

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

F.24/1(16)/4th GC/HOO/RGSSH/2019/Part-I / 48 - 55

Dated: 11/02/2020

GOVERNING COUNCIL
Minutes of Meeting

The Governing Council meeting was held under the Chairmanship of Hon'ble Chief Secretary on 03.01.2020, at 4pm, in the Conference Hall, at the 5th floor of Delhi Secretariat., the following members attended the meeting:

Shri Vijay Kumar Dev	Chairman	Hon'able Chief Secretary
Shri Rajiv Verma	Member	Pr. Secretary (Finance), GNCTD
Shri Sanjeev Khirwar	Member	Pr. Secretary (H&FW), GNCTD
Dr Sushil Kumar	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	Member (Spl. Invitee)	Spl. Secretary (Societies) (H&FW), 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 with the permission from the chair placed the agendas of the meeting before the Governing Council members. The members were apprised that during the last Governing Council meeting held on 18.7.2019, it was desired that a uniform Recruitment Rules, Pay Structure and Career Progression for faculty in all society hospitals be prepared and to this effect a proposal was prepared by Director (RGSSH, CNBC and DSCI) in consultation with Principal Secretary Health, GNCTD and was submitted to the Hon'ble Chief Secretary cum Chairman of RGSSH Governing Council, which was in-principle approved vide letter No. F.No.2(29)/Society/HFW/2019/112563857/1456, dated 04.12.2019 subject to further ratification by the Governing Council of each society Hospital and Finance Department, GNCTD

Director, RGSSH expressed his gratitude on behalf of the faculty RGSSH to Hon'ble Chief Secretary for benevolent in-principle approval granted for adopting: -

1. Recruitment Rules of faculty as per AIIMS.
2. Remuneration at par with AIIMS on running pay scale basis.
3. Upgradation on the basis of fitness on AIIMS pattern.

Decisions taken were as follows: -

1.1 Below Mentioned Recruitment Rules of Faculty, adopted on the basis of AIIMS are ratified.

Name of Post: Professor Pay Scale: Pay Band – 4: Rs.37400-67000 with Grade Pay of Rs. 10500 in Level 14A Max Age limit: 60 years or Up to the age of 66 years for Govt. retired persons (for re-employment)
Educational qualification & Experience for eligibility: <u>Essential for General discipline/ Broad Speciality:</u> (i) A medical qualification included in the I or II schedule or part II of the third schedule to the Indian Medical Council Act of 1956 (persons possessing qualifications included in part II of this schedule should also fulfill the conditions specified in section 13(3) of the Act) (ii) A postgraduate qualification e.g. MD /MS or a recognized qualification equivalent thereto in the respective discipline/subject <u>Experience for General disciplines/Broad Speciality) :</u> Thirteen years teaching and/or research experience (out of which at least 4 years as Assistant Professor and 3 years as Associate Professor) in a recognized Institution in the subject of specialty after obtaining the qualifying Degree of M.D./M.S. or a qualification recognized equivalent thereto. <u>Essential for Super-Speciality discipline :</u> (i) M.Ch for surgical super specialties and D.M. for Medical Super-specialties (3 years or 6 years recognized course) or a qualification recognized equivalent thereto. <u>Experience for Super-speciality discipline:</u> Ten years teaching and/or research experience (out of which at least 4 years as Assistant Professor and 3 years as Associate Professor) in a recognized Institution in the subject of specialty for the candidates possessing 3 years or 6 years recognized D.M./M.Ch Degree in the respective discipline /subject or a qualification recognized equivalent thereto.
Name of Post: Associate Professor Pay Scale: Pay Band – 4 :Rs. 37400-67000 with Grade Pay of Rs. 9000 Level 13A-1+ Max Age limit: 60 years or Up to the age of 66 years for Govt. retired persons (for re-employment)

Educational qualification and Experience for eligibility:**Essential for General discipline/ Broad Speciality:**

- (i) A medical qualification included in the I or II schedule or part II of the third schedule to the Indian Medical Council Act of 1956 (persons possessing qualifications included in part II of this schedule should also fulfil the conditions specified in section 13(3) of the Act)
- (ii) A postgraduate qualification e.g. MD /MS or a recognized qualification equivalent thereto in the respective discipline/subject

Experience for General Discipline/ Broad Speciality :

Seven years teaching and/or research experience (out of which at least 4 years as Assistant Professor) in a recognized Institution in the subject of specialty, after obtaining the qualifying Degree of M.D. /M.S. or a qualification recognized equivalent thereto.

Essential for Super-Speciality discipline :

M.Ch for surgical super specialties and D.M. for Medical Super-specialties (3 years or 6 year recognized course) or qualification recognized equivalent thereto.

Experience for Super-speciality disciplines:

Four years teaching and/or research experience as Assistant Professor in a recognized Institution in the subject of specialty, for the candidates possessing 3 years or 6 years recognized D.M./M.Ch Degree in the respective discipline /subject or a qualification recognized equivalent thereto

Name of Post: Assistant Professor

Pay Scale Pay Band – 3:Rs. 15600-39100 with Grade Pay of Rs. 8000 Level 12

Max Age limit 55 years for Direct or
Up to the age of 66 years for Govt. retired persons (for re-employment)

Educational qualification and Experience for eligibility:**Essential for General discipline/ Broad Speciality:**

- (i) A medical qualification included in the I or II schedule or part II of the third schedule to the Indian Medical Council Act of 1956 (persons possessing qualifications included in part II of this schedule should also fulfill the conditions specified in section 13(3) of the Act)
- (ii) A postgraduate qualification e.g. MD /MS or a recognized qualification equivalent thereto in the respective discipline/subject

Experience for General discipline/ Broad Speciality :

Three years teaching and/or research experience as Senior Resident/Demonstrator /Tutor/ Lecturer

or equivalent thereto, in a recognized Institution in the subject of speciality after obtaining the qualifying Degree of M.D. /M.S. or a qualification recognized equivalent thereto.

Essential (for Super-Speciality discipline) :

M.Ch for surgical super-specialties and D.M. for Medical Super-specialties (3 years or 6 years recognized course) or qualification recognized equivalent thereto.

Experience for Super-Speciality discipline):

No experience is necessary for the candidates possessing the 3 years or 6 years recognized Degree of D.M. /M.Ch. or qualification recognized equivalent thereto.

- *In case where an applicant is working on any of the posts of faculty mentioned above, in the Govt./Autonomous Society hospital, his/her working experience will be considered as "teaching experience" for the purpose of eligibility.*
- *Lateral/Direct entry at higher posts like Professor and Associate Professors will be allowed initially. Once all the sanctioned posts are filled, no further recruitments through lateral/direct entry will be done. Subsequently, Direct entry will be at the level of Assistant Professor level only.*

Note :-Initially an age of 60 years was proposed for the post of Assistant Professor by Director RGSSH keeping in view the availability of more applicants willing to work in the hospital but Dr O.P. Yadava pointed out that for initial post like Assistant Professor, it should be not be more than 5 years as the age limit prescribed in the AIIMS recruitment Rules and hence upper age limit of 55 years (50 + 5) is approved by the Governing Council members.

1.2 Following Remuneration to be paid to the faculty are approved and ratified by Governing Council, RGSSH subject to the ratification from Finance Department.

Designations	Remuneration
Assistant Professor on Contract	Rs. 15600-39100 +8000 (GP) + NPA (Level 12 in the pay matrix) + HRA, DA,TA, Children Education Allowance, News Paper Allowance, Telephone Allowance and Academic Allowance
Associate Professor on Contract/Deputy Medical Superintendent on Contract	Rs. 37400-67000+9000 (GP) + NPA (Level 13 A-1+ in pay matrix) + HRA, DA, TA, Children Education Allowance, News Paper Allowance, Telephone Allowance and Academic Allowance
Additional Professor on Contract	Rs. 37400-67000+9500 (GP) + NPA (Level 13 A2+ in Pay matrix) + HRA, DA,TA, Children Education Allowance, News Paper Allowance, Telephone Allowance and Academic Allowance
Professor on Contract / Medical Superintendent on Contract	Rs. 37400-67000+10500 (GP) + NPA (Level 14 A in Pay matrix) + HRA, DA,TA, Children Education Allowance, News Paper Allowance, Telephone Allowance and Academic Allowance

Sr. Professor on Contract	Rs. 67000-79000 + NPA (Level 15 in Pay matrix) + HRA, DA,TA, Children Education Allowance, News Paper Allowance, Telephone Allowance and Academic Allowance
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This will be applicable to currently employed faculty as well. Further, pay shall be revised as & when the salary & allowances are revised in AIIMS.

- 1.3 The upgradation scheme based on the Assessment Promotion Scheme of AIIMS & consistent with the minimum MCI requirements, be called the Assessment Upgradation Scheme (AUS) and shall be implemented in RGSSH subject to the ratification from Finance Department, GNCTD.

The faculty, if continues to work for at least three years in same society Hospital, will be eligible to appear for interview, before the Selection Committee, for the next higher post on the basis of Fitness as elaborated below:-

1. APPLICATION FOR AUS:

The AUS will be without linking to vacancy/Post and will apply for the post of Associate Professor, Additional Professor, Professor & Sr. Professor.

2. ELIGIBILITY:

- i) Time Period : The following time period shall be the eligibility criteria for upgradation of faculty members to the posts of Associate Professor, Additional Professor and Professor:-
- For the post of Associate Professor:
Assistant Professors with four years of service will be eligible for appointment to the post of Associate Professor subject to clearance of the prescribed selection process without linkage to vacancy/post.
 - For the post of Additional Professor:
Associate Professors with three years of service will be eligible for appointment to the post of Additional Professor subject to clearance of the prescribed selection process without linkage to vacancy/post.

c. For the post of Professor:

Additional Professors with three years of service will be eligible for appointment to the post of Professor subject to clearance of the prescribed selection process without linkage to vacancy/post.

d. For the post of Sr, Professor:

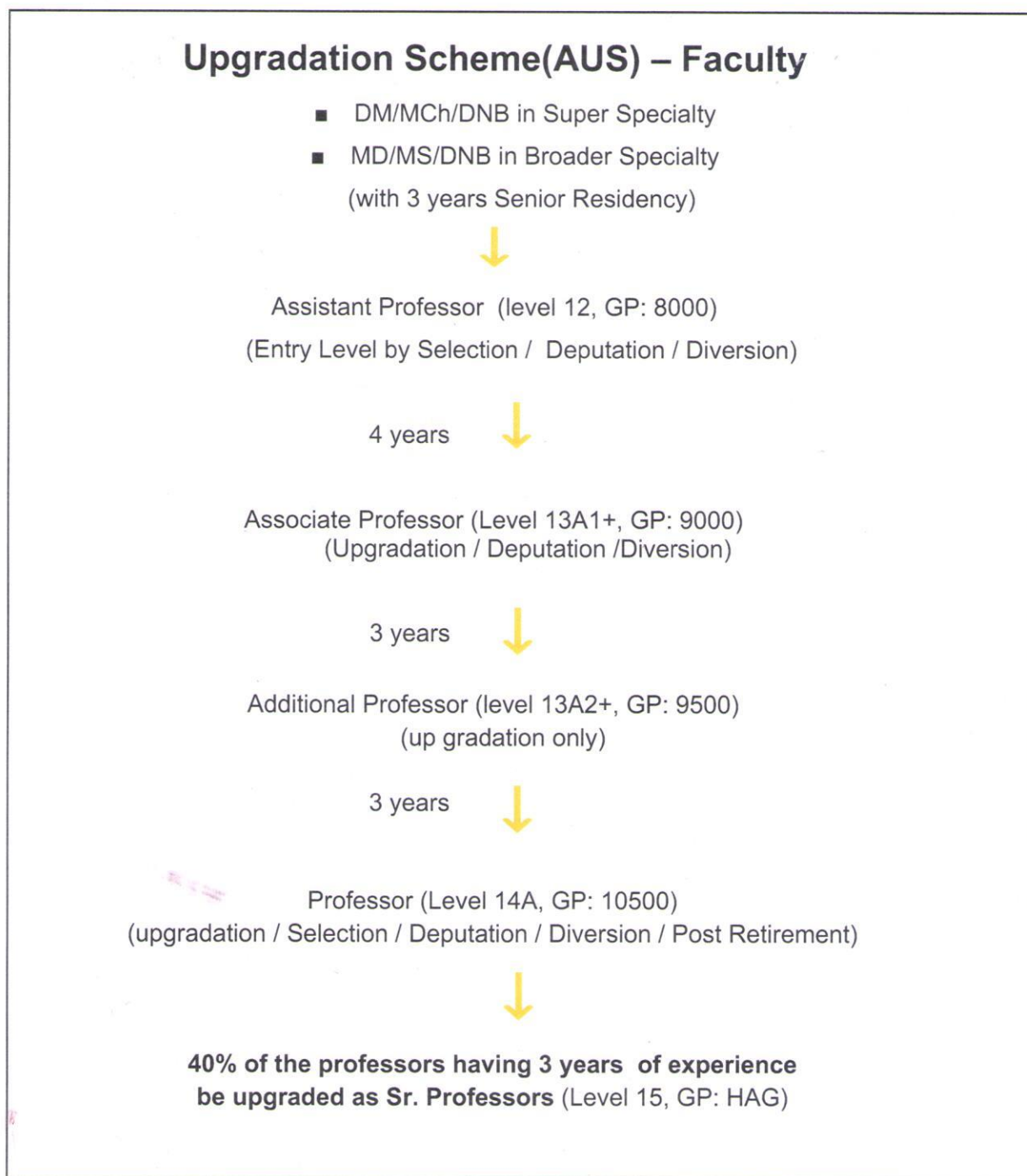
40% of Professors with three years of service will be upgraded as Senior Professors.

Note:- Initially the post of senior professor was not proposed by the Director, RGSSH in the AUS, It was pointed out by Dr. O. P. Yadava that such scheme would bring stagnation at Professor level and therefore provision of senior Professors as per AIIMS shall be made and thereafter the members agreed to add the post of senior professors as available in AIIMS.

ii) **Publications:-** For consideration for upgradation under this scheme, faculty are required as a part of their research activities to publish papers as follows:-

Post considered for Up gradation	Publications in indexed journals (Mandatory)
Associate Professor	2 Research Publications in Indexed Journals as 1 st author or as corresponding author during the assessment period
Additional Professor	2 Research Publications in Indexed Journals as 1 st author or as corresponding author during the assessment period
Professor	6 Research Publications in Indexed Journal on cumulative basis, with minimum of 2 Research Publications as 1 st author or as corresponding author during the assessment period.

The Upgradation Scheme (AUS) for Faculty in form of Flow Chart are as follows:



iii) **Periodicity, Crucial Date And Selection:**

- a) The upgradation on the basis of fitness of all who have completed the requisite period will be considered at least once in calendar year.
- b) Eligibility date will be 30th June of that year.
- c) All up gradations under the Scheme will be effective from 1st July.

The Standing Selection Committee shall take into consideration the performance of the faculty members with reference to annual confidential reports and his/her performance in the interview for deciding his fitness for upgradation to the next higher post.

After the implementation of AUS, the upgradation of the currently employed faculty to the higher post will be considered w.e.f. 1st July of the year from which he/she became eligible for the said higher post, on one time basis only. However, the said faculty will be given financial benefit only prospectively.

If found fit, the faculty will be given higher post without linking to the vacancy/post after completion of the designated period as per AUS and his/her tenure will be for next 5 years as per MOA. However, the total number of posts will not exceed the sanctioned posts in the Specialty/ Super Specialty, at any given time.

If not upgraded, the tenure of the faculty on the same post will continue for a total of 5 years and further extension on the same post, if any, will be on the basis of annual performance and need basis. The said faculty will get one more chance of upgradation in the subsequent year.

Agenda 2.

- 2.1 All the periodical Extension to contractual employees in the year 2019-20 granted at the level of Director stands ratified and Governing Council also approved the extension of remaining eligible contractual employees of RGSSH, if any, for the year 2019-20. Further, Governing Council also agreed and approved the proposed extension of all eligible contractual employees of RGSSH for the year 2020-21 till 28.02.2021 to extend the tenure uniformly on same date.
- 2.2 Appointment of various faculty (on contract), Administrative Officer appointed by the Director, RGSSH after the 4th GC Meeting stands ratified.
- 2.3 The upper age limit for direct recruitment for all the posts in RGSSH be increased to 55 years and all employees recruited or working in the RGSS Hospital/Society shall be considered as "HOSPITAL EMPLOYEES" for all purposes with effect from date of creation of society.

Agenda 3.

GC approved the appointment of Dr Vasudha Goel, AP, Gastroenterology on adhoc basis and Extension of period for another 3 months till 31.03.2020 or till the regular appointment is made.

It was agreed upon that the financial implication of Assessment Upgradation Scheme (AUS) in respect of both, the current implications and total implication with respect to number of faculty posts in the RGSSH shall be worked out and a complete proposal shall be submitted to the finance department through Pr. Secretary (Health) for issue of orders regarding ratified remuneration and AUS above.

The meeting ended with thanks to the Chair.

Minutes issued with concurrence of all members and approval of Chairman, GC

(Dr. B.L. Sherwal)

Director, RGSSH &

Member Secretary,

Governing Council, RGSSHS