

Minutes of the meeting of the Internal Committee for Cadre Review to discuss the proposals submitted by Stakeholders/Associations/Union for Cadre Review of various cadres held on 02.08.2022 under the Chairmanship of Dean (Academic) at Dean's Committee Room, Academic Section, AIIMS, New Delhi.

The meeting of Internal Cadre Review Committee was held on 02.08.2022 at 11:00 AM in the Dean's Committee Room to discuss the proposals submitted by Stakeholders/Associations/Union for Cadre Review of various cadres at AIIMS, New Delhi. The composition of the committee is as under:-

- | | | | |
|----|--|---|------------------|
| 1. | Prof. Subrata Sinha
Dean (Academic) | : | Chairman |
| 2. | Dr. D.K. Sharma
Medical Superintendent | : | Member |
| 3. | Sh. Neeraj Kumar Sharma
Sr. Financial Advisor | : | Member |
| 4. | Dr. R. Gopinath
Deputy Secretary | : | Member |
| 5. | Dr. Praveen Vashist
Prof. In-Charge, Recruitment Cell | : | Member |
| 6. | Sh. Deo Nath Sah
Chief Administrative Officer | : | Member |
| 7. | Sh. Rajender Singh
Administrative Officer (Rectt.) | : | Member Secretary |

All the above were present in the meeting except Sh. Neeraj Kumar Sharma, Senior Financial Advisor.

The proposals for Cadre Review in respect of the following cadres were discussed at length during the meeting:-

- i. Cadre of Dental Technician
- ii. Cadre of Engineers (Civil/Electric/AC&R)
- iii. Cadre of Physiotherapy/Occupational Therapy
- iv. Life Guard (Isolated Post)
- v. Cadre of Animal Attendants

After detailed discussion and deliberation along with the stakeholder(s), the following are the decisions on the issue:-

1. CADRE OF DENTAL TECHNICIAN / DENTAL CADRE

At the outset, the Committee was apprised that earlier the cadre review proposal of the Cadre of Dental Technician (Dental Cadre) was considered / discussed by the Committee in its meeting held on 01.11.2021. The committee perused the minutes of the said meeting and observed that in the earlier meeting of the committee various issues related to the cadre were discussed including the issue of revision of pay level in respect of this cadre as per 7th CPC which was to be dealt by the CAO office. Also, in said meeting, the Committee decided to discuss this cadre with the incumbents of the cadre and in the meantime, comments/suggestions of the Chief, CDER on the proposal of Dental Technician were to be obtained.

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Besides, the Committee perused the comments/suggestions sought from the Chief, CDER on the proposal so received vide note dated 09.04.2022 along with minutes dated 09.04.2022 of internal committee of CDER.

Further, the committee had a detailed discussion on the proposal of cadre review of Dental Technician Cadre along with the stakeholders. Upon detailed deliberation and having considered view of the inputs/facts having relevance to this cadre and guiding rules in the matter, the Committee opined:-

- i. to incorporate the Bachelors Degree in the relevant field (Dental Mechanic or Dental Hygienist) in the recruitment rules along with existing educational qualification in r/o proposed entry level post in the cadre.
- ii. in commensurate to guidelines devised by the Committee for technical cadres, four (4) tier cadres structure would be appropriate for this cadre, as per functional requirement.
- iii. the Chief, CDER after having detailed examination of the proposal of cadre review had not suggested any need for separation of the Dental Technician Cadre thus the question to separate the cadre into dental mechanic or dental hygienist does not arise.
- iv. the Institute shall decide on each occasion a vacancy is to be filled, the discipline in which a Degree/Diploma is to be required/prescribed depending upon the functional requirement of the concerned centre/department.

In view of the above, the Internal Committee for Cadre Review has recommended the cadre of Dental Technician as hereunder:-

Existing Dental Technician Cadre				Recommendation of the Internal Cadre Review Committee in r/o Cadre of Dental Technician			
Sl. No.	Existing Name of posts and Pay Level	Mode of Recruitment	Existing Strength	Proposed Nomenclature	Proposed Strength	Level of Pay	Mode of Recruitment
1.	Dental Technician Grade-II Level-4	100% by Direct Recruitment	10	Junior Technical Officer (Dental)	14	Level-6	100% by Direct Recruitment
2.	Dental Technician Grade-I Level-5	100% by Promotion	01	Technical Officer (Dental)	07	Level-7	100% by Promotion
3.	Technical Officer (Dental) Level-6	100% by Promotion	03	Senior Technical Officer (Dental)	02	Level-8	100% by Promotion
4.	--	--	--	Chief Technical Officer (Dental)	01	Level-10	100% by Promotion
		Total	14		24		

Note: The Institute shall decide on each occasion a vacancy is to be filled, the discipline in which a Degree/Diploma is to be required/prescribed depending upon the functional requirement of the concerned centre/department.

In addition, the Committee recommended that the residency period for promotion to the next higher grade/post in the cadre hierarchy shall be in accordance with the DoPT guidelines in this regard.

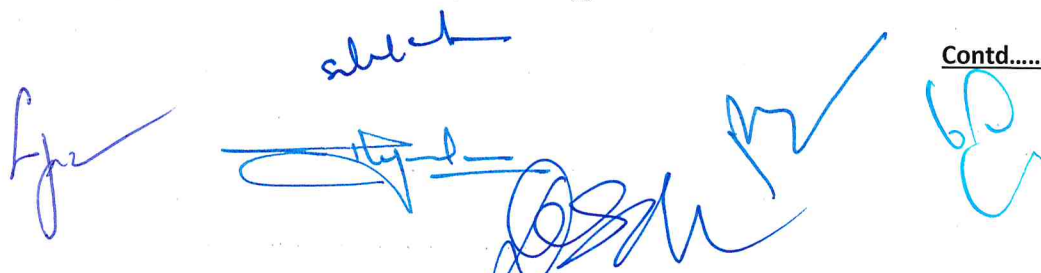
The recruitment rules for the proposed entry level post of Junior Technical Officer (Dental) shall be as hereunder:-

- A. i. Bachelor Degree in relevant field (Dental Mechanic / Hygiene) from a recognized University.
ii. Registered as Dental Mechanic / Dental Hygienist with Dental Council.

OR

- B. i. 12th Science from a recognized board / institution
ii. Two years Diploma from recognized Institution in Dental Mechanic or Dental Hygiene
iii. Two (02) years experience in a Dental Department of a Hospital.
iv. Registered as a Dental Mechanic / Dental Hygienist with Dental Council.

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2. CADRE OF ENGINEERS (CIVIL/ELECTRIC/AC&R)

At the start, the Committee was apprised that earlier the cadre review proposal of the Cadre of Engineers was considered / discussed by the Committee in its meeting held on 29.11.2021 wherein the Committee asked to representatives of Engineering Association present during the meeting to submit a revised proposal.

Further, the Committee considered the revised proposal of Engineers Association AIIMS received through Superintending Engineer for favourable consideration. The committee had a detailed discussion on the proposal of cadre review of Engineers Cadre along with the stakeholders. After detailed deliberation and having considered view of the inputs/facts having relevance to this cadre and guiding rules in the matter, the Committee opined:-

- to enhance the essential educational qualification for the proposed entry level post.
- to introduce new level of post to explore more promotion opportunities to the incumbents
- to remove element of deputation at mid level at the level of the post of AE (AC&R) to enhance promotional avenues and minimize stagnation.

In view of the above, the Internal Committee for Cadre Review has recommended the cadre of Dental Technician as hereunder:-

Existing Engineering Cadre				Recommendation of the Internal Cadre Review Committee in r/o Cadre of Engineering			
S.No	Name of Posts	Mode of Recruitment	Existing Strength	Proposed Nomenclature	Proposed Strength	Level of Pay	Mode of Recruitment
1	Junior Engineer (Civil/ Electrical/A/C & R) Level – 06	100% by Direct	29 (Civil) 23 (Electrical) 8 (AC&R) Total=60	Junior Engineer (Civil/Electrical/ A/C & R)	32 (Civil) 26 (Electrical) 13 (AC&R) Total=71	Level – 07	100% by Direct
2	Assistant Engineer (Civil/ Electrical/A/C & R) Level – 07	CIVIL 100% by Promotion ELECTRICAL 100% by Promotion A/C & R -50% by Promotion failing which by deputation -50% by deputation	15 (Civil) 10 (Electrical) 3 (AC&R) 3 (AC&R) Total=31	Assistant Engineer (Civil/Electrical/ A/C & R)	20 (Civil) 12 (Electrical) 10 (AC&R) Total = 42	Level – 10	100% by Promotion
3	Executive Engineer (Civil /Electrical/A/C & R) Level – 11	Civil -100% by Promotion failing which by deputation Electrical - 100% by Promotion failing which by deputation A/C & R -50% by Promotion failing which by deputation 50% by deputation	04 (Civil) 3 (Electrical) 1 (AC&R) 1 (AC&R) Total = 09	Executive Engineer (Civil/Electrical/ A/C & R)	08 (Civil) 04 (Electrical) 04 A/C & R Total = 16	Level – 11	100% by Promotion
4	Superintending Engineer (Civil) Level – 13	By Deputation / Promotion (Composite Method)	02	Superintending Engineer (Civil)	03	Level – 12	100% by Promotion
5	---	---	---	Superintending Engineer (Electrical)	01	Level – 12	100% by Promotion
6	---	---	---	Superintending Engineer (A/C & R)	01	Level – 12	100% by Promotion
7	---	---	---	Chief Engineer	01	Level – 13	100% by Promotion, failing which by deputation
		TOTAL	102		135		

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In addition, the Committee recommended that the residency period for promotion to the next higher grade/post in the cadre hierarchy shall be in accordance with the DoPT guidelines in this regard.

The recruitment rules for the entry level post of Junior Engineer (Civil / Electrical / AC & R) and for the top level post of Chief Engineer shall be as hereunder:-

1) Junior Engineer (Civil / Electrical / AC & R)

B.E./B.Tech./B.Sc.(Engineering) in the relevant field from a recognized Institution / University.

OR

Three Years Diploma (Engineering) in the relevant field from a recognized Polytechnic/Institution/University with AMIE (Associate Member of the Institution of Engineers).

2) Chief Engineer

For promotion : Superintending Engineer with 5 years of regular service in the grade.

For Deputation Mode: Superintending Engineer (Civil) in Level-12 (or equivalent post) with 5 years of regular service in that grade from CPWD failing which similar officers from other Central Engineering Departments or Engineering Departments of Central Statutory / Autonomous bodies. An officer taken on deputation shall possess a Degree in Civil Engineering.

3) PHYSIOTHERAPY / OCCUPATIONAL CADRE

The committee had a detailed discussion on the proposal of cadre review of Physiotherapy / Occupational Therapy along with the stakeholders. The Committee had considered the comments/opinion received from the different Controlling Authorities. The Committee also noted that presently a combined cadre for both the disciplines viz. Physiotherapy and Occupational is in operation. Both disciplines are sharing promotions in the common promotional hierarchy, however, at the entry level only posts are filled in with the respective discipline. It was observed that most the controlling authorities recommended separation of both the disciplines (Physiotherapy/Occupational Therapy).

In furtherance, it was noted that the existing cadre of Physiotherapy/Occupational Therapy is as depicted hereunder:-

Existing Cadre of Physiotherapy / Occupational Therapist				
Sl. No.	Name of Post	Level of Pay	Mode of Recruitment	Sanctioned Strength
1.	Junior Physiotherapist / Occupational Therapist	Level-6	100% by direct	58
2.	Physiotherapist / Occupational Therapist	Level-6	100% promotion	35
3.	Sr. Physiotherapist / Occupational Therapist	Level-10	100% promotion	07
4.	Superintending Physiotherapist / Occupational Therapist	Level – 11	100% promotion	07
5.	Chief Physiotherapist / Occupational Therapist	Level - 12	100% promotion	03
			Total	110

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In view of the above and by taking into consideration all the aspects relevant to this cadre, the Committee unanimously agreed and recommended for separation of the existing combined cadre of Physiotherapy / Occupational Therapy in accordance with the discipline (Physiotherapy and Occupational Therapy) by merging existing initial two levels, as depicted hereunder:-

A. Cadre of Physiotherapy Recommended by the Committee:-

Sl.No.	Proposed Nomenclature	Level of Pay	Mode of Recruitment	Proposed Strength	Remarks
1	Physiotherapist	Level-8	100% by Direct Recruitment	90	
2	Senior Physiotherapist	Level-10	100% by Promotion	40	
3	Superintending Physiotherapist	Level-11	100% by Promotion	15	
4	Chief Physiotherapist	Level-12	100% by Promotion	03	
				148	

B. Cadre of Occupational Therapy Recommended by the Committee:-

Sl.No.	Proposed Nomenclature	Level of Pay	Mode of Recruitment	Proposed Strength	Remarks
1	Occupational Therapist	Level-8	100% by Direct Recruitment	8	
2	Senior Occupational Therapist	Level-10	100% by Promotion	4	
3	Superintending Occupational Therapist	Level-11	100% by Promotion	2	
4	Chief Occupational Therapist	Level-12	100% by Promotion	1	
			Total	15	

Further, the Committee recommended that the residency period for promotion to the next higher grade/post in the cadre hierarchy shall be in accordance with the DoPT guidelines in this regard. The recruitment rules for the proposed entry level posts in both the cadres (viz. Physiotherapy/Occupational Therapy) shall be as hereunder:-

- a) **For Physiotherapist** - Bachelor of Physiotherapy from a recognized University / Institution.
- b) **For Occupational Therapist** - Bachelor of Occupational Therapy from a recognized University / Institution.

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

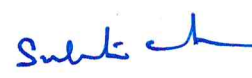

(Rajender Singh)
Administrative Officer


(D.N. Sah)
Chief Administrative Officer


(Dr. Praveen Vashist)
Professor-Incharge, Rectt. Cell


(Dr. R. Gopinath)
Deputy Secretary


(Dr. D.K. Sharma)
Medical Superintendent


(Dr. Subrata Sinha)
Dean (Academic)
