

**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 30.09.2022 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 30.09.2022 at 02:00 PM 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<br>Dean (Academic)                   | : | Chairman         |
| 2. | Dr. D.K. Sharma<br>Medical Superintendent                | : | Member           |
| 3. | Sh. Neeraj Kumar Sharma<br>Sr. Financial Advisor         | : | Member           |
| 4. | Dr. R. Gopinath<br>Deputy Secretary                      | : | Member           |
| 5. | Dr. Praveen Vashist<br>Prof. In-Charge, Recruitment Cell | : | Member           |
| 6. | Sh. Deo Nath Sah<br>Chief Administrative Officer         | : | Member           |
| 7. | Sh. Rajender Singh<br>Administrative Officer (Rectt.)    | : | Member Secretary |

All the above were present in the meeting except Dr. R. Gopinath, Deputy Secretary.

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

- i. Cadre of Medical Laboratory Technologists (MLT)
- ii. Cadre of Library

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

**1. CADRE OF LIBRARY**

At the outset, the Committee was apprised that earlier the cadre review proposal of the Cadre of Library was considered / discussed by the Committee in its meeting held on 01.11.2021 and 07.02.2022. The committee perused the recommendations/minutes of the previous Committee meetings in respect of Library Cadre in depth. The Committee observed that in its previous meeting held on 07.02.2022, certain directions were made which are reproduced hereunder:-

- i. The Committee was of the view that the nomenclature and pay scale of the Library Cadre i.e. Librarian Gd.III to Chief Librarian would be in commensurate to the cadre structure of Library at Indian Council of Medical Research (ICMR), New Delhi. The Committee also opined that the veracity of the claim that ICMR Library is Level-V category may be verified before the recommendations are processed further for want of implementation.
- ii. In addition, the Committee suggested that data related to daily footfall in the Library be obtained based on which their claim for increase in number of posts at various levels in the cadre could be justified.

Contd.....P/2

-P-2/-

Continued From Pre-Page:-

- iii. The vacant post of Library Guard should not be advertised considering the recommendation of the Committee regarding merger of the post of Library Guard into the security cadre at appropriate level.

In this context, the Committee was apprised that the issue regarding veracity of the claim that ICMR Library is Level-V was taken up with the ICMR, New Delhi but they had referred to their website for details in this regard. The details so available in relation to Library Cadre were placed before the Committee. Apart from this, data related to daily footfall in the Library provided by the Dr. B.B.Dixit Library was considered by the Committee, as directed in the previous Committee Meeting.

Further, the Committee had considered the comments/opinion received from the Controlling Authority with respect to the cadre and also the Committee perused and had deliberated on the note received from controlling authority (i.e. Chairman, Library Committee) dated 02.08.2022 referring therein Standing Finance Committee's agenda item No.FC/13(p) (page-88-91). As per contents of the said note an assessment was made in which Dr.B.B. Dixit Library was awarded 86 points out of 100 against the requirement for categorization of a library as Category-V i.e.81 and above points.

In view of the aforementioned facts/records and upon detailed deliberation, having considered view of the inputs/facts having relevance to this cadre and guiding rules in this regard, the Internal Committee for Cadre Review unanimously agreed to recommend the cadre of Library as under:-

| S. No. | Name of Posts              | Mode of Recruitment                                   | Pay Scales 6 <sup>th</sup> / 7 <sup>th</sup> | Existing Strength | Proposed Nomenclature  | Proposed mode of rct.   | Proposed Strength | Pay Scales 6 <sup>th</sup> /7 <sup>th</sup>       |
|--------|----------------------------|---|--|-------------------|--|---|-------------------|---|
| 1      | Library Guard              | 100% Direct   | 5200-20200+Grade<br>Pay of Rs. 1900/-        | 3                 | The existing strength of the post of Library Guard shall be merged at appropriate level in the Security Cadre. However, one post (out of three) shall be merged at the appropriate level in Security Cadre as and when the same is vacated by the present incumbent.   |   |                   |   |
| 2      | Library Attendant Grade II | 66 2/3% by Direct<br>33 1/3% by Promotion             | 5200-20200+Grade<br>Pay of Rs. 2000/-        | 6<br>3            | The Committee expressed its views that these services can be manned on outsource basis and identified these posts as dying posts. Once, the present incumbents vacate the posts, 10 such posts shall be treated as abolished and services shall be outsourced in lieu. |   |                   |   |
| 3      | Library Attendant Grade I  | 100% by Promotion                                     | 5200-20200+Grade<br>Pay of Rs. 2400/-        | 3                 |  |   |                   |   |
| 4      | Librarian Grade III        | 100% by Direct  | 9300-34800+Grade<br>Pay of Rs. 4200/-        | 5                 | Library and Information Assistant  | No Change   | 9                 | 9300-34800+Grade<br>Pay of Rs. 4200/-<br>Level-6  |
| 5      | Librarian Grade II         | 100% by Promotion failing which by direct recruitment | 9300-34800+Grade<br>Pay of Rs. 4200/-        | 3                 | Assistant Library and Information Officer  | No Change   | 6                 | 9300-34800+Grade<br>Pay of Rs. 4600/-<br>Level-7  |
| 6      | Librarian Grade I          | 100% by Promotion failing which by deputation         | 9300-34800+Grade<br>Pay of Rs. 4600/-        | 4                 | Library and Information Officer  | No Change   | 4                 | 15600-39100+Grade<br>Pay of Rs.6600/-<br>Level-11 |
| 7      | Librarian Selection Grade  | 100% by Promotion failing which by deputation         | 15600-39100+Grade<br>Pay of Rs. 6600/-       | 1                 | Senior Library and Information Officer   | No Change   | 2                 | 15600-39100+Grade<br>Pay of Rs.7600/-<br>Level-12 |
| 8      | Chief Librarian            | 100% by Promotion/Deputation (Composite Method)       | 15600-39100+Grade<br>Pay of Rs. 8700/-       | 1                 | Principal Library and Information Officer  | 100% by Promotion/Deputation (Composite Method) <i>adding when on Contractual Basis</i> | 1                 | 15600-39100+Grade<br>Pay of Rs.8700/-<br>Level-13 |
|        |                            |   | TOTAL  | 29                |  |   | Total             | 22  |

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 extant DoPT guidelines in this regard.

The recruitment rules for the proposed entry level post of Library and Information Assistant shall be the same as presently attached to the post of Librarian Grade-III.

Contd.....P/3

\* The committee recommended to incorporate "contractual basis" method of recruitment to existing method



Continued From Pre-Page:-

## 2. CADRE OF MEDICAL LABORATORY TECHNOLOGISTS (MLT)

At the start, the committee had a detailed discussion on the proposal of cadre review in respect of the cadre of Medical Laboratory Technologists (MLT) along with the stakeholders. The Committee had considered the comments/opinion/suggestions received from the different Controlling Authorities.

It was apprised to the Committee that a proposal for rationalization of Laboratory Technologists Cadre was taken up with the Ministry that has been approved by the Ministry vide its letter No.V-16020/23/2021-INI-I dated 02.11.2021 (**Annexure-I**) subject to some conditions. The main conditions are (i) approval of Governing Body of AIIMS, New Delhi (ii) abolition of 132 live posts Medical Laboratory Technologists in AIIMS, New Delhi. It was further apprised to the Committee that in compliance to the direction of the Ministry, a proposal to this effect has already approved to be placed before the Governing Body in its ensuing meeting and recruitment to the post of Medical Laboratory Technologist (MLT) has been kept in abeyance for want of condition (ii) of Ministries letter under reference.

In view of the aforementioned facts/records and upon detailed deliberation, having considered view of the inputs/facts having relevance to this cadre and guiding rules in this regard, the Internal Committee for Cadre Review unanimously agreed to recommend the cadre of Medical Laboratory Technologist (MLT) as under:-

| Sl. No. | Name of Posts & Pay Level                      | Mode of Recruitment                            | Existing Strength | Proposed Nomenclature                    | Mode of Recruitment       | Proposed Strength |
|---------|--|--|-------------------|--|---------------------------|-------------------|
| 1       | Junior Medical Laboratory Technologist Level-5 | 100% by Direct                                 | 93                | Medical Laboratory Technologist Level- 7 | 70% by Direct recruitment | 569               |
| 2       | Medical Laboratory Technologist Level-6        | 70% by Direct recruitment and 30% by promotion | 559               |  | 30% by promotion          |                   |
| 3       | Technical Officer(MLT) Level-7                 | 100% by Promotion                              | 119               | Technical Officer(MLT) Level-8           | 100% by Promotion         | 284               |
| 4       | Senior Technical Officer(MLT) Level-8          | 100% by Promotion                              | 62                | Senior Technical Officer (MLT) Level -10 | 100% by Promotion         | 142               |
| 5       | Chief Technical Officer (MLT) Level-10         | 100% by Promotion                              | 15                | Chief Technical Officer(MLT) Level -11   | 100% by Promotion         | 71                |
| Total   |  |  | 848               |  |                           | 1066              |

Whilst the Committee unanimously agreed to the merger of the post of Junior Medical Laboratory Technologist in the Level-5 in the pay matrix with the post of Medical Laboratory Technologist in the Level-7 in the pay matrix. The existing incumbents of the post of Junior Medical Laboratory Technologist would continue to be considered for promotion to the post of Medical Laboratory Technologist in the Level-7 in the pay matrix with the following conditions:-

- Junior Medical Laboratory Technologist with six years regular service in the grade.
- The promotee should possess at least 12<sup>th</sup> Science with Diploma in MLT OR Degree of B.Sc. from a recognized Institution/University.

**Note:** Those possessing 10<sup>th</sup> / 12<sup>th</sup> Science qualification who were re-designated as Junior Medical Laboratory Technologist/Medical Laboratory Technologist at the time of restructuring of this cadre i.e. on 17.07.2015 will also be eligible to be considered for promotion provided they possess required experience for promotion to the next level.

In addition, the committee considered and deliberated at length on the issue of creation of new post proposed for creation i.e. Principal Chief Technical Officer in Level-13 in the pay matrix and expressed that functional need of laboratory activities do not imply requirement of a new post at this level. Thus, it was unanimously agreed not to recommend creation of the proposed post of Principal Chief Technical Officer in Level-13 in the pay matrix.

Contd.....P/4

Continued From Pre-Page:-

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 extant DoPT guidelines in this regard.

However, the recruitment rules for the proposed entry level post of Medical Laboratory Technologist shall be as hereunder:-

M.Sc. (MLT) from a Government recognized university/institution

OR

- i. B.Sc. (MLT) from a Government recognized university/institution and
- ii. Two (02) years of experience in a laboratory attached with a hospital having minimum 100 beds / Two (02) years experience with a National Accreditation Board for Testing and Calibration Laboratories (NABL) Accredited Laboratory.

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



(Rajender Singh)  
Member-Secretary



(D.N. Sah)  
Member



(Dr. Praveen Vashist)  
Member



(Neeraj Kumar Sharma)  
Member



(Dr. D.K. Sharma)  
Member



(Dr. Subrata Sinha)  
Chairman

\*\*\*\*\*