

Record of Discussion of meeting held on 28.02.2022 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.

The meetings of Internal Cadre Review Committee was held on 28.02.2022 at 10:00 AM in the Committee Room, Office of Dean (Acad.) 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. Neena Khanna
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 were present in the meeting except Sh. B.S. Gill, Senior Administrative Officer due to preoccupied schedule.

At the outset, the committee was apprised that in the meeting of the Internal Committee for Cadre Review held on 14.02.2022, it was desired by the Committee that an exercise may be carried out to the comparative analysis of the aspects like pay scales, recruitment rules and nomenclature of the different posts of all technical cadres in existence at the AIIMS, New Delhi, so that uniformity could be adhered to while making recommendations in respect of all such technical cadres in existence. Pursuant to mandate of the Committee, an exercise was carried out in this regard and prima facie thirteen (13) cadres were identified as technical cadres and comparative analysis was compiled in the form of a statement taking into consideration aspects like pay scales, recruitment rules and nomenclatures as well as a list of all cadres/posts in existence were placed before the Committee Meeting held on 28.02.2022 for its perusal and consideration (copy enclosed).

The proposals for Cadre Review of the following cadres were discussed at length keeping in view the aforementioned facts during the meeting held on 28.02.2022:-

- i. Cadre of Ophthalmology
- ii. Cadre of Medical Social Service Officers (MSSO)

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

1. Cadre Ophthalmology:-

The committee discussed and made following recommendations:-

S. No.	Name of Posts	Mode of Recruitment	Pay Level	Existing strength	In position	Proposed Nomenclature	Proposed Strength	Mode of Recruitment	Pay Level
1	Ophthalmic Technician Grade-I	100% by direct	Level - 6	10	4	Junior Technical Officer (Optometry)	25	100% by direct	Level- 6
2	Technical Officer (Ophthalmology)	100% promotion	Level - 6	09	09	Technical Officer (Optometry)	23	100% promotion	Level- 7
3	Senior Technical Officer (Ophthalmology)	100% promotion	Level - 7	04	04	Senior Technical Officer (Optometry)	10	100% promotion	Level- 8
4	Chief Technical Officer (Ophthalmology)	100% promotion	Level - 10	04	04	Chief Technical Officer (Optometry)	10	100% promotion	Level- 10
			Total	27	20		68		

- The Committee suggested to induct essential educational qualification for the proposed entry level post viz. Junior Technical Officer (Optometry) as B.Sc. (Optometry or Ophthalmic Techniques) four years course OR B.Sc. (Optometry or Ophthalmic Techniques) three years course.
- It was also opined by the Committee to confer one extra increment to those new recruits possessing educational qualification B.Sc. (Optometry or Ophthalmic Techniques) four years course.
- Further, the Committee agreed to the proposal for overall increase in the sanctioned posts to 68 in the cadre which shall be in the proportion as in existence at different levels of cadre hierarchy.
- The Committee unanimously agreed that the residency period for promotion to the next grade/post in the cadre hierarchy should be in accordance with the DoPT guidelines in this regard.

2. Cadre of Medical Social Service Officers (MSSO):-

The committee discussed and made following recommendations:-

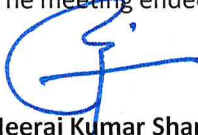
S. No.	Name of Posts	Mode of Recruitment	Level of Pay	Existing strength	In position	Proposed Nomenclature	Proposed Strength	Mode of Recruitment	Level of Pay
1	Medical Social Service Officer Gd.II	100% by direct	Level - 6	35	26	Junior Medical Social Welfare Officer	40	100% by direct	Level - 7
2	Medical Social Service Officer Gd.I	100% promotion	Level - 7	13	13	Medical Social Welfare Officer	20	100% promotion	Level - 8
3	Supervising Medical Social Service Officer	100% promotion	Level - 10	8	8	Senior Medical Social Welfare Officer	10	100% promotion	Level - 11
4	Chief Medical Social Service Officer	100% promotion	Level - 11	4	4	Chief Medical Social Welfare Officer	05	100% promotion	Level - 12
			Total	60	51		75		

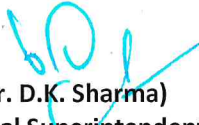
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- i. The Cadre was discussed at length along with the stakeholders specifically covering the aspect like nomenclature of proposed posts, pay levels and total number of posts.
- ii. After detailed deliberation, the Committee observed that the proposed decrease of two (2) posts in overall cadre strength by the stakeholders appear unrealistic and unjustified.
- iii. The Committee suggested to enhance the overall cadre strength by 15 posts to that existing 60 in view of the horizontal expansion of the various institutional activities and future requirements.
- iv. Also, the Committee recommended change in nomenclature and upgradation of the pay levels of the posts in the cadre hierarchy. To this, the Committee noted that the requirement of educational qualification for the entry level post in this cadre is Masters Degree in Social Work along with certain experience in the field of relevance which is more or less in consonance with the DoPT norms and thus Level-7 in the Pay Matrix at the entry level post proposed was recommended. The proposed structure of this cadre would realign this service to the requirements of patient care in AIIMS and maintain congruence between functional needs and legitimate aspirations of the officers. The justified cadre ratio would develop the type of cadre pyramid that would cover the extent of promotion opportunities essential in a premier institute like AIIMS, New Delhi and would subside the stagnation. The expansion of the various centres/units/departments and augmentation of various institutional activities over the period of time stipulate for strengthening this cadre by way of increase in overall sanctioned strength and upgradation in pay levels.
- v. Besides, the Committee was of the opinion that the post of Welfare Officer in the Level-10 may be considered for merger in this cadre at the level of existing post of Supervising Medical Social Service Officer in the Level-10.

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


(Neeraj Kumar Sharma)
Sr. Financial Advisor


(Dr. D.K. Sharma)
Medical Superintendent


(Dr. R. Gopinath)
Deputy Secretary


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


(D.N. Sah)
Chief Administrative Officer


(Dr. Neena Khanna)
Dean (Academic)
