

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 12.01.2023 at 2:30 PM, 17.01.2023 at 10:30 AM, 27.01.2023 at 10:00 A.M. and 30.01.2023 at 10:30 AM under the Chairmanship of Dean (Academic) at Dean's Committee Room, Academic Section, AIIMS, New Delhi.

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The meeting of Internal Committee for Cadre Review was held on 12.01.2023 at 2:30 PM, 17.01.2023 at 10:30 AM, 27.01.2023 at 10:00 A.M. and 30.01.2023 at 10:30 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 was as under:-

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|----|--|---|------------------|
| 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 |

**MEETING HELD ON 12.01.2023**

All the above were present in the meeting.

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

1. Cadre of Projectionist
2. Cadre of Artist
3. Cadre of Photographer
4. Educational Media Generalist (Isolated Post)
5. Educationalist (Isolated Post)
6. Cadre of Architect & Draughtsman
7. Cadre of Sewerman
8. Cadre of Telephone Operating Assistant
9. Cadre of Technician (Telephone)
10. Cadre of Tailor
11. Child Psychologist

**A. CADRE OF PROJECTIONIST, ARTIST & PHOTOGRAPHER AND POST OF EDUCATIONAL MEDIA GENERALIST (ISOLATED) & EDUCATIONALIST**

To begin with, the Committee was apprised that the Cadres/Posts (Sr.no.01 to 05 as above) were discussed by Committee at different occasions in its earlier meetings held on 21.12.2021 (01 to 03) and 23.12.2021 (04 & 05). During these meetings, it was directed by the Committee to obtain opinion/comments/suggestions of the concerned controlling authority i.e. the Professor-In-Charge (CMET) by considering facts such as utility of these services in present scenario and future prospect

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*Dr. Subrata Sinha*  
*Dr. D.K. Sharma*

keeping in view the technological advancements taken place over the period of time. Accordingly, to this effect, requests were made to Professor-In-Charge (CMET) but no response was received. So cadre review proposals related to these cadres were placed before the Committee in its meeting held on 24.12.2022 and it was unanimously desired by the Committee to discuss these cadres/posts in presence of Professor-In-Charge (CMET) and Sh. Yogesh Kumar, Educational Media Generalist. Thereafter, the Committee met on 12.01.2023. Both, Professor-In-Charge (CMET) and Sh. Yogesh Kumar, Educational Media Generalist were present in the meeting. The Committee had a comprehensive deliberation alongwith the Professor-in-Charge (CMET) & Sh. Yogesh Kumar, Educational Media Generalist thereupon it had advised them to come up with a holistic viable proposal in relation to these cadres/posts assessing the requirement and utility of these services in present & future prospect considering technological advancement in these fields. At last, it was decided to take this issue for consideration in a subsequent meeting of the Committee.

In addition, the Committee was apprised of the deliberation held on 21.12.2021 in respect of the cadre of Projectionist, Photographer and Artist whereby need to reassessment of overall utility and functional requirement of these services was expressed by the Committee so that final recommendations could be made to these cadres.

**B. CADRE OF ARCHITECT & DRAUGHTSMAN, SEWERMAN, TECHNICIAN (TELEPHONE) AND TELEPHONE OPERATING ASSISTANT**

At the outset, the Committee recalled the brief discussion held in its meeting held on 24.12.2022 with respect to these cadres (Sr.No.6 to 9) wherein the presence of the controlling authority i.e. Superintending Engineer was desired by the Committee so as to decide on these proposal. Hence, Superintendent Engineering was called to be present in the meeting held on 12.01.2023.

The Committee had a detailed deliberation alongwith the controlling authority i.e. Superintending Engineer on the cadre review proposals of these cadres on the various aspects related to these cadres services like their utility/sustainability at present & requirement of these services in the future prospect and the way these services presently being managed etc. It was apprised by the Superintending Engineer that these services are being presently managed on outsource basis besides present regular incumbents and no fresh recruitment to these cadres is taking place for a long period of time.

Having regard to the inputs/facts on record and deliberation, the Committee reached to the conclusion that:-

- i. These Cadres were identified as dying cadres.
- ii. Functional requirement to be met on outsource basis
- iii. No fresh regular recruitment is needed.

The Superintendent Engineer had apprehension that in the event of identifying these cadres dying ones whether the services of present incumbents will be disposed off. It was made clear that present incumbents will continue to work and as they vacate the post no fresh recruitment shall take place whereas the work will be managed on outsource basis.

In the light of the facts/observations and after due consideration, the Committee unanimously agreed to recommend these cadres as under:-

**CADRE OF ARCHITECT & DRAUGHTSMAN, THE POST OF SEWERMAN AND TECHNICIAN (TELEPHONE)**

Upon a detailed deliberation and in the light of the circumstances stated in the foregoing para, the Committee had recommended no change in the existing arrangement/structure of these services and to continue with the present structure on account of being these services presently managed through outsource basis and no fresh recruitment is taking place for a long.

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### CADRE OF TELEPHONE OPERATING ASSISTANT

Considering all related aspects and after detailed discussion, the Committee unanimously agreed and recommended slight upgradation of posts at the mid level to enlarge promotional avenues to the existing incumbents to some extent in the line of other similar dying cadres and rest shall remain unchanged as these services being managed on outsource basis, as under:-

Existing Cadre of Telephone Operating Assistant				Recommendation of the Internal Review Committee in respect to Telephone Operating Assistant			
S. No	Existing Name of Posts and Pay Level	Mode of Recruitment	Existing Strength	Proposed Nomenclature	Proposed Strength	Mode of Recruitment	Level of Pay
1	Telecom Operating Assistant Grade-I Level-3	80% by Direct 20% by LDCE	12 03	Telecom Operating Assistant Grade-I Level-3	12	No change	No change
2	Telecom Operating Assistant Grade-II Level-5	100% by Promotion	01	Telecom Operating Assistant Grade-II Level-5	4	No change	No change
3	Telecom Operating Assistant Grade-III Level-6	100% By Promotion	02	Telecom Operating Assistant Grade-III Level-6	2	No change	No change
		Total	18		18		

### 3. CADRE OF TAILOR

At first, the Committee recalled the brief discussion held in its meeting held on 24.12.2022 with respect to this cadre (Sr.No.10) wherein the presence of the controlling authority in this case i.e. Medical Superintendent was desired by the Committee so as to decide on this proposal. The Medical Superintendent was present in the meeting held on 12.01.2023 who was also a member of the Committee.

The Controlling Authority i.e. Medical Superintendent briefed the committee with respect to the scope of this cadre in present scenario and in the future prospect and apprised the Committee of the fact that this service is being managed on outsource basis wherever required and no fresh recruitment had taken place to this service for a long period.

Having regard to the inputs/facts on record and deliberation, the Committee reached to the conclusion that:-

- These Cadres were identified as dying cadres.
- Functional requirement to be met on outsource basis
- No fresh regular recruitment is needed.

In view of the above and having considered view of all the inputs, facts & records and after a detailed deliberation, the Internal Committee for Cadre Review unanimously agreed & recommend that no change in the present cadre structure of Tailor required as this service is already being managed on outsource basis and no fresh recruitment had taken place for a long period of time thus this is a dying cadre.

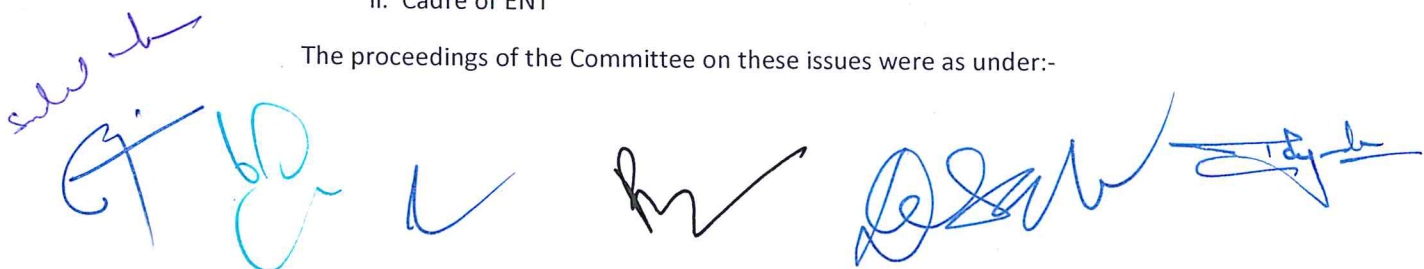
### MEETING HELD ON 17.01.2023

All the above were present in the meeting.

The Committee mainly deliberated on the following two issues during the meeting held on 17.01.2023:-

- Issue of adherence of parity in all technical cadres
- Cadre of ENT

The proceedings of the Committee on these issues were as under:-



#### i. Issue of Adherence of Parity in all Technical Cadres

The Committee perused the recommendations made by it in various meetings in respect of the various technical cadres and emphasized on the issue of adherence of parity viz. nomenclature, pay level, cadre structure etc. in all technical cadres of the Institute. The Committee had an extensive deliberation on the issue and observed that the recommendations in respect of different technical cadres are at variance to some extent. The Committee was apprised of the fact that final recommendation of the Committee in respect of various technical cadres had already been placed before for consideration of the Standing Finance Committee Meetings held on 21.03.2022 and 02.12.2022 that had been ratified by the Governing Body in its meeting held on 06.12.2022. It has been decided to refer this issue to Ministry for their consideration and approval and the process to take up this issue with the Ministry is underway. Eventually, the Committee expressed that as the recommendations of the Committee in respect of various technical cadres had already been considered and decided to be referred to the Ministry, it would not be viable to reconsider such cadres at this stage.

#### ii. CADRE OF ENT

Further, the Committee considered the cadre review proposal in regard to ENT Cadre and at first, it was recalled that this cadre was placed before the committee for consideration in its meeting held on 14.02.2022 and 24.12.2022 whereby it was viewed to consider this cadre in commensurate to other technical cadres in existence at this Institute. The committee perused the references / comments / opinion received from the controlling authority of this cadre alongwith other records/facts related to the cadre and also observed that recruitment rules to the top level two posts of Technical Officer (ENT) Grade-I and Senior Technical Officer (ENT) are not in force till date, however, a proposal to this effect is under consideration of the Ministry. However, the Committee considered the services of this cadre of much important as compared to some of the other technical cadres as they play pivotal role in pre and post operation therapeutic treatment to patients having issues concerning to this specialty.

Having regard to this cadre and after detailed deliberation, the Internal Committee for Cadre Review unanimously agreed to recommend the Cadre of ENT, as under:-

Existing Cadre of ENT				Recommendation of the Internal Review Committee in r/o Cadre of ENT			
S. No	Existing Name of Posts and Pay Level	Mode of Recruitment	Existing Strength	Proposed Nomenclature	Proposed Strength	Mode of Recruitment	Level of Pay
1	Technical Assistant (ENT) Level 6	100% by Direct	4	Audiologist and Speech Therapist	10	100% by Direct	Level-6
2	Technical Officer (ENT) Grade-II Level-6	100% by Promotion	4	Senior Audiologist and Speech Therapist	05	100% by Promotion	Level-7
3	Technical Officer (ENT) Grade-I Level-7	100% By Promotion	2	Superintending Audiologist and Speech Therapist	03	100% By Promotion	Level-10
4	Senior Technical Officer (ENT) Level - 10	100% By Promotion	1	Chief Audiologist and Speech Therapist	01	100% By Promotion	Level-11
		Total	11		19		

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 Audiologist and Speech Therapist shall remain the same as presently attached to the entry level post of Technical Assistant (ENT).

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## MEETING HELD ON 27.01.2023

All the above were present in the meeting.

The proposals for Cadre Review of the following cadres/posts were discussed during the meeting held on 27.01.2023:-

- i. Educationalist (Isolated Post)
- ii. Educational Media Generalist (Isolated Post)
- iii. Cadre of Projectionist
- iv. Cadre of Photographer
- v. Cadre of Artist
- vi. Cadre of Hindi
- vii. Cadre of Finance
- viii. Cadre of Veterinary Officers
- ix. Cadre of Animal Attendants
- x. Life Guard (Isolated Post)

After detailed discussion and deliberation, the following are the decisions on the issue:-

At the beginning, the Committee recalled the deliberation held on 12.01.2023 wherein the Professor-in-Charge (CMET) & Sh. Yogesh Kumar, Educational Media Generalist were advised by the Committee to come up with a holistic viable proposal in relation to these cadres/posts (sr.no.i to v) keeping in view their requirement and utility in the present scenario and requirements of these services in future prospect considering technological advancements in these fields of concern.

The Professor-In-Charge (CMET) and Sh. Yogesh Kumar, Educational Media Generalist were present in the meeting held on 27.01.2023 as per mandate of the Committee. They had apprised the Committee holistically on the cadre review proposals of posts/cadres (as at sr.no.01 to 05) like requirement, scope and utility etc.

After a lengthy discussion/deliberation and having regard to all inputs and aspects related to this posts/cadres, the Committee unanimously agreed and recommended in respect of the posts/cadres (sr.no.i to v above) as under:-

### i. Educationalist (Isolated Post)

Existing Details of the Post of Educationalist					Recommendations of the Internal Committee for Cadre Review in r/o the post of Educationalist			
S. No.	Name of Post	Mode of Rectt.	Sanctioned Strength	Eligibility Criteria	Name of Post	Mode of Rectt.	Sanctioned Strength	Eligibility Criteria
1	Educationalist Level-13A	100% by Direct	01	<p><u>Essential</u></p> <p>Post Graduate Degree in Medical Sciences / Life Sciences/ Psychology / Behavioral Sciences / Education of recognized university.</p> <p><u>Desirable</u></p> <p>Doctorate Degree (Ph.D) of a recognized university.</p> <p><u>Experience</u></p> <p>Ten years experience in higher education preferable in Medical allied Health Sciences Education. Experience in any branch of communication / health &amp; extension education / behavioral sciences.</p> <p>Note: The essential qualifications are relaxable at the discretion of the selecting authority.</p> <p>Upper Age Limit : 30 years</p>	Educationalist Level-13A	100% by Direct	01	<p><u>Essential</u></p> <p>Doctorate Degree (Ph.D.) in the field of education preferably Medical Education from a recognized University.</p> <p><u>Experience</u></p> <p>Ten years experience in higher education preferable in Medical allied Health Sciences Education.</p> <p>Upper Age Limit : 50 years</p>

Further, the Committee unanimously agreed and recommended that the post of Educationalist should be considered under IN-SITU scheme, as applicable to the scientific posts, on completion of seven (7) years of regular services in the grade at the Institute.



## ii. Educational Media Generalist (Isolated Post)

Existing Details of the Post of Educational Media Generalist					Recommendations of the Internal Committee for Cadre Review in r/o the post of Educational Media Generalist				
S. No.	Name of Post	Mode of Rectt.	Sanctioned Strength	Eligibility Criteria	Name of Post	Mode of Rectt.	Level of Pay	Sanctioned Strength	Eligibility Criteria
1	Educational Media Generalist Level-11	100% by Direct	01	<u>Essential</u> Masters Degree in any of the disciplines i.e. Psychology/ Behavioral Sciences/Social Sciences / Educational / Health Education / Communication Desirable doctorate Degree (PhD) of a recognized university preferably in communication. <u>Experience</u> 6 years experience in media production after obtaining the postgraduate <u>Upper Age Limit:</u> 30 years	Educational Media Generalist	100% by Direct	Level-11	02	<u>Essential Qualification:</u> Masters degree (Preferably in Mass Communication).  <u>Experience:</u> Ten (10) years of Media Production in the area of Educational Programme with at least 50 video production to his/her credits, after obtaining the post graduate degree.  <u>Upper Age Limit:</u> 40 years.

## iii. CADRE OF PROJECTIONIST

Existing Cadre of Projectionist				Recommendations of the Internal Committee for Cadre Review in r/o the post of Projectionist Cadre			
S. No.	Name of Post	Mode of Rectt.	Sanctioned Strength	Name of Post	Mode of Rectt.	Level of Pay	Sanctioned Strength
1	Projectionist Gd.II Level-5	100% by Direct	2	Meeting Room Attendant	100% by Direct	Level-5	06
2	Projectionist Gd.I Level-6	100% by Promotion	2	Meeting Room Assistant	100% by Promotion	Level-6	03
3	New Creation Proposed			Sr. Meeting Room Assistant	100% by Promotion	Level-8	01
	Total		04				10

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 Meeting Room Assistant shall be "(a) 12<sup>th</sup> Pass with ITI Diploma in Audio Visual from a recognized Institute/University/Board and (b) Skill Test in the line."



#### iv. CADRE OF PHOTOGRAPHER

Existing Cadre of Photographer				Recommendations of the Internal Committee for Cadre Review in r/o the post of Photographer Cadre			
S. No	Name of Post	Mode of Rectt.	Sanctioned Strength	Name of Post	Mode of Rectt.	Level of Pay	Sanctioned Strength
1	Junior Photographer Level-5	100% by Direct	10	Technical Assistant (AV*)	100% by Direct	Level-6	10
2	Sr. Photographer Level-6	100% by Promotion	2	Technical Officer (AV)	100% by Promotion	Level-7	05
3	Sr. Technical Officer (Photo) Level-7	by Promotion / transfer on deputation	1	Sr. Technical Officer (AV)	100% by Promotion	Level-10	02
4	New Creation Proposed			Chief Technical Officer (AV)	100% by Promotion	Level-11	01
	Total		13				18

Note: AV referred above denotes Audio Visuals.

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 Technical Assistant (Audio Visuals) shall be "(a) Bachelor in Mass Communication from a recognized University/Board and (b) Skill Test in the line."

#### v. CADRE OF ARTIST

Existing Cadre of Artist				Recommendations of the Internal Committee for Cadre Review in r/o the post of Artist Cadre			
S. No.	Name of Post	Mode of Rectt.	Sanctioned Strength	Name of Post	Mode of Rectt.	Level of Pay	Sanctioned Strength
1	Artist Level-5	100% by Direct	2	Junior Multimedia Artist	100% by Direct	Level-6	03
2	Sr. Artist Level-6	100% by Promotion	3	Multimedia Artist	100% by Promotion	Level-7	02
3	Chief Artist Level-10	By Promotion / transfer on deputation	1	Senior Multimedia Artist	100% by Promotion	Level-10	01
	Total		6				6

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 Junior Media Artist shall be "(a) Bachelor in Fine Art from a recognized University/Board and (b) Skill Test in the line."

#### vi. CADRE OF HINDI

At the outset, the Committee recalled that the existing Cadre of Hindi was placed before it on 24.12.2022 for consideration and discussion as no cadre review proposal was received from the concerned section/controlling authority/stakeholder. After discussion, it was deferred with a view to discuss the cadre in a subsequent meeting of the Committee in presence of Senior Financial Advisor who is also looking after the work of Rajbhasha Adhikari.

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Accordingly, the Cadre of Hindi was taken up for consideration of the Committee on 27.01.2023. The Senior Financial Advisor presented the proposal of Cadre Review of Hindi Cadre before the Committee on table and apprised the Committee that the cadre review proposal of this cadre was devised taking into consideration the recommendations of the Parliamentary Official Language Committee (Rajbhasha Committee), Health Ministry and Official Language (Rajbhasha) Implementation Committee to ensure implementation of the Rajbhasha Niti at this Institute which emphasize creation of additional posts in the cadre.

The Committee had a detailed deliberation on the cadre review proposal of Hindi Cadre and having regard to the all facts/record/guiding rules presented before it, the Committee unanimously agreed and recommended the Cadre of Hindi as under:-

Existing Cadre of Hindi				Recommendations of the Internal Committee for Cadre Review in r/o the post of Cadre of Hindi			
S. No	Name of Post	Mode of Rectt.	Sanctioned Strength	Name of Post	Mode of Rectt.	Level of Pay	Sanctioned Strength
1	Junior Hindi Translator Level-6	100% by Direct	5	Junior Translation Officer (Hindi)	100% by Direct	Level-6	21
2	Senior Hindi Translator Level-7	100% by Promotion failing which by deputation	4	Senior Translation Officer (Hindi)	100% by Promotion	Level-7	11
3	Hindi Officer Level-10	by Promotion failing which by deputation	3	Hindi Officer	100% by Promotion	Level-10	09
4.	Senior Hindi Officer Level-11	100% by Promotion failing which by deputation	1	Senior Hindi Officer	100% by Promotion	Level-11	02
4	New Creation Proposed			Chief Hindi Officer	100% by Promotion failing which by deputation	Level-12	01
	Total		13				44

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 Junior Translation Officer (Hindi) shall remain the same as applicable to the extant entry level post of Junior Hindi Translator whereas the eligibility criteria for the post of Chief Hindi Officer in the event of filling up the same under deputation mode shall be "Officers under Central/Stage Government/U.T. Administration of the Central Statutory/Autonomous Bodies holding analogous/equivalent posts in the line on regular basis OR with at least 5 years of regular service in Level-11 exclusively in the line".

#### vii. CADRE OF ACCOUNTS

In the beginning, the Committee was apprised that earlier the cadre review proposal in respect of the Accounts Cadre was discussed in its meeting held on 25.11.2021 whereby it was desired that the Finance Division may submit a holistic revised proposal of cadre review in respect of Accounts Cadre and accordingly, the directives of Committee were referred to the Finance Division with the request to provide a revised holistic proposal of cadre review of this cadre. The Committee perused the observation made by it in the meeting held on 15.06.2022 that "the Accounts Cadre and Stores Cadres are sharing the common feeder manpower and opined that parallelly these cadres may also be considered in the line of Administrative Cadre".

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In the meeting held on 27.01.2023, the Senior Financial Advisor in the capacity of controlling authority of the Accounts Cadre had presented the cadre review proposal before Committee on table. The Committee had a detailed deliberation on the proposal alongwith the stakeholder. Having regard to the facts on record and aspects relevant to this cadre, the following was unanimously agreed and recommended by the Committee more or less in commensurate to Administrative Cadre :-

Existing Cadre of Accounts				Recommendations of the Internal Committee for Cadre Review in r/o the post of Cadre of Accounts			
S. No.	Name of Post	Mode of Rectt.	Sanctioned Strength	Name of Post & Level of Pay	Mode of Rectt.	Sanctioned Strength	Remarks
1	Junior Accounts Officer Level – 6	100% promotion from amongst SAA /JAO	24	Assistant Accounts Officer Level-8	40% by Direct	41	The Committee recommended merger of the post of Junior Accounts Officer with Assistant Accounts Officer.
2	Assistant Accounts Officer Level –7	100% promotion	02		60% by LDCE		
3	Accounts Officer Level – 10	100% by Promotion failing which by deputation	16	Accounts Officer Level-11	100% by Promotion failing which by deputation	22	
4	Finance & Chief Accounts Officer Level – 11	100% by Promotion failing which by deputation	04	Finance & Chief Accounts Officer Level-12	100% by Promotion failing which by deputation	6	
5	Financial Advisor Level – 12	100% by Promotion failing which by deputation	01	Financial Advisor Level-13	100% by promotion failing which by deputation	2	
		Total	47			71	

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 Assistant Accounts Officer shall be as mentioned hereunder whereas other conditions of recruitment shall be as per available Institute/ DoPT norms:-

➤ **40% by Direct Recruitment**

Bachelors Degree in Economics / Commerce / Business Administration from a recognized University/Institution.

➤ **60% by LDCE**

- Junior Administrative Officer or Senior Administrative Assistant with 7 years of regular service in the grade.
- Who possess Bachelors Degree in any discipline from a recognized University / Institute.

**viii. & ix. CADRE OF VETERINARY OFFICERS & ANIMAL HOUSE ATTENDANTS**

To begin with, the Committee recalled that the cadre review proposal was earlier considered in its meeting held on 07.11.2022. The proceedings of the said meeting were perused by the Committee wherein it was expressed to carry out a detailed dimension based assessment to establish continuance and future requirement of these services taking into consideration requirement of these services in the master plan of the Institute. Further, the Committee desired that the Deputy Secretary who is one of the members of the Committee may examine the proposal of this cadre by taking into account provisions available with the BBSC & IGMA etc. organizations and submit consolidated proposal in respect of Cadre of Veterinary Officers and Cadre of Animal House Attendants after comprehensive examination.

Accordingly, the directives of the Committee were referred to the Deputy Secretary who had presented the cadres of Veterinary Officers and Animal House Attendants on table before the Committee in its meeting held on 27.01.2023 and briefed the Committee with specific inputs.

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Upon a detailed deliberation on the proposals referred above and having a holistic view of all related aspects, the Committee unanimously agreed and recommended the Cadre of Veterinary Officers & Animal House Attendants as under:-

### **CADRE OF VETERINARY OFFICERS**

Existing Cadre of Veterinary Officer				Recommendations of the Internal Committee for Cadre Review in r/o the post of Cadre of Veterinary Officer			
S. No.	Name of Post	Mode of Rectt.	Sanctioned Strength	Name of Post	Mode of Rectt.	Sanctioned Strength	Remarks
1	Veterinary Officer Level - 10	100% by direct	1	Veterinary Officer Level-11	100% by Direct	2	
2	Senior Veterinary Officer Level - 11	by Promotion/Transfer on deputation	1	Senior Veterinary Officer Level-12	100% by Promotion	1	
3	Senior Veterinary Officer (Surgeons) (Isolated Post) Level - 11	100% by Direct	1	Chief Veterinary Officer Level-13	100% by Promotion	1	The post of Senior Veterinary Officer (Surgeon) which was an isolated post was recommended to be merged to form this cadre.
		Total	3			4	

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 Veterinary Officer shall remain the same as existing.

### **CADRE OF ANIMAL HOUSE ATTENDANTS**

In regard to this cadre, the Committee further deliberated on the promotional aspects available to the incumbents of this cadre and observed that observed stagnation prevailing in the cadre of Animal House Attendant and incumbents are stagnating for years at the same stage even in the event of promotion from Grade-III to Grade-II, they get no financial upgradation being both the posts in the same level of pay i.e. Level-1. Moreover, the Committee identified this cadre as dying cadre and fresh recruitment not taking place for a long even fresh recruitment to these services not required in future which is to be outsourced depending upon genuine functional requirement. The Committee also noted that both the initial level posts of Animal House Attendant Grade-III & Grade-II are in the identical pay level and only few of them get one promotion during their entire service.

Accordingly, the Committee recalled its recommendations with respect to the cadre of Office Attendants/Hospital Attendants/MTS (Sanitary Attendants) whereby the Committee recommended certain upgradation in pay level and sanctioned strength to some extent to generate some promotion avenues to the existing incumbents stagnating for a long.

Considering all related aspects and upon detailed deliberation, the Committee unanimously agreed and recommended the Cadre of Animal House Attendants as under:-

Existing Cadre of Animal House Attendant				Recommendations of the Internal Committee for Cadre Review in r/o the post of Cadre of Animal House Attendant			
S. No.	Name of Post	Mode of Rectt.	Sanctioned Strength	Name of Post	Mode of Rectt.	Level of Pay	Sanctioned Strength
1	Animal House Attendant –III Level - 1	100% by direct	23	Animal House Attendant –III	100% by direct	Level-1	17
2	Animal House Attendant –II Level - 1	100% by promotion	10	Animal House Attendant –II	100% by promotion	Level-3	12
3	Animal House Attendant –I Level - 2	100% by promotion	06	Animal House Attendant –I	100% by promotion	Level-4	10
		Total	39				39

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#### x. LIFE GUARD (ISOLATED POST)

To begin with, the Committee considered the cadre review proposal in respect of the post of Life Guard received from the Chairman, Gymkhana/stakeholders and observed that this is an isolated post. The Committee further noted that the services of this post are mainly required for the operational period of Swimming Pool at the AIIMS, New Delhi which ideally happen to be 6-7 seven months.

Further, the Committee was apprised that the present sanction strength of the post of Life Guard in the pay level-6 in the pay matrix is three (03) which was assessed sufficient for proper operation of Swimming Pool at AIIMS, New Delhi by the Committee upon consideration of various aspects of post/area of functioning. However, additional requirement of such staff can easily be managed on outsource basis as Swimming Pool remains operational for intermittent period. The Committee further noted that this post is covered under the MACP Scheme and financial upgradation under this scheme is available to incumbents of this post.

Considering the aforementioned circumstances/facts and upon detailed deliberation, the Committee unanimously agreed and recommended no change to the post of Life Guard in the pay level-6 in the pay matrix at the AIIMS, New Delhi.

#### MEETING HELD ON 30.01.2023

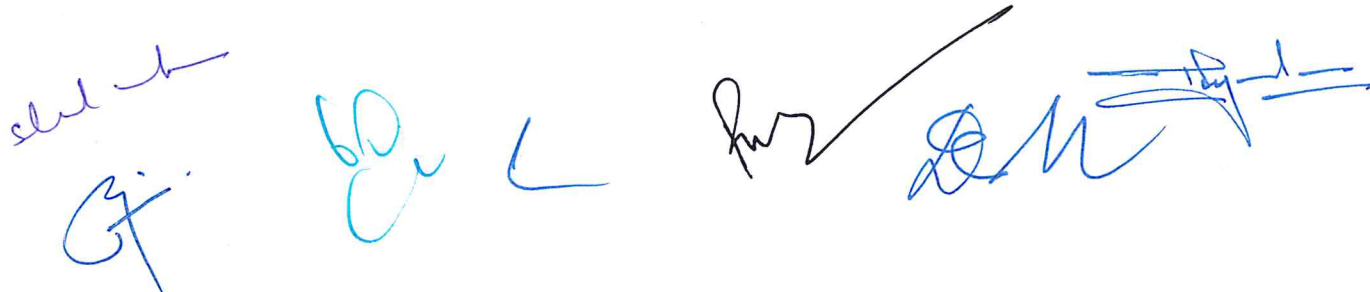
All the above were present in the meeting except Medical Superintendent and Chief Administrative Officer.

The issue related to Cadre Review was discussed during the meeting held on 30.01.2023 in respect of:-

##### i. ALL NON-FACULTY ISOLATED POSTS (except those already discussed)

At the outset, the Committee perused the list of such non-faculty isolated posts and it was brought to the notice of the Committee that no formal proposal for cadre review was received to these posts. Considering this, it was directed by the Committee to obtain suggestions/comments/opinion of the concerned Controlling Authority alongwith other related desired details, afresh. Upon compilation of relevant data/information to these posts, the issue/proposal related to cadre review to these posts may be placed for consideration in the subsequent meeting of the Committee.

In addition, the Committee had an exclusive deliberation in respect of the post of Child Psychologist along with the Head of the Department of Psychiatry who attended the meeting as per mandate of the Committee to have his expert views while deciding the utility, scope and future requirement of this post. At the end, it was desired by the Committee that the Head, Department of Psychiatry may prepare a holistic proposal of cadre review by taking into consideration the post of Child Psychologist, Social Psychologist and Clinical Psychologist or any other similar posts. Thereafter, a detailed proposal to this effect may be placed before the Committee for its consideration.



## ii. CADRE OF SCIENTIST

With respect to these posts/cadre, the Committee was apprised that a proposal regarding formation of Scientist Cadre was approved by the Academic Committee/SFC/GB has been referred to the Ministry vide Institute letter F.No.9-439/2021-Estt. dated 11.01.2022 & 25.10.2022 which is presently under consideration of the Ministry for approval. Taking into consideration this fact, the Committee decided to rely on the proposal already under consideration with the Ministry and observed that there is no scope for re-consideration of the same by the Internal Committee for Cadre Review afresh.

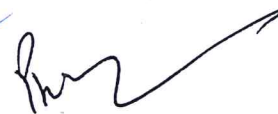
The meeting ended with a vote of thanks to the Chair.



(Rajender Singh)  
Member-Secretary



(D.N. Sah)  
Member



(Dr. Praveen Vashist)  
Member



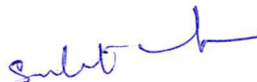
(Dr. R. Gopinath)  
Deputy Secretary



(Neeraj Kumar Sharma)  
Member



(Dr. D.K. Sharma)  
Member



(Dr. Subrata Sinha)  
Chairman

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