

No.F.40-110/2025-Estt.I
ALL INDIA INSTITUTE OF MEDICAL SCIENCES, NEW DELHI

Dated the 1st September, 2025

OFFICE MEMORANDUM

Subject: Observance of Court Directions and CCS (Conduct) Rules, 1964 – Demonstrations within AIIMS Campus – reg.

It is to be informed that there is a proposed demonstration by the Union/Association for grant of Hospital Patient Care Allowance to Group 'C' employees of the Institute on 01.09.2025 at 1.00 p.m. It is further informed that the matter is already under active consideration of the Institute. A Committee has been duly constituted to examine the issue comprehensively so that a fair and reasoned decision may be taken in the best interest of the employees as well as the Institute. In this background, it is felt that resorting to demonstrations or collective gatherings within the campus may not be necessary, as the Institute remains committed to addressing the matter through due process and constructive dialogue.

In this regard, it is further informed that:

(a) The Hon'ble High Court of Delhi, vide Division Bench Order dated 20.05.2002 in CWP No. 5166/2001 (*Court on its Own Motion v. AIIMS*), has laid down a binding "CODE OF CONDUCT" for all employees of AIIMS, which continues to remain in force. The said Code of Conduct, reproduced below, is once again notified for information and strict adherence by all employees, including Resident Doctors irrespective of grade and cadre, and by all Unions/Associations representing them:

CODE OF CONDUCT:

1. No employee, staff, or faculty member shall cease work for any reason whatsoever, or disrupt work, or aid/abet such disruption or cessation.
2. No use of loudspeakers, shouting of slogans, demonstrations, or dharna within the campus.
3. No gate meetings or protest meetings of any kind shall be held within a radius of 500 meters from the Institute boundary.
4. No interference in any official work.
5. No resort to any disruptive activity.
6. All trade union activities shall be conducted outside the campus.
7. Any violation will result in disciplinary and other actions.

(b) The Hon'ble Supreme Court of India, in *Surjeet Singh v. State of Punjab & Others*, has categorically held that:

"Right to life enshrined under Article 21 of the Constitution of India would include the right against denial of treatment or even from being prevented from availing the services of any doctor or any other member of the staff from attending to patients and rendering medical assistance to them."

In addition, the provisions of the Central Civil Services (Conduct) Rules, 1964 are binding on all employees of AIIMS, including Resident Doctors. Any conduct unbecoming of a Government servant, or prejudicial to patient care, amounts to misconduct.

It is emphasized that AIIMS, New Delhi is a premier healthcare institution of national importance. Any act of individual employees and/or their associations which disrupts services not only violates Court directions and Conduct Rules, but also adversely impacts patients who rely on AIIMS for critical medical care.

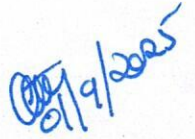
In view of the above, it is hereby directed to:

- Strictly observe the CODE OF CONDUCT prescribed by the Hon'ble High Court of Delhi.
- Ensure uninterrupted patient care services in all areas of the Institute.
- Refrain from any demonstration, dharna, or protest activity within the campus or within 500 meters of its boundary.
- Submit any demands or representations only through the established grievance redressal mechanism.

All concerned are, therefore, required to act with restraint, abide by the above directions, and extend full cooperation in maintaining peace, harmony, and uninterrupted services in the best interest of patients.

In view of the above, it is requested that this may kindly be brought to the notice of all concerned officials working under your control, and it may be ensured that there is no violation of the Code of Conduct as prescribed by the Hon'ble High Court of Delhi and the CCS (Conduct) Rules, 1964, as applicable to the employees of the Institute.

This issues with the approval of the competent authority



(Anita Tete)
Sr. Admn. Officer

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PPS to the Director/Addl. Director (Admn.)