

MINIUTES OF THE MEETING HELD ON 18-07-2013 AT ICMR, NEW DELHI

The First meeting of the "Committee to finalize the BMHRC recruitment rules confirming to the approved 6th CPC pay scales "held on 18th July 2013 at ICMR, New Delhi. The meeting was chaired by Dr. Arun Agrawal, Ex-Dean MAMC, New Delhi.

2. The following members were present in the meeting-

1. Prof. Raj Bahadur, Professor, Dept. of Orthopedics, PGIMER, Chandigarh
2. Dr. V.K. Vijayan, Advisor to DG - ICMR, BMHRC, Bhopal
3. Shri. Sanjiv Datta, Advisor to DG - ICMR, New Delhi
4. Dr. Manoj Pandey, Director, BMHRC, Bhopal
5. Brig.(Dr.) K.K. Maudar, Consultant-Director, BMHRC, Bhopal
6. Dr. D.K. Shukla, Scientist-F, ICMR, New Delhi
7. Dr. Prashant Mathur, Scientist - E, ICMR, New Delhi
8. Dr. I.D. Gaba, Consultant , ICMR, New Delhi
9. Mr. S.K. Mishra, Consultant, Administration, ICMR, New Delhi
10. Mr. S. K. Borwankar, Consultant, Administration, BMHRC, Bhopal

3. Dr. Manoj Pandey Director BMHRC welcomed all the members and requested Dr. Arun Agrawal to chair the meeting .Dr.Arun Agrawal Chairman of the Committee welcomed all the members of the committee and also placed on the records, contribution made by Brig(Dr.)K.K. Maudar outgoing Director and welcomed Dr. Manoj Pandey new Director, after giving his initial remarks requested Dr. Maudar to brief the committee.
4. Brig. (Dr.) Maudar explained to the members about the necessity of framing of recruitment rules and also detailed about the BMHRC structure. he also pointed out that pay scale of trust was at par with AIIMS in the year 2000 and subsequently pay scale was revised in 2008 and also mentioned about 6th CPC scale granted to ICMR employees wef 1st September 2010 from the date of taken over by the Government. He also mentioned about the DNB course run in the hospital.
5. Dr. Arun Agrawal Chairman of the committee mentioned about the potentiality of the BMHRC to become super specialty hospital , the chairman requested Mr. Sanjiv Datta, Advisor to DG ,to make his remarks. Mr. Datta explained about the singular nature post in BMHRC and pointed out that there are practically no promotion avenues. It was also mentioned by the advisor to DG-ICMR that ICMR has projected the pay scale for the faculty as per the CHS and for the other staff as par ICMR pattern.

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6. The Chairman requested Director BMHRC to present the presentation. Mr. Borwanker, Consultant (Administration) presented the power point presentation on behalf of Director, BMHRC.
7. During power point presentation, on query raised by the chairman regarding the pay scale sanctioned to the ICMR employees, Mr. Datta, Advisor to DG-ICMR mentioned that process is underway to consolidate various representation received from the employees of BMHRC and to submit the detailed proposal to DHR, he also pointed out that Govt. has sanctioned the pay fixation under section (2) i.e. initial level of the pay scale without considering past experience of the employees. The matter regarding considering the past experience of the BMHRC employees is pending at the Govt. level, he also brought to the notice of the committee that for vacant post of faculty, system of lateral entry has been adopted, however, as regards to other vacant post the same will be filled in after approval of Recruitment Rules.
8. Continuing the discussion, Director, BMHRC pointed out issues regarding promotion/ direct recruitment of faculty/ other staff , Mr Datta described the applicability of various career progress scheme to the BMHRC employees, since BMHRC has been taken over by the Govt. w.e.f. 01/09/2010. Pending decision of the Govt., the seniority of the employees as on 01/09/2010 may likely to be considered based on age factor etc.
9. Continuing the discussions Mr. Datta explained about the issue of private share to the faculty and informed that the share for last quarter was released up to December 2012 and the system of paying private share has been discontinued since than ,as NPA is being allowed as per the Central Govt. orders. Taking part in discussion Dr. Manoj Pandey Director BMHRC was of the view that committee may decide on model to be adopted for recruitment rules i.e. like AIIMS or any other. Mr. Datta was of the opinion, that the structure should be at par with CHS. Dr. Gaba ICMR expressed his views that the recruitment rules for the faculty may be based on the Govt. model like Safdarjung Hospital etc. During discussion on this issue Dr. Vijayan Advisor to DG ICMR pointed out that after opening of AIIMS in Bhopal, a Govt. of MP has also considered the pay scale at par with the AIIMS. On this the member were of apprehension that situation may not arise that BMHRC faculty may leave the job and join elsewhere. The Director BMHRC feared that the situation may create complication to get / continue the recognition from the MCI. Dr. Gaba ICMR mentioned about the possibility of creating autonomous organization under DHR. Dr. Pandey expressed his view on this point that as BMHRC is going to be converted as National Level Teaching Institute, the Pay Structure/ Promotion /Recruitment may be at par with the AIIMS.

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10. After hearing the views of the members, the chairman wanted to know about the research structure of the BMHRC, explaining on this issues Mr. Datta & Dr. Vijayan Advisor to DG ICMR mentioned that the structure of the research department will be at par with ICMR's Research Structure. Dr. Gaba expressed his views about the merging the post of CMO/MO but other members was of the view that, it is not feasible considering the duties of the CMO.
11. Chairman while observing the remarks of the member during presentation has shown his concern that there is no hierarchy in various cadres particularly in administrative department. The Chairman also wanted to know about the bed-post ratio for super specialty hospitals. Dr. Pandey Director BMHRC expressed his views and mentioned that ratio may vary from hospital to hospital considering the services provided by them, on this the Chairman remarked that in a new super specialty hospital proposed bed ratio is 1:7, it was proposed that the same may be adopted here. Taking part in discussion Dr. Gaba expressed his views that Bio Engineering Services may be separated from the normal engineering services. Professor Raj Bhadur dept. of Orthopedic PGIMER, Chandigarh taking part in discussion mentioned about composite method of selection, which is based on filling the post on the deputation temporarily so that the internal candidate may get the promotion in future after acquiring the eligibility criteria etc. as per the recruitment rules. All the members were of the views that present recruitment rules will applicable only with prospective date of notification. However, the interest of the present employees may also be safeguarded as far as possible. Dr. Raj Bahadur ,while taking in part in discussion brought to the notice about the satisfaction level among the senior faculty if AIIMS model is followed and satisfaction of Junior Faculty, if CHS model is followed. As there are early promotion in CHS pattern, at initial level but stagnation in later period.
12. Dr. Vijayan Advisor to DG ICMR and Dr. Pandey Director BMHRC brought to the notice of the committee regarding counting of past services of faculty as teaching experience and referred the ESI notification, that teaching experience in a institute is not necessary.
13. On concluding the meeting, it was resolved by the committee that the Director BMHRC to prepare and submit-
 1. The details of present faculty with qualification and experience.
 2. The proposal of hierarchy of each cadre/change in nomenclature of the post
 3. Post wise information in prescribed format as provided by Mr. Sanjiv Datta Advisor to DG ICMR.

The meeting ended with a vote of thanks to the chair and other members of the committee by the Member Secretary.