

Record of Discussion of meeting held on 1.11.2021 and 3.11.2021 at Committee Room, Office of the Dean (Academic), AIIMS, New Delhi to discuss the proposals submitted by stakeholders/Associations/Union for Cadre Review of various cadres by Internal Cadre Review Committee under the chairpersonship of Dean (Academic) at AIIMS, New Delhi.

Meetings of Internal Cadre Review Committee were held on 1.11.2021 and 3.11.2021 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:-

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|----|------------------------------------------------------------|---|------------------|
| 1. | Dr. Anita Saxena
Dean (Academic) | : | Chairperson |
| 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. Sanjay Kumar Arya
Prof. In-Charge, Recruitment Cell | : | Member |
| 6. | Sh. Deo Nath Sah
Chief Administrative Officer | : | Member |
| 7. | Sh. B.S. Gill
Sr. Administrative Officer | : | Member Secretary |

All the above attended the meeting except Dr. D.K. Sharma, Medical Superintendent, as he was on leave during the period.

The proposals for Cadre Review of the following cadres were discussed during the meeting held on 1.11.2021:-

1. Data Entry Operator Cadre
2. Library Cadre
3. Secretarial Cadre
4. Dental Cadre

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

Data Entry Operator Cadre (Detail of the proposal annexed as Annexure-I):-

- The proposal will be reviewed in view of recent proposal submitted by the incumbents of the cadre.
- Proposal regarding structure of cadre may further be examined in view of DoPT pyramid/norms.
- Consideration of pay scales/level of pay at par with other similar placed cadres.
- Consideration of lateral entry at the level of Programmer



- The issue of change of nomenclature has already been placed before the Governing Body and under further examination at the Ministry Level. Therefore, at present, there will be no consideration for change of nomenclature.
- Financial implication for increase of number of posts and upgradation of level of pay.

SECRETARIAL CADRE (Detail of the proposal annexed as Annexure-II):-

The representatives of Secretarial Association were present during the meeting and they requested for submission of a revised proposal. The Committee agreed for the same and the revised proposal will be examined after submission.

LIBRARY CADRE ((Detail of the proposal annexed as Annexure-III):-

The incumbents of library cadre were present during the meeting. After detailed discussion, they have been asked to submit cadre structure, level of pay, job profile of Library Cadre in National Medical Library and ICMR, so that their proposal will further be looked into.

DENTAL CADRE (Detail of the proposal annexed as Annexure-IV):-

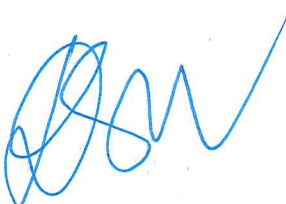

The issue of revision of pay level in respect of Dental Cadre, as per 7th CPC has been discussed and the committee is of the opinion that the matter is required to be dealt separately for obtaining required approval of the competent authority after following due procedure such as to refer the matter to the Ministry for implementation of such upgradation under 7th CPC. Therefore, the matter is required to be dealt in the Office of CAO further. As Regards, the proposal for Cadre Review of Dental Cadre, the same will be discussed by the Committee with incumbents of the Cadre later on. In the mean time it has been decided to seek comments / opinions of Chief CDER on the proposal of Dental Hygienist & Mechanic submitted by the incumbents.

During the meeting held on 3.11.2021, the following cadres were discussed and the following is the detail of the discussion:-

1. Administrative Cadre
2. Engineering Cadre (Beldar (Civil), Mason, Plumber, Carpenter & Painter)
3. Engineering Cadre (Khalasi (Electrical), Wireman/Lineman, Mechanic (E&M), Operator (E &M).
4. Engineering Cadre (Gasman, Mali & Mechanic (A/c & R)

Administrative Cadre (Detail of the proposal annexed as Annexure-V):-

- The committee is of the opinion that the number of posts are required to be increased keeping in view of expansion of various activities at the AIIMS, New Delhi and increase of work load day by day. The SIU norms may be looked into and accordingly, the cadre structure specially for increasing the number of posts may be looked into. The proposal may also be looked into in view of outsourced manpower engaged in administrative, finance and store wings.
- Suggested upgradation in level of pay may be looked into by taking into consideration CSS Standard Staffing pattern. Upgradation may also be looked into in view of attrition of staff due to low scale at AIIMS, New Delhi.
- Financial implication for increase of posts at higher level, increase of posts overall in the cadre to meet increase of workload and upgradation of level of pay.

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ENGINEERING CADRE– Cadre of Multi Tasking Staff (Civil), Multi Tasking Staff (E&M)/Khalasi, Cadre of Gasmen, Cadre of Mechanic (A/C & R) and Mali (Detail of the proposal annexed as Annexure-VI):-

- The Committee observed that there is stagnation in promotion for above engineering cadres and the incumbents are stagnating for years. Apart from this, before getting any promotions they got financial upgradation under MACP and not having much financial upgradation/promotional avenues. Therefore Committee considered for merger and recommended the following for the cadres of Engineering:-

(Multi Tasking Staff Civil)

S.No	Name of Posts	Pay Scales	Strength	Recommended
1	Cadre of Mason			
	Mason	Level-2 /G.P. 1900	14	Merged with Senior Mason (18)
	Senior Mason	Level-4 /G.P 2400	4	
2	Cadre of Plumber			
	Plumber	Level-2 /G.P. 1900	13	Merged with Senior Plumber (17)
	Senior Plumber	Level-4 /G.P 2400	4	
3	Cadre of Painter			
	Painter	Level-2 /G.P. 1900	8	Merged with Senior Painter (9)
	Senior Painter	Level-4 /G.P 2400	1	
4	Cadre of Carpenter			
	Carpenter	Level-2 /G.P. 1900	13	Merged with Senior Carpenter (15)
	Senior Carpenter	Level-4 /G.P 2400	2	

(Multi Tasking Staff Electrical)

S.No	Name of Posts	Pay Scales	Strength	Recommended
1	Cadre of Wireman			
	Lineman (Elect.)	Level-2/ G.P 1900	2	Merge with Wireman (52) in the pay level-4
	Wireman	Level-2/ G.P 1900	62	
	Electrician	Level-4/ G.P 2400	11	Upgraded to Level-5 (20)
	Foreman (Electrical)	Level-5/ G.P 2800	2	Upgraded to Level-6 5
			77	77
2	Cadre of Mechanic (E&M)			
	Mechanic (E&M)	Level-2/ G.P 1900	5	Merge with Senior Mechanic (E&M)(7)
	Senior Mechanic (E&M)	Level-4/ G.P 2400	2	
3	Cadre of Operator (E&M)			
	Operator (E&M)/Lift Operator	Level-2/ G.P 1900	97	Merge with Senior Operator (E&M)(104)
	Senior Operator (E&M)	Level-4/ G.P 2400	7	



Cadre of Gasman

S.No	Name of Posts	Pay Scales 6 th /7 th	Strength	Recommended
1	Gasman	Level-2/ G.P 1900	6	6
2	Gas Mechanic	Level-4/G.P 2400	6	Merge with Gas Steward in the level-5
3	Gas Steward	Level-5/ G.P 2800	2	

Cadre of Mali


S.No	Name of Posts	Pay Scales 6 th /7 th	Strength	Recommended
1	Multi Tasking Staff (Hort.) erstwhile Mali	Level-1/ G.P 1800	28	Merge with Senior Mali in the pay level - 2 (56)
2	Senior Mali	Level-2/ G.P 1900	28	
3	Choudhary	Level-2/ G.P 1900	6	Upgraded to level-3 (13)
			62	62


Cadre of Mechanic (A/c & R)


S.No	Name of Posts	Pay Scales 6 th /7 th	Strength	Recommended
1	Mechanic (A/C & R)	Level-2/ G.P 1900	12	Merge with Senior Mechanic (A/c & R) in the pay level-4 (24)
2	Senior Mechanic (A/C & R)	Level-4/ G.P 2400	12	
3	Foreman(A/C& R)	Level-5/ G.P 2800	5	No up gradation (5)

It is further to add here that no new recruitment is being made in above cadres; incumbents are being engaged on outsourced basis. Further by merging the levels of posts in the said cadre, the incumbents will be placed in better position and better pension by getting posts at higher level.

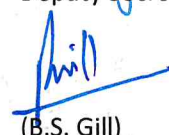
The meeting ended with a vote of thanks to the Chair.


 (Neeraj Kumar Sharma)
 Sr. Financial Advisor


 (Dr. R. Gopinath)
 Deputy Secretary


 (Dr. Sanjay Kumar Arya)
 Professor-Incharge, Rectt. Cell


 (D.N. Sah)
 Chief Admn. Officer


 (B.S. Gill)
 Sr. Admn. Officer


 (Dr. Anita Saxena)
 Dean (Academic)

* It was also discussed and decided that each cadre would give its proposals after taking due approval of its cadre Controlling Authority so as not to sacrifice on actual nos. required to carryout the jobs and also get an approved roles & responsibility matrix for all posts.

3/15/24