

Introduction

Director General, ICMR, New Delhi vide office order no. 68/36/BMHRC/2013/NCD-II dated 12th June 2013 set up a Committee to finalize the Recruitment Rules for faculty & other employees the Bhopal Memorial Hospital & Research Centre, Bhopal (BMHRC). A copy of the order is at Annex I.

2. The Terms of Reference of the committee was frame recruitment rules for the different categories of the employees of BMHRC in consonance with the pay scales approved for them vide Order No. 66/16/2013 NCD-II dated 19th July 2012.

3. The committee deliberated upon the matter at four meetings held at New Delhi (18th July 2013, 24th October 2013) and Bhopal (1st September 2013). The Committee also had an opportunity to hear the views of the BMHRC employees through their interaction at Bhopal with the representatives of Faculty Association, Doctors Welfare Association and the following staff associations.

- a) Bhopal Memorial Hospital Employees Association (BMHEA)
- b) Bhopal Memorial Hospital Nurses Association (BMHNA)
- c) Bhopal Memorial Hospital Paramedical Association (BMHPA)
- d) Bhopal Memorial Hospital & Research Centre Faculty Association (BMHRCFA)

4. Background

4.1 The Bhopal Memorial Hospital Trust (BMHT) was established in accordance with the orders of the Hon'ble Supreme Court of India in 1998 provide medical and other available facilities (including facilities for medical surveillance by periodic medical checkup) for the benefit in the first instance of the victims of the Bhopal Gas Tragedy of 1984. Subsequently, the Bhopal Memorial Hospital and Research Centre (BMHRC), a 350-bedded multi-specialty tertiary care centre situated at Bhopal, Madhya Pradesh was commissioned on July 1, 2000 to provide free of cost treatment, primary as well as tertiary, to the gas victims.

4.2 The Hon'ble Supreme Court of India vide Order No. IA's No. 58-59 in Civil Appeal Nos. 3187-88/1988 dated 19.07.2010 dissolved the Bhopal Memorial Hospital Trust (BMHT) w.e.f 19th July 2010. The Central Government initially entrusted management of the BMHRC, Bhopal to the Dept. of Biotechnology (DBT), New Delhi and Dept. of Atomic Energy (DAE), New Delhi w.e.f. from 20th July 2010. Thereafter, the administrative control of BMHRC,

Bhopal was transferred in January 2012 to the Indian Council of Medical Research under the Department of Health Research (DHR), Ministry of Health and Family Welfare.

4.4 BMHRC, Bhopal is currently operating as a referral and tertiary care centre for the thousands of gas tragedy victims who are first seen at the primary care level in its 8 mini units (satellite health centres) spread around in the city of Bhopal, and then referred to the advanced and specialized departments at the BMHRC, Bhopal. It has 792 duty posts as per details given in Annex-V. The list of the current departments and supporting facilities available in BMHRC is given in Annex-V (A).

4.6 When the Bhopal Memorial Hospital Trust, commissioned the hospital (BMHRC) in the year 2000, the pay scales had been devised keeping in mind the eight year mandate to run the hospital set down by the Hon'ble Supreme Court of India. The BMHT took the pay scales of Central Government/AIIMS into consideration to attract experienced faculty / other staff taking into account the geographical location of the hospital, and the range of 3 to 5 years in contractual appointment. Dearness allowance was excluded and annual increment was kept in the range of 7 to 10%.

4.7 In 2005, mindful of the demand for upward revision as per central govt. norms from senior residents and down the line hospital staff, the prevailing minimum wages and the resources available with the Trust, the pay scales of employee's except the faculty member and senior administrative officer were revised in May, 2006 effective from July, 2005.

4.8 Later in 2006, a long term pay structure (15 years span) was evolved. Thereafter, the pay scales were enhanced in February 2009 effective from October, 2008 for all categories of staff. The short term contractual job of the employee's was converted into a long commitment. This position continued till the takeover of BMHRC by the Government on 19th July 2010.

4.9 The Government of India approved the grant of 6th CPC pay scales to the BMHRC employees on 12th July 2012 effective from 1st September 2010 and also directed for framing of recruitment rules and placement of the existing employees therein.

5. Deliberations of the Committee

5.1 Having perused the approved pay scales of the BMHRC employees, the Committee concluded that the Government was guided in this exercise by the pay scales applicable to similar posts in the Central Health Service and hospitals run under it, ICMR and CPWD insofar as the engineering posts were concerned.

5.2 Notwithstanding the fact, as mentioned earlier in this report, that the Trust had used the model prevalent in AIIMS and such hospitals to structure the pay scales, nomenclature and experience, especially those relating to the faculty, the Committee is of the considered view that its mandate is limited to proposing new recruitment rules that conform to the models apparently adopted by Government while approving the 6th CPC pay scales of BMHRC employees in July 2012.

5.3 The classification of the existing staff structure of BMHRC and its sanctioned strength of 792 divided into 76 categories of posts is shown below –

A) Medical

S. No.	Pay Band with Grade Pay	Classification	No. of Employees
1	PB-4/PB-3 Grade Pay of Rs. 5400 and above	Group 'A'	196
2	PB-4/PB-3 Grade Pay of Rs. 4200 and below Rs. 5400	Group 'B'	280
3	PB-I Grade Pay of Rs. 2400 and above but below Rs. 4200	Group 'C'	135
4	PB-I Grade Pay of Rs. 1900/- and below	Group 'C'	46
	Sub Total (A)		657

B) Non Medical

S. No.	Pay Band with Grade Pay	Classification	No. of Employees
1.	PB-3/PB-4 Grade Pay 5400 and above	Group 'A'	11
2.	PB-3/PB-2 Grade Pay 4200 and below Rs. 5400	Group 'B'	24
3.	PB-1 Grade Pay 2400 and above but below Rs. 4200	Group 'C'	83
4.	PB-1 Grade Pay of Rs. 1900 and below	Group 'C'	17
	Sub Total (B)		135
	Total (A+B)		792

5.4 Based on the premise mentioned in paragraph 5.2 the Committee decided to adopt the following guidelines to frame the new recruitment rules for different categories of BMHRC posts –

- (a) For the faculty posts (medical), the educational qualifications and experience prescribed for the Teaching sub-cadre of the CHS (Teaching) cadre was adopted. Direct Recruitment will be the preferred recruitment mode for the post of Assistant Professor, Associate Professor – Professor Super Specialty.
- (b) For other medical posts, the educational qualifications and experience prescribed for the specialist /General Duty Medical Officer i.e. GDMO sub-cadre of CHS was adopted.
- (c) The post of Senior Resident and Junior Resident would be tenure posts as in the CHS having tenure of 3 years.
- (d) A Dynamic Assured Career Progression (DACP) akin to that in the CHS, providing for progression up to PB 4, GP 10000, in respect of the Faculty (medical) and other medical posts in BMHRC was adopted.

- (e) For posts in Nursing / Nursing College / Paramedical /Research /Administration Finance / Engineering Services / Library, the educational qualifications and experience prescribed by the following for similar posts in various Govt. Institute/Hospitals/Indian Council of Medical Research as given below was adopted:-
1. Indian Nursing Council
 2. Hospitals under the CHS
 3. Indian Council of Medical Research
 4. CPWD
- (f) The Flexible Complementing Scheme (FCS) for scientist posts and the Modified Assured Career Progression Scheme (MACPS) was adopted for the research and other non-technical cadres respectively.
- (g) No separate recruitment rules are framed in respect of posts similar to those that exist under ICMR. These posts will be covered under the appropriate ICMR recruitment rules viz., Scientist, Technical Officer and Technician working in the Department of Research, Chief Librarian, Assistant Librarian and Driver.

5. RECOMMENDATIONS

5.1 The post of Senior Medical Officer may be filled as per CHS Rules for Specialist Grade and post of Medical Officer as per CHS Rules applicable to General Duty sub cadre post.

5.2 As per DACP under CHS Rules promotion to the level of Director-Professor for Teaching Faculty, Chief Medical Officer for General Duty Medical and Consultant for Senior Medical Officer (Specialist) to grade Pay Rs. 12,000 is being recommended.

5.3 Consequently, the post of Director would also need to be placed in the HAG in the pay scale of Rs. 67000 – 79000.

5.4 Nomenclature of various posts recommended to be re-named as per details mentioned under Statement (Annexure VI) in accordance with existing designation and other CHS Hospitals without any financial implications.

CONCLUSION

On the above criteria the Committee recommends the framing of four separate recruitment posts in the cadre of i) Faculty; ii) Nursing and Paramedical; iii) Administration and Engineering as per following details:-

- a) Faculty - Annexure VIII
- b) Finance & Administration - Annexure IX
- c) Engineering Cadre - Annexure X
- d) Nursing/Paramedical - Annexure XI
- e) Scientist, Technical, Library & Driver. - to be governed by existing RRS of ICMR

Members


Prof. Rakesh Yadav
Sub Dean, AIIMS, New Delhi


Prof. Raj Bahadur
PGIMER, Chandigarh


Dr. V.K. Vijayan
Advisor to DG ICMR


Prof. Manoj Pandey,
Director, BMHRC, Bhopal

Special Invitee

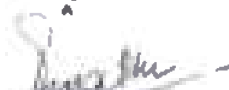

Mrs. Dharitri Panda; ICAS
Sr. Financial Advisor, ICMR


Shri T.S. Jawahar, IAS
Sr.DDG (Admin), ICMR


Shri Sanjiv Datta
Advisor to DG ICMR


Dr. D.K. Shukla
Scientist-F, ICMR


Dr. I.D. Gaba
Consultant, ICMR


Dr. Prasan Mathur
Scientist-E, ICMR


Dr. S.K. Mishra
Consultant, ICMR


Shri S.K. Borwankar
Consultant (Admin) BMHRC


Dr. Arun Agrawal
Professor of Excellence, Ex. Dean, MAMC, New Delhi
Chairman