RAJIV GANDHI SUPER SPECIALTY HOSPITAL
(An Autonomous Institute under GNCTD)
TAHIRPUR, DELHI-110093
Website: https://rgssh.delhi.gov.in | Email: director.rgssh@delhi.gov.in

File No.HFW/80/2026-SOC-HFW Department 1960 **Dated:** 25/09/26

10th GOVERNING COUNCIL
Minutes of Meeting

The 10th Governing Council meeting was held on **30th July, 2026 at 6:00** PM in the Conference Room, Chief Secretary Office, Level 5, Delhi Secretariat, IP Estate, New Delhi. The meeting was attended by the following members:

Name	Designation	Capacity
Sh. Rajeev Verma, IAS	Chief Secretary, GNCTD	Chairman
Sh. Santosh D. Vaidya, IAS	Pr. Secretary (Finance), GNCTD	Ex-Officio Member
Sh. Rupesh Kumar Thakur, IAS	Secretary, Health & FW, GNCTD	Ex-Officio Member
Sh. Yash Chaudhary	SS, Health & FW, GNCTD	Special Invitee
Dr. Munisha Aggarwal	Dean, MAMC	Ex-Officio Member
Dr. Anil Aggarwal	Director Professor, GI Surgery	Member
Dr. Harpreet Singh	Director & CEO, RGSSH	Member Secretary

Dr. Harpreet Singh, Director (RGSSH), welcomed the Hon'ble Chairman and other dignitaries present in the Governing Council Committee (GC) meeting and introduced the other members. Dr. Mona Bargotya, Deputy Director Administration, RGSSH, presented the agendas of the Governing Council meeting mentioned as below:

Agenda 1: Action Taken Report on Previous Meetings

The Action Taken Report on the Minutes of Meeting held on 09.04.2024 was presented in detail before the Governing Council.

The Committee noted the report and no observations were raised.

Agenda 2: Finance related matters of 5th Finance Committee Meeting, RGSSH held on 22.08.2025

Decision:

All the agenda of the 5th FC meeting held on 22.08.2025 have been noted by the GC except the following:

i) GC has deliberated upon & taken a detailed decision on Agenda No. 9(2) of the 5th FC meeting under Agenda No. 6 of the current GC meeting.

ii) Agenda No. 5, 6 & 8 of the FC meeting were not approved by the GC in view of common HR Policy for all Society Hospital is presently under formulation by the Society Branch, H&FW, GNCT of Delhi.

Agenda 3: Engagement of Paramedical and Support Staff through Outsourcing

Discussion:

The Governing Council was informed that against 616 sanctioned Group 'B' and 'C' posts, only 149 posts are presently filled, resulting in an acute shortage of paramedical personnel, particularly technicians, and support staff.

As per Clause 6.3 of the Memorandum of Association (MOA), recruitment to Group 'B' and 'C' posts may be made either on a contractual basis or through outsourcing. However, as per the Governing Council Minutes dated 07.06.2024, such recruitment is to be undertaken through outsourcing only.

It was further informed that, in compliance with the directions of the Governing Council, ANS & Nursing Officers have been engaged through M/s ICSIL on consolidated remuneration equivalent to Basic Pay plus applicable Dearness Allowance (DA). At present, 02 ANS and 132 Nursing Officers are working under this arrangement, and 65 additional Nursing Officers have recently been engaged on the same terms.

The members observed that since in case of ANS and Nursing Officers, this arrangement of consolidated remuneration had already been approved by the Governing Council in earlier meetings, the hospital may continue the existing arrangement of consolidated remuneration until the Common HR Policy is finalized.

The Secretary (Health & Family Welfare) informed the Council that a Common HR Policy for all Society Hospitals is presently under formulation by the Society Branch. The policy will comprehensively cover the mode of engagement, recruitment rules, eligibility criteria, contract extension, remuneration, annual increments, promotion, medical benefits, conference benefits, and other related service matters.

Decision:

In view of the formulation of the Common HR Policy, the Governing Council deferred the agenda.

Agenda 4: Revision of Remuneration of Teaching Faculty

Discussion:

The Governing Council was informed that the consolidated remuneration of teaching faculty at RGSSH was initially approved by the Hon'ble Lieutenant Governor in 2014 and was subsequently revised in 2020. More than six years have elapsed since the last revision. At the time of the previous revision, the Dearness Allowance (DA) was 17%, whereas it has now increased to 60%.

It was further apprised that, due to the absence of career progression avenues and periodic revision of remuneration, the hospital has been experiencing a high attrition rate among teaching faculty. Revision of remuneration and regular increments would significantly improve faculty retention in the super-speciality hospital.

The Secretary, Health & Family Welfare, informed the Council that a Common HR Policy for all Society Hospitals is under formulation by the Society Branch, which will

comprehensively address recruitment, remuneration, increments, promotion, medical benefits, conference benefits, and other service-related matters.

Decision:

In view of the proposed Common HR Policy, the Governing Council deferred the agenda.

Agenda 5: Endorsement of Delhi Government Circular regarding Benefits to Contractual Medical Officers and Non-Teaching Specialists

Discussion:

The Council was informed that the Department of Health & Family Welfare, Government of NCT of Delhi, with the concurrence of the Finance Department and approval of the Hon'ble Lieutenant Governor, has issued a circular extending pay, allowances, annual increments, medical facilities and other admissible benefits to contractual Medical Officers and Junior Specialists (Non-Teaching Specialists) appointed on regular pay scales, except LTC, pensionary benefits, Group Insurance, Study Leave and Child Care Leave.

It was also informed that appointments of Medical Officers and Blood Bank Officers in RGSSH have been made on regular pay scales.

The Secretary, Health & Family Welfare, further informed that the proposed Common HR Policy shall also consider various Government orders and circulars relating to contractual doctors, nursing personnel and paramedical staff. The Hon'ble Chairman directed that all such Government instructions issued from HFW/Finance Department should be appropriately incorporated while finalizing the Common HR Policy.

Decision:

In view of the formulation of the Common HR Policy, the agenda was deferred.

Agenda 6: Approval for Utilization of Revenue Receipts

Discussion:

The Governing Council was informed that, as per Clause 26.3 of the Memorandum of Association, the income and property of the Society shall be utilized solely for achieving the objectives of the Institute.

It was further informed that the Grant-in-Aid provided by the Government is often insufficient to meet essential operational expenditures and that approximately ₹8.60 Crore is presently available under the Revenue Receipts Fund of RGSSH.

The Finance Committee, in its meeting held on 22.08.2025 under Agenda No. 9.2, had recommended utilization of revenue receipts for meeting essential expenditures, including electricity charges, DJB bills, MTNL bills, wages of outsourced manpower and salaries of regular/contractual staff in case of delay in release of Grant-in-Aid.

The Director, RGSSH, also apprised the Council that, in view of the ongoing expansion of patient care services, the hospital urgently requires procurement of new equipment and replacement of obsolete equipment that has outlived its useful life. It was proposed that revenue receipts may also be utilized for such capital expenditure, independent of the

Grant-in-Aid (Capital). Pr. Secretary (Finance) advised that the Health & Family Welfare Department should factor the own revenue while projecting GIA requirements of the Hospital. Subject to this, the proposal for utilization of 50% own receipts can be considered for essential equipments.

Decision:

The Governing Council approved utilization of 50% of the available Revenue Receipts Fund for procurement of equipments. This expenditure shall be over and above the budget allocated under the head GIA (Capital) for the financial year 2026-27.

Agenda 7: Change of pay Scale of Technician post at RGSSH in view of order No. 01/2025 issued by letter no. F.1(894)/HRPARA/H&FW/2021/#112651317/1-10 Dated: 03.01.2025

Discussion:

The GC was apprised by the Secretary, H&FW that a common HR policy for all society hospital is being framed by the Society Branch. The policy shall cover aspects related to mode of engagement, recruitment rules/eligibility criteria, contract extension, remuneration, increment, promotion, medical benefits, conference benefits etc.

Decision:

In consideration to the formulation of common HR policy, GC deferred the agenda.

Agenda 8: Amendment in eligibility criteria of Assistant Nursing Superintendent (ANS)

Discussion:

The GC was apprised by the Secretary, H&FW that a common HR policy for all society hospital is being framed by the Society Branch. The policy shall cover aspects related to mode of engagement, recruitment rules/eligibility criteria, contract extension, remuneration, increment, promotion, medical benefits, conference benefits etc.

Decision:

In consideration to the formulation of common HR policy, GC deferred the agenda.

Agenda 9: Ratification of appointment of teaching faculty against Advt. no. 09/2024, 03/2025 and 02/2026; acceptance of resignation of already working teaching faculty selected on same/higher post

Discussion:

It was informed that three advertisements for engagement of Faculty on contract mode as per MOA of RGSSH were floated in Nov. 2024 vide Ad No. 09/2024, in Nov. 2025 vide Ad. No. 03/2025 & in March 2026 vide Ad No. 02/2026. Selection process was completed by Hon'ble LG approved selection panel and result of selected candidates approved by Worthy Chief Secretary cum Chairman GC and accordingly appointment order issued to selected candidates.

It was also apprised that few faculties already working in RGSSH also got selected either on higher post or on same post from adhoc to contract mode. In view of selection of these already working faculties on similar or higher post they were relinquished from their respective post and were allowed to join on selected post.

Decision:

GC ratified appointment of faculty selected and joined against advertisement no. 09/2024, 03/2025 & 02/2026 and approved resignation submitted by faculty already working in RGSSH and request for waiver of notice period for relieving from old post and joining on new selected post as they have joined the same hospital i.e. RGSSH.

Agenda 10: Delegation of power in matter of extension of contract of hospital staff at RGSSH

Discussion:

The GC was apprised by the Secretary, H&FW that a common HR policy for all society hospital is being framed by the Society Branch. The policy shall cover aspects related to mode of engagement, recruitment rules/eligibility criteria, contract extension, remuneration, increment, promotion, medical benefits, conference benefits etc.

Decision:

In consideration to the formulation of common HR policy, GC deferred the agenda.

Agenda 11: Continuation of vacant posts out of total sanctioned 883 posts

Discussion:

It was informed that vide order no. F.7/MS/RGSSH/2013-14/370-81, dated 09/11/2015, 882 posts were created by Govt. of NCT of Delhi for operationalization of 250 beds at RGSSH. Further, 01 post of Director was created vide order no. F.2(114)/H&FW/Admn/2012/133-146 dated 04.01.2013. Continuation of these 882 posts for another five years after society formation was approved by the Governing Council in its meeting held on 18.07.2019.

It was proposed that continuation of these 883 posts for another five years, till July 2029, may be accorded.

It was recommended by members that a detailed justification may also be prepared for continuation of these vacant posts and additional post requirement, and submitted to the AR Department.

Decision:

Continuation of the vacant sanctioned posts approved till July 2029.

Agenda 12: Nomination of seven members of Governing Council, RGSSH

Decision:

Proposal to be submitted in file.

Agenda 13: Matter regarding promotion policy at RGSSH

Discussion:

The GC was apprised by the Secretary, H&FW that a common HR policy for all society hospital is being framed by the Society Branch. The policy shall cover aspects related to mode of engagement, recruitment rules/eligibility criteria, contract extension, remuneration, increment, promotion, medical benefits, conference benefits etc.

Decision:

In consideration to the formulation of common HR policy, GC deferred the agenda.

Agenda 14: In-principle approval of proposed Recruitment Rules (RRs) for various posts at RGSSH for notification purpose and approval to fill all sanctioned vacant posts as per proposed RRs

Discussion:

The GC was apprised by the Secretary, H&FW that a common HR policy for all society hospital is being framed by the Society Branch. The policy shall cover aspects related to mode of engagement, recruitment rules/eligibility criteria, contract extension, remuneration, increment, promotion, medical benefits, conference benefits etc.

Decision:

In consideration to the formulation of common HR policy, GC deferred the agenda.

Agenda 15: Engagement of retired Government doctors as teaching faculty till the age of 70 years, and retired doctors above the age of 70 years as visiting consultants as per need

Discussion:

The Director informed the Governing Council (GC) that one of the key mandates of RGSSH is to function as a teaching and training institute. Accordingly, DNB courses have already commenced in several specialties, and efforts are underway to start DM and M.Ch. courses.

It was further informed that the availability of senior faculty is essential for running these academic programmes. At present, two senior faculty members, who were engaged after their retirement from RML Hospital, are nearing the age of 70 years. Upon attaining the age of 70 years, their engagement will cease under the existing policy, which may adversely affect the hospital's eligibility to continue DNB programmes and could result in the surrender of DNB seats in the concerned departments.

As per the National Board of Examinations (NBE) guidelines, the faculty should possess recognized qualifications under the erstwhile IMC Act/NMC Act, and the maximum permissible age of faculty is 75 years. It was informed that the hospital would submit proposals on a case-to-case basis, seeking approval for continued engagement wherever required.

The GC was further apprised by the Secretary, H&FW that a common HR policy for all society hospitals is being framed by the Society Branch, covering mode of engagement, recruitment rules/eligibility criteria, contract extension, remuneration, increment, promotion, medical benefits, conference benefits, etc.

Decision:

In consideration to the formulation of the common HR policy, GC deferred the agenda. However, if required, the hospital will submit proposals on a case-to-case basis.

Agenda 16: Re-allocation of cadre-wise faculty seats

It was informed that there are 85 posts of teaching faculty at RGSSH. In-principle approval for reallocation of faculty posts as per workload of the department may be accorded to the Director, RGSSH. However, it was informed that the hospital would

submit proposals on a case-to-case basis in view of expansion of services, starting of new academic courses, and patient load.

Decision:

Proposal to be submitted on a case-to-case basis in view of expansion of services, starting of new academic courses and departmental workload.

Agenda 17: Approval for providing conference benefits for two (02) national conferences and one international conference for teaching and non-teaching doctors

Discussion:

The GC was apprised by the Secretary, H&FW that a common HR policy for all society hospital is being framed by the Society Branch. The policy shall cover aspects related to mode of engagement, recruitment rules/eligibility criteria, contract extension, remuneration, increment, promotion, medical benefits, conference benefits etc.

Decision:

In consideration to the formulation of common HR policy, GC deferred the agenda.

Agenda 18: Engagement of Assistant Fire Officer against the vacant post of Head Clerk

Discussion:

It was informed to the committee that as per the observations of the Delhi Fire Service (DFS), any health facility having a bed strength of 500 beds needs to have a Fire Safety Officer (FSO) with requisite qualifications. RGSSH does not have any sanctioned post related to Fire Safety Services, such as Fire Officer, Assistant Fire Officer, or Sub Fire Officer. However, the hospital has 06 sanctioned posts of Head Clerk with a pay scale equivalent to that of Assistant Fire Officer (Grade Pay Rs. 9300-34800, Grade Pay Rs. 4600). Delhi Govt.-approved Recruitment Rules and guidelines will be adopted for filling the post with a retired government employee.

Decision:

Proposal was approved.

The meeting ended with thanks to the Chair.

This issues with prior approval of worthy Chief Secretary, Govt. of NCT of Delhi cum Chairman Governing Council, RGSSH

Harpreet 24/9/26

(Dr. Harpreet Singh)
Director & CEO, RGSSH
Member Secretary, Governing Council, RGSSH