

Record of Discussion of meeting held on 14.03.2022 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 14.03.2022 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:-

- | | | |
|----|--|--------------------|
| 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 Dr. R. Gopinath, Deputy Secretary who could not attend the meeting being on leave.

The proposals for Cadre Review of the following cadres were discussed at length keeping in view the aforementioned facts during the meeting held on 14.03.2022:-

- i. Cadre of Dietician
- ii. Cadre of Central Workshop
- iii. Cadre of Sanitation Officers

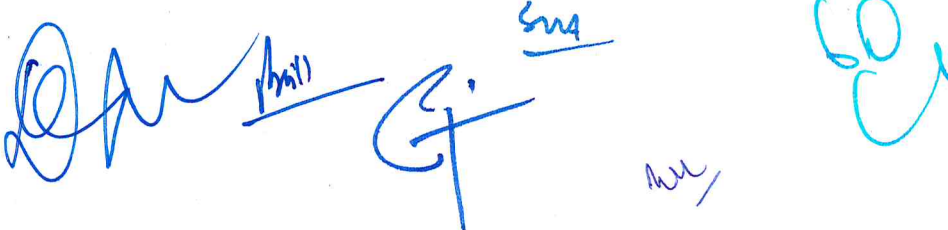
After detailed discussion and deliberation along with the stakeholders, the following are the decisions on the issue:-

1. Cadre of Dietician:-

The committee had discussion on several aspects relevant to the cadre at length along with the stakeholder(s) and the key observations/recommendations of the Committee were as hereunder:-

- i. The Committee observed that the DoPT norms suggests pay level-8 for the entry level posts having essential educational qualification as Masters Degree with two years of experience in the relevant field. While the post of Assistant Dietician at this Institute carries pay Level-6 despite the fact that the essential qualification for the post is (i) M.Sc. (Food & Nutrition) with (ii) two (2) years experience in the line / preferably in a large teaching hospital.

Contd....P/2



Continued from Pre-Page:-

- ii. Thus, the Committee recommended to enhance the pay level of the entry level post i.e. Assistant Dietician from the existing Level-6 to Level-8 in accordance with the DoPT norms.
- iii. The committee considered the plea of stakeholders to the enhancement of level of pay of higher level posts in the cadre hierarchy of this cadre relatively at par with the cadre of Dietician at Jawaharlal Institute of Post Graduate Medical Education & Research (JIPMER), Puducherry.
- iv. The Committee recommended that the residency period for promotion to the next higher grade/post in the cadre hierarchy should be in accordance with the DoPT guidelines in this regard.
- v. In view of the above, the Committee unanimously agreed the proposal with respect to this cadre as under:-

Sl. No.	Name of Posts & Level of Pay	Mode of Recruitment	Existing strength	Proposed Nomenclature	Proposed Strength	Mode of Recruitment	Level of Pay
1	Assistant Dietician Level-6	100% by direct	20	Assistant Dietician	18	100% by direct	Level-8
2	Dietician Level-7	100% promotion	09	Dietician	09	100% promotion	Level-10
3	Senior Dietician Level-10	100% promotion	01	Senior Dietician	03	100% promotion	Level-11
4	Chief Dietician Level-11	100% promotion	01	Chief Dietician	01	100% promotion	Level-12
		Total	31		31		

2. Cadre of Central Workshop

The Committee had a detailed discussion along with the stakeholders on the proposal of this cadre as mentioned hereunder:-

Sl. No.	Name of Posts & Level of Pay	Mode of Recruitment	Existing strength	Proposed Nomenclature	Proposed Strength	Pay Level
1	Workshop Assistant (CWS) Level-2	100% by direct	13	Workshop Technician [By merger of the post of Workshop Assistant (CWS) and Workshop Technician Grade-II (CWS)]	17	Level-5
2	Workshop Technician Grade II (CWS) Level-4	100% promotion	10			
3	Workshop Technician Grade I (CWS) Level-5	100% promotion	8	Sr. Workshop Technician	12	Level-6
4	Technical Officer (CWS) Level-6	100% promotion	6	No change	8	Level-8
5	Senior Technical Officer (CWS) Level-10	100% promotion	4	No change	4	Level-11
6	Chief Technical Officer (CWS) Level-11	100% promotion	3	No change	2	Level-12
		Total	44		43	

The Committee also deliberated on the issue of the utility of services of this cadre in the present scenario and it had observation that almost all equipments and machinery being procured nowadays are very sophisticated in nature which is supported with maintenance service contract and at least 5 to 10 years of guarantee/warranty. Also, such modern sophisticated machinery and equipments are non-maintainable at the existing facility as well as it may not be cost effective.

Contd....P/3

Continued from Pre-Page:-

Hence, the Committee unanimously recommended as hereunder:-

- i. No change in the existing cadre is required as it is a dying cadre.
- ii. No further/fresh recruitment to be done in this cadre.
- iii. Areas may also be identified viz. PMR/ESD etc. so as to deploy the existing staff in order to utilize their services in the meanwhile.

3. Cadre of Sanitation Officers

At the outset, the Committee had a detailed deliberation with respect to the various aspects of the sanitation services and it had observed that the sanitation services have been outsourced and no fresh regular recruitment is taking place for a long. As of now, the sanitation staff hired on outsource basis through different vendors deployed in different areas of the Institute being supervised by the staff of the same vendor/company itself which is not in the interest of the Institute as ideally such supervisory staff happen to be loyal to vendor/company only not to the Institute.

Whilst the overall horizontal expansion of the Institute by way of creation of new centres/units/departments and augmentation of various activities is taking place constantly and sanitation services has pivotal role to play in proper functioning of the Institute. For optimal utilization of the sanitation services outsourced and up keep of different areas of the Institute proper span of control are mandatory.

The existing strength of this cadre in supervisory line is considerably inadequate to control the manifold increase in requirement of sanitation services over the period of the time and in order to optimum utilization of the sanitation staff for the betterment of institutional activities/services, the supervisory regular manpower requirement arises.

This necessitates the need for strengthening of this cadre for better span of control in the interest of the Institute by way of increase in overall regular sanctioned strength and upgradation in pay levels thereof.

In regard to this cadre, the Committee noted that there is pay anomaly at the initial two levels viz. Sanitary Inspector Grade-II and Sanitary Inspector Grade-I as both the posts are carrying identical pay level i.e. Level-5.

In the light of the facts cited on the foregoing paras, the Committee unanimously agreed/recommended upgradation of pay levels, change in nomenclature and to double the existing sanctioned strength as per the existing proportionate. Thus, after agreement/recommendation of the Committee on various aspects, the Cadre of Sanitation Officers would reflect as under:-

S. No.	Name of Posts & Pay Level	Mode of Recruitment	Existing strength	Proposed Nomenclature	Proposed Strength	Strength Agreed to by the Committee	Level of Pay
1	Sanitary Inspector Grade II Level-5	50% by Promotion / 50% by direct	15 (D-8 & P-7)	Sanitary Inspector	15	30	Level-5
2	Sanitary Inspector Grade I Level-5	100% promotion	5	Assistant Sanitation Officer	08	16	Level-6
3	Sanitation Officer Level-6	100% promotion	6	Sanitation Officer	06	12	Level-8
4	Senior Sanitation Officer Level-7	100% promotion	1	Senior Sanitation Officer	01	2	Level-10
		Total	27		30	60	

Contd....P/4

Continued from Pre-Page:-

Further, the Committee recommended that the residency period for promotion to the next higher grade/post in the cadre hierarchy should be in accordance with the DoPT guidelines in this regard. However, the recruitment rules for the proposed entry level post of Sanitary Inspector would continue to be the same.

Besides, the Committee desired to frame job description/duties & responsibilities for each post in every cadre/post(s) based on the draft prepared by the Deloitte in this regard and the same may be sent to the concerned controlling authority seeking their comments on it. Upon finalization, the same may be inserted in the recruitment rules of the respective post.

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



(B.S. Gill)

Senior Administrative Officer



(D.N. Sah)

Chief Administrative Officer



(Dr. Sanjay Kumar Arya)

Professor-Incharge, Rectt. Cell



(Neeraj Kumar Sharma)

Senior Financial Advisor



(Dr. D.K. Sharma)

Medical Superintendent



(Dr. Neena Khanna)

Dean (Academic)
