officer's Memorandum No. F.31-20/97-Estt. (Dr. BRAIRCH) dated 11.06.2022, HoD furnished the following comments:  a. The alleged complaint dated 25.02.2022 is not routed through HoD office b. The HoD office is not aware of such alleged commercial activities involvement Above comments of the HoD do not substantiate your statement of complaint to the Director, AIIMS as mentioned at SI.No. 2 above. What do you have to say in this regard?	Because no action was taken on previous complaints, she submitted complaint directly to the Director, AIIMS.  As I had already informed HOD verbally, so he knows that such activities are going on in the department.
4	How do you know that Sh. Sameer Arora, He himself informed many times about CTO owns a company SAI MED his wife's company. TECHNOLOGY in his wife's name which is delivering Thermoplastics & other accessories used in treatment of cancer patients and he is engaged in persuading patients to buy these items?  Did you get any complaint from any patients, their attendants or from any other person? If yes, please provide evidence in support of your complaint.	He himself informed many times about his wife's company.  No complaints received from patients.
5	On what basis you can say that Sh. Sameer Arora, CTO (Charged Officer) was using official computer for running commercial activities?	We both using same computer and Shri Sameer Arora works on company's site

6	In your letter dt 02.05.2022 and subsequent reminder-1 dt 31.05.2022 to Admin office Dr. BRAIRCH AIIMS stated that Sh. Sameer Arora, CTO absent from duty from 18th April to till date without any prior information & approval from you. Did you inform in this regard directly to HoD or forward your complaint to Admin officer through HoD?	I submitted absentee report dated 31.5.2022 through HOD.
7	Administrative Officer vide his Memorandum No. F.31-20/97-Estt. (Dr. BRAIRCH) dated 11.06.2022 requested you to furnish the documentary proof if any, in support of your complaint.  Did you respond of the above Memorandum? If yes, please provide copy of your response letter along with all documentary proof in support of your complaint.	Yes. I had submitted my reply and whatever documentary evidences she had, she provided the same to administration along with her reply. will also provide the same to IA.

Cross Examination by CO Shri Sameer Arora, Chief Technical Officer

S.No.	Question	Reply
1	Whether you received any complaint in writing from patients that I am persuading the patient for purchase of items from his wife's company.	No I had not received any complaint in writing.
2	Whether you allow me to use your computer in the Office?	Computer is not for her personal use and given to the office and both of us wwere working in the said computer.
3	From where you get the Bill dated 7.6.2012, which you have submitted as evidence in my case.	From your desk/table.
4	From where you get all documents which submitted along with you r complaint	From Planning Room Treatment Room and room where we both sit.
5	Planning Room situated at Room No. 28, Dr.BRA-IRCH whereas you posted in Main RT, How you get papers from Planning Room	I went for treatment of my relative in Planning Room and found documents there.
6	What is meant by saying commercial activities by me on computer	I seen working him on computer on wife;s firm site, working on computer and also talking on mobile phone about such activities.
7	In your complaint you stated that H/A and other staff also engaged with him in such activities. Who were they? Please name them.	I don't remember.

No re-examination by Presenting Officer

DEPOSITION OF STATE WITNESS MS. MEENA AKSHI, DEO (OUTSOURCED),  
ESTABLISHMENT SECTION, DR.BRAIRCH, AIIMS, NEW DELHI:-

Dated 23.3.2023

S.No.	Question	Reply
1	Introduce yourself and your duty in DR.BRAIRCH, AIIMS, NEW DELHI	Working as Data Entry Operator on outsourced basis and dealing with personal files
2	Are you aware that CO Shri Sameer Arora, Chief Technical Officer absent from duty since 18.4.2023 or received any absentee report?	Yes, I know Shri Sameer Arora, Chief Technical Officer absent from duty since 18.4.2023 as an absentee report received in he office.
3	Did you send any notice to CO Shri Sameer Arora, CTO about his absent from duty?	No
4	Did you aware the CO Shri Sameer Arora, CTO has applied for voluntary retirement?	Yes

Cross examination by Shri Sameer Arora, CTO

S.No.	Question	Reply
1	I had sent two email/letter regarding grant of leave on 19.4.22 and 25.4.22, whether you had received these?	Yes
2	Whether any communication sent regarding my absence and recall notice to join the duty to me?	No

Re-examination by PO

S.No.	Question	Reply
1	When Shri Sameer Arora joined back his duty after his absence?	On 26.12.2022

Since all the state witnesses deposed their statement in the case, the Presenting Officer informed that the case is closed from his side. After this, the IA asked Shri Sameer Arora whether he offered himself as his own witness in defence, he informed that he don't want to be his own witness. After this, it has been decided that his General Examination will be carried out by the Inquiry Authority on next date of hearing. Next date of hearing fixed for 6.4.2023 at 3.00 P.M.

Hearing was held on today the 6th April, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/Presenting Officer and Shri Sameer Arora, CTO/Charged Officer attended the hearing. The Presenting Officer informed that the case is closed from the prosecution side. Since no defence witness from charged official side, the charged Officer Shri Sameer Arora also informed that the case is also closed from his side. He has not offered himself as his own witness in defence. After this, his General Examination was carried out by the Inquiring Authority. The statement made by

the charged officer was recorded verbatim and signed by the charged officer and the Inquiry Authority. The detail of general examination of Shri Sameer Arora is as under:-

Q.1 Please state what were the circumstance which led to this situation against you?

Ans.: This situation against me was due to inter-personal relation with another Chief Technical Officer.

Q.2. Whether as alleged any firm is owned by your wife, if so, in which equipments the firm is dealing with.

Ans. Yes, one firm namely SAIMED TECHNOLOGY owned by my wife and the firm deals in medical equipments including radiotherapy equipments.

Q.3. Whether your wife's firm supplied/supplying equipment at Dr. BRA-IRCH specially in Department of Radiation Oncology, Dr. BRA-IRCH.

Ans. No

Q.4 Whether you informed about your wife's firm in the department formally?

Ans. No. since the firm is not dealing at the Institute, question does not arise.

Q.5 Whether you remained absent/not attended duties since 18.4.2022.

Ans. I had applied for voluntary retirement from the service of the Institute. I was on leave on medical grounds from 18.4.2023 to 23.4.2022. Thereafter I had not attended my duties and give request to adjust my earned leave for the period till my VRS.

Q.6. When you joined back your duty?

Ans. I had joined back my duty on 26.12.2022 after my request for VRS declined.

After that, the Presenting Officer has been directed by the undersigned to submit his written brief within a period of ten days and send it on the email of the Inquiring Authority and a copy to the charged officer. The Charged Officer Shri Sameer Arora would acknowledge the receipt of the written brief of the Presenting Officer to the Inquiring Authority. The charged officer has been directed to submit his defence brief within ten days of the receipt of the written brief from the Presenting Officer to the Inquiry Authority.

#### **WRITTEN BRIEF OF THE PRESENTING OFFICER:-**

The Presenting Officer vide his letter dated 17.4.2023 has submitted his brief mainly stated that Shri Sameer Arora owns a company names SaiMed Technology in his wife's name but not established that the charged officer is all the time engaged in persuading patients to buy these accessories of a particular company owned by his wife, use of his office computer for these commercial activities. SW-1 (Ms. Vijay Neelam) could not produce any evidence so as to establish that he was involved in any commercial activities and persuading patients to buy the accessories of company owned by his wife. As far as article of charge of unauthorized absence from duty w.e.f. 18.4.2022 without prior permission or sanction of leave by the competent authority, no sanction of leave for absence for the charge officer was issued by the administration. In view of this, the article of charges in the charge sheet against charged officer are assumed to be partially proved.

#### **WRITTEN SUBMISSION BY CHARGE OFFICIAL:-**

Shri Sameer Arora, Chief Technical Officer, the charged officer vide his letter dated 24.4.2023 submitted his brief stating that he proceeded on leave from 18.4.22 to 23.4.22 on medical grounds. Thereafter he requested to sanction leave in continuation on ground of his mothers illness and requested to treat his entire absence as leave of the kind due till his request for voluntary retirement is settled.

#### **ASSESSMENT OF CHARGE:-**

The charged Officer, Shri Sameer Arora was charged sheeted vide dated 12.11.22. As per charges, he has been accused of two offenses:-

1. Engaging in commercial activities in the department and persuading patients to buy accessories related to radiotherapy from a company owned by his wife.
2. Willfully and unauthorizedly absenting himself from duty.

During the course of preliminary hearing, Shri Sameer Arora has denied the charges and accordingly proceedings were held in this case.

During the course of proceedings, the documents listed in Annexure-III of the charge sheet were taken into records. After assessing all documentary evidence listed in the charge sheet, it came across that one Mrs. Vijay Neelam made a complaint vide letter dated 25.2.2022 against Shri Sameer Arora claiming that he was engaged in certain commercial activities in the department and persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife.

During the course of proceedings, Ms. Vijay Neelam deposed that she came to know about activities of Shri Sameer Arora from patients through verbal communication. She informed HoD initially verbally and later on formally not through HoD. During cross examination she deposed that she got relevant documents she submitted with her complaint from Planning Room, treatment room and room where they both sit. She failed to inform the names of Hospital Attendants involved in the process, as alleged by her in complaint. The prosecution witness's testimony is contradictory. On the one hand, she claims to have learned about the charged Officer's activities through verbal communication and on the other hand, she claims to have obtained the relevant documents she submitted with her complaint from the Planning Room, treatment room and the room where they both sit. Further, the witness's failure to name the Hospital Attendants involved in the process, as alleged by her in her complaint, is also significant. The prosecution required to do more to corroborate the witness's testimony to prove the charges.

Dr. D.N. Sharma deposed that he has been working as Head of the Department for approximately 3 years and he has no knowledge of such activities of Shri Sameer Arora and no one reported in writing about his such activities. Once Ms. Vijay Neelam verbally informed about this, but no written complaint and evidence provided by her. Dr.D.N. Sharma's deposition is significant. If the Head of the department has been working in his position for three years and has no knowledge of the charge officer's activities, then it is unlikely that the witness's claim are true.

After evaluation of documentary evidence as well as oral came across during proceeding, it appears that the charge officer's wife owns a company that deals with radiotherapy accessories. However, there is no concrete evidence that the charge officer persuaded patients to buy accessories from his wife's company. Prosecution failed to produce any concrete evidence to prove this part of the charge. Therefore, the charge is only proven to the extent that the officer's wife owned a company.

Second part of the charge was that he willfully and unauthorizedly absenting himself from duty w.e.f. 18.4.2022 till date without prior permission or sanction of leave by the competent authority. This fact that Shri Sameer Arora was absent from duty is collaborated with documentary as well as oral evidence. This evidence includes his absence from office records, as well as testimony of prosecution witnesses. The charged officer has not provided a satisfactory explanation for his absence without prior permission/sanction of leave. Therefore, the charge against Sameer Arora is proven to the extent that the remained absent without prior permission/sanction of leave.

It is a fact which collaborated with documentary as well as oral evidence that he not attended his duties during the period 18.4.22 to 25.12.22. He requested for grant of voluntary retirement from the service of the Institute, which was not granted to him.

#### **FINDINGS:-**

On the basis of the overall assessment, analysis of entire documentary and oral evidence on records, taking into consideration all relevant facts, circumstances/documents/evidence on records, I reach to the conclusion that for part I of the charge relating to his engagement in certain commercial activities in the department, persuading patients to buy the accessories related to radiotherapy of company owned by his wife, the charge is only proven to the extent that the officer's wife owned a company. For Part II regarding his absence from duty w.e.f. 18.4.22, this fact that Shri Sameer Arora was absent from duty is collaborated with documentary as well as oral evidence. This evidence includes his absence from office records, as well as testimony of prosecution witnesses. Therefore, the charge against Sameer Arora is proven to the extent that he remained absent without prior permission/sanction of leave.

As per procedure laid down under Rule 15 of the CCS (CCA) Rules, 1965, Sh. Sameer Arora, Chief Technical Officer (RT), DR.BRAIRCH, AIIMS, New Delhi was supplied the copy of Inquiry report on 22-09-2023 (**Annexure -B**) for his representation of defence in writing to the Disciplinary Authority on before imposing any penalty, if any.

#### **SUBMISSION/REPRESENTATION OF CHARGED OFFICIAL ON INQUIRY REPORT (ANNEXURE C) :-**

In due acknowledgement of Memorandum No. F-31-20/97 - Estt (Dr. BRAIRCH) dated 20-09-2023, I am submitting a representation / submission on the second part of the finding of the Inquiry Report in so far as it pertains to the absence period which is listed as under :-

1. That Initially I preferred an application on 06-04-2022 conveying my inability to carry out the duties due to ailing condition of my mother, therefore re- requested for the VRS after completion of 3 month notice period  
(Annexure - 1)
2. That soon after, I got ill and requested for the medical leave for 6 days vide email dated 19th April 2022  
(Annexure-2)
3. That it is evident that I was not in position to carry out my duties due to ailing condition of my mother, so under the compelling and unforeseen circumstances, I was not able to resume my duties even after availing medical leave. Therefore without having any wilful mollified intention, I duly informed the authority vide my letter dated 25-04-2022. The relevant extract is reproduced as under  
:  
(Annexure - 3)



In Continuation to my letter dated 6/4/2022 regarding my voluntary retirement I further request that my mother aged 78 year getting seriously ill and should not possible for me to attend my duties regularly.

4. Since the deteriorating condition of my ailing mother was pressing hard to me mentally and physically, thus I preferred an another letter on 05-05-2022 (Annexure - 4) requesting for VRS and treating my absence by grant of leave the relevant extract is reproduce is as under :-

"In continuation of my letter dated 25-04-2022, I have to further request my entire absence till my case of voluntary retirement is finally settled may be treated leave of kind due "

Note: It may please be noted that no communication was ever received by me over such request wherein I requested for leave.

5. That I finally served an another request letter dated 17-10-2022 (Annexure- 6) for accepting my request for VRS in view of unavoidable circumstances. The extract of application is reproduce as under :-

"Kindly refer to my request dated 06/04/2022 followed by a reminder dated 15-06-2022 submitted on the above subject submitted through Dr. D.N. Sharma HOD Department of Radiation Oncology. Since no action has been taken, I request you kindly to look into the case and sanction me voluntary retirement

I have to add that constant on going treatment of my mother aged 73 is causing financial hardshipness. The early sanction of my retirement will help me to do my duties towards my ailing mother. This is hard time I am passing through and hope you will very kindly help me earliest."

(Annexure-5).

That It may please be noted that in response of my VRS request, I was final- ly communicated on 21-11-2022 (even after a lapse of approx. 8 months from the date of my initial application) vide Office Memorandum that my application for grant of VRS has been declined (Annexure - 6)

**IN VIEW OF ABOVE SUBMISSION, I WOULD LIKE TO PRAY THE FOLLOWING FOR SYMPATHETICALLY CONSIDERATION WHILE DISPOSING MY CASE FINALLY**

- i) Sir, It is also evident from the deposition made by the State Witness i.e. Dr. D N Sharma during the inquiry proceedings that It was well within the knowledge of authority that I am unable to carry out the duties so opting for the VRS The specific reason of VRS and inability to carry out duties was specifically written in my communication. Even I mentioned that my absence period till the finalisation of VRS may please be treated against the kind of leave due and admissible for which I was never been communicated. Such silence over the status of my pendency of my VRS as well as leave / absence period was simply a bonafide assumption that my request is under active consideration
- ii) The another deposition made by the state witness i.e. Ms. Meenakshi cannot be ignored wherein she admitted the following during cross examination in the inquiry proceedings and same may be verified from the report of inquiry authority (Annexure-7)

Q. No.	Question (by Sameer Arora)	Reply (State Witness Ms. Meenakshi)

1	I had sent two email / letter regarding grant of leave on 19-04-2022 and 25-04-2022, whether you had received these?	Yes
2	Whether any communication sent regarding my absence and recall notice to join the duty to me?	No

Therefore, it is evident and clear that proper communication was made by me regarding my leave and VRS irrespective of facts that the same was not taken into the cognizance and no communication was conveyed to me.

- iii) Being a law abiding and civilised citizen and a Government employee, I would join my duties if any communication / warning had been issued to me for resuming the duties within given time frame. I would like to draw your kind attention towards DOPT OM No. 13026/3/2010 - Estt (leave) dated 22nd June 2020 which may be read in relation of Rule 25 of the CCS (leave) Rules 1972, the said OM vide para 3 stipulates as under: - (Annexure-8)

"3. It is once again stressed that a Government Servant who remains absent without any authority should be proceed against immediately. All Ministry / Department are requested to ensure that in all cases of unauthorised absence by a Government Servant, he should be informed of the consequences of such absence and be directed to rejoin duty Immediately / within a specified date, say within 03 days, failing which he would be liable for disciplinary action.....

Whereas, it is evident that no such communication was ever conveyed to me Annexure -9

THEREFORE, IT IS ONCE AGAIN RESPECTFULLY REQUESTED THAT MY ABSENCE PERIOD MAY NOT BE TREATED AS WITHOUT PERMIS- SION/SANCTION OF LEAVE BUT IT MAY PLEASE BE CONSIDERED BY GRANTING ME ANY KIND OF LEAVE IN MY CREDIT WHICH IS DUE AND ADMISSIBLE. I SHALL EVER BE OBLIGED TO YOU FOR YOUR ACT OF KINDNESS.

Sh. Sameer Arora, Chief Technical Officer (RT), DR.BRAIRCH, AIIMS, New Delhi joined the service of the Institute as Technician (Radiology) Grade-II w.e.f. 01-09-1997 and his date of birth as per service book is 03-08-1974.

The brief of date and even as below:

**Personal information**

S. No.	Event	Date
1	Name of employee	Sh. Sameer Arora
2	Designation	Chief Technical Officer (RT), DR.BRAIRCH, AIIMS, New Delhi
3	Date of Birth	03-08-1974
4	Date of Appointment	01-09-1997
5	Date of Superannuation	31-08-2034
6	Charge Official Group	"A"
7	Pay Level	Level-10

**Summary of Disciplinary proceedings**

S. No.	Event	Date
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1	Date of show cause notice	06-04-2022
2	Date of issue of charge-sheet under Rule 14	12-11-2022
3	Status of receipt of charge sheet by charge official	Received
4	Date of receipt of defence from charge official in response to charge-sheet	6-12-2022
5	Whether Charge Official accepted the charges or not	C.O. not accepted the charges.
6	Date of appointment of Inquiry Officer	13-02-2023
7	Date of appointment of Presenting Officer	13-02-2023
8	Date of receipt of Inquiry Report	08-06-2023
9	Whether Charge Official attended the inquiry or proceedings held ex-parte	Yes, C.O. attended the proceedings
10	Conclusion of Inquiry Report	"proven to the extent that he remained absent without prior permission/sanction of leave"
11	Date of supply of Inquiry Report to Charged Official	22-09-2023
12	Status of receipt of Inquiry Report by Charge Official	In hand, received on 22-09-2023
13	Date of receipt of representation by Charge Official in response to Inquiry Report	04-10-2023
14	In case of unauthorized absence, whether charge official joined his duty during the course of disciplinary proceedings or not. If yes specify the date	Joined his duty on 26-12-2022
15	Any Legal proceeding is pending in the court of Law	N.A.
16	Penalties which can be awarded on issue of charge sheet under Rule 14	All penalties under Rule 14 of CCS (CCA) Rules 1965
17	Disciplinary Authority in terms of Schedule-II of AIIMS Regulations, 2019	Governing Body of the Institute

Mr. Sameer Arora, Chief Technical Officer, Radiotherapy, Dr.BRA IRCH, AIIMS, New Delhi is Group "A" employees and he was charge sheeted under Rule 14 of the Central Civil Services (Classification Control and Appeal) Rules, 1965 for all penalties. In terms of Schedule-II of AIIMS Regulations 2019, the Governing Body of the Institute is the Disciplinary Authority of Group "A" posts for all penalties.

Accordingly, the following is submitted:

Regulation 33 of AIIMS Regulation 2019 which provides as under:-

<b>33. Conduct, discipline and penalties:-</b>
1. The Central Civil Services (Conduct) Rules, 1964 as modified from time to time, shall apply to the employees of the Institute
2. Part IV (Suspension), Part V (Penalties and Disciplinary Authorities) Part VI (Procedure for imposing penalties), Part VII (Appeals) and Part VIII (Review) of the Central Civil Service (Classification, Control and Appeal) Rules, 1965 as modified from time to time, shall apply to the employees of the Institute:
Provided that for the purpose of this regulation, —

(a) Group A, Group B, Group C and D post in the Institute shall correspond to the Central Civil Services Group A, Group B, Group C and Group D post respectively;
(b) the Appointing Authority, the disciplinary Authority for the penalties that may be imposed and the Appellate Authority for the various posts in the Institute shall be as prescribed in Schedule II;
(c) in respect of Central or State Government servants borrowed by the Institute, the provision respectively of rules 20 and 21 of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 shall apply and the Institute shall exercise the functions of the Central or State Government, as the case may be, for the purpose of these rules;
(d) no consultation with the Union Public Service Commission shall be necessary in any case.

In terms of Schedule-II of the AIIMS Regulations 2019, the Governing Body is the Appointing Authority for Group "A" posts of the Institute. The note for imposition of penalty has been recorded by the Chairman of Governing Body, AIIMS, New Delhi on Note page 107.

**OBSERVATION OF PRESIDENT (AIIMS) IN CAPACITY OF CHAIRMAN, G.B.:-**

"I have perused the file relating to departmental proceedings initiated under Rule 14 of CCS (CCA) Rules, 1965 against Shri Sameer Arora, Chief Technical Officer, AIIMS on 12.11.2022 for allegedly engaging in certain commercial activities in the department and found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Shri Sameer Arora was willfully and unauthorisedly absenting himself from duty w.e.f. 18.04.2022 without prior permission or sanction of leave by the Competent Authority.

2 Shri B.S. Gill, Senior Administrative Officer, AIIMS was appointed as Inquiry Officer to inquire into this case. Inquiry Officer submitted his findings vide report dated 07.06.2023 and concluded that the charges leveled against CO to that extent the officer's wife owned a company and that of his absence from duty w.e.f. 18.04.2022 without prior permission/sanction of leave stands proved. The inquiry report was forwarded to the Charged Officer on 20.09.2023 for representation, if any. The charged officer submitted his representation dated 04.10.2023 inter-alia stating that he preferred application dated 06.04.2022 conveying his inability to carry out the duties due to ailing condition of his mother and requested for VRS after completion of 3 month notice period and for medical leave for 6 days vide email dated 19.04.2022. He requested for VRS on 05.05.2022 and 17.10.2022 and treat his absence by grant of leave. On 21.11.2022, he was informed that grant of VRS has been declined. Further, he has requested for grant of any kind of leave in his credit, which is due and admissible.

3. The case has now been submitted to me in the capacity of President, AIIMS/Chairman, Governing Body, AIIMS, for a decision on the major penalty proceedings initiated against Shri Sameer Arora, CTO, AIIMS, New Delhi.

4. It is observed that opportunities were given to the CO to defend his case on the principles of natural justice. After going through the records and facts/circumstances of the case, I am of the view that the charges levelled against the CO in the disciplinary proceedings to that extent of his absence from duty w.e.f. 18.04.2022 without prior permission/sanction of leave by the Competent Authority stands proved. The services of the Institute has suffered due to the grave misconduct of the officer. I consider that the ends of justice would be met in this case, if the penalty of 'removal from service' may be imposed on Shri Sameer Arora, CTO, AIIMS, New Delhi "

5. The case stands disposed off accordingly.”

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**ADMINISTRATIVE COMMENTS:-**

In terms of Schedule-II of AIIMS Regulations, 2019, the Chairman of Governing Body of the Institute has imposed a penalty of “removal from service” against Sh. Sameer Arora, Chief Technical Officer (RT), DR.BRAIRCH, AIIMS, New Delhi in exercise of powers vested with the Disciplinary Authority under Rule 15 of the CCS (CCA) Rules, 1965 read with regulation 33(2). The same has been communicated vide an Order dated 22-11-2023. The disciplinary case is thus placed before the Governing Body for ratification of the decision of imposition of the said penalty against Sh. Sameer Arora, Chief Technical Officer (RT), DR.BRAIRCH, AIIMS, New Delhi

**APPROVAL SOUGHT:-**

The penalty of “removal from service” against Sh. Sameer Arora, Chief Technical Officer (RT), DR.BRAIRCH, AIIMS, New Delhi under Rule 15 of the CCS (CCA) Rules, 1965 read with regulation 33(2) may be ratified/approved by the Governing Body of the Institute.



अ०भा०आ०स०  
A. I. I. M. S.

F. No. 31-20/97-Estt/DRBRAIRCH  
Estt. Section, DR.BRAIRCH, AIIMS

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Subject: Disciplinary/departmental proceedings against Mr. Sameer Arora, Chief Technical Officer, Dr. BRAIRCH, AIIMS, New Delhi under Rule 14 of the CCS(CCA) Rules, 1965-Inquiry Report-regarding

With the approval of Competent Authority Disciplinary proceeding under rule 14 of the CCS rules 1965 was initiated against Mr. Sameer Arora, Chief Technical Officer, RT, Dr. BRAIRCH, AIIMS, New Delhi vide charge Memo dated 09.11.2022 for allegedly engaged in certain commercial activities in the department and unauthorizedly absence from duty w.e.f. 18.04.2022.

## 2. Articles of charge

That the Said Mr. Sameer Arora, while working as Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has been found allegedly engaged in certain commercial activities in the department. He has been found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Such act of Mr. Sameer Arora is in violation of provisions of CCS (Conduct) Rule, 1964, as applicable to the employees of the Institute and such activities of Mr. Sameer Arora are not expected from the employee of the Institute.

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is willfully and unauthorizedly absenting himself from duty w.e.f. 18.04.2022 till date without prior permission or sanction of leave by the Competent Authority.

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy) has thus exhibited gross misconduct acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1)(i), (ii) & (iii) and 15(a) of the CCS (Conduct) Rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended) as applicable to the employees of the Institute.

## 3. Finding of the Inquiry Officer

The findings/Conclusion of the Inquiry officer on charge are as under:

"On the basis of the overall assessment, analysis of entire documentary and oral evidence on records, taking into consideration all relevant fact, circumstances/documents/evidence on records, I reach to the conclusion that for part I of the charge relating to his engagement in certain commercial activities in the department, persuading patients to buy the accessories related to radiotherapy of company owned by his wife, the charge is only proven to the extent that the officer's wife owned a company. For Part II regarding his absence from duty w.e.f. 18.04.2022, this fact that Mr. Sameer Arora was absent from duty is collaborated with documentary as well as testimony of prosecution witnesses. Therefore, the charge against Sameer Arora is proven to the extent that he remained absent without prior permission/sanction of leave."

Accordingly, the charges levelled vide memorandum No. F.No.F. 31-20/97 Estt.(Dr.BRAIRCH) dated 09.11.2022 against Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi under Rules 14 of CCS(CCA) Rules, 1965 the charge against Sameer Arora is proven to the extent that he remained absent without prior permission/sanction of leave.

4. Since, Inquiry Officer has submitted the Inquiry Report dated 07.06.2023 and now the action on inquiry report is to be deal in terms of relevant provisions of CCS(CCA) Rules, 1965 related to action on Inquiry Report stipulated in Rule 15(1) & (2) are reproduced below:

a) The Disciplinary Authority, if it is not itself the Inquiry Authority may, for reasons to be recorded by it in writing, remit the case to the Inquiry Authority for further inquiry and report and the Inquiring Authority shall thereupon proceed to hold the further inquiry according to the provisions of rule 14, as far as may be.

1199

b) The Disciplinary Authority shall forward or cause to be forwarded a copy of the report inquiry, if any, held by the Disciplinary Authority or where the Disciplinary Authority is not the Inquiring Authority, a copy of the report of the Inquiring Authority together with its own tentative reasons for disagreement, if any, with the findings of Inquiring Authority on any article of charge to the government servant who shall be required to submit, if he so desires, his written representation or submission to the Disciplinary Authority within fifteen days, irrespective of whether the report is favourable or not to the Government servant.

5. In accordance with the above provisions of CCS (CCA) Rules, a copy of Inquiry Report has to be provided to the CO, after acceptance of the same by Disciplinary Authority.

6. Accordingly, the file is submitted for kind consideration of the President & Disciplinary Authority, AIIMS, New Delhi for following decisions.

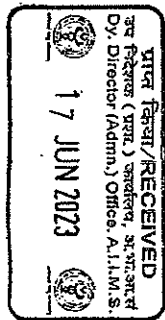
- i) for kind perusal of Findings of IO report;
- ii) To accept or otherwise with the Inquiry Officer's report;
- iii) If accepted, to provide a copy of the IO's report to the Charged Officer for making representation. According DFA please.

31/88767

Submitted please.

*[Signature]*  
10/6/23  
Dealing hand

*[Signature]*  
10/6/23  
Asstt. Administrative Officer



*[Signature]*  
12/6/23  
P.H.A. (Dr. BRAIRCH)

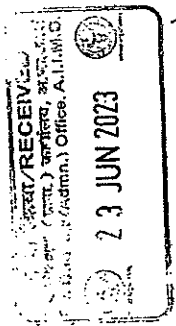
*[Signature]*  
15/6/2023

Chief, Dr. BRAIRCH, AIIMS, New Delhi

*[Signature]*  
16/6/2023

C.A.O., AIIMS, New Delhi

*[Signature]*  
D.D (A)



1200

## GIST OF THE CASE



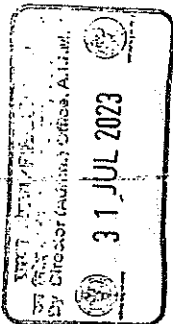
अ०भा०आ०सं०  
A. I. I. M. S.

1.	Name of Charged Officer	Shri Sameer Arora
2.	Designation of Charged Officer	Chief Technical Officer (Group 'A' Officer)
3.	Statement of Imputation of the Misconduct	<p>A complaint dated 25.02.2022 was received from Smt. Vijay Neelam, Chief Technical Officer &amp; In-charge, Main Radiotherapy Department, Dr. BRAIRCH, AIIMS, New Delhi wherein she has informed that Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi be owns a company named SaiMed Technology in his wife's name. This company is delivering Thermoplastics and other accessories used in the treatment of cancer patients through Shri Sameer Arora. He is all the time engaged in persuading patients to buy these accessories of a Particular company owned by his wife. He uses his official computer for these commercial activities. Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is also unauthorizedly absent from duty w.e.f. 18.04.2022 till date without prior permission or sanction of leave by the Competent Authority.</p> <p>A show cause notice was also issued to Shri Sameer Arora, Chief Technical Officer (Radiotherapy) vide SCN No.F.31-20/97-Est/(Dr. BRAIRCH) dated 06.04.2022 him to submit his explanation within 07 days from the date of receipt of the memorandum, failing which appropriate disciplinary action as deemed appropriate may be initiated against him. Shri Sameer Arora has submitted his explanation dated 15.06.2022. Competent Disciplinary Authority (i.e. President, AIIMS) considered his reply, but found the reply unsatisfactory</p>
4.	Findings of Inquiry Officer	Proven to the extent that he remained absent without prior Permission/sanction of leave.
5.	Competent Authority	President (AIIMS)

The Charge-sheet has been issued under Rule 14 of CCS (CCA) Rules, 1965 Further, Inquiry Report has been submitted by the Inquiry Officer, if inquiry report accepted by the Competent Authority i.e. President (AIIMS) is required to be shared with the Charged Officer, under Rule 15(2) of CCS (CCA) Rules, 1965 to make representation in his defence, if any, within 15 days from the date of receipt of the memorandum

File has been submitted for acceptance of Inquiry Report by the Competent Authority i.e. President (AIIMS)

Submitted Please.



28/7/23

ANO

28/7/2023

CAO please

Add. Dr. Arora

22/8/23

निदेशिका

P.T.O.



- 103 -

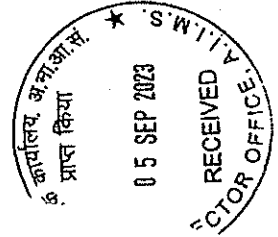
Submitted to Honorable President  
AIIMS New Delhi for acceptance 1201  
of inquiry report, please

25/8/2023

President (AIIMS)

Director (AIIMS, N.D.)

123-3188767



5/9/2023

6/9/23

6/9/2023 CAO



AAO (IRCA)

Ref above :- A DFA under provision of Rules 15(2)  
of CCS (CCA) is placed below for consideration  
for signature of Director (AIIMS) id.

6/9/2023  
CAO please.

6/9/23

Add. Dir. Adminy 6/9/2023

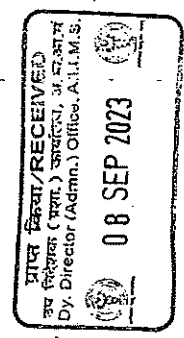
6/9/2023

CAO

22/8

20/9/2023

AAO (IRCA)



O/o the Minister of H&FW  
Computerised  
FTS No. 3293811  
Date 28-8-23

757/SP Office  
26/08/2023

संयुक्त कार्यालय, अ.भा.आ.स. नई दिल्ली  
GENERAL SECRETARY, A.I.I.M.S., New Delhi  
7/11/23  
EXL. LIAISON OFFICE, A.I.I.M.S., New Delhi



अ०भा०आ०स०  
A. I. I. M. S.

Note # 40

- 104

1202

F. No. 31-20/97-Estt/DRBRAIRCH  
Estt. Section, DR.BRAIRCH, AIIMS

**Subject: Disciplinary/departmental proceedings against Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi under Rule 14 of the CCS (CCA) Rules, 1965-Inquiry Report-regarding**

Mr Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. B.R.A. IRCH, AIIMS, New Delhi was charge sheeted under Rule 14 CCS (CCA) Rules 1965 vide chargesheet Memorandum No. F.31-20/97-Estt. (Dr. BRAIRCH) dated 09-11-2022 calling upon him to answer the following charges:-

**2. Articles of charge**

That the Said Mr. Sameer Arora, while working as Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has been found allegedly engaged in certain commercial activities in the department. He has been found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Such act of Mr. Sameer Arora is in violation of provisions of CCS (Conduct) Rule, 1964, as applicable to the employees of the Institute and such activities of Mr. Sameer Arora are not expected from the employee of the Institute.

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is willfully and unauthorizedly absenting himself from duty w.e.f. 18.04.2022 till date without prior permission or sanction of leave by the Competent Authority:

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy) has thus exhibited gross misconduct acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1)(i), (ii) & (iii) and 15(a) of the CCS (Conduct) Rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended) as applicable to the employees of the Institute.

**3. Findings of the Inquiry Officer**

The findings/Conclusion of the Inquiry officer on charge are as under:

"On the basis of the overall assessment, analysis of entire documentary and oral evidence on records, taking into consideration all relevant fact, circumstances/documents/evidence on records, I reach to the conclusion that for part I of the charge relating to his engagement in certain commercial activities in the department, persuading patients to buy the accessories related to radiotherapy of company owned by his wife, the charge is only proven to the extent that the officer's wife owned a company. For Part II regarding his absence from duty w.e.f. 18.04.2022, this fact that Mr. Sameer Arora was absent from duty is collaborated with documentary as well as testimony of prosecution witnesses. Therefore, the "charge against Sameer Arora is proven to the extent that he remained absent without prior permission/sanction of leave".

4. Administrative comments/Observation on Inquiry Report:

1	Date of joining in the Institute	01-09-1997
2	Date of Superannuation	31.08.2034
3	Past record	No such lapse reported during the service period.

Inquiry Officer reached to the conclusion that the case is based on the proceedings, the charges levelled vide memorandum No.F.No.31-20/97 Estt.(Dr.BRAIRCH) dated 09.11.2022 against Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi under Rules 14 of CCS(CCA) Rules, 1965 the "charge against Sameer Arora is proven to the extent that he remained absent without prior permission/sanction of leave".

5. A copy of the Inquiry Report was sent to Mr. Sameer Arora, Chief Technical Officer (Radiotherapy) & Charged Officer, Dr.BRA IRCH on 20.09.2023 to make written representation or submission if any to the Disciplinary Authority within 15 days of the receipt of Inquiry Report under Rules 15 (2) of CCS (CCA) Rules 1965. In response of inquiry report Mr Sameer Arora, Chief Technical Officer (Radiotherapy) submitted a representation/submission on the second part of the Inquiry Report wherein CO requested that his absence period may not be treated as without permission/sanction of leave but it may please be considered by granting him any kind of leave in my credit which is due and admissible (Please refer TOC. No 1233461,1233471,1233495 &1233499)

6. In view of the above submission and the since the charges framed against Mr Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. B.R.A. IRCH, AIIMS, New Delhi has been proven to the extent that Shri Sameer Arora remained absent without prior permission/sanction of leave" by the Inquiry Officer, the instant matter is submitted to the President being the Disciplinary Authority for consideration and final decision. A list of penalty is attached at PDF of note portion for perusal please.

Submitted please.

P.H.A. (Dr. BRAIRCH), New Delhi

Chief (Dr. BRAIRCH), New Delhi

Chief Admn. Officer, AIIMS, New Delhi

RULE.pdf

12/10/2023 08:06 PM  
MEENAKSHI  
DATA ENTRY OPERATOR

Note # 41



अ०भा०आ०स०  
A. I. I. M. S.

12/10/2023 04:25 PM  
SAVITA KUMARI  
ASSISTANT ADMINISTRATIVE OFFICER

Note # 42

19/10/2023 10:39 AM  
MS IRCH  
MEDICAL SUPRINTENDENT

Note # 43

19/10/2023 01:31 PM  
SUSHMA BHATNAGAR  
CHIEF

Note # 44

19/10/2023 05:52 PM  
MS IRCH  
MEDICAL SUPRINTENDENT

Note # 45

Submissions made by the charged officer w.r.t. the Inquiry Report May be submitted to President (AIIMS)/ Chairman Governing Body to decide the quantum of penalty, if any, to be imposed on Mr Sameer Arora, Chief Technical Officer (Radiotherapy),

19/10/2023 06:46 PM  
DEO NATH SAH  
CHIEF ADMINISTRATIVE OFFICER

Note # 46

21/10/2023 04:04 PM  
MANISHA SAXENA  
DEPUTY DIRECTOR ADMIN

Note # 47

23/10/2023 10:42 AM  
DIRECTOR AIIMS SRINIVASIM  
DIRECTOR

Note # 48

Submitted to the Honourable President AIIMS New Delhi, to decide the quantum of penalty to be imposed on Mr Sameer Arora, Chief Technical Officer (Radiotherapy), please.

24/10/2023 04:10 PM

106  
1204

(107)

Refer Note

SRINIVAS M  
DIRECTOR  
Note # 49

1205

I have perused the file relating to departmental proceedings initiated under Rule 14 of CCS (CCA) Rules, 1965 against Shri Sameer Arora, Chief Technical Officer, AIIMS on 12.11.2022 for allegedly engaging in certain commercial activities in the department and found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Shri Sameer Arora was wilfully and unauthorisedly absenting himself from duty w.e.f. 18.04.2022 without prior permission or sanction of leave by the Competent Authority.

2. Shri B.S. Gill, Senior Administrative Officer, AIIMS was appointed as Inquiry Officer to inquire into this case. Inquiry Officer submitted his findings vide report dated 07.06.2023 and concluded that the charges levelled against CO to that extent the officer's wife owned a company and that of his absence from duty w.e.f. 18.04.2022 without prior permission/sanction of leave stands proved. The inquiry report was forwarded to the Charged Officer on 20.09.2023 for representation, if any. The charged officer submitted his representation dated 04.10.2023 inter-alia stating that he preferred application dated 06.04.2022 conveying his inability to carry out the duties due to ailing condition of his mother and requested for VRS after completion of 3 month notice period and for medical leave for 6 days vide email dated 19.04.2022. He requested for VRS on 05.05.2022 and 17.10.2022 and treat his absence by grant of leave. On 21.11.2022, he was informed that grant of VRS has been declined. Further, he has requested for grant of any kind of leave in his credit, which is due and admissible.

3. The case has now been submitted to me in the capacity of President, AIIMS/Chairman, Governing Body, AIIMS, for a decision on the major penalty proceedings initiated against Shri Sameer Arora, CTO, AIIMS, New Delhi.

4. It is observed that opportunities were given to the CO to defend his case on the principles of natural justice. After going through the records and facts/circumstances of the case, I am of the view that the charges levelled against the CO in the disciplinary proceedings to that extent of his absence from duty w.e.f. 18.04.2022 without prior permission/sanction of leave by the Competent Authority stands proved. The services of the Institute has suffered due to the grave misconduct of the officer. I consider that the ends of justice would be met in this case, if the penalty of 'removal from service' may be imposed on Shri Sameer Arora, CTO, AIIMS, New Delhi."

5. The case stands disposed off accordingly.

FTS 8246996 - Observation of President AIIMS reg Shri Sameer Arora Tech Officer.pdf

31/10/2023 04:21 PM  
MANSUKH MANDAVIYA  
HFM, MOHFW  
Note # 50

01/11/2023 02:48 PM  
DIRECTOR AIIMS SRINIVASIM  
DIRECTOR



अंभा आंसो  
A. I. I. M. S.

Note # 51

05/11/2023 03:38 PM  
MANISHA SAXENA  
DEPUTY DIRECTOR ADMIN

Note # 52

05/11/2023 11:36 AM  
DEO NATH SAH  
CHIEF ADMINISTRATIVE OFFICER

Note # 53

05/11/2023 01:24 PM  
SUSHMA BHATNAGAR  
CHIEF

Note # 54

05/11/2023 02:47 PM  
DEO NATH SAH  
CHIEF ADMINISTRATIVE OFFICER

Note # 55

08/11/2023 08:57 AM  
SAVITA KUMARI  
ASSISTANT ADMINISTRATIVE OFFICER

Ref above : DFA regarding imposition of Penalty on  
Sh Sameer Arora, CTO, R7, Dr B.R. Zeech is placed  
below for consideration please

V  
9/11/2023

~~AS~~ Savita  
09/11/2023

~~Pr. H. Karan~~  
10.11.2023  
Chief please  
10/11/2023

~~C.A.O. please~~

DFA Pt. ~~to~~ revise the  
as amended,  
13/11/2023


AAO (IRCA)


2001

Ref from pre page 8

1207

Needful has been done, revised DPA  
Placed below for consideration please


  
14/11/2023

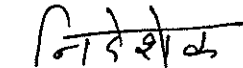
  
14/11/23

~~Chief Admn. Officer~~

  
14/11/2023


~~Add. Dir (Admn.)~~

  
16/11/23

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~~17/11/2023~~

  
20/11/23

  
21/11/2023

~~ADD (IRON)~~

~~PHA please~~ 21/11



ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
Ansari Nagar, New Delhi - 110029

No.F.31-20/97/Estt./Dr. BRAIRCH

Date: 12 NOV 2022

**MEMORANDUM**

1. The President (AIIMS) & Disciplinary Authority proposes to hold an inquiry against Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi under Rule 14 of the Central Civil Services (Classification, Control and Appeal) Rules 1965. The substance of the imputation of misconduct or misbehavior in respect of which the inquiry is proposed to be held is set out in the enclosed statement of articles of charge (Annexure-I). A statement of the imputation of misconduct or misbehavior in support of each article of charge is enclosed (Annexure-II). A list of documents by which the articles of charge are proposed to be sustained are enclosed (Annexure-III). A list of witness by whom, the articles of charge are proposed to be sustained are also enclosed (Annexure - IV).
2. Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is directed to submit within 15 days of the receipt of this memorandum a written statement of his defence and also to state whether he desires to be heard in person.
3. He is informed that an inquiry will be held only in respect of those articles of charge as are not admitted. He should, therefore, specifically admit or deny each article of charge.
4. Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is further informed that if he does not submit his written statement of defence on or before the date specified in Para 2 above, or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the provisions of Rule 14 of the Centre Civil Services (Classification, Control and Appeal) Rules 1965, or the orders/direction issued in pursuance of the said Rule, the inquiring authority may hold the inquiry against him ex-parte.
5. Attention of Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is invited to Rule 20 of the Central Civil Services (Conduct) Rules 1964 under which no Government Servant shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further his interests in respect of matters pertaining to his service under the Government. If any representation is received on his behalf from another person in respect of any matter dealt within these proceedings, it will be presumed that Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is aware of such a representation and that it has been made at his instance and action will be taken against him for violation of Rule 20 of the CCS (Conduct) Rules, 1964.
6. The receipt of this memorandum may be acknowledged.

**By Order and for & on Behalf of the  
President AIIMS & Disciplinary Authority**

*MP 9/11/2022*  
**(PROF. M. SRINIVAS)**  
Director AIIMS, New Delhi

To,

Shri Sameer Arora Chief Technical Officer (Radiotherapy) Dr. BRAIRCH AIIMS, New Delhi-110029. (The Chief, Dr. BRAIRCH, AIIMS, New Delhi.	Shri Sameer Arora 15A/133, B, NIT Faridabad, Haryana. Email: sameer.arora1981@yahoo.com
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*MP 9/11/2022*



1209

255

**STATEMENT OF ARTICLE OF CHARGE AGAINST SHRI SAMEER ARORA,  
CHIEF TECHNICAL OFFICER (RADIOTHERAPY), DR. BRAIRCH,, , AIIMS, NEW  
DELHI.**

**ARTICLE OF CHARGE**

That the said Shri Sameer Arora while working as Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has been found allegedly engaged in certain commercial activities in the department. He has been found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Such act of Shri Sameer Arora is in violation of provisions of CCS (Conduct) Rules, 1964, as applicable to the employees of the Institute and such activities of Shri Sameer Arora are not expected from the employee of the Institute.

Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is willfully and unauthorizedly absenting himself from duty w.e.f. 18.04.2022 till date without prior permission or sanction of leave by the Competent Authority.

Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has thus, willfully failed to maintain devotion to duty and is not amenable to discipline. He has thus acted in manner unbecoming of an employee of the Institute and has thereby contravened Rule 3 (1) (i), (ii) & (iii) and 15(a) of the CCS (Conduct) Rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended).

**By Order and for & on Behalf of the  
President AIIMS & Disciplinary Authority**

*M. Srinivas*

**(PROF. M. SRINIVAS)  
Director AIIMS, New Delhi**

**STATEMENT OF IMPUTATION OF MISCONDUCT OR MISBEHAVIORS IN SUPPORT OF ARTICLE OF CHARGE FRAMED AGAINST SHRI SAMEER ARORA, CHIEF TECHNICAL OFFICER (RADIOTHERAPY), DR. BRAIRCH, AIIMS, NEW DELHI.**

**IMPUTATION OF ARTICLE OF CHARGE**

A complaint dated 25.02.2022 was received from Smt. Vijay Neelam, Chief Technical Officer & In-charge, Main Radiotherapy Department, Dr. BRAIRCH, AIIMS, New Delhi wherein she has informed that Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi owns a company named SaiMed Technology in his wife's name. This company is delivering Thermoplastics and other accessories used in the treatment of cancer patients through Shri Sameer Arora. He is all the time engaged in persuading patients to buy these accessories of a particular company owned by his wife. He uses his official computer for these commercial activities. Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is also unauthorisedly absent from duty w.e.f. 18.04.2022 till date without prior permission or sanction of leave by the Competent Authority.

A show cause notice was also issued to Shri Sameer Arora, Chief Technical Officer (Radiotherapy) vide SCN No.F.31-20/97-Estt/(Dr. BRAIRCH) dated 06.04.2022 him to submit his explanation within 07 days from the date of receipt of the memorandum, failing which appropriate disciplinary action as deemed appropriate may be initiated against him. Shri Sameer Arora has submitted his explanation dated 15.06.2022. Competent Disciplinary Authority (i.e. President, AIIMS) considered his reply, but found the reply unsatisfactory.

Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has thus, willfully failed to maintain devotion to duty and is not amenable to discipline. He has thus acted in manner unbecoming of an employee of the Institute and has thereby contravened Rule 3 (1) (i), (ii) & (iii) and 15(a) of the CCS (Conduct) Rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended).

**By Order and for & on Behalf of the  
President AIIMS & Disciplinary Authority**

*M. Srinivas*  
(PROF. M. SRINIVAS)  
Director AIIMS, New Delhi

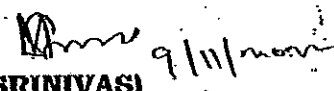
1211

**LIST OF DOCUMENTS BY WHICH THE ARTICLE OF CHARGE FRAMED AGAINST SHRI SAMEER AORA, CHIEF TECHNICAL OFFICER (RADIOTHERAPY), DR. BRAIRCH, AIIMS, NEW DELHI ARE PROPOSED TO BE SUSTAINED.**

**LIST OF DOCUMENTS**

1. Copy of Complaint letter of Smt. Vijay Neelam, Chief Technical Officer (RT) & In-charge, main Radiotherapy Department, AIIMS, New Delhi dated 25.02.2022.
2. Copy of Show Cause Notice vide SCN No.F.31-20/97-Estt/(Dr. BRAIRCH) dated 06.04.2022.
3. Copy of Representation of Shri Sameer Aora, Chief Technical Officer (RT) dated 15.06.2022.
4. Copy of Absent Report dated 31.05.2022 submitted by Smt. Vijay Neelam, Chief Technical Officer (RT) & In-charge, main Radiotherapy Department, AIIMS, New Delhi dated 25.02.2022.
5. Copy of Memorandum dated 11.06.2022 for seeking supporting documents of Complaint letter of Smt. Vijay Neelam, Chief Technical Officer (RT) & In-charge, main Radiotherapy Department, AIIMS, New Delhi dated 25.02.2022.

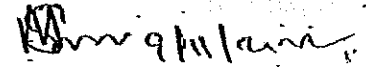
**By Order and for & on Behalf of the  
President AIIMS & Disciplinary Authority**

  
**(PROF. M. SRINIVAS)**  
**Director AIIMS, New Delhi**

**LIST OF WITNESSES BY WHOM THE ARTICLE OF CHARGE FRAMED AGAINST SHRI SAMEER ARORA, CHIEF TECHNICAL OFFICER (RADIOTHERAPY), DR. BRAIRCH, AIIMS, NEW DELHI ARE PROPOSED TO BE SUSTAINED**

1. Dr. D.N. Sharma, HOD, Radiotherapy, Dr. BRAIRCH, AIIMS, New Delhi.
2. Smt. Vijay Neelam, Chief Technical Officer (RT) & In-charge, Main Radiotherapy Department, Dr. BRAIRCH, AIIMS, New Delhi.
3. Mrs. Meenakshi, DEC (Outsourced), Dr. BRAIRCH, AIIMS, New Delhi.

**By Order and for & on Behalf of the  
President AIIMS & Disciplinary Authority**



**(PROF. M. SRINIVAS)**  
**Director AIIMS, New Delhi**

1213

Sameer Arora, CTO

From: Estt. Section, dr.bra irch (aiimsdbrairchadm@yahoo.in)

To: sameerarora2004@yahoo.com

Date: Saturday, 12 November, 2022 at 10:39 am IST

Sir/Mam

Please find attachment, for needful on the subject noted above.

With Regards

Estt Section

Dr.BRA IRCH



sameer arora.pdf  
2.5MB

*St*  
*12/11/22*

No. F. 31-20/97-Esst. Dr. BRAIRCH

Dated the: 22-11-2023

ORDER

WHEREAS Mr. Sameer Arora, Chief Technical Officer, Radiotherapy, Dr. BRAIRCH, AIIMS, New Delhi was charge sheeted vide Office Memorandum No. F. 31-20/97-Esst. (Dr. BRAIRCH) dated 09-11-2022 under Rule 14 of the Central Civil Services (Classification Control and Appeal) Rules, 1965 with the following article of charge:-

Articles of charge

That the Said Mr. Sameer Arora, while working as Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi has been found allegedly engaged in certain commercial activities in the department. He has been found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Such act of Mr. Sameer Arora is in violation of provisions of CCS (Conduct) Rule, 1964, as applicable to the employees of the Institute and such activities of Mr. Sameer Arora are not expected from the employee of the Institute.

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is willfully and unauthorizedly absenting himself from duty w.e.f. 18.04.2022 to 25.12.2022 without prior permission or sanction of leave by the Competent Authority.

Mr. Sameer Arora, Chief Technical Officer (Radiotherapy) has thus exhibited gross misconduct acted in a manner unbecoming of an Institute employee; thereby contravening Rule 3(1)(i), (ii) & (iii) and 15(a) of the CCS (Conduct) Rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended) as applicable to the employees of the Institute.

AND WHEREAS charge sheet memo. was served to Mr. Sameer Arora, Chief Technical Officer, Radiotherapy, Dr. BRAIRCH, AIIMS, New Delhi vide Office Memorandum No. F. 31-20/97-Esst. (Dr. BRAIRCH) dated 09-11-2022 with the direction to submit a written statement of defence. Mr. Sameer Arora denied the charges incorporated in charge memo. dated 09-11-2022.

AND WHEREAS, Disciplinary Authority had appointed Mr. B. S. Gill, Sr. Administrative Officer as Inquiry Officer under Sub-rule (2) read with sub-Rule (22) of Rule 14 of the CCS (CCA) Rules, 1965 vide Order No-31-20/97-Esst (Dr. BRAIRCH) dated 13.02.2023.

AND WHEREAS the Inquiry Officer after holding the inquiry submitted the report therein the charges framed against Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi was found to be "proven to the extent that he remained absent without prior permission/sanction of leave"

AND WHEREAS a copy of the inquiry report was forwarded to Mr. Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi with a direction that he may make representation or submission on the report of the inquiry officer in writing to the Disciplinary Authority. In response of Inquiry Report Mr. Sameer Arora submitted a representation on the Inquiry Report that his absence period may not be treated as without permission/sanction of leave but it may please be considered for granting him any kind of leave is due and admissible in his leave account and regularize the period of absence.

Contd.../2  
B.S. Gill

AND WHEREAS, after having gone through the report of the Inquiry Officer, submission made by the Charged Officer and considering the evidence on record and the facts circumstances of the case, the President (AIIMS)/ Chairman (Governing Body) and Disciplinary Authority in good and sufficient reasons has come to the conclusion that imposition of penalty of "removal from service" on Mr. Sameer Arora, Chief Technical Officer, Radiotherapy, Dr.BRA IRCH, AIIMS, New Delhi would meet the ends of justice.

NOW, THEREFORE in exercise of the powers vested with the Disciplinary Authority under Rule 15 of the CCS (CCA) Rules 1965 read with Regulation 33(2) of AIIMS Regulation 2019, the penalty of "removal from service" is hereby imposed on Mr. Sameer Arora, Chief Technical Officer, Radiotherapy, Dr.BRA IRCH, AIIMS, New Delhi with immediate effect.

A copy of this order be added to the confidential roll of Mr. Sameer Arora, Chief Technical Officer, Radiotherapy, Dr.BRA IRCH, AIIMS, New Delhi.

For & On Behalf of President, AIIMS/Chairman  
(Governing Body) and Disciplinary Authority

*Dr. M. Srinivas*  
[DR. M. SRINIVAS]  
DIRECTOR, AIIMS, NEW DELHI

To,  
Mr. Sameer Arora,  
Chief Technical Officer, Radiotherapy,  
Dr.BRA IRCH, AIIMS, New Delhi

Copy to:-

- 1 Chief, Dr.BRAIRCH, AIIMS, New Delhi
  - 2 PHA, Dr.BRAIRCH, AIIMS, New Delhi.
  - 3 Chief Administrative Officer, AIIMS
  - 4 HOD, Radiation Oncology, Dr.BRAIRCH, AIIMS, New Delhi
  - 5 Administrative Officer, Estate Section, AIIMS
  - 6 Sr. Administrative Officer, ACR Cell, AIIMS
  - 7 Administrative Officer, Vigilance Cell, AIIMS
  - 8 Administrative Officer, Legal Cell, AIIMS.
  - 9 Account Section (Dr.BRAIRCH)
  - 10 Account Officer, Audit Section
  - 11 Dr. B.B. Dikshit Library
  - 12 Dy. Chief Security Officer
  - 13 M.L.E Co-operative Thrift & Credit Society Ltd. -
  - 14 Officer In-charge E.H.S -R-13423 on sand
  - 15 G.P.F. Section, AIIMS, New Delhi-G-8780
  - 16 Administrative Officer, Recruitment Cell, AIIMS
  - 17 Faculty in-Charge (Computer Facility) with request to upload on Institute web-site.
- For necessary action

CC to:-

1. PS to Director, (AIIMS), New Delhi
2. PS to Addl. Director (Admn.), AIIMS, New Delhi

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**Dr. B.R.A.I.R.C.H**  
**ALL INDIA INSTITUTE OF MEDICAL SCIENCES**  
**ANSARI NAGAR, NEW DELHI-110029**

No.F.31-20/97-Estt.(Dr. BRA IRCH)

Date: 20/9/2023

**MEMORANDUM**

**Subject: Departmental Inquiry against Mr. Sameer Arora, Chief Technical Officer, RT, Dr. BRAIRCH, AIIMS, New Delhi.**

The undersigned is directed to refer to the subject cited above and to forward herewith a copy of Inquiry Report dated 07-06-2023 to Mr. Sameer Arora, Chief Technical Officer, RT, Dr. BRAIRCH, AIIMS, New Delhi under the provisions of Rule 15(2) of CCS(CCA) Rules, 1965, as received from the Inquiry Officer.

Through this Memorandum, an opportunity to Mr. Sameer Arora is given to represent against the enclosed inquiry report dated 07-06-2023. Mr. Sameer Arora, Chief Technical Officer, RT, Dr. BRAIRCH, AIIMS, New Delhi may submit his representation, if any in writing to the undersigned within 15 days from the receipt of this memorandum, failing which it will be presumed that Mr. Sameer Arora, Chief Technical Officer, RT, Dr. BRAIRCH, AIIMS, New Delhi has nothing to say on the findings of inquiry report and the decision on the basis of inquiry report will be taken by the Disciplinary Authority accordingly.

**By Order and for & on Behalf of the  
 President, AIIMS & Disciplinary Authority**

Encl. As above.

**(Prof. M. Srinavas)**  
**Director, AIIMS, New Delhi**

To,  
 Mr. Sameer Arora,  
 Chief Technical Officer, RT,  
 Dr. BRAIRCH, AIIMS, New Delhi

dc



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No. F. Inquiry/2/SARTDRBRAIRCH/2023

CONFIDENTIAL

To

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The Director,  
AIIMS, New Delhi.

(Attention:- Admn. Officer, Dr. BRA-IRCH, AIIMS, New Delhi)

Subject:-Disciplinary proceeding initiated against Shri Sameer Arora, Chief Technical Officer, Department of Radio-Therapy, Dr. BRA-IRCH, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965 – Inquiry Report thereof.

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Respected Sir,

With due respect I would like to inform that the undersigned was appointed as the Inquiring Authority by the disciplinary authority vide Order No. 31-20/97-Estt.Dr.BRAIRCH dated 13.2.2023 to inquire into the charges framed against Shri Sameer Arora vide Office Memorandum No F. 31-20/97-Estt./Dr. BRA-IRCH dated 12.11.2022. Inquiry has been completed and the undersigned is submitting herewith inquiry report (two copies in original) along with all relevant documents/file related to the proceedings (containing 85 pages) for perusal and further action in the matter.

Thanking you,

Yours faithfully,

  
7/6/23  
(B.S. Gill)

Sr. Admn. Officer, Faculty Cell &  
Inquiring Authority  
7.6.2023

No.F. Inquiry/2/SARTDRBRAIRCH/2023  
OFFICE OF THE INQUIRING AUTHORITY  
FACULTY CELL, AIIMS, NEW DELHI.

Subject:-Disciplinary proceeding initiated against Shri Sameer Arora, Chief Technical Officer, Department of Radio-Therapy, Dr. BRA-IRCH, AIIMS, New Delhi under Rule 14 of CCS(CCA) Rules, 1965 – Inquiry Report thereof.

\*\*\*\*\*

**INTRODUCTION:-**

The undersigned was appointed as the Inquiring Authority by the disciplinary authority vide Order No. 31-20/97-Estt.Dr.BRAIRCH dated 13.2.2023 to inquire into the charges framed against Shri Sameer Arora vide Office Memorandum No F. 31-20/97-Estt./Dr. BRA-IRCH dated 12.11.2022. Shri Anil Kumar, Accounts Officer was appointed as Presenting Officer in the departmental proceedings to present the case on behalf of the Disciplinary Authority, AIIMS, New Delhi.

The following is the detail of article of charge framed against Shri Sameer Arora, Chief Technical Officer:-

"That the said Shri Sameer Arora while working as Chief Technical Officer (Radiotherapy), Dr. BRA-IRCH, AIIMS, New Delhi has been found allegedly engaged in certain commercial activities in the department. He has been found persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife. Such act of Shri Sameer Arora is in violation of provision of CCS (Conduct) Rules, 1964, as applicable to the employees of the Institute and such activities of Shri Sameer Arora are not expected from the employee of the Institute.

Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRA-IRCH, AIIMS, New Delhi is willfully and unauthorisedly absenting himself from duty w.e.f. 18.4.2022 till date without prior permission or sanction of leave by the competent authority.

Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRA-IRCH, AIIMS, New Delhi has thus, willfully failed to maintain devotion to duty and is not amenable to discipline. He has thus acted in manner unbecoming of an employee of the Institute and has already contravened Rule 3(1)(i), (ii) & (iii) and 15(a) of the CCS (Conduct) rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended).



The statement of imputation of article of charge in the case of Shri Sameer Arora is as under:-

A complaint dated 25.2.2022 was received from Smt. Vijay Neelam, Chief Technical Officer & In-charge, Main Radiotherapy Department, Dr. BRA-IRCH, AIIMS, New Delhi wherein she has informed that Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRA-IRCH, AIIMS, New Delhi owns a company named SaiMed Technology in his wife's name. This company is delivering Thermoplastics and other accessories used in the treatment of cancer patients through Shri Sameer Arora. He is all the time engaged in persuading patients to buy these accessories of a particular company owned by his wife. He uses his official computer for these commercial activities. Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRAIRCH, AIIMS, New Delhi is also unauthorisedly absent from duty w.e.f. 18.4.2022 till date without prior permission or sanction of leave by the competent authority.

A show cause notice was also issued to Shri Sameer Arora, Chief Technical Officer (Radiotherapy) vide SCN No.F.31-20/97-Estt./(Dr. BRAIRC) dated 06.04.2022 him to submit his explanation within 07 days from the date of receipt of the memorandum, failing which appropriate disciplinary action as deemed appropriate may be initiated against him. Shri Sameer Arora has submitted his explanation dated 15.06.2022. Competent Disciplinary Authority (i.e. President, AIIMS considered his reply, but found the reply unsatisfactory.

Shri Sameer Arora, Chief Technical Officer (Radiotherapy), Dr. BRA-IRCH, AIIMS, New Delhi has thus, willfully failed to maintain devotion to duty and is not amenable to discipline. He has thus acted in manner unbecoming of an employee of the Institute and has already contravened Rule 3(1)(i), (ii) & (iii) and 15(a) of the CCS (Conduct) rules, 1964 read with the Regulation 33 of the AIIMS Regulation 2019 (as amended).

#### **DETAIL OF PROCEEDINGS:-**

The undersigned had fixed preliminary hearing of the case on 23<sup>rd</sup> February, 2023 and subsequent hearings to conduct department inquiry in the matter. The details of the same are as under:-

Preliminary hearing was held on 23.2.2023. Shri Anil Kumar, Presenting Officer and Shri Sameer Arora, Chief Technical Officer/charged officer attended the hearing.

The charged official confirmed during the hearing that he received the charge sheet issued vide OM dated 12.11.22, read the same carefully and understood the charges. Then the Inquiring Authority asked whether he accepts the charges or denies. To this he



answered that he denied the charges framed against him. Since Shri Sameer Arora denied the charges, it was decided that the proceedings will be taken forward. The undersigned further asked the charged official whether he has faith in him or not. To this he replied that he has full faith in the Inquiring Authority.

The Inquiring Authority then asked the charged officer whether he would be engaging a defense assistant for his defense or would be defending himself. To this he stated that he would be defending his case himself. Further, he has been asked to submit list of additional documents and the witnesses, he would require for his defense, if any. Lists should reach to the undersigned by 2.3.2023, failing which it will be presumed that the charges officer does not require any document/witness for his defence. The requests will be examined and necessary action taken by the Inquiring Authority to procure the documents and allow defence witnesses which are considered relevant. Further the undersigned instructed Presenting Officer to get inspection of documents conducted before next date of hearing and a report to this effect may be provided to the undersigned for records. Next date of hearing fixed for 3.3.2023 at 3.00 p.m.

Next hearing was held on 3<sup>rd</sup> March, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/Presenting Officer and Shri Sameer Arora, CTO/Charged Officer attended the hearing.

The undersigned asked both PO and CO whether they conducted inspection of documents as instructed during last hearing. To this they confirmed that the inspection of documents completed, charged officer satisfied with the inspection of documents and submitted a report to this effect. The charged official again informed that he would be defending his case himself. He further informed that no defence witness required by him in the case, but he required one document for his defence. The Inquiring Authority considered the relevancy of the same and allowed. The Inquiring Authority would procure the same defence document from the custodian of the same, as intimated by the CO and on availability, the same will be provided to him. Next date of hearing fixed for 10.3.2023 at 3.00 p.m.

Hearing was held on the 10 March, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/Presenting Officer and Shri Sameer Arora, CTO/Charged Officer attended the hearing. The undersigned informed the charged official and Presenting Officer that defence document requested by Shri Sameer Arora not received from concerned department. The undersigned telephonically inquired from the office of the Administrative



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Officer, Dr. BRA-IRCH regarding providing the required document. Shri Chandershekhar, Sr. Administrative Assistant, Establishment Section, Dr. BRA-IRCH informed that they are taking up the matter with HOD of Radiotherapy and will intimate the outcome by tomorrow positively. Thereafter, it has been decided that since verification of document has already been done, the documents as listed in Annexure-III of charge sheet may be taken on records. The documents were taken on record and indexed as SD-1 to SD-5.

Further, the undersigned asked charged officer whether we may further proceed to conduct enquiry and start examination of state witness/s or he wants to wait for defence document to be provided to him. To this he answered that go ahead with the examination of witnesses and in case document is being provided by the concerned department/section, the same may be provided to him. Then, the undersigned asked the Presenting Officer to name the witness he would like to produce on next date of hearing. Shri Anil Kumar, Presenting Officer informed that he would produce Dr. D.N. Sharma, Prof. & Head, Department of Radiation Oncology, Dr. BRA-IRCH (SW-1) on the next date of hearing.

Hearing was held on 16 March, 2023 instead of 17<sup>th</sup> March, 2023 as Dr. D.N. Sharma informed telephonically to the undersigned that he be away from the office on 17<sup>th</sup>. His request has been considered and hearing proponent to 16<sup>th</sup>. Shri Anil Kumar, Accounts Officer/Presenting Officer, Shri Sameer Arora, CTO/Charged Officer and Dr. D.N. Sharma, Head of Department Radiation Oncology, Dr. BRA-IRCH were present during the hearing.

The Presenting Officer conducted examination-in-chief of the state witness Dr. D.N. Sharma, Prof. & Head, Department of Radiation Oncology, whereby he asked questions related to the charges. After the examination-in-chief was over, the charged officer carried out cross-examination of the witness. The deposition of the witness was recorded verbatim. The Presenting Officer did not carry out re-examination of the witness. The Inquiry Authority did ask some questions from the witness. The deposition of the witness was signed by the witness and the inquiry authority and a copy of it was provided to the Presenting Officer and the charged officer. The detail of deposition of Dr. D.N. Sharma is as under:-

Q No.	Question	Reply
1	Smt. Vijay Neelam, Chief Technical Officer, In-Charge of Main Radiotherapy Department	Shri Sameer Arora submitted his requested for taking voluntary retirement from the service of the Institute and I forwarded the



	<p>registered a complaint on 31.5.2022 against Chief Technical Officer, Radiotherapy, Dr. BRAIRCH to the Administrative Officer, Dr. BRAIRCH for his absence from duty from 18<sup>th</sup> April till date without prior information and approval, Sir are you aware of this Complaint? If yes, then did you take cognizance on this complaint?</p>	<p>same to the administration.</p> <p>Further, absentee report dated 31.5.2022 of Smt. Vijay Neelam, CTO regarding his absence was forwarded by me to the administration. The administration has to take action for such absenteeism.</p>
2	<p>Sir Administrative Officer, Officiating. Dr. BRAIRCH issued a Memorandum on 11.06.2022 to Smt. Vijay Neelam, CTO &amp; In-charge Main Radiotherapy Department, AIIMS, New Delhi through HoD, Radiotherapy, Dr. BRAIRCH wherein Administrative Officer mentioned that competent authority desired to obtain documentary proof in support of complaint dated 25.02.2022 from the complaint (Smt. Vijay Neelam).</p> <p>Sir are you aware of this Memorandum? If yes, did Smt. Vijay Neelam submit the documentary proof in support of complaint?</p>	<p>Yes I am aware administration has asked for certain information from Smt. Vijay Neelam.</p> <p>The response submitted by Mrs. Vijay Neelam forwarded by me to the administration that the alleged complaint dated 25.2.2022 is not routed through HOD, RT. The HOD is not aware of the alleged commercial activities involved of Shri Sameer Arora.</p>
3	<p>Sir Mr. Vidya Sagar, Administrative Officer, Officiating, Dr. BRAIRCH issued a show Cause Notice No. F.31-20/97-Estt. (Dr. BRAIRCH on 6<sup>th</sup> April 2022 to Shri Sameer Arora, CTO Radiotherapy Department (CO) through HoD, Radiotherapy, Dr. BRAIRCH wherein Administrative Officer mentioned that Charged Officer is allegedly engaged in certain commercial activities in the department. Mr. Sameer Arora owns a company namely Sai Mod Technology in his wife's</p>	<p>Yes I aware about Show Cause notice issued to Shri Sameer Arora.</p> <p>From the issuance of SCN, it is apparent that administration already taken cognizance of the same and investigation is underway, the reply submitted by Shri Sameer Arora forwarded to the administration.</p>

*Amil*

	<p>name for many years which is delivering Thermoplastics and other accessories used in the treatment of cancer patients. He is all the time engaged in persuading patient to buy these accessories from his own company so he is absolutely not attending to his office liabilities. The official computer used by him is always used for these commercial activities which is gross violation in terms of the rules 15 of CCS (Conduct) Rules, 1964. In this regards, Explanations were called for from the Charged Officer.</p> <p>Sir are you aware of this Shows Cause Notice?</p> <p>Sir If yes, did Charged Officer submit his reply to you?</p> <p>Sir did you take any cognizance in this regard?</p>	
4	<p>Sir Smt. Vijay Neelam through her letter No. 'Nil' dated 28 February 2022 registered a complaint to the Director AIIMS, New Delhi also as mentioned at point 3 above.</p> <p>Sir are you aware this complaint?</p>	<p>No, the said complaint not routed through HOD, RT.</p>

## Cross examination by charged officer

S.No.	Question	Reply
1.	In complaint dated 25.2.2022 stated that she made complaint twice to HOD, RT, please give detail	She had not submitted any complaint in writing. She verbally made allegations once against Shri Sameer Arora and he asked her to submit complaint in writing. She had not submitted any complaint through him.
2.	Whether predecessor HOD handed over any complaint against me when he taken over as HOD	No

*Arora*

No further re-examination by Presenting Officer

The Inquiring Authority asked the following to Dr. D.N. Sharma:-

Question: How long he is knowing Shri Sameer Arora

Answer:- For last approximately 20 years

Question: Whether at any point of time it has come to his knowledge that Shri Sameer Arora engaged in commercial activities in the department and persuading patients to buy accessories related to radiotherapy from company owned by his wife? Any patient/s made such complaint to him?

Answer: I have been working as Head of the Department for approximately 3 years and I have no knowledge of such activities of Shri Sameer Arora. No one reported in writing to me about such activity of Shri Sameer Arora. Once Ms. Vijay Neelam verbally informed about this, but no written complaint and evidence provided by her.

Further, the undersigned informed to the charged official and Presenting Officer as regards additional/defence document asked by the charged officer that Ms. Savita Kumari, Assistant Administrative Officer vide letter No.31-20/97-Estt.(Dr. BRA-IRCH) dated 10.3.2023 informed that no such intimation available in the records of Estt. Section, Dr. BRA-IRCH as referred in the complaint dated 25.2.22 filed by Ms. Vijay Neelam. She provided a copy of letter dated 21.7.22 with endorsed remarks of HOD, Radiotherapy. A copy of the same is provided to the charged officer and Presenting Officer and also taken on record/marked as D-1.

The Presenting Officer informed that he would produce remaining two state witnesses on the next date of hearing. Next date of hearing fixed on 23.3.2023 at 3.00 P.M.

Hearing was held on 23<sup>rd</sup> March, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/ Presenting Officer, Shri Sameer Arora, CTO/Charged Officer, Ms. Vijay Neelam, Chief Technical Officer and Ms. Meenakshi, DEO (state witnesses) attended the hearing.

The Presenting Officer conducted examination-in-chief of the state witnesses, Smt. Vijay Neelam, Chief Technical Officer, Department of Radiation Oncology and Ms. Meenakshi, Data Entry Operator (outsourced), Establishment Section, Dr. BRA-IRCH, whereby he asked questions related to the charges. After the examination-in-chief was





over, the charged officer carried out cross-examination of the witnesses. The deposition of the witnesses were was recorded verbatim. The Presenting Officer did not carry out re-examination of the witnesses. The deposition of the witnesses were signed by them/inquiring authority and a copy of the same was provided to the Presenting Officer and the Charged Officer. The detail of deposition of both state witnesses is as under:-

**DEPOSITION OF STATE WITNESS SMT. VIJAY NEELAM, CHIEF TECHNICAL OFFICER, DEPARTMENT OF RADIATION ONCOLOGY, DR. BRA-IRCH, AIIMS, NEW DELHI:-**

Q No.	Question	Reply
1	<p>In your letter dt 25.02.2022 to Director AIIMS, you stated that Sh. Sameer Arora, CTO is engaged in certain commercial activities in the Deptt.</p> <p>How do you know about this? Pls. provide evidence in support of your complaint.</p>	<p>I came to know from patients through verbal communication. I have already provided evidence to administration. No other evidence with me.</p>
2	<p>In your complaint letter dated 25.02.2022 addressed to the Director, AIIMS, New Delhi that you had made complaints twice to Head of the Department. In this regard kindly respond to the following questions:-</p> <p>How did you make the complaints to HoD? In writing or verbal manner and when? If in writing, please provide the copy of complaints.</p>	<p>Initially she informed/made complaint to HOD verbally. Later on she made complaint twice to HOD in writing.</p> <p>IA asked her whether she had copy of receiving from HODs office and can she provide the same.</p> <p>Yes I will provide copies.</p>
3.	<p>In your response to Administrative Officer's Memorandum No. F.31-20/97-Estt. (Dr. BRAIRCH) dated 11.06.2022, HoD furnished the following comments:</p> <p>a. The alleged complaint dated 25.02.2022 is not routed through HoD office</p> <p>b. The HoD office is not aware of such alleged commercial activities involvement</p> <p>Above comments of the HoD do not substantiate your statement of complaint to the Director, AIIMS as mentioned at Sl.No. 2 above. What do you have to say in this regard?</p>	<p>Because no action was taken on previous complaints, she submitted complaint directly to the Director, AIIMS.</p> <p>As I had already informed HOD verbally, so he knows that such activities are going on in the department.</p>

*Amil*

	<p>How do you know that Sh. Sameer Arora, CTO owns a company SAI MED TECHNOLOGY in his wife's name which is delivering Thermoplastics &amp; other accessories used in treatment of cancer patients and he is engaged in persuading patients to buy these items?</p> <p>Did you get any complaint from any patients, their attendants or from any other person? If yes, please provide evidence in support of your complaint.</p>	<p>He himself informed many times about his wife's company.</p> <p>No complaints received from patients.</p>
5	<p>On what basis you can say that Sh. Sameer Arora, CTO (Charged Officer) was using official computer for running commercial activities?</p>	<p>We both using same computer and Shri Sameer Arora works on company's site.</p>
6	<p>In your letter dt 02.05.2022 and subsequent reminder-1 dt 31.05.2022 to Admin office Dr. BRAIRCH AIIMS stated that Sh. Sameer Arora, CTO absent from duty from 18<sup>th</sup> April to till date without any prior information &amp; approval from you.</p> <p>Did you inform in this regard directly to HoD or forward your complaint to Admin officer through HoD?</p>	<p>I submitted absentee report dated 31.5.2022 through HOD.</p>
7	<p>Administrative Officer vide his Memorandum No. F.31-20/97-Estt. (Dr. BRAIRCH) dated 11.06.2022 requested you to furnish the documentary proof if any, in support of your complaint.</p> <p>Did you respond of the above Memorandum? If yes, please provide copy of your response letter along with all documentary proof in support of your complaint.</p>	<p>Yes. I had submitted my reply and whatever documentary evidences she had, she provided the same to administration along with her reply. I will also provide the same to IA</p>

Cross Examination by CO Shri Sameer Arora, Chief Technical Officer

Q No.	Question	Reply
1.	<p>Whether you received any complaint in writing from patients that I am persuading the patient for purchase of items from his wife's company.</p>	<p>No I had not received any complaint in writing.</p>

*Signature*

2.	Whether you allow me to use your computer in the office?	Computer is not for her personal use and given to the office and both of us were working in the said computer.
3.	From where you get the Bill dated 7.6.2012, which you have submitted as evidence in my case.	From your desk/table.
4.	From where you get all documents which submitted along with your complaint	From Planning Room, Treatment Room and room where we both sit.
5.	Planning Room situated at Room No28, Dr. BRA-IRCH whereas you posted in Main RT, how you get papers from Planning Room.	I went for treatment of my relative in Planning Room and found documents there.
6.	What is meant by saying commercial activities by me on computer	I seen working him on computer on wife's firm site, working on computer and also talking on mobile phone about such activities.
7.	In your complaint you stated that H/A and other staff also engaged with him in such activities. Who were they? Please name them.	I don't remember.

No re-examination by Presenting Officer

DEPOSITION OF STATE WITNESS MS. MEENAKSHI, DEO (OUTSOURCED),  
ESTABLISHMENT SECTION, DR. BRA-IRCH, AIIMS, NEW DELHI :-

Dated 23.3.2023.

Q No.	Question	Reply
1.	Introduce yourself and your duty in Dr. BRA-IRCH, AIIMS, New Delhi	Working as Data Entry Operator on outsourced basis and dealing with personal files
2.	Are you aware that CO Shri Sameer Arora, Chief Technical Officer absent from duty since 18.4.2022 or received any absentee report?	Yes, I know Shri Sameer Arora absent from 18.4.2022 as an absentee report received in the office.
3.	Did you send any notice to CO Shri Sameer Arora, CTO about his absent from duty?	No

*(Signature)*

4.	Did you aware that CO Shri Sameer Arora, CTO has applied for voluntary retirement ?	Yes
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## Cross examination by Shri Sameer Arora, CTO

Q No.	Question	Reply
1.	I had sent two email/letter regarding grant of leave on 19.4.22 and 25.4.22, whether you had received these?	Yes
2.	Whether any communication sent regarding my absence and recall notice to join the duty to me?	No

## Re-examination by PO

Q No.	Question	Reply
1.	When Shri Sameer Arora joined back his duty after his absence?	<u>On 26.12.2022</u>

Since all the state witnesses deposed their statement in the case, the Presenting Officer informed that the case is closed from his side. After this, the IA asked Shri Sameer Arora whether he offered himself as his own witness in defence, he informed that he don't want to be his own witness. After this, it has been decided that his General Examination will be carried out by the Inquiry Authority on next date of hearing. Next date of hearing fixed for 6.4.2023 at 3.00 P.M.

Hearing was held on today the 6<sup>th</sup> April, 2023 as scheduled. Shri Anil Kumar, Accounts Officer/Presenting Officer and Shri Sameer Arora, CTO/Charged Officer attended the hearing. The Presenting Officer informed that the case is closed from the prosecution side. Since no defence witness from charged official side, the charged Officer Shri Sameer Arora also informed that the case is also closed from his side. He has not offered himself as his own witness in defence. After this, his General Examination was



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carried out by the Inquiring Authority. The statement made by the charged officer was recorded verbatim and signed by the charged officer and the Inquiry Authority. The detail of general examination of Shri Sameer Arora is as under:-

Q.1 Please state what were the circumstance which led to this situation against you?

Ans.: This situation against me was due to inter-personal relation with another Chief Technical Officer.

Q.2. Whether as alleged any firm is owned by your wife, if so, in which equipments the firm is dealing with.

Ans. Yes, one firm namely SAIMED TECHNOLOGY owned by my wife and the firm deals in medical equipments including radiotherapy equipments.

Q.3. Whether your wife's firm supplied/supplying equipment at Dr. BRA-IRCH specially in Department of Radiation Oncology, Dr. BRA-IRCH.

Ans. No

Q.4 Whether you informed about your wife's firm in the department formally?

Ans. No. since the firm is not dealing at the Institute, question does not arise.

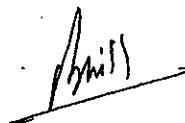
Q.5 Whether you remained absent/not attended duties since 18.4.2022.

Ans. I had applied for voluntary retirement from the service of the Institute. I was on leave on medical grounds from 18.4.2023 to 23.4.2022. Thereafter I had not attended my duties and give request to adjust my earned leave for the period till my VRS.

Q.6. When you joined back your duty?

Ans. I had joined back my duty on 26.12.2022 after my request for VRS declined.

After that, the Presenting Officer has been directed by the undersigned to submit his written brief within a period of ten days and send it on the email of the Inquiring Authority and a copy to the charged officer. The Charged Officer Shri Sameer Arora would acknowledge the receipt of the written brief of the Presenting Officer to the Inquiring Authority. The charged officer has been directed to submit his defence brief within ten days of the receipt of the written brief from the Presenting Officer to the Inquiry Authority.



**WRITTEN BRIEF OF THE PRESENTING OFFICER:-**

The Presenting Officer vide his letter dated 17.4.2023 has submitted his brief mainly stated that Shri Sameer Arora owns a company names SaiMed Technology in his wife's name but not established that the charged officer is all the time engaged in persuading patients to buy these accessories of a particular company owned by his wife, use of his office computer for these commercial activities. SW-1 (Ms. Vijay Neelam) could not produce any evidence so as to establish that he was involved in any commercial activities and persuading patients to buy the accessories of company owned by his wife. As far as article of charge of unauthorized absence from duty w.e.f. 18.4.2022 without prior permission or sanction of leave by the competent authority, no sanction of leave for absence for the charge officer was issued by the administration. In view of this, the article of charges in the charge sheet against charged officer are assumed to be partially proved.

**WRITTEN SUBMISSION BY CHARGE OFFICIAL:-**

Shri Sameer Arora, Chief Technical Officer, the charged officer vide his letter dated 24.4.2023 submitted his brief stating that he proceeded on leave from 18.4.22 to 23.4.22 on medical grounds. Thereafter he requested to sanction leave in continuation on ground of his mothers illness and requested to treat his entire absence as leave of the kind due till his request for voluntary retirement is settled.

**ASSESSMENT OF CHARGE:-**

The charged Officer, Shri Sameer Arora was charged sheeted vide dated 12.11.22. As per charges, he has been accused of two offenses:-

1. Engaging in commercial activities in the department and persuading patients to buy accessories related to radiotherapy from a company owned by his wife.
2. Willfully and unauthorizedly absenting himself from duty.

During the course of preliminary hearing, Shri Sameer Arora has denied the charges and accordingly proceedings were held in this case.



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During the course of proceedings, the documents listed in Annexure-III of the charge sheet were taken into records. After assessing all documentary evidence listed in the charge sheet, it has come across that one Mrs. Vijay Neelam made a complaint vide letter dated 25.2.2022 against Shri Sameer Arora claiming that he was engaged in certain commercial activities in the department and persuading patients to buy the accessories related to radiotherapy of a particular company owned by his wife.

During the course of proceedings, Ms. Vijay Neelam deposed that she came to know about activities of Shri Sameer Arora from patients through verbal communication. She informed HoD initially verbally and later on formally not through HoD. During cross examination she deposed that she got relevant documents she submitted with her complaint from Planning Room, treatment room and room where they both sit. She failed to inform the names of Hospital Attendants involved in the process, as alleged by her in complaint. The prosecution witness's testimony is contradictory. On the one hand, she claims to have learned about the charged Officer's activities through verbal communication and on the other hand, she claims to have obtained the relevant documents she submitted with her complaint from the Planning Room, treatment room and the room where they both sit. Further, the witness's failure to name the Hospital Attendants involved in the process, as alleged by her in her complaint, is also significant. The prosecution required to do more to corroborate the witness's testimony to prove the charges.

Dr.D.N. Sharma deposed that he has been working as Head of the Department for approximately 3years and he has no knowledge of such activities of Shri Sameer Arora and no one reported in writing about his such activities. Once Ms. Vijay Neelam verbally informed about this, but no written complaint and evidence provided by her. Dr.D.N. Sharma's deposition is significant. If the Head of the department has been working in his position for three years and has no knowledge of the charge officer's activities, then it is unlikely that the witness's claim are true.

After evaluation of documentary evidence as well as oral came across during proceeding, it appears that the charge officer's wife owns a company that deals with radiotherapy accessories. However, there is no concrete evidence that the charge officer persuaded patients to buy accessories from his wife's company. Prosecution failed to produce any concrete evidence to prove this part of the charge. Therefore, the charge is only proven to the extent that the officer's wife owned a company.



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Second part of the charge was that he willfully and unauthorizedly absenting himself from duty w.e.f. 18.4.2022 till date without prior permission or sanction of leave by the competent authority. This fact that Shri Sameer Arora was absent from duty is collaborated with documentary as well as oral evidence. This evidence includes his absence from office records, as well as testimony of prosecution witnesses. The charged officer has not provided a satisfactory explanation for his absence without prior permission/sanction of leave. Therefore, the charge against Sameer Arora is proven to the extent that he remained absent without prior permission/sanction of leave.

It is a fact which collaborated with documentary as well as oral evidence that he not attended his duties during the period 18.4.22 to 25.12.22. He requested for grant of voluntary retirement from the service of the Institute, which was not granted to him.

**FINDINGS:-**

On the basis of the overall assessment, analysis of entire documentary and oral evidence on records, taking into consideration all relevant facts, circumstances/documents/evidence on records, I reach to the conclusion that for part I of the charge relating to his engagement in certain commercial activities in the department, persuading patients to buy the accessories related to radiotherapy of company owned by his wife, the charge is only proven to the extent that the officer's wife owned a company. For Part II regarding his absence from duty w.e.f. 18.4.22, this fact that Shri Sameer Arora was absent from duty is collaborated with documentary as well as oral evidence. This evidence includes his absence from office records, as well as testimony of prosecution witnesses. Therefore, the charge against Sameer Arora is proven to the extent that he remained absent without prior permission/sanction of leave.

  
7/6/23  
(B.S. GILL)

INQUIRING AUTHORITY  
& Sr. ADMN.OFFICER (Faculty Cell)

7.6.2023

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Annexure <sup>to</sup> 1233461  
Part I

October 4, 2023

To  
**Director Sir**  
**AIIMS**  
**New Delhi - 29**



Office - 1228393  
7/10/23  
9/10/23

Respected Sir,

In due acknowledgement of Memorandum No.

F - 31 -20 / 97 - Estt ( Dr. BRAIRCH ) dated 20-09-2023, I am submitting a representation / submission on the second part of the finding of the Inquiry Report in so far as it pertains to the absence period which is listed as under :-

1. That Initially I preferred an application on 06-04-2022 conveying my inability to carry out the duties due to ailing condition of my mother, therefore requested for the VRS after completion of 3 month notice period

( Annexure - 1 )

2. That soon after, I got ill and requested for the medical leave for 6 days vide email dated 19<sup>th</sup> April 2022

( Annexure - 2 )

3. That it is evident that I was not in position to carry out my duties due to ailing condition of my mother, so under the compelling and unforeseen circumstances, I was not able to resume my duties even after availing medical leave. Therefore without having any wilful mollified intention, I duly informed the authority vide my letter dated 25-04-2022. The relevant extract is reproduced as under :

( Annexure - 3 )

In continuation to my letter dated 6/4/2022 regarding my voluntary retirement I further request that my mother aged 76 year getting seriously ill and should not possible for me to attend my duties regularly.

Total Annexure - 8

Total No of Pages - 21

Handwritten signatures and initials: A.A. (AIRCH), A.M., and others.

Handwritten signature: A.D. (A) Madam

Handwritten text: A.M. please

Handwritten initials: AR

1234

Since the deteriorating condition of my ailing mother was pressing hard to me mentally and physically, thus I preferred an another letter on 05-05-2022 (Annexure - 4) requesting for VRS and treating my absence by grant of leave. The relevant extract is reproduce is as under :-

**" In continuation of my letter dated 25-04-2022, I have to further request my entire absence till my case of voluntary retirement is finally settled may be treated leave of kind due "**

Note : It may please be noted that no communication was ever received by me over such request wherein I requested for leave .

5. That I finally served an another request letter dated 17-10-2022 ( Annexure - 6) for accepting my request for VRS in view of unavoidable circumstances . The extract of application is reproduce as under :-

**" Kindly refer to my request dated 06 / 04 / 2022 followed by a reminder dated 15-06-2022 submitted on the above subject submitted through Dr. D.N. Sharma HOD Department of Radiation Oncology . Since no action has been taken , I request you kindly to look into the case and sanction me voluntary retirement**

**I have to add that constant on going treatment of my mother aged 73 is causing financial hardshipness. The early sanction of my retirement will help me to do my duties towards my ailing mother . This is hard time I am passing through and hope you will very kindly help me earliest."**

(Annexure-5).

That It may please be noted that in response of my VRS request, I was finally communicated on 21-11-2022 ( even after a lapse of approx. 8 months from the date of my initial application ) vide Office Memorandum that my application for grant of VRS has been declined ( Annexure - 6 )

**IN VIEW OF ABOVE SUBMISSION, I WOULD LIKE TO PRAY THE FOLLOWING FOR SYMPATHETICALLY CONSIDERATION WHILE DISPOSING MY CASE**

**FINALLY**

- (i) Sir, It is also evident from the deposition made by the State Witness I.e. Dr. D N Sharma during the inquiry proceedings that It was well within the knowl-

... authority that I am unable to carry out the duties so opting for the VRS ... the specific reason of VRS and inability to carry out duties was specifically ... in my communication . Even I mentioned that my absence period till the finalisation of VRS may please be treated against the kind of leave due and admissible for which I was never been communicated . Such silence over the status of my pendency of my VRS as well as leave / absence period was simply a bonafide assumption that my request is under active consideration .

- (ii) The another deposition made by the state witness i.e. Ms. Meenakshi cannot be ignored wherein she admitted the following during cross examination in the inquiry proceedings and same may be verified from the report of inquiry authority (Annexure-7)

Q.No	Question ( by Sameer Arora )	Reply ( State Witness - Ms. Meenakshi )
1.	I had sent two email / letter regarding grant of leave on 19-04-2022 and 25-04-2022, whether you had received these ?	Yes
2.	Whether any communication sent regarding my absence and recall notice to join the duty to me ?	No

Therefore , it is evident and clear that proper communication was made by me regarding my leave and VRS Irrespective of facts that the same was not taken into the cognizance and no communication was conveyed to me .

- (iii) Being a law abiding and civilised citizen and a Government employee , I would join my duties if any communication / warning had been issued to me for resuming the duties within given time frame . I would like to draw your kind attention towards DOPT OM No. 13026 / 3 / 2010 – Estt ( leave ) dated 22<sup>nd</sup> June 2020 which may be read in relation of Rule 25 of the CCS ( leave ) Rules 1972 , the said OM vide para 3 stipulates as under : - (Annexure-8)

**“ 3. It is once again stressed that a Government Servant who remains absent without any authority should be proceed against Immediately . All Ministry / Department are requested to ensure that In all cases of unauthorised absence by a Government Servant , he should be Informed of the consequences of such absence and be directed to rejoin duty**

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Immediately / within a specified date, say within 03 days, failing which  
he would be liable for disciplinary action.....”

Whereas, it is evident that no such communication was ever conveyed to me

Annexure -9

**THEREFORE, IT IS ONCE AGAIN RESPECTFULLY REQUESTED THAT  
MY ABSENCE PERIOD MAY NOT BE TREATED AS WITHOUT PERMISS-  
SION / SANCTION OF LEAVE BUT IT MAY PLEASE BE CONSIDERED BY  
GRANTING ME ANY KIND OF LEAVE IN MY CREDIT WHICH IS DUE AND  
ADMISSIBLE, I SHALL EVER BE OBLIGED TO YOU FOR YOUR ACT OF  
KINDNESS.**

With regards,



SAMEER ARORA

Chief Technical Officer ,RT

Dr. BRAIRCH ,AIIMS ,New Delhi

Total Annexure -8

Total No of Pages - 20 PAGE