

**RAJIV GANDHI SUPER SPECIALITY HOSPITAL SOCIETY**  
**RAJIV GANDHI SUPER SPECIALITY HOSPITAL**  
**TAHIRPUR, DELHI-110093**

F.24/1(16)/4<sup>th</sup> GC/HOO/RGSSH/2019/146-156.

Dated: 29/8/19

**GOVERNING COUNCIL**  
**Minutes of Meeting**

The Governing Council meeting was held on 18.07.2019 at 3:00 PM in the conference hall under the Chairmanship of Shri. Vijay Kumar Dev, Chief Secretary, GNCTD in his office & the following members attended the meeting:

|                        |                  |                                                       |
|------------------------|------------------|-------------------------------------------------------|
| Smt Renu Sharma        | Member           | Pr. Secretary (Finance), GNCTD                        |
| Shri Sanjeev Khirwar   | Member           | Pr. Secretary (H&FW), GNCTD                           |
| Shri Raajiv Yaduvanshi | Member           | Pr. Secretary (AR), GNCTD                             |
| Dr Sanjay Tyagi        | Member           | Dean, MAMC                                            |
| Dr Arvind Lal          | Member           | CMD, Dr Lal Path Labs Pvt. Ltd.                       |
| Dr O P Yadava          | Member           | CEO & Chief Cardiac Surgeon, National Heart Institute |
| Dr D S Rana            | Member           | Chairman, Sir Ganga Ram Hospital                      |
| Shri S M Ali           | Spl Invitee      | Spl. Secretary (Societies) (H&FW), GNCTD              |
| Shri J P Sharma        | Spl Invitee      | Dy. Secretary (Societies) (H&FW), GNCTD               |
| Shri S K Gupta         | Spl Invitee      | Dy. Secretary (Finance), GNCTD                        |
| Dr. B.L. Sherwal       | Member Secretary | Director, RGSSH                                       |

Dr. B.L. Sherwal, Director, RGSSH welcomed the chairman & members present in the Governing Council meeting and introduced the administrative officials of RGSSH. The Director / Member Secretary sought the permission from the chair to put up the agenda of the meeting. The Chairman formally opened the GC meeting and allowed the Member Secretary to take up the agenda. The members were apprised about the achievements of the hospital in FY 2018-19 along with status update (Agenda 1) and Action Taken Report of the last Governing Council meeting held on 12.04.19 (Agenda 2).

A detailed discussion was held on current agenda as below:

**Agenda 3: Human Resources**

- (I) Approval for adoption of terms & condition of service of the staff
  - a) **Faculty –**
    - i. Salary Structures, Increments, leaves & other benefits etc as per AIIMS.
    - ii. Revision of appointment orders, as per MOA.
    - iii. Approval of Promotion policy



- iv. Provision of benefits of Telephone Reimbursement, Children Education Allowance, newspaper allowance.
- b) **Senior Administrative Staff** –Promotions, leaves & other benefits etc as per CHS / Delhi Govt. cadre
- c) **Paramedical & Support Staff** – Salary with all allowances, increments, promotions, leaves & other benefits etc. as per Delhi Govt. rules.
- (II) Revision of consolidated pay of staff appointed against LDC post.
- (III) Approval for provision of EPF to all hospital employees
- (IV) Approval of DGEHS Health card for hospital employees
- (V) Approval for various appointments:
  - a) Appointment of hospital managers against four sanctioned posts of Head Clerk
  - b) Appointment of Deputy Director (Admin). Approval may be granted for hiring retired officers from Central/State Govt. or transfer on deputation basis as DD(Admin).
  - c) Approval for Hiring of Nursing trainees on stipend basis (Rs 15000 per month)

Director presented the Human Resource agenda with special focus on the problems being faced by the hospital in recruitment of faculty & addressed various issues related to framework of policies for withholding attrition rate of faculty in part (I) of agenda 3.

Pr. Sec (Finance) suggested a common model to be proposed for the faculty & Staff in society hospitals. All the members agreed to this, however, Director RGSSH categorically emphasized that three society hospitals viz, RGSSH, CNBC & JSSH share a common MOA & thus, have common problems with respect to salary structure & promotional aspects and requested their issues to be addressed separately. Chairman expressed grave concern & requested Pr. Sec (Health & Family Welfare) to take up the matter & submit proposal for bringing uniformity in RRs and pay scales for all the society hospitals. He also suggested that the provision of best possible salary structure be implemented, at par with other society hospitals, to retain academically qualified & dedicated faculty.

**Decision: GC in principle agreed / approved the Agenda 3 (i) for adoption of uniform Recruitment Rules, Pay Scale & Career Progression in RGSSH and all other society hospitals. Pr. Sec. (Health) & Director, RGSSH to prepare the uniform guidelines in this effect and to submit for approval of competent authority within a week. Agenda 3 (ii) – (v) was not taken up.**



**Agenda 4:- Matter to reconsider**

- a) Redistribution of already sanctioned faculty posts
- b) Approval for hiring Govt. recruitment agency (EdCIL) for conducting recruitment for the hospital on the same terms & conditions as in JSSH & CNBC

***Decision: In principle, approved.***

**Agenda 5:- Approval of results – Faculty, MS, DMS etc.**

1. Ex-post facto approval for appointment of selected/waitlisted candidates for the interview held on 17.07.18 & 31.07.2018 and the results & issue of appointment orders of the faculty & administrative posts (M.S & DMS) held on 05.03.19.
2. Need based extension for the above mentioned appointments.

***Decision: In principle, approved.***

**Agenda 6:- Approval for revision for RR of Sanctioned posts**

- a) Change in RR of Nursing Staff
- b) Adoption of RR of Paramedical and support staff of Delhi govt.
- c) Approval of corrigendum issued for the advertised posts of AO / MS / DMS for the change in mode of recruitment as deputation/diversion along with the direct appointment.
- d) Adoption of Pay scale of JSSHS for sanctioned post of DMS

***Decision: As in agenda 3, it was decided that a uniform policy should be worked out. However, corrigendum issued for administrative posts was approved.***

**Agenda 7:- Continuation of sanctioned 882 posts and 43+10 posts**

The matter was discussed regarding continuation of 882 posts and 43+10 posts and it was informed that file related to continuation of 43+10 posts is under submission to health department for approval of competent authority.

***Decision: In principle, approved***

1. Continuation of 882 sanctioned posts after formation of society for 5 years
2. Continuation of 43+10 posts before the formation of society for 2 years with 7<sup>th</sup> CPC.



**Agenda 8:- Approval for matter discussed in last FC with salient features:**

- a) Hiring of Senior Consultants, consultants, Specialised technicians
- b) Provision of CUG handset to employees
- c) Procurement of specialised cardiology and surgical consumables. Ex-post facto approval for provision of these specialised consumables to EWS category patients.
- d) Creation of posts of JRs, Hospital Managers, GDMOs, Engg.
- e) Fixation of numbers of Group D staff (NO, MTS, Housekeeping)

***Decision: GC endorsed the FC meeting minutes. However, recommended that Legal Advisor may be hired on case to case basis for dealing with official matters / legal cases of hospital.***

**Agenda 9: Approval for procurement of Hospital Furniture**

Director informed the members that hospital is in its initial stage of expansion and furniture items are required for office use & operationalization of new departments etc. Pr. Secretary (Finance) recommended to follow the GFR rules strictly for any procurement. Chairman GC recommended that essential furniture items may be procured under intimation to GC.

***Decision: In principle approved.***

**Agenda 10: Approval for Provision of additional facilities within Hospital premises**

- a) Approval for starting of Recreation Centre
- b) Approval for providing space to open Amul Booth/Mother Dairy and Healthy foods/ Whole food
- c) Opening of Bank ATM & Counter (one window) within the premises of hospital.
- d) Opening of Crèche facility
- e) Opening of a counter for provision of specialised cardiology consumables
- f) Approval for provision of hospital kitchen services to patients on payment basis
- g) Provision of hostel accommodation to residents working in nearby hospitals.

***Decision: in principal approved in view of public interest. However, Director RGSSH to ensure that all codal formalities are being followed for allotment of space / premises.***

### **Agenda 11:- Academic Activities**

- a) Approval for Constitution of Institutional Ethics Committee, Academic Committee.
- b) Approval for starting DNB in anaesthesia Department.

***Decision: GC approved the Committees constituted along with starting of DNB course in Anaesthesia department.***

### **Agenda 12:- Additional Agenda**

- a) Opening of Police Post at RGSSH
- b) Up-gradation of unskilled staff at RGSSH to skilled category
- c) Approval for Appointment of Assistant Professor in Gastroenterology Deptt.
- d) Hiring of one Heart Lung machine & IABP machine on rental basis
- e) Hiring of Perfussionist on daily basis as per current market rate

***Decision: (a) (c) (d) & (e) In principle, approved. However, for hiring of super specialist/specialist on need basis, Chairman GC recommended formation of a committee comprising of 3 members, viz; Director RGSSH, Dean MAMC and a subject expert for selecting candidate on adhoc basis for 3 months against sanctioned post to ensure continuation of services in various departments in view of patient care. However, post for the same shall be advertised within 3 months for recruitment on contract/regular basis. This particular mode shall be applicable for one year only till all the sanctioned vacant posts are filled.***

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



**(Dr B L Sherwal)  
Member Secretary, RGSSHS**