

No.F.40-110/2025-Estt.I
ALL INDIA INSTITUTE OF MEDICAL SCIENCES, NEW DELHI

Dated the 16th October, 2025.

OFFICE MEMORANDUM

Subject: Observance of Court Directions and CCS (Conduct) Rules, 1964 – Restriction of any activity in violation of Hon'ble Court orders and CCS (Conduct) Rules, 1964.

It is to inform that a proposed "Mass Protest" by FAIMS, AIIMS, New Delhi has been scheduled for 17.10.2025, and a call for Mass Casual Leave on 18.10.2025 has been given by the FAIMS in connection with the revocation of Memorandum No. F.2-23/2025/Grievances/Estt.(WC) dated 11.10.2025.

In this regard, it is stated that the matter is under comprehensive examination and consideration so that a fair and reasoned decision may be taken in the best interest of both the faculty members and the Institute. Accordingly, resorting to any demonstrations or collective gatherings and availing mass Casual Leave may not be necessary, as the Institute remains committed to addressing the matter through due process and constructive dialogue.

In this regard, it is further informed that:

(a) The Hon'ble High Court of Delhi, vide Division Bench Order dated 20.05.2002 in CWP No. 5166/2001 (Court on its Own Motion v. AIIMS), has laid down a binding "CODE OF CONDUCT" for all employees of AIIMS, which continues to remain in force.

The said Code of Conduct, reproduced below, is once again notified for information and strict adherence by all employees, including faculty members and by all Unions/Associations representing them:

CODE OF CONDUCT:

1. No employee, staff, or faculty member shall cease work for any reason whatsoever, disrupt work, or aid/abet such disruption or cessation.
2. No use of loudspeakers, shouting of slogans, demonstrations, or dharna within the campus.
3. No gate meetings or protest meetings of any kind shall be held within a radius of 500 meters from the Institute boundary.
4. No interference in any official work.
5. No resort to any disruptive activity.
6. All trade union activities shall be conducted outside the campus.
7. Any violation will result in disciplinary and other actions.

(b) The Hon'ble Supreme Court of India, in *Surjeet Singh v. State of Punjab & Others*, has categorically held that:

"Right to life enshrined under Article 21 of the Constitution of India would include the right against denial of treatment or even from being prevented from availing the services of any doctor or any other member of the staff from attending to patients and rendering medical assistance to them."

In addition, the provisions of the Central Civil Services (Conduct) Rules, 1964 are binding on all employees of AIIMS, including faculty members. Any conduct unbecoming of an Institute employee, any demonstration or activity in violation of Hon'ble Court orders, or any action prejudicial to patient care, shall be considered misconduct.

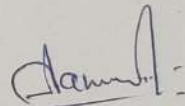
It is emphasized that AIIMS, New Delhi is a premier healthcare institution of national importance. Any such action by individual employees or their associations that disrupts services not only violates Court directions and Conduct Rules but also adversely affects patients who depend on AIIMS for critical medical care.

In view of the above, it is hereby informed that no permission has been granted by the Institute for the "Mass Protest " on 17.10.2025 and Mass Casual Leave on 18.10.25. It is, therefore, directed to:

- Strictly observe the CODE OF CONDUCT prescribed by the Hon'ble High Court of Delhi.
- Refrain from any demonstration, dharna, or protest activity within the campus or within 500 meters of its boundary.
- Submit any demands or representations only through the established grievance redressal mechanism.

In view of the above, it is requested that this may kindly be brought to the notice of all concerned officials working under your control, and it may be ensured that there is no violation of the Code of Conduct as prescribed by the Hon'ble High Court of Delhi and the CCS (Conduct) Rules, 1964, as applicable to the employees of the Institute.

This issues with the approval of the competent authority.


Sr. Admn. Officer

DISTRIBUTION:-

1. The Dean (Academic)/Examination/Research)
2. All the Chief of Centres
3. All the Head of the Departments/Units/Sections
4. The Medical Superintendent (Main Hospital & Dr. R.P. Centre)
5. The Sr. Financial Advisor
6. The Deputy Secretary/Chief Admn. Officer
7. The PIC (Faculty Cell)/(General Admn.)
8. The Chief Security Officer
9. The President/General Secretary of all the Associations/Unions
10. The Faculty-Incharge, CF – With the request to upload this OM on the AIIMS website and also send the same through the content provider.
11. The Sr. Hindi Officer – With the roust to provide the hindi version of this OM for uploading on AIIMS website.

Copy for information to:-

PPS to the Director/Addl. Director (Admn.)