

COMMITTEE ON THE WELFARE OF
SCHEDULED CASTES AND
SCHEDULED TRIBES
(2008-2009)

(FOURTEENTH LOK SABHA)

THIRTY-FOURTH REPORT

ON

MINISTRY OF HEALTH AND FAMILY WELFARE

Action taken by the Government on the recommendations contained in the Thirty-fourth Report (Fourteenth Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes on the subject – “Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Institute of Medical Sciences including reservation for SCs and STs in admission therein”.

Presented to Lok Sabha on 23.10.2008

Laid in Rajya Sabha on 23.10.2008

LOK SABHA SECRETARIAT
NEW DELHI

October, 2008/Kartika, 1930(Saka)

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COMPOSITION OF THE COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2008-2009)

Shri Ratilal Kalidas Varma - Chairman

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4. Shri Ajit Jogi
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| 5. Smt. Maya Lingi | - | Under Secretary |
| 6. Shri Aritra Das | - | Committee Assistant |

INTRODUCTION

I, the Chairman, Committee on the Welfare of Scheduled Castes and Scheduled Tribes having been authorised by the Committee to finalise and submit the report on their behalf, present this Thirty-fourth Report (Fourteenth Lok Sabha) on action taken by the Government on the recommendations contained in their Twentieth Report (Fourteenth Lok Sabha) on the Ministry of Health and Family Welfare regarding – “Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Institute of Medical Sciences including reservation for SCs and STs in admission therein”.

2. The draft Report was considered and adopted by the Committee on 27th August, 2008 (Appendix-I).

3. The Report has been divided into the following chapters:-

- I. Report
- II. Recommendations/observations, which have been accepted by the Government.
- III. Recommendations/observations which the Committee do not desire to pursue in view of replies of the Government.
- IV. Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.
- V. Recommendations/observations in respect of which final replies of the Government have not been received.

4. An analysis of the Action Taken by the Government on the recommendations contained in the Twentieth Report (Fourteenth Lok Sabha) of the Committee is given in Appendix-II. It would be observed therefrom that out of 21 recommendations made in the report, 10 recommendations i.e. 47 per cent have been accepted by the Government. The Committee do not desire to pursue 5 recommendations i.e. 24 per cent of the total recommendations in view of the replies of the Government. There are 5 recommendations i.e. 24 per cent in respect of which replies of the Government have not been accepted by the Committee and require further reiteration and in respect of 1 i.e. 5 per cent of total recommendations, final replies of the Government have not been received.

NEW DELHI;
October, 2008
Kartika, 1930 (Saka)

RATILAL KALIDAS VARMA
Chairman
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes

REPORT

CHAPTER – I

1.1 This Report of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes deals with the action taken by the Government on the recommendations contained in their Twentieth Report (Fourteenth Lok Sabha) on the Ministry of Health and Family Welfare regarding “Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Institute of Medical Sciences including reservation for SCs and STs in admission therein”.

1.2 The Twentieth Report was presented to Lok Sabha on 7th March, 2007. It contained 21 recommendations/observations. Replies of the Government in respect of all these recommendations/observations have been examined. During examination it has been noticed that in some of the recommendations, the Government in their action taken notes have only replied as ‘Noted’. The Committee presume that the recommendations have been accepted and expect that the Government would positively comply with the recommendations giving details of action taken in their final action taken notes. The replies are thus categorized as under:-

- (i) Recommendations/Observations which have been accepted by the Government (Sl. Nos. 1, 2, 3, 4, 5, 7, 10, 17, 18 and 21).
- (ii) Recommendations/Observations which the Committee do not desire to pursue in view of the replies of the Government (Sl. Nos. 13, 14, 15, 16 and 20).
- (iii) Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (Sl. Nos. 6, 8, 11, 12 and 19).

- (iv) Recommendations/Observations in respect of which final replies of the Government have not been received (Sl. No. 9).

1.3 The Committee desire that final replies in respect of the recommendations for which only interim replies have been given ought to be furnished within six months of the presentation of the Report.

1.4 The Committee will now deal with the Action Taken by the Government on some of the recommendations which need reiteration or comments.

Recommendation (Sl. No.1, Para No.1.10)

1.5 The Committee note that the Section 10 of AIIMS Act 1956 provides for constitution of Governing Body of the Institute. As per Regulation 5 of AIIMS Regulations, 1999, the Governing Body is constituted by the Institute Body from amongst its members whereas the Institute Body is constituted by the Central Government. The Governing Body comprises of President of Institute as Chairman, Director General of Health Service as Ex-Officio Member, a representative of the Ministry of Finance as Member, Director, AIIMS as Member, one Member elected by the Members of the Institute from amongst the three members of the Parliament elected to the Institute and six Members to be elected by the Members of the Institute from amongst themselves.

1.6 The Committee regret to note that there is no provision made for inclusion of reserved category candidates in the composition of the Institute Body and the Governing Body. However in the past members belonging to SC/ST community were members of the Institute Body nominated by the Central Government and they became Members of the Governing Body. The Committee note with concern that at present there is no

SC/ST member in the Governing Body of AIIMS. The Committee are of the view that nominating SC/ST Member in the Governing Body as also in Institute Body would definitely help to watch the interests of SC/ST communities. The Committee, therefore, recommend that Government should take appropriate action for making mandatory provision to nominate one SC/ST member each in the Institute Body and Governing Body of AIIMS.

Reply of the Government

1.7 The observation of the Committee has been noted for compliance.

Comments of the Committee

1.8 The Committee note that though their observation has been noted for compliance yet no specific reply has been given about the measures that need to be taken by the Ministry/AIIMS to make mandatory provision to nominate one SC/ST member each in the Governing body and the Institute body of AIIMS. The reply furnished is evasive and reflects non-compliance to the observations of the Committee. The Committee strongly recommend for compliance of its recommendations within three months. The compliance report may be submitted for the information of the Committee.

Recommendation (Sl. No. 2, Para No. 2.15)

1.9 The Committee note that as per the prescribed admission policy in AIIMS, 15% and 7.5% undergraduate and Postgraduate seats are reserved for SC and ST candidates, respectively. However, PG seats are reserved for SC and ST candidates discipline/department-wise. The Committee note that in certain courses intake of SC and ST candidates in admission, is being maintained as per reservation policy while in some other courses like M.Sc./M. Biotechnology/M.Sc.(Nursing), shortfall in intake of

SCs and STs has been observed during the years 2001 to 2004 and in MD/MS/MDS courses during the years 2002 and 2003, the shortfall in intake of SC and ST candidates was also observed in B.Sc.(Hons.) certificate course in 2004. The Committee desire that AIIMS should make all efforts in the first instance to attract more students to take the courses so that more SC/ST could appear for admission tests in such courses. The Committee also like the AIIMS to examine the shortcomings as to why the present system of counselling has not brought about the desired results as certain seats reserved discipline-wise are not being filled up by the candidate of reserved categories. It is also evident from large number of SC/ST candidates who did not opt for admission even though sufficient number of them had been called for counselling. The Committee, therefore, recommend that AIIMS should increase the seats in popular PG disciplines so that more SC/ST candidates could also opt for those seats and that those successful SC/ST candidates are not forced to take unpopular disciplines or altogether leave the course. The Committee may also be provided with detailed intake of students including SCs and STs among them in all Undergraduate and Postgraduate courses in 2005 and 2006.

Reply of the Government

1.10 The observation of the Committee have been noted. The details of intake students including SCs and STs in all Undergraduate and Postgraduate courses in 2005 and 2006 are as under:

Year	Total MD/MS/M.Ch. (Direct 6 years) Students	General	SC	ST	OPH
2005	168	147	14	5	2
2006	166	135	21	9	1

Year	Total M.Sc./M.Biotech. Students	General	SC	ST	OPH
2005	38	36	01	01	-
2006	39	36	03	-	-

Year	Total M.B.B.S. Students	General	SC	ST	Foreign National
2005	50	34	07	04	5
2006	50	34	07	04	

Year	Total B.Sc. (Nursing) Students	General	SC	ST	Foreign National
2005	50	39	07	04	02
2006	47	36	08	03	04

Year	Total B.Sc. (P.C.) Students	General	SC	ST	Foreign National
2005	16	13	01	01	01
2006	20	14	03	03	-

Year	Total B.Sc. (M.T.R.) Students	General	SC	ST	Foreign National
2005	07	05	01	-	01
2006	07	05	01	-	01

Year	Total B.Sc. (Ophthalmic Techniques) Students	General	SC	ST	Foreign National
2005	13	09	02	01	01
2006	12	09	01	01	-

Comments of the Committee

1.11 The Committee observe that the reply of the Government is non-committal and evasive. The Committee would like the Ministry/AIIMS to review the existing system of counselling as well as the proposal for augmentation of seats in popular disciplines to accommodate more SC/ST students in those courses without further delay. The Committee also note that shortfall persisted in AIIMS with respect to intake of SCs and STs in their admission to certain courses. The Committee, therefore, urge upon the Government and AIIMS to ensure filling up of full reservation quota of SC and ST seats in all courses. The responsibility for any laxity in the non-filling of the reservation quota may also be fixed and the action

taken in such cases should be reported to the Committee. The Committee would also like to be apprised of the intake position during the years 2007 and 2008.

Recommendation (Sl. No. 3, Para No. 2.16)

1.12 The Committee note that the reservation is not applicable in admission to DM/M.Ch. courses in terms of the directions of the Hon'ble Supreme Court of India/Government of India. The Committee also note that the directions of Hon'ble Supreme Court of India as issued by the Ministry of Health and Family Welfare/Government of India in this regard are being followed by AIIMS and the matter is pending in Supreme Court. The Committee urge both the Ministry of Health and Family Welfare and AIIMS to get the case expedited to overcome the situation arising out of the direction of Supreme Court for not providing reservations in DM/M.Ch. courses and the Committee be apprised of the outcome in the case.

Reply of the Government

1.13 Noted.

Comments of the Committee

1.14 The Committee take an exception to the reply furnished by the Government as, even after one year of the presentation of this report of the Committee, there has been no mention of the steps so far been initiated by the Ministry/AIIMS to get the case expedited, as desired by the Committee in their recommendation and pave the way for implementing reservation for SCs/STs in the DM/M.CH courses in AIIMS. The Committee would require the Ministry and AIIMS to apprise them of the action taken by them so far on the recommendations of the Committee and the latest position of the court case within one month's time.

Recommendation (Sl. No. 4, Para No. 3.16)

1.15 The Committee note that appointment procedure in services in AIIMS, is both through Direct Recruitment and by promotions in all Group 'A' (faculty and non-faculty) 'B', 'C' and 'D' posts, since inception of the Institute in 1958 and the percentage of reservation is 15% for SCs and 7.5% for STs. The Committee also note that none of the teaching, secretarial and technical posts under Group 'A', 'B', 'C' and 'D' are exempted from the purview of reservation policy while most of the Professors/Faculty posts are filled under Assessment Promotion Scheme. The Committee further note that AIIMS had conducted recruitment every year in almost all categories of posts during the years from 2001 to 2004. The Committee, however note that every year certain posts of SCs and STs had to be carried forward to next year. As a result, as on 31.3.2005, there were carried forward vacancies of 5, 4, 26 and 26 of SCs in Group 'A' (Non-faculty), 'B', 'C' and Sweeper categories of posts respectively and 7, 1, 1, 35 and 14 of STs in Group 'A' (Faculty), Group 'A' (non-Faculty), 'B', 'C' and 'D' categories of posts respectively. The Committee, however have not been provided with the details of Group 'A' (non-Faculty) posts which have been shown as carried forward SC/ST posts. The Committee feel that details of such posts should have been made available to them. The Committee would like AIIMS to conduct special recruitment to fill up all SC/ST posts in Group 'A' (Faculty), Group 'A' (non-Faculty) and Group 'B' posts within six months so that no carried forward vacancies as existed on 31.03.2006 may remain unfilled.

Reply of the Government

1.16 As regards filling-up of SC/ST posts in Group 'A' (Faculty), it is stated that due to some administrative reasons, selection process for faculty position could not take place in the year 2006. It is, however, stated that a total number of 85 vacant posts of Assistant Professors, alongwith other vacant faculty posts, have been advertised

recently. The interviews for the said posts are likely to be held in near future and reservation policy as prescribed by the Government, will be made applicable to the candidates at the time of selection.

1.17 It is clarified that the backlog vacancies as on 31.03.2005 provided to Committee included carried forwarded vacancies of Group 'A' (non-Faculty), 'B' 'C' and 'D'. The latest position of backlog/carried vacancies of Group 'A' (non-Faculty), 'B', 'C' and 'D' posts is placed at Annexure 'A' details of posts notified under Special Recruitment Drive have also been indicated in Annexure 'A'.

Comments of the Committee

1.18 The Committee note with concern the non filling up of backlog vacancies as existed as on 31/03/2005. It has been stated that 85 vacant posts of Assistant Professors alongwith other vacant posts have been advertised and interviews for the said posts are likely to be held in near future. The Committee strongly recommend the Government to complete the process of filling up these posts by a special recruitment drive within a stipulated time frame and also report to the Committee.

Recommendation (Sl. No. 5, Para No. 3.17)

1.19 The Committee have been apprised that the reasons for continuous carrying forward of SC and ST posts, especially in Group 'C' and 'D' categories, was due to a large number of *ad hoc* appointments to Group 'C' and also demand for regularization of people engaged on daily wages in Group 'D' against the vacant posts. This had disturbed the recruitment process and the recruitment could not be conducted during the period. The Committee are not convinced by the reply furnished to them. The Committee are surprised as to why AIIMS resorted to ad-hoc appointments in the first

place. The Committee are of the view that if the Ministry of Health and Family Welfare and AIIMS had made serious efforts to resolve the problem, the need for carrying forward a large number of SC/ST vacancies in Group 'C' and 'D' would not have arisen. The Committee are also of the view that unless concerted efforts are made by the AIIMS, the representation of SCs/STs in recruitment cannot be maintained. The Committee desire that the Ministry/AIIMS should resort to time bound Special Recruitment Drive in case SC/ST posts are not filled up through regular recruitment process in order to resolve the problem of carrying forward of number of SC/ST vacancies in Group 'C' and 'D'.

Reply of the Government

1.20 The present position (in-position) of the SCs/STs in Group 'A' (non-Faculty), 'B', 'C' and 'D' is attached as Annexure-B. However, it is stated that a good number of backlog vacancies of SC/ST [Group 'A' (non-Faculty), 'B', 'C' and 'D'] have been filled up and action under Special Recruitment Drive has been initiated [in r/o Group 'A' (non-faculty), 'B', 'C'] to fill up remaining vacancies and the same will be filled in due course of time.

Comments of the Committee

1.21 The Committee note that a good number of backlog vacancies of SC/ST in Group 'A' (non-Faculty) 'B' and 'C' have been filled up and action has been initiated to fill the remaining backlog vacancies through Special Recruitment Drive. The Committee suggest that notifications for special recruitment drives be widely advertised through DD/AIR and also recommend that AIIMS should fill up those remaining vacancies in a time bound manner and apprise the Committee of the latest position of backlog.

Recommendation (Sl. No. 6, Para No. 3.18)

1.22 The Committee note that AIIMS conducted interviews for filling up of various faculty posts but Selection Committee did not find any ST candidate suitable for those posts. The Committee desire that if ST candidates are not suitable for these posts, the best among the available candidates should be selected and given necessary coaching/training and given another chance to clear the recruitment process. The Committee recommend that the reserved posts for STs should be given wide publicity so that more ST candidates can appear for interview and the best among them can be selected.

Reply of the Government

1.23 The All India Institute of Medical Sciences is a premier institution of national importance. It is known for research, patient care services & for academic excellence worldwide. In order to provide its best in teaching, research & patient care services; efforts are always made to pick candidates of extraordinary calibers. It is, however, stated that while inviting applications for vacant faculty position, all efforts are made in order to give the same in all the national dailies, putting them on the Institute Website & sending the same to the Secretaries to the State Governments/Union Territories of the Departments dealing with the Welfare of Scheduled Castes/Scheduled Tribes for wide circulation. The vacancies are also sent for notification in Embassy of India in USA & High Commissioner of India in U.K. for wide publicity in order to attract best meritorious candidates.

Comments of the Committee

1.24 The Committee note that AIIMS have made all efforts to fill up the vacant faculty positions. Despite their efforts to publicise vacant faculty positions, it is regretted that posts reserved for STs still remain vacant. The Committee strongly

recommend that posts reserved for STs in faculty position should be filled up by ST candidates only. Under no circumstances, the vacancies earmarked for reserved category candidates should be allowed to lapse. The Committee, therefore, reiterate that the best among the available ST candidates should be given an opportunity after giving wide publicity of the vacant posts.

Recommendation (Sl. No. 7, Para No. 3.19)

1.25 The Committee note that recruitment action in respect of all non-technical posts including reserved posts is in process, subject to clearance of the Screening Committee. The Committee are not convinced with the reply. The Committee recommend that within a time frame, Group 'D' posts in regard to Attendant Grade-II, Mali, Khalasi, Beldar, Masalchi/Bearer Grade II, Cook Grade II and 26 Sanitary Attendant Grade III may be filled up. The Committee would also like to be apprised of the latest position in this regard.

Reply of the Government

1.26 The recruitment action to fill up the Group 'D' posts viz. Office Attendant Grade-II, Mali, Khalasi, Beldar, Masalchi-bearer Grade-II, cook Grade-II and 26 Sanitary Attendant Grade-III are in progress in view of that the approval of the Screening Committee has been received, which is expected that the same should be filled up in due course.

Comments of the Committee

1.27 The Committee note that the Government have initiated action on recruitment process pertaining to Grade D posts in AIIMS. The Committee should be apprised whether all the Group D posts have since been filled up. The details of the recruitment made in Group D posts should also be furnished.

Recommendation (Sl. No. 8, Para No. 3.20)

1.28 The Committee also note that special recruitment drive was conducted in the year 2000-2001 when all the backlog posts in Group 'A', 'B', 'C' and 'D' reserved for SCs and STs were reported to have been filled up. It has also been reported that majority of posts filled up were in Sister Grade-II and that necessary steps were taken to fill up all SC/ST vacancies. The Committee urge AIIMS to make all out efforts to fill up all the vacancies reserved for SCs/STs in all Groups within a time frame and impose complete ban on the ad-hoc appointments till the vacancies are fully filled.

Reply of the Government

1.29 The recruitment action to fill up vacant posts of SC/ST is in progress.

Comments of the Committee

1.30 The Committee note that the recruitment action to fill up vacant posts of SC/ST is in progress. The Government have not mentioned whether they have fixed a time frame to fill up the vacancies reserved for SCs/STs. The Committee also note that no specific comment has been given in regard to ban on adhoc appointments till the reserved vacancies are fully filled. The Committee, therefore, reiterate their earlier recommendation that the Ministry/AIIMS should make concerted efforts to fill up the vacancies reserved for SCs/STs in all groups within a stipulated time frame and impose complete ban on the adhoc appointments till the reserved vacancies are fully filled up.

Recommendation (Sl. No. 9, Para No. 3.21)

1.31 The Committee also note that a number of SC/ST candidates have been appointed on *ad-hoc* basis in different categories of posts like Assistant Professor, Asstt.

Admn. Officer, L.D.C., Stenographer etc. The Committee are concerned that as on 1.1.2005 out of 451 ad-hoc appointments, there were 71 SC and 11 ST candidates working in AIIMS. The Committee would like to know why such a large number of employees are working on an *ad-hoc* basis. The Committee were not apprised for how long those employees are working in AIIMS. The Committee feel that first all the *ad-hoc* appointees should be given a chance to compete for the available vacancies and reservation should be given to the posts wherever it is applicable.

Reply of the Government

1.32 As on 01.01.2005, out of a total of 451 ad-hoc employees, 71 employees belonged to SC category and 11 to ST category. As on date, the total number of ad-hoc employees in the Institute is 244. Out of this, the number of SC and ST employees who are working on ad-hoc basis stands at 57 and 06, respectively i.e. out of 71 SC employees as on 01.01.2005, eleven (11) have since been regularized. Similarly, 05 ad-hoc employees out of a total of 11 ad-hoc employees of ST category have since been regularized as on date.

1.33 As regards faculty members, it is stated that due to an interim order of the Hon'ble High Court of Delhi passed on 15.11.1994 i.e. "Till next date, reservation be not given effect to" in a writ petition filed by the Faculty Association of AIIMS on the issue of reservations in faculty posts, the entry level posts of Assistant Professors had not been filled in on regular basis after September, 1993. Hence, ad-hoc appointment at the level of Assistant Professors were made in the interest of patient care, teaching and research activities, either against leave vacancy of an incumbent to any faculty post who had been permitted to take up long term assignment on Extra Ordinary leave Without Pay or against any vacant faculty post. The aforesaid interim order had, however, been vacated

in November 2001 and all the vacancies including reserved for SC/ST posts were filled up on regular basis.

Comments of the Committee

1.34 The Committee are distressed to note that regularisation of adhoc SC/ST employees in AIIMS has not been given due impetus as desired by the Committee. There are still 57 SC and 6 ST employees working on adhoc basis after regularizing 11 SC and 5 ST adhoc employees out of 71 SC and 11 ST employees as on 1.1.2005. The Committee would like to know the fate of 3 SC adhoc employees who have not been accounted for. The Committee, therefore, reiterate that Ministry/AIIMS should strive for the regularization of adhoc SC/ST appointments while giving adhoc appointees a chance to compete for the available vacancies coupled with the implementation of reservation policy, wherever it is applicable.

Recommendation (Sl. No.10, Para No. 3.24)

1.35 The Committee are unhappy to note that the Ministry have not furnished the position of shortfall in regard to Group 'A' (Faculty) posts in AIIMS. The Committee feel that the Ministry and AIIMS even though they know that Group 'A' (Faculty) posts are not exempted from the reservation policy, they did not deem it fit to furnish the details. The Committee, therefore, recommend that position in regard to Group 'A' (Faculty) posts be furnished immediately.

Reply of the Government

1.36 The reservation is applicable in the entry-level post of Assistant Professor in Group 'A' (faculty posts) at this Institute. The position regarding reservation of SC and ST are as under:

	Sanctioned strength	SC	ST
Required representation of reserved category on the total sanctioned strength.	305	45	22
Not to be advertised due to administrative reasons.	07		
In position	213	35	08
Shortfall		10	14

At present, 85 posts of Assistant Professors are lying vacant in various Departments/Centers and the same have been advertised. The selection process to fill up the said posts including reserved for SC/ST, is likely to be initiated soon.

Comments of the Committee

1.37 The Committee note that the reservation is applicable in the entry level post of Assistant Professor in Group 'A' (faculty post) at AIIMS. The Committee also note that out of 305 (sanctioned strength), only 213 Assistant Professors are in position whereas 85 posts of Assistant Professors are lying vacant in various Departments/Centres. The Committee are concerned that such a large number of posts are lying vacant and action to complete recruitment process is still not over. The Committee recommend that the Ministry/AIIMS should complete all formalities for filling up all posts of Assistant Professors including that of SC/ST posts within six months of presentation of this report and apprise the Committee. The Committee may also be apprised of the administrative reasons as to why 7 posts cannot be advertised.

Recommendation (Sl. No. 11, Para No. 3.25)

1.38 The Committee note that representation of ST in all categories of posts is much below the prescribed quota. The Committee are not convinced with the plea of the Ministry that the shortfall of ST in recruitment is due to non-availability of ST candidates in spite of wide publicity of vacant posts and that in promotion due to non-availability of eligible candidates in the feeder grades even after extending the zone of consideration by five times. It is a matter of great concern that AIIMS has not been able to have the prescribed percentage of ST candidates even in Group 'C' and 'D' posts. The Committee are fully convinced that even though the reservation policy in AIIMS was applicable since 1958, Institute has not done enough to maintain the prescribed percentage of ST employees. The Committee equally find the Ministry responsible for the poor intake in ST candidates even in Group 'C' and 'D' posts. The Committee would, therefore, recommend that AIIMS should give wider publicity to posts by making arrangement for publications of advertisement of vacancies in Group 'C' and 'D' posts in prominent vernacular dailies published in all the States including the tribal dominated areas at the earliest and shortfall in these categories be wiped out by conducting special recruitment drives. In case of shortfall in Group 'A' and 'B' categories too, action to make good the shortfall be taken by converting the promotional posts to direct recruitment posts so that prescribed percentage of SCs and STs is maintained. The Committee would like the Ministry to apprise them of the action taken in clearing the shortfall in all categories of posts expeditiously.

Reply of the Government

1.39 Latest position of category wise breakup of vacant posts in the Institute is at Annexure-C. It may be mentioned that a substantial number of vacant posts pertaining to SC and ST category in Group 'B' and 'C' pertains to promotional mode for which

eligible candidates are not available in the feeder grade. As far as vacancies in Direct Recruitment mode are concerned, it may be mentioned that as per the policy of the Government of India these posts are advertised in the National Dailies and in Employment News (Hindi/English). In this connection, it is relevant to mention that the advertisement appearing in Employment News are published in all official language.

Comments of the Committee

1.40 The Committee are constrained to note that shortfall in intake of SC/ST candidates continues in almost all categories of posts. The reason attributed for such shortfall is that eligible candidates are not available in the feeder grade in Group 'B' and 'C' since these are promotional posts. The Committee had categorically recommended that promotional posts can be temporarily diverted to direct recruitment. The Committee, therefore, reiterate that AIIMS should examine whether the reserved promotional posts can be converted in the light of O.M. AB/14017/30/89Estt.(RR) dated 10.7.1990 issued by DOP&T and carry out recruitment to fill those posts. While going through the information as at Annexure C, the Committee noted certain remarks which cannot be overlooked. The Committee are surprised by the remarks at Sl. Nos. 30 and 34 for the reserved posts of Dental Technician Gr. II and Workshop Assistant (CWS) wherein it has been mentioned that the concerned authority is not willing to fill the post. The Committee desire to know the reason as to why the concerned authority is not willing to fill up the reserved posts. The Committee would also like to be apprised of the reasons because of which 7 posts (including reserved posts) of Dark Room Assistant Gr. III (vide Sl. No. 43) pertaining to Trauma Centre are not being filled up and 2 posts which are being notified. The Committee also take serious note of Ministry/AIIMS's decision to outsource 3 posts of Mechanic (A/C&R) (Sl.48) and

awarding contracts of the posts of Hospital Attendant Gr. III (Sl.66) and Sanitary Attendant Gr. III (Sl.73) to Sulabh International. The Committee are of the view that mode of recruitment is 100% direct in both these Group 'C' and 'D' posts where the availability of suitable SC/ST candidates can never be argued. The Committee, therefore, recommend that vacancies related to Group C and D posts should not be outsourced. The Committee also note that in case of Sister Gr. I (Sl. 60), the mode of recruitment is 100% by promotion and that none of the SC/ST candidate is eligible in feeder cadre grade and as such unreserved category candidates are being promoted from the panel. The Committee would like to be apprised whether the permission to divert the reserved posts has been obtained from the competent authority. Besides, the Committee strongly recommend the Ministry/AIIMS to completely fill up the reserved posts of Sister Grade II expeditiously.

Recommendation (Sl. No. 12, Para No. 3.34)

1.41 The Committee note that the promotion policy of AIIMS is as per recruitment rules laid down by the Cadre Review Committee Report 1991 for various posts. The Committee note that the Ministry/AIIMS have furnished the details of promotion carried out in Groups 'A' (Non-Faculty), 'B', 'C', 'D' (others and sweepers categories). The Committee also note that the details as on 1.1.2002 show the details of vacancies reserved for SC and ST and shortfall of SC/ST in each category of posts whereas the same has not been provided in details as on 1.1.2003, 1.1.2004 and as on 1.1.2005. It is therefore not possible to find whether the vacancies reserved for SCs and STs have been filled up fully. The Committee note that there is difference in shortfall of SCs and STs in Group 'A' (non-Faculty) shown as per the details as on 1.1.2002 under para 3.30 and the details shown as on 1.1.2002 under para 3.31. There is no shortfall of SCs in

Group 'A' (non-Faculty) and the number of shortfall of STs in the same group has been indicated as 2. The Committee would like a clarification in this regard. The Committee would also like to know as to why the details have not been furnished as per the proforma. The details may be furnished afresh so that the exact position could be known. The Committee recommend that if requisite number of SC/ST are not found suitable in the feeder cadre for promotion to the next grade, the Government should fill up the shortfall by temporarily diverting the promotional posts to direct recruitment as per Office Memorandum No. AB(14017/30/89 Estt.(RR) dt. 10.7.90.

Reply of the Government

1.42 Relevant information is as under:

As on 01.01.2003 (During the year 2002)

Sl. No.	Category of posts/Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty)	19	1	1	1	-	05	-	0	1
2)	'B'	40	12	9	8	3	20	7.5	4	6
3)	'C'	58	82	47	19	-	32.25	-	63	47
4)	'D' (others)	10	3	1	2	-	20	-	1	1
	(Sweepers)	6	6	-	6	-	100	-	-	-

As on 01.01.2004 (During the year 2003)

Sl. No.	Category of posts/Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty)	15	3	1	3	-	20	-	-	1
2)	'B'	16	2	-	2	-	12.5	-	-	-
3)	'C'	45	94	45	19	3	42.22	6.66	75	42
4)	'D' (others)	9	3	4	3	4	33.33	44.44	-	-
	(Sweepers)	-	16	-	-	-	-	-	16	-

As on 01.01.2005 (During the year 2004)

Sl. No.	Category of posts/Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty)	7	2	1	2	-	27	-	-	1
2)	'B'	27	14	8	3	-	11.1	-	11	8
3)	'C'	2	87	42	1	-	50	-	86	42
4)	'D' (others)	4	1	1	1	-	20	-	-	1
	(Sweepers)	15	15	-	15	-	100	-	-	-

Comments of the Committee

1.43 The Committee are distressed to note that the Ministry and AIIMS instead of clarifying the discrepancy pointed out by them have only provided the data on promotions carried out during the three years i.e. 2002 to 2004. After comparing the data of each year, it is noted that shortfall in SC and ST vacancies is not being accounted for during the next promotion year. It is a matter of grave concern if shortfall of SC and ST vacancies of previous year is not being clubbed together with the current vacancies for SCs and STs in the year. In case of Group C post, during the year 2002, there was a shortfall of 63 SC and 47 ST posts. During the year 2003, 94 SC and 45 ST posts were reserved out of which 19 SC and 3 ST were promoted and shortfall of 75 SC and 42 ST posts were shown. It is difficult to understand as to how shortfall of 63 SC and 47 ST posts as shown in the year 2002 have been accounted for while 94 SC and 45 ST vacancies are reported to have been reserved during the year 2003. The Committee view this as a serious lapse and are convinced that they have willfully manipulated the figures to deprive the SCs and STs of their rights. The Committee strongly recommend that necessary corrections may be carried out taking into account all backlog vacancies of SCs and STs of previous years and initiate speedy action to carry out

special recruitment drive for filling up all backlog vacancies of SCs and STs within six months.

Recommendation (Sl. No. 18, Para No. 4.19)

1.44 The Committee note that AIIMS has planned to establish Human Resource Development Department to develop the skills of the employees and to arrange training for employees on certain posts. The Committee are happy that AIIMS has also decided to impart training through ISTM for reserved category candidates to make them suitable for promotions to the posts of Stenographer, Assistant and Private Secretary. They are of the view that AIIMS should make provision for pre-recruitment and pre-promotional training for SCs and STs on regular basis in order to help these communities to improve their skills and to get their due representation in AIIMS. The Committee desire that the proposed Human Resource Development should be set up in a time bound manner within one year and the progress made in this regard should be submitted to the Committee for information.

Reply of the Government

1.45 The matter of training of SC and ST employees at ISTM is being followed up with ISTM, New Delhi.

Comments of the Committee

1.46 The Committee note that the matter of training of SC/ST employees at ISTM is being followed up with ISTM, New Delhi. The Committee have not been apprised of setting up of Human Resource Development Department and would like to know the status of the same. Nonetheless, the Committee urge AIIMS to provide pre-recruitment and promotional training for SCs/STs in other disciplines also so that posts reserved for them do not remain vacant for a long time. The

Committee should be apprised of the outcome of the follow up action with ISTM, New Delhi.

Recommendation (Sl. No. 19, Para No. 4.22)

1.47 The Committee note that the High Court of Kerala had declared the Associate Professor as non Scheduled Caste candidate and that the Government of Kerala had requested for taking necessary action for termination of his services as he had been appointed to the post of Biochemist on the basis of false caste certificate. The Committee, however, note that due to intimation from the National Commission for SC/ST that they are investigating the matter, no action has been taken against him. The Committee would like to know the present position of the case and also recommend that unnecessary long time should not be taken to know the truth as the High Court of Kerala had already pronounced the judgment. The Committee further note that one post of Assistant Engineer (E) reserved for SC was vacant and as there was no eligible SC candidate for promotion to that post, one Jr. Engineer (Electrical) belonging to ST candidate was considered against the post reserved for SC. The Committee also note that in the complaint made by the ineligible SC candidate, that individual ST candidate was asked to file the requisite papers for scrutiny by the Scrutiny Committee but that candidate has not provided the requisite information. The Committee, are perturbed to note that no action seems to have been taken against that individual. The Committee feel that enough time has already been given to him to file the requisite papers. If he is a genuine ST person, he could have furnished the papers by now. The Committee, therefore, strongly recommend if both the cases are proved to be the cases of false caste certificate action should be initiated to terminate their services.

Reply of the Government

1.48 Action had been initiated against Dr. S. Vivekanandhan with respect to the matter under reference. However, a reference was received from National Commission for Scheduled Castes, New Delhi stating that while considering the representation of Dr. Vivekanandhan, the Commission has forwarded the matter to the nodal Ministry i.e. Ministry of Social Justice and Empowerment to examine and furnish the records to the Commission for arriving at the conclusion and till such time no action be taken by AIIMS in the matter. It was also mentioned in the aforesaid reference that the Commission was also calling for records from the State Government and KIRTHADS in this regard. Accordingly, a reference conveying the aforesaid decision of the Commission was made to the Government of Kerala. The National Commission for Scheduled Castes was also requested to intimate the latest position of the case to the AIIMS as well as Government of Kerala. No response has so far been received from the Commission. A reminder has also been sent to the Commission vide this office letter dated the 05.09.2007. It may be pertinent to mention here that Dr. S. Vivekanandhan was appointed as Assistant Professor of Neuro-Biochemistry on regular basis w.e.f. 04.06.2003 under the mode of direct recruitment and no benefit of reservation was extended to him.

1.49 The matter pertaining to false Certificate of Junior Engineer (Elect.) belonging to ST category is being followed up with ST Commission.

Comments of the Committee

1.50 The Committee take a serious note of the fact that Dr. S. Vivekanandhan still continues to be in service and is now reported to have been appointed as Assistant Professor of Neuro Biochemistry on regular basis w.e.f. 4.6.2003. The irony is that no punitive measures have yet been taken against him although the Hon'ble High Court of Kerala had long ago pronounced the judgement for

immediate termination of his service. The Committee, therefore, reiterate that his service should immediately be terminated and the Ministry/AIIMS should initiate criminal proceeding against Dr. S. Vivekanandhan for producing false caste certificate without further delay. The Committee also recommend for speedy and time bound disposal of case pertaining to false caste certificate of a Junior Engineer (Elect.) in AIIMS, which is being followed up with the National Commission for ST.

CHAPTER – II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No.1, Para No.1.10)

2.1 The Committee note that the Section 10 of AIIMS Act 1956 provides for constitution of Governing Body of the Institute. As per Regulation 5 of AIIMS Regulations, 1999, the Governing Body is constituted by the Institute Body from amongst its members whereas the Institute Body is constituted by the Central Government. The Governing Body comprises of President of Institute as Chairman, Director General of Health Service as Ex-Officio Member, a representative of the Ministry of Finance as Member, Director, AIIMS as Member, one Member elected by the Members of the Institute from amongst the three members of the Parliament elected to the Institute and six Members to be elected by the Members of the Institute from amongst themselves.

2.2 The Committee regret to note that there is no provision made for inclusion of reserved category candidates in the composition of the Institute Body and the Governing Body. However in the past members belonging to SC/ST community were members of the Institute Body nominated by the Central Government and they became Members of the Governing Body. The Committee note with concern that at present there is no SC/ST member in the Governing Body of AIIMS. The Committee are of the view that nominating SC/ST Member in the Governing Body as also in Institute Body would definitely help to watch the interests of SC/ST communities. The Committee, therefore, recommend that Government should take appropriate action for making mandatory provision to nominate one SC/ST member each in the Institute Body and Governing Body of AIIMS.

Reply of the Government

2.3 The observation of the Committee has been noted for compliance.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.4 Please see Para No. 1.8 of Chapter I.

Recommendation (Sl. No.2, Para No. 2.15)

2.5 The Committee note that as per the prescribed admission policy in AIIMS 15% and 7.5% undergraduate and Postgraduate seats are reserved for SC and ST candidates respectively. However, PG seats are reserved for SC and ST candidates discipline/department-wise. The Committee note that in certain courses intake of SC and ST candidates in admission, is being maintained as per reservation policy while in some other courses like M.Sc./M. Biotechnology/M.Sc.(Nursing), shortfall in intake of SCs and STs has been observed during the years 2001 to 2004 and in MD/MS/MDS courses during the years 2002 and 2003, the shortfall in intake of SC and ST candidates was also observed in B.Sc.(Hons.) certificate course in 2004. The Committee desire that AIIMS should make all efforts in the first instance to attract more students to take the courses so that more SC/ST could appear for admission tests in such courses. The Committee also like the AIIMS to examine the shortcomings as to why the present system of counselling has not brought about the desired results as certain seats reserved discipline-wise are not being filled up by the candidate of reserved categories. It is also evident from large number of SC/ST candidates who did not opt for admission even though sufficient number of them had been called for counselling. The Committee, therefore, recommend that AIIMS should increase the seats in popular PG disciplines so that more SC/ST candidates could also opt for those seats and that those

successful SC/ST candidates are not forced to take unpopular disciplines or altogether leave the course. The Committee may also be provided with detailed intake of students including SCs and STs among them in all Undergraduate and Postgraduate courses in 2005 and 2006.

Reply of the Government

2.6 The observation of the Committee have been noted. The details of intake students including SCs and STs in all Undergraduate and Postgraduate courses in 2005 and 2006 are as under:

Year	Total MD/MS/M.Ch. (Direct 6 years) Students	General	SC	ST	OPH
2005	168	147	14	5	2
2006	166	135	21	9	1

Year	Total M.Sc./M.Biotech. Students	General	SC	ST	OPH
2005	38	36	01	01	-
2006	39	36	03	-	-

Year	Total M.B.B.S. Students	General	SC	ST	Foreign National
2005	50	34	07	04	5
2006	50	34	07	04	

Year	Total B.Sc. (Nursing) Students	General	SC	ST	Foreign National
2005	50	39	07	04	02
2006	47	36	08	03	04

Year	Total B.Sc. (P.C.) Students	General	SC	ST	Foreign National
2005	16	13	01	01	01
2006	20	14	03	03	-

Year	Total B.Sc. (M.T.R.) Students	General	SC	ST	Foreign National
2005	07	05	01	-	01
2006	07	05	01	-	01

Year	Total B.Sc. (Ophthalmic Techniques) Students	General	SC	ST	Foreign National
2005	13	09	02	01	01
2006	12	09	01	01	-

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.7 Please see Para No. 1.11 of Chapter – I.

Recommendation (Sl. No. 3, Para No. 2.16)

2.8 The Committee note that the reservation is not applicable in admission to DM/ M.Ch. courses in terms of the directions of the Hon'ble Supreme Court of India/ Government of India. The Committee also note that the directions of Hon'ble Supreme Court of India as issued by the Ministry of Health and Family Welfare/Government of India in this regard are being followed by AIIMS and the matter is pending in Supreme Court. The Committee urge both the Ministry of Health and Family Welfare and AIIMS to get the case expedited to overcome the situation arising out of the direction of Supreme Court for not providing reservations in DM/M.Ch. courses and the Committee be apprised of the outcome in the case.

Reply of the Government

2.9 Noted.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.10 Please see Para No. 1.14 of Chapter – I.

Recommendation (Sl. No. 4, Para No. 3.16)

2.11 The Committee note that appointment procedure in services in AIIMS, is both through Direct Recruitment and by promotions in all Group 'A' (Faculty and non-Faculty) 'B', 'C' and 'D' posts, since inception of the Institute in 1958 and the percentage of reservation is 15% for SCs and 7.5% for STs. The Committee also note that none of the teaching, secretarial and technical posts under Group 'A', 'B', 'C' and 'D' are exempted from the purview of reservation policy while most of the Professors/Faculty posts are filled under Assessment Promotion Scheme. The Committee further note that AIIMS had conducted recruitment every year in almost all categories of posts during the years from 2001 to 2004. The Committee, however note that every year certain posts of SCs and STs had to be carried forward to next year. As a result, as on 31.3.2005, there were carried forward vacancies of 5, 4, 26 and 26 of SCs in Group 'A' (non-Faculty), 'B', 'C' and Sweeper categories of posts respectively and 7, 1, 1, 35 and 14 of STs in Group 'A' (Faculty), Group 'A' (non-Faculty), 'B', 'C' and 'D' categories of posts respectively. The Committee, however have not been provided with the details of Group 'A' (non-Faculty) posts which have been shown as carried forward SC/ST posts. The Committee feel that details of such posts should have been made available to them. The Committee would like AIIMS to conduct special recruitment to fill up all SC/ST posts in Group 'A' (Faculty), Group 'A' (non-Faculty) and Group 'B' posts within six months so that no carried forward vacancies as existed on 31.03.2006 may remain unfilled.

Reply of the Government

2.12 As regards filling-up of SC/ST posts in Group 'A' (Faculty), it is stated that due to some administrative reasons, selection process for faculty position could not take place in the year 2006. It is, however, stated that a total number of 85 vacant posts of Assistant Professors, alongwith other vacant faculty posts, have been advertised

recently. The interviews for the said posts are likely to be held in near future and reservation policy as prescribed by the Government, will be made applicable to the candidates at the time of selection.

2.13 It is clarified that the backlog vacancies as on 31.03.2005 provided to Committee included carried forwarded vacancies of Group 'A' (non-Faculty), 'B' 'C' and 'D'. The latest position of backlog/carried vacancies of Group 'A' (non-Faculty), 'B', 'C' and 'D' posts is placed at Annexure 'A' details of posts notified under Special Recruitment Drive have also been indicated in Annexure 'A'.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.14 Please see Para No. 1.18 of Chapter – I.

Recommendation (Sl. No. 5, Para No. 3.17)

2.15 The Committee have been apprised that the reasons for continuous carrying forward of SC and ST posts, especially in Group 'C' and 'D' categories, was due to a large number of *ad hoc* appointments to Group 'C' and also demand for regularisation of people engaged on daily wages in Group 'D' against the vacant posts. This had disturbed the recruitment process and the recruitment could not be conducted during the period. The Committee are not convinced by the reply furnished to them. The Committee are surprised as to why AIIMS resorted to ad-hoc appointments in the first place. The Committee are of the view that if the Ministry of Health and Family Welfare and AIIMS had made serious efforts to resolve the problem, the need for carrying forward a large number of SC/ST vacancies in Group 'C' and 'D' would not have arisen. The Committee are also of the view that unless concerted efforts are made by the AIIMS, the representation of SCs/STs in recruitment cannot be maintained. The

Committee desire that the Ministry/AIIMS should resort to time bound Special Recruitment Drive in case SC/ST posts are not filled up through regular recruitment process in order to resolve the problem of carrying forward of number of SC/ST vacancies in Group 'C' and 'D'.

Reply of the Government

2.16 The present position (in-position) of the SCs/STs in Group 'A' (non-Faculty), 'B', 'C' and 'D' is attached as Annexure-B. However, it is stated hat a good number of backlog vacancies of SC/ST [Group 'A' (non-Faculty), 'B', 'C' and 'D'] have been filled up and action under Special Recruitment Drive has been initiated [in r/o Group 'A' (non-Faculty), 'B', 'C'] to fill up remaining vacancies and the same will be filled in due course of time.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.17 Please see Para No. 1.21 of Chapter – I.

Recommendation (Sl. No. 7, Para No. 3.19)

2.18 The Committee note that recruitment action in respect of all non-technical posts including reserved posts is in process, subject to clearance of the Screening Committee. The Committee are not convinced with the reply. The Committee recommend that within a time frame, Group 'D' posts in regard to Attendant Grade-II, Mali, Khalasi, Beldar, Masalchi/Bearer Grade II, Cook Grade II and 26 Sanitary Attendant Grade III may be filled up. The Committee would also like to be apprised of the latest position in this regard.

Reply of the Government

2.19 The recruitment action to fill up the Group 'D' posts viz. Office Attendant Grade-II, Mali, Khalasi, Beldar, Masalchi-bearer Grade-II, cook Grade-II and 26 Sanitary Attendant Grade-III are in progress in view of that the approval of the Screening Committee has been received, which is expected that the same should be filled up in due course.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.20 Please see Para No. 1.27 of Chapter – I.

Recommendation (Sl. No. 10, Para No. 3.24)

2.21 The Committee are unhappy to note that the Ministry have not furnished the position of shortfall in regard to Group 'A' (Faculty) posts in AIIMS. The Committee feel that the Ministry and AIIMS even though they know that Group 'A' (Faculty) posts are not exempted from the reservation policy, they did not deem it fit to furnish the details. The Committee, therefore, recommend that position in regard to Group 'A' (Faculty) posts be furnished immediately.

Reply of the Government

2.22 The reservation is applicable in the entry-level post of Assistant Professor in Group 'A' (faculty posts) at this Institute. The position regarding reservation of SC and ST are as under:

	Sanctioned strength	SC	ST
Required representation of reserved category on the total sectioned strength.	305	45	22
Not to be advertised due to administrative reasons.	07		
In position	213	35	08
Shortfall		10	14

At present, 85 posts of Assistant Professors are lying vacant in various Departments/Centers and the same have been advertised. The selection process to fill up the said posts including reserved for SC/ST, is likely to be initiated soon.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.23 Please see Para No. 1.37 of Chapter – I.

Recommendation (Sl. No. 17, Para No. 4.18)

2.24 The Committee note that AIIMS has framed certain guidelines for sending its employees for training abroad. Out of 114 persons sent abroad for training during the years 1999 to 2005, the representation of ST was only 2 and that of SC was 14. The Committee, therefore, recommend that more SC/ST officers should be encouraged for attending various training programmes in India and abroad. The Committee also recommend that in near future the first preference should be given to SCs and STs for such training. This would enable them to broaden their outlook and increase their knowledge.

Reply of the Government

2.25 The recommendation of the Committee has been noted.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Recommendation (Sl. No.18, Para No. 4.19)

2.26 The Committee note that AIIMS has planned to establish Human Resource Development Department to develop the skills of the employees and to arrange training for employees on certain posts. The Committee are happy that AIIMS has also decided to impart training through ISTM for reserved category candidates to make them suitable for promotions to the posts of Stenographer, Assistant and Private Secretary. They are

of the view that AIIMS should make provision for pre-recruitment and pre-promotional training for SCs and STs on regular basis in order to help these communities to improve their skills and to get their due representation in AIIMS. The Committee desire that the proposed Human Resource Development should be set up in a time bound manner within one year and the progress made in this regard should be submitted to the Committee for information.

Reply of the Government

2.27 The matter of training of SC and ST employees at ISTM is being followed up with ISTM, New Delhi.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

2.28 Please see Para No. 1.46 of Chapter – I.

Recommendation (Sl. No. 21, Para No. 4.25)

2.29 The Committee note that the AIIMS in its Annual Report has given references to the achievement, made in different fields, but no information on the representation of Scheduled Castes and Scheduled Tribes and other welfare measures towards SCs/STs employees has been given. The Committee, therefore, recommend that the activities of the Cell under the control of Liaison Officer and the statistics relating to representations of Scheduled Castes and Scheduled Tribes in AIIMS and other welfare activities towards SCs/STs should also be incorporated in the Annual Report.

Reply of the Government

2.30 The recommendation of the Committee has been noted.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

CHAPTER – III

RECOMMENDATIONS/OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE IN VIEW OF THE REPLIES OF THE GOVERNMENT

Recommendation (Sl. No. 13, Para No. 4.7)

3.1 The Committee are happy that a SC/ST Cell is functioning in the Ministry for over twenty years and that Joint Secretary dealing with SC/ST matters has been nominated as Liaison Officer in the Ministry. The Committee recommend that the Liaison Officer should conduct regular annual inspection of rosters maintained at AIIMS and other offices and organisations directly under the control of the Ministry to ensure proper implementation of reservation orders. In case of any negligence or lapse, the matter should be reported to the Secretary of the Ministry for obtaining direction in the matter.

Reply of the Government

3.2 Inspection Committee from the Ministry of Health & Family Welfare, SC/ST Cell, Nirman Bhawan, visited the AIIMS on 14.09.2005 and inspect the roster on regular basis.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Recommendation (Sl. No. 14, Para No. 4.8)

3.3 The Committee note that AIIMS has also established a SC/ST Cell and a Liaison Officer has been appointed. The Committee are happy that the Liaison Officer meets with SC/ST employees to discuss their grievances and to exchange views. The minutes of such meetings being informal, however, are not being recorded. The Committee, therefore, recommend that the minutes of the meetings between the Liaison Officer and SC/ST Employees Association should be kept and a copy each be made available to the

SC/ST Employees Association and Liaison Officer in the Ministry so that proper follow up action can be taken in the matters discussed in the meeting.

Reply of the Government

3.4 The information regarding the subject matter is noted and will be followed in future as per the recommendation of the Committee.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Recommendation (Sl. No. 15, Para No. 4.12)

3.5 The Committee are happy to note that there is a Grievance Redress Cell functioning in AIIMS headed by one Deputy Director (Admn.) where each grievance of the employee is allotted grievance registration number by the Grievance Redress Cell. The Committee also note that a meeting is usually called between the administration and SC/ST Employees' Association once in a month for finding solution of grievances and if necessary, the note is sent to the President, AIIMS for consideration or clarification for orders.

Reply of the Government

3.6 The recommendation of the Committee has been noted.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Recommendation (Sl. No. 16, Para No. 4.13)

3.7 The Committee have been informed that 67 complaints/ representations were received during the years from 1999 to 2004 and that only 7 complaints remain to be disposed of. The Committee, however, find that in the Statement furnished, the details of only 51 complaints have been given. The Committee, therefore, urge the Ministry and

AIIMS to furnish the details of remaining complaints together with their disposal reports. The Committee also desire that details of complaint received after 2004 till date may also be furnished to them.

Reply of the Government

3.8 The remaining complaints received and action taken during the year 1999 to 2004 and from 2005 to December 2007 are enclosed at Annexure-I (37 cases) & II (71 cases) respectively.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Recommendation (Sl. No. 20, Para No. 4.23)

3.9 The Committee further recommend that the nodal Ministry should issue an instruction to the appointing authorities at various levels to verify caste certificate produced by the candidates at the time of their initial recruitment/appointment and the same should be verified from the concerned authorities along with the verification of character and antecedents at the time of entry in Government services.

Reply of the Government

3.10 The recommendation of the Committee has been noted.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

CHAPTER – IV

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH REPLIES OF THE GOVERNMENT HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. No. 6, Para No. 3.18)

4.1 The Committee note that AIIMS conducted interviews for filling up of various faculty posts but Selection Committee did not find any ST candidate suitable for those posts. The Committee desire that if ST candidates are not suitable for these posts, the best among the available candidates should be selected and given necessary coaching/training and given another chance to clear the recruitment process. The Committee recommend that the reserved posts for STs should be given wide publicity so that more ST candidates can appear for interview and the best among them can be selected.

Reply of the Government

4.2 The All India Institute of Medical Sciences is a premier institution of national importance. It is known for research, patient care services & for academic excellence worldwide. In order to provide its best in teaching, research & patient care services; efforts are always made to pick candidates of extraordinary calibers. It is, however, stated that while inviting applications for vacant faculty position, all efforts are made in order to give the same in all the national dailies, putting them on the Institute Website & sending the same to the Secretaries to the State Governments/Union Territories of the Departments dealing with the Welfare of Scheduled Castes/Scheduled Tribes for wide circulation. The vacancies are also sent for notification in Embassy of India in USA &

High Commissioner of India in U.K. for wide publicity in order to attract best meritorious candidates.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

4.3 Please see Para No. 1.24 of Chapter – I.

Recommendation (Sl. No. 8, Para No. 3.20)

4.4 The Committee also note that special recruitment drive was conducted in the year 2000-2001 when all the backlog posts in Group 'A', 'B', 'C' and 'D' reserved for SCs and STs were reported to have been filled up. It has also been reported that majority of posts filled up were in Sister Grade-II and that necessary steps were taken to fill up all SC/ST vacancies. The Committee urge AIIMS to make all out efforts to fill up all the vacancies reserved for SCs/STs in all Groups within a time frame and impose complete ban on the ad-hoc appointments till the vacancies are fully filled.

Reply of the Government

4.5 The recruitment action to fill up vacant posts of SC/ST is in progress.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

4.6 Please see Para No. 1.30 of Chapter – I.

Recommendation (Sl. No. 11, Para No. 3.25)

4.7 The Committee note that representation of ST in all categories of posts is much below the prescribed quota. The Committee are not convinced with the plea of the Ministry that the shortfall of ST in recruitment is due to non-availability of ST candidates in spite of wide publicity of vacant posts and that in promotion due to non-availability of

eligible candidates in the feeder grades even after extending the zone of consideration by five times. It is a matter of great concern that AIIMS has not been able to have the prescribed percentage of ST candidates even in Group 'C' and 'D' posts. The Committee are fully convinced that even though the reservation policy in AIIMS was applicable since 1958, Institute has not done enough to maintain the prescribed percentage of ST employees. The Committee equally find the Ministry responsible for the poor intake in ST candidates even in Group 'C' and 'D' posts. The Committee would, therefore, recommend that AIIMS should give wider publicity to posts by making arrangement for publications of advertisement of vacancies in Group 'C' and 'D' posts in prominent vernacular dailies published in all the States including the tribal dominated areas at the earliest and shortfall in these categories be wiped out by conducting special recruitment drives. In case of shortfall in Group 'A' and 'B' categories too, action to make good the shortfall be taken by converting the promotional posts to direct recruitment posts so that prescribed percentage of SCs and STs is maintained. The Committee would like the Ministry to apprise them of the action taken in clearing the shortfall in all categories of posts expeditiously.

Reply of the Government

4.8 Latest position of category wise breakup of vacant posts in the Institute is at Annexure-C. It may be mentioned that a substantial number of vacant posts pertaining to SC and ST category in Group 'B' and 'C' pertains to promotional mode for which eligible candidates are not available in the feeder grade. As far as vacancies Direct Recruitment modes are concerned, it may be mentioned that as per the policy of the Government of India these posts are advertise in the National Dailies and in Employment News (Hindi/English). In this connection, it is relevant to mention that the advertisement appearing in Employment News are published in all official language.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

4.9 Please see Para No. 1.40 of Chapter – I.

Recommendation (Sl. No. 12, Para No. 3.34)

4.10 The Committee note that the promotion policy of AIIMS is as per recruitment rules laid down by the Cadre Review Committee Report 1991 for various posts. The Committee note that the Ministry/AIIMS have furnished the details of promotion carried out in Groups 'A' (non-Faculty), 'B', 'C', 'D' (others and sweepers categories). The Committee also note that the details as on 1.1.2002 show the details of vacancies reserved for SC and ST and shortfall of SC/ST in each category of posts whereas the same has not been provided in details as on 1.1.2003, 1.1.2004 and as on 1.1.2005. It is therefore not possible to find whether the vacancies reserved for SCs and STs have been filled up fully. The Committee note that there is difference in shortfall of SCs and STs in Group 'A' (Non-Faculty) shown as per the details as on 1.1.2002 under para 3.30 and the details shown as on 1.1.2002 under para 3.31. There is no shortfall of SCs in Group 'A' (non-Faculty) and the number of shortfall of STs in the same group has been indicated as 2. The Committee would like a clarification in this regard. The Committee would also like to know as to why the details have not been furnished as per the proforma. The details may be furnished afresh so that the exact position could be known. The Committee recommend that if requisite number of SC/ST are not found suitable in the feeder cadre for promotion to the next grade, the Government should fill up the shortfall by temporarily diverting the promotional posts to direct recruitment as per Office Memorandum No. AB(14017/30/89 Estt.(RR) dt. 10.7.90.

Reply of the Government

4.11 Relevant information is as under:

As on 01.01.2003 (During the year 2002)

Sl. No.	Category of posts/Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty	19	1	1	1	-	05	-	0	1
2)	'B'	40	12	9	8	3	20	7.5	4	6
3)	'C'	58	82	47	19	-	32.25	-	63	47
4)	'D' (others)	10	3	1	2	-	20	-	1	1
	(Sweepers)	6	6	-	6	-	100	-	-	-

As on 01.01.2004 (During the year 2003)

Sl. No.	Category of posts/Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty	15	3	1	3	-	20	-	-	1
2)	'B'	16	2	-	2	-	12.5	-	-	-
3)	'C'	45	94	45	19	3	42.22	6.66	75	42
4)	'D' (others)	9	3	4	3	4	33.33	44.44	-	-
	(Sweepers)	-	16	-	-	-	-	-	16	-

As on 01.01.2005 (During the year 2004)

Sl. No.	Category of posts/Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty	7	2	1	2	-	27	-	-	1
2)	'B'	27	14	8	3	-	11.1	-	11	8
3)	'C'	2	87	42	1	-	50	-	86	42
4)	'D' (others)	4	1	1	1	-	20	-	-	1
	(Sweepers)	15	15	-	15	-	100	-	-	-

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

4.12 Please see Para No. 1.43 of Chapter – I.

Recommendation (Sl. No. 19, Para No. 4.22)

4.13 The Committee note that the High Court of Kerala had declared the Associate Professor as non Scheduled Caste candidate and that the Government of Kerala had requested for taking necessary action for termination of his services as he had been appointed to the post of Biochemist on the basis of false caste certificate. The Committee, however, note that due to intimation from the National Commission for SC/ST that they are investigating the matter, no action has been taken against him. The Committee would like to know the present position of the case and also recommend that unnecessary long time should not be taken to know the truth as the High Court of Kerala had already pronounced the judgment. The Committee further note that one post of Assistant Engineer (E) reserved for SC was vacant and as there was no eligible SC candidate for promotion to that post, one Jr. Engineer (Electrical) belonging to ST candidate was considered against the post reserved for SC. The Committee also note that in the complaint made by the ineligible SC candidate, that individual ST candidate was asked to file the requisite papers for scrutiny by the Scrutiny Committee but that candidate has not provided the requisite information. The Committee, are perturbed to note that no action seems to have been taken against that individual. The Committee feel that enough time has already been given to him to file the requisite papers. If he is a genuine ST person, he could have furnished the papers by now. The Committee, therefore, strongly recommend if both the cases are proved to be the cases of false caste certificate action should be initiated to terminate their services.

Reply of the Government

4.14 Action had been initiated against Dr. S. Vivekanandhan with respect to the matter under reference. However, a reference was received from National Commission for Scheduled Castes, New Delhi stating that while considering the representation of Dr.

Vivekanandhan, the Commission has forwarded the matter to the nodal Ministry i.e. Ministry of Social Justice and Empowerment to examine and furnish the records to the Commission for arriving at the conclusion and till such time no action be taken by AIIMS in the matter. It was also mentioned in the aforesaid reference that the Commission was also calling for records from the State Government and KIRTHADS in this regard. Accordingly, a reference conveying the aforesaid decision of the Commission was made to the Government of Kerala. The National Commission for Scheduled Castes was also requested to intimate the latest position of the case to the AIIMS as well as Government of Kerala. No response has so far been received from the Commission. A reminder has also been sent to the Commission vide this office letter dated the 05.09.2007. It may be pertinent to mention here that Dr. S. Vivekanandhan was appointed as Assistant Professor of Neuro-Biochemistry on regular basis w.e.f. 04.06.2003 under the mode of direct recruitment and no benefit of reservation was extended to him.

4.15 The matter pertaining to false Certificate of Junior Engineer (Elect.) belonging to ST category is being followed up with ST Commission.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

4.16 Please see Para No. 1.50 of Chapter – I.

CHAPTER – V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF THE GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 9, Para No. 3.21)

5.1 The Committee also note that a number of SC/ST candidates have been appointed on *ad-hoc* basis in different categories of posts like Assistant Professor, Asstt. Admn. Officer, L.D.C., Stenographer, etc. The Committee are concerned that as on 1.1.2005 out of 451 ad-hoc appointments, there were 71 SC and 11 ST candidates working in AIIMS. The Committee would like to know why such a large number of employees are working on an *ad-hoc* basis. The Committee were not apprised for how long those employees are working in AIIMS. The Committee feel that first all the *ad-hoc* appointees should be given a chance to compete for the available vacancies and reservation should be given to the posts wherever it is applicable.

Reply of the Government

5.2 As on 01.01.2005, out of a total of 451 ad-hoc employees, 71 employees belonged to SC category and 11 to ST category. As on date, the total number of ad-hoc employees in the Institute is 244. Out of this, the number of SC and ST employees who are working on ad-hoc basis stands at 57 and 06, irrespectively i.e. out of 71 SC employees as on 01.01.2005, eleven (11) have since been regularized. Similarly, 05 ad-hoc employees out of a total of 11 ad-hoc employees of ST category have since been regularized as on date.

5.3 As regards faculty members, it is stated that due to an interim order of the Hon'ble High Court of Delhi passed on 15.11.1994 i.e. "Till next date, reservation be not given effect to" in a writ petition filed by the Faculty Association of AIIMS on the issue of

reservations in faculty posts, the entry level posts of Assistant Professors had not been filled in on regular basis after September, 1993. Hence, ad-hoc appointment at the level of Assistant Professors were made in the interest of patient care, teaching and research activities, either against leave vacancy of an incumbent to any faculty post who had been permitted to take up long term assignment on Extra Ordinary leave Without Pay or against any vacant faculty post. The aforesaid interim order had, however, been vacated in November 2001 and all the vacant including reserved for SC/ST posts were filled up on regular basis.

[Vide Ministry of Health & Family Welfare O.M. No. H.11013/2/2007-ME-I dated 3.4.2008]

Comments of the Committee

5.4 Please see Para No. 1.34 of Chapter – I.

**New Delhi;
October, 2008
Kartika, 1930 (Saka)**

**RATILAL KALIDAS VARMA
Chairman
Committee on the Welfare
of Scheduled Castes and
Scheduled Tribes**

APPENDIX – I

MINUTES

COMMITTEE ON THE WELFARE OF SCHEDULED CASTES AND SCHEDULED TRIBES (2008-2009)

(FOURTEENTH LOK SABHA)

**FIFTH SITTING
(27.08.2008)**

The Committee sat from 1500 to 1600 hrs. in Committee Room 'E', Parliament House Annexe, New Delhi.

PRESENT

Shri Ratilal Kalidas Varma - Chairman

MEMBERS – LOK SABHA

2. Shri Anandrao Vithoba Adsul
3. Shri Kailash Baitha
4. Shri S. Ajaya Kumar
5. Sardar Sukhdev Singh Libra
6. Shri Kailash Meghwal
7. Shri Virchandra Paswan
8. Shri Kishanbhai V. Patel
9. Shri Ramjilal Suman
10. Shri Chengara Surendran
11. Shri Narsingrao H. Suryawanshi

MEMBERS – RAJYA SABHA

12. Shri Krishan Lal Balmiki
13. Dr. Radhakant Nayak
14. Shri Mahendra Sahni
15. Shri Jesudas Seelam
16. Shri Veer Singh
17. Miss Anusuiya Uikey
18. Shri Nandi Yellaiah

SECRETARIAT

1. Shri P.K. Misra, Joint Secretary
2. Shri Gopal Singh, Director
3. Ms. J.C. Namchyo, Deputy Secretary

At the outset, the Hon'ble Chairman welcomed the Hon'ble Members of the Committee. The Committee then considered the draft Report on Action taken by the Government on the recommendations contained in the Twentieth Report (14th Lok Sabha) of the Committee on the subject "Reservation for and Employment of Scheduled Castes and Scheduled Tribes in All India Institute of Medical Sciences including reservation for Scheduled Castes and Scheduled Tribes in admission therein" and adopted the same with some modifications.

2. The Committee authorised the Chairman to finalise the Report in the light of consequential changes and present the same to both the Houses of Parliament.
3. The Committee also decided to undertake Study Tour during September, 2008 with a view to examining reservation in employment of SCs and STs in various organisations. For this purpose, the Committee authorised the Chairman to chalk out the details of the tour programme and obtain permission from Hon'ble Speaker.

The Committee then adjourned.

APPENDIX-II
(Vide Para 4 of Introduction)

Analysis of action taken by the Government on the recommendations contained in the Twentieth Report (14th Lok Sabha) of the Committee on the Welfare of Scheduled Castes and Scheduled Tribes.

1.	Total number of recommendations	21
2.	Recommendations/observations which have been accepted by the Government (<u>vide</u> recommendations at Sl. Nos. 1, 2, 3, 4, 5, 7, 10, 17, 18 and 21)	
	Number	10
	Percentage to the total	47%
3.	Recommendations/observation which the Committee do not desire to pursue in view of the Government replies (<u>vide</u> recommendations at Sl. Nos. 13, 14, 15, 16 and 20)	
	Number	5
	Percentage to the total	24%
4.	Recommendations/observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration (<u>vide</u> recommendations at Sl. Nos. 6, 8, 11, 12 and 19)	
	Number	5
	Percentage to the total	24%
5.	Recommendations/observations in respect of which final replies of the Government have not been received (<u>vide</u> recommendations at Sl. No. 9)	
	Number	1
	Percentage to the total	5%

Annexure-A**STATEMENT SHOWING LATEST POSITION OF BACKLOG/CARRIED FORWARD VACANCIES OF GROUP 'A' (NON-FACULTY), 'B' 'C' AND 'D' AT THE AIIMS.**

Post Name	Group	Mode of Rectt.	Sanctioned Strength	Total	Vacancy	Reservation of Vacancy				Remarks for Filling of Vacancies
						UR	SC	ST	OBC	
Scientist I	A	100% by Direct	30	13	17	8	1	2	6	Vacancies have been advertised.
Scientist II	A	100% by Direct	30	11	19	6	4	2	7	Vacancies have been advertised.
Technical Officer (CWS)	B	50% by Promotion/ 50% by Direct	7	6	1	1	0	0	0	—
Assistant Dietician	B	100% by Direct	12	9	3	0	1	0	2	Vacancies have been advertised.
Medical Social Service Officer Grade II	B	100% by Direct	27	17	10	3	3	0	4	Selections held and offer being made.
Tutor in Nursing/ Senior Nursing Tutor	B	100% by Direct	10	8	2	1	0	0	1
Programmer	B	100% by Direct	11	1	10	6	0	1	3	Selection fixed for 16-09-2007.
Lower Division Clerk	C	30% by Direct/ 10% by Promotion	233	163	70	30	3	10	27	Vacancies already been advertised (under Special Recruitment Drive)/notified and selection will be held in due course.
Stenographer	C	66 2/3 % by Direct/ 33 1/3% LDCE	127	92	35	12	8	9	6	Posts reserved for SC/ST under Direct mode have already been advertised under Special Recruitment Drive and selection will be held in due course.
Security-cum-Fire Guard Grade II	C	100% by Direct	75	74	1	0	0	0	1	
Laboratory Technician	C	75% by Direct/ 25% by Promotion	443	344	99	61	5	23	10	Posts reserved for ST category under direct mode have already been advertised under Special Recruitment Drive.

Junior Engineer (A/C & R)	C	100% by Direct	6	5	1	1	0	0	0
Perfusionist	C	100% by Direct	16	7	9	3	2	1	3	Posts advertised and selection being fixed.
Technical Assistant (ENT)	C	100% by Direct	4	4	0	0	0	0	0	—
Workshop Assistant (CWS)	C	100% by Direct	13	12	1	0	1	0	0	Post kept vacant due to some administrative reasons.

Post Name	Group	Mode of Rectt.	Sanctioned strength	Total	Vacancy	Reservation of vacancy				Remarks for filling of vacancies
						UR	SC	ST	OBC	
Statistical Assistant	C	100% by Direct	5	4	1	0	0	0	1	
Data Entry Operator Grade A	C	100% by Direct	33	31	2	0	0	1	1	Posts reserved for St being re-notified.
Beldar	D	100% by Direct	113	97	16	8	2	2	4	
Khalasi	D	100% by Direct	72	53	19	11	2	2	4	
Mali	D	100% by Direct	28	11	17	9	3	1	4	
Cook Grade-II	D	100% by Direct	34	30	4	2	1	1	0	Nominations received and selection being fixed.
Office Attendant Grade-II	D	100% by Direct	93	80	13	5	1	3	4	
Sanitary Attendant Grade-III	D	100% by Direct	413	345	68	0	68	0	0	
Masalchi/ Bearer Grade II	D	100% by Direct	109	102	7	4	0	1	3	Out of 8, 5 posts are reserved for Physically Handicapped. Recruitment action for the vacancies reserved for Physically Handicapped category is pending and remaining vacancies being re-notified.

Annexure-B**STATEMENT SHOWING THE PRESENT POSITION (IN-POSITION) OF SCS'/STS' IN GROUP 'A' (NON-FACULTY), 'B', 'C' AND 'D' AT AIIMS.**

Group	Total sanctioned strength	Representation in sanctioned strength				Total in position in-position	Representation in-position			
		UR	SC	ST	OBC		UR	SC	ST	OBC
'A' (Non-Faculty)	303	261	16	5	21	191	153	27	3	8
'B'	757	625	77	30	25	608	453	106	27	20
'C'	5251	3494	716	338	703	4324	2711	836	238	540
'D'	1882	1103	272	131	376	1524	486	862	50	126
	8193	5843	1081	504	1125	6647	3803	1831	318	694

Annexure-C**STATEMENT SHOWING THE STATUS OF THE GROUP 'A' (NON-FACULTY),
'B', 'C' AND 'D' VACANCIES RESERVED FOR SCS AND STS AT THE AIIMS.**

Sr. No.	Post Name	Group	MOR	Sanctioned Strength	In-position	Vacancy	Reservation of vacancy				Remarks for filling of vacancies
							UR	SC	ST	OBC	
1.	Senior Technical Officer (Lab)	A	100% by promotion	15	12	3	2	0	1	0	For one post DPC held, minutes submitted to President, AIIMS and for remaining posts DPC being fixed.
2.	Biochemist	A	100% by Direct	5	2	3	0	1	0	2	Offer being made in r/o three candidates, file submitted for approval and sign.
3	Medical Physicist	A	100% by Direct	10	8	2	0	1	1	0	Offer made to SC candidate and post for ST category being re-advertised.
4.	Scientist I	A	100% by Direct	30	13	17	8	1	2	6	These vacancies have already been advertised and recruitment action to fill these vacancies will be completed in due course.
5.	Scientist I	A	100% by Direct	30	11	19	6	4	2	7	These vacancies have already been advertised and recruitment action to fill these vacancies will be completed in due course.
6.	Assistant/Junior Accounts Officer	B	100% by Promotion	13	7	6	5	0	1	0	DPC will be held as and when the candidates' complete the Cash and Accounts Training from ISTM.
7.	Physiotherapist/ Occupational Therapist	B	100% by Promotion	14	13	1	0	0	1	0	DPC held and minutes kept in sealed cover
8.	Programmer	B	100% by Direct	11	1	10	6	0	1	3	Written Test has been fixed for 16th September, 2007.
9.	Assistant Engineer (Elect.)	B	100% by Promotion	6	5	1	0	0	1	0	Eligible ST candidate not available in feeder grade.
10.	Medical Social Service Officer Grade I	B	100% by Promotion	12	10	2	1	0	1	0	DPC held and minutes submitted to President, AIIMS for approval.
11.	Assistant Administrative Officer	B	60% by Promotion/ 40% by Direct	9	4	5	4	0	1	0	For three vacancies under Direct mode, written test held on 12-09-2007 and result is awaited. 02 vacancies under promotion mode, for 01-ST vacancy minutes under sealed cover and 01 UR vacancy action being initiated.
12.	Technician Radio-Therapy grade I	B	100% by Promotion	11	6	5	4	0	1	0	Five (UR-4 & ST-1) - none eligible in feeder grade.
13.	Technical Officer Radio-Therapy	B	100% by Promotion	12	4	8	7	0	1	0	None eligible in the feeder grade.
14.	Health Educator	B	100% by Promotion	6	1	5	4	1	0	0	None is eligible.
15.	Assistant Dietician	B	100% by Direct	12	9	3	0	1	0	2	Posts being re-advertised.

16.	Assistant Security Officer	B	100% by Direct	7	0	7	4	1	0	2	As per Recruitment Rules attached to the post Physical Test has been conducted and further recruitment action is in process.
17.	Technical Officer (R&AL)	B	50% by Promotion/ 50% by Direct	5	4	1	0	1	0	0	None is eligible.
18.	Junior Reception Officer	B	100% by Promotion	6	4	2	1	1	0	0	Post offered but joining not notified due to court case.
19.	Technical Officer (O.T.)	B	100% by Promotion	12	7	5	4	1	0	0	DPC is to be held soon.
20.	Office Superintendent	B	60% by Promotion/ 40% by LDCE	25	22	3	1	1	1	0	Three (SC-1 & ST-1) & (UR-1) vacancies to be filled in under LDCE mode, written test held on 05-09-2007 for which result is awaited. One post (ST). Kept vacant as none is eligible in feeder grade for promotion.
21.	Private Secretary	B	50% by Promotion/ 50% by LDCE	44	36	8	4	2	2	0	Recruitment action to fill the vacancies is under process and will be completed in due course
22.	Technical Officer (Lab)	B	100% by Promotion	57	48	9	4	2	3	0	Become eligible from 1st August, 2007, as such, DPC being fixed.
23.	Personal Assistant	B	50% by Promotion/ 50% by LDCE	70	57	13	8	2	3	0	Process to hold DPC has been initiated and in r/o for vacancies under LDCE mode decision of competent authority awaited in r/o panalized candidates.
24.	Medical Social Service Officer Grade II	B	100% by Direct	27	17	10	3	3	0	4	Selection held and approval of the Competent Authority is awaited before issuance of appointment letters.
25.	Workshop Technician Grade II (CWS)	C	100% by Promotion	10	8	2	1	0	1	0	Faculty Coordinator (CWS) has been requested to give date and time.
26.	Medical Record Technician	C	100% by Promotion (By Transfer)	40	38	2	1	0	1	0	One (ST) - none is eligible in the feeder grades, remaining posts offered and yet to join.
27.	Sewerman	C	100% by Promotion	21	10	11	10	0	1	0	File submitted for fixing of selection and out of these vacancies, four vacancies for JPNATC to be outsourced.
28.	Data Entry Operator Grade A	C	100% by Direct	33	31	2	0	0	1	1	One post (ST) being notified and for another vacancy recruitment action kept pending due to Ministry's order regarding non-sanctioning posts for JPNA Trauma Centre.
29.	Technical Assistant (O.T.)	C	100% by Promotion	24	22	2	1	0	1	0	DPC held 24/04/2007 and none suitable ST candidate available.
30.	Dental Technician Grade-II	C	100% by Direct	10	4	6	4	0	1	1	Newly Created for CDER, Chief, CDER not willing to fill the posts.
31.	Workshop Technician Grade-I (CWS)	C	100% by Promotion	8	5	3	2	0	1	0	Faculty Co-ordinator (CWS) has been requested to give date and time.

32.	Driver Ordinary Grade	C	100% by Direct	48	38	10	6	0	2	2	These 10 vacancies identified for aboioization by Ministry under optimization. However, the Ministry has again been requested to reconsider its decision.
33.	Senior Office Attendant	C	100% by Promotion	14	10	4	3	1	0	0	Process to hold DPC is being initiated.
34.	Workshop Assistant (CWS)	C	100% by Direct	13	12	1	0	1	0	0	Faculty Co-ordinator (CWS) not willing to fill the post.
35.	Deputy Warden	C	100% by Promotion	4	3	1	0	1	0	0	One (SC) post vacant due to ineligibility of SC candidate.
36.	Assistant Laundry Supervisor	C	100% by Promotion	4	1	3	2	1	0	0	No one is eligible in the feeder grade.
37.	Security-cum-Firer Guard Grade-I	C	100% by Promotion	44	42	2	1	1	0	0	Process to hold DPC being initiated.
38.	Medical Record Attendant Grade-I	C	100% by Promotion	6	3	3	2	1	0	0	Three (UR-2 & SC-1), file submitted to Liaison Officer.
39.	Receptionist	C	100% by Direct	18	14	4	3	1	0	0	Three (1 each UR/SC/OBC) out of which one against higher level. Out of 18 sanctioned posts, two vacancies pertains to JPNATC which are not approved by the Ministry for creation and orders to this effect are to be issued.
40.	Technician (O.T.)	C	100% by Promotion	91	85	6	5	1	0	0	Process to hold DPC initiated as Prof. S.C. Sharma (ENT) being Chairman of DPC requested to give date and time.
41.	Library Attendant Grade-II	C	66 2/3% by Direct/ 33 1/4 % by Direct	9	7	2	0	1	0	1	Nominations received against one (SC) vacancy and Chief Librarian has been requested to fix date for holding Screening Committee and OBC post being advertised.
42.	Assistant (NS)	C	100% by Promotion	65	59	6	4	1	1	0	One each post pertain to ST and SC category and three posts pertain to UR category. Action being initiated to fill these posts.
43.	Dark Room Assistant Grade-III	C	100% by Direct	34	25	9	5	1	1	2	07 posts pertaining to Trauma Centre not be filled as directed by HOD Radio-diagnosis, Remaining two vacancies being notified.
44.	Telecom Operating Assistant Grade-I	C	80% by Direct 20% by LDCE	14	3	11	5	1	1	4	Out of 11 vacancies, 8 meant for JPNATC to be outsourced and for 3 vacancies S.E. has been requested to offer his requirement to fill the vacancies.
45.	Store Keeper	C	100% by Direct	30	21	9	5	1	1	2	Selection held on 14-09-2007 and recommendations of the committee awaited.
46.	Pharmacist Grade-II	C	100% by Direct	30	25	5	1	1	1	2	Recruitment action is under pipeline and will be completed in due course.

47.	Multipurpose Worker	C	100% by Direct	31	29	2	4	2	1	0	Seven posts (UR-4, SC-2 & ST-1). Nominations/Applications received have been scrutinized and recommendations have been submitted for approval of authorities.
48.	Mechanic (A/C &R)	C	100% by Direct	15	1	14	8	2	1	3	Nominations received have been scrutinized and minutes being re-viewed by S.E. However, out of these vacancies, 03 posts of JPNATC to be outsourced.
49.	Perfusionist	C	100% by Direct	16	7	9	3	2	1	3	Recommendations of Screening Committee submitted for approval of Director
50.	Senior Laboratory Attendant	C	100% by Promotion	22	4	18	15	2	1	0	None eligible in the feeder grade.
51.	Operation Theater Assistant	C	75% by Direct/ 25% by Promotion	165	142	23	15	3	1	4	Nominations awaited from Employment Exchange.
52.	Lower Division Clerk	C	90% by Direct/ 10% by Promotion	233	163	70	30	3	10	27	31 (22-OBC & 9-ST) posts have advertised and 15 (UR) posts have been notified, remaining 20 posts have been kept pending under optimization. However, clear-cut vacancies have been either advertised under Special Recruitment Drive or notified to Employment Exchange. The course of filling up the vacancies will be completed in due course.
53.	Upper Division Clerk	C	75% by Promotion/ 25% by LDCE	215	199	16	10	5	1	0	DPC is to be held action being initiated.
54.	Wireman	C	75% by Promotion/ 25% by Direct	62	40	22	14	5	2	1	Suptd. Engineer have been requested to hold Trade Test so that DPC could be held.
55.	Laboratory Technician	C	75% by Direct 25% by Promotion	443	344	99	61	5	23	10	18 posts of ST have been advertised under SRD, 350 applications received and submitted for scrutiny. 18 persons made offer of appointment under 75% by direct mode, for 55 posts under 25% promotion mode action to hold DPC initiated but only 5 are eligible. Against remaining posts persons under extension of joining period
56.	Operator (E&M/ Lift Operator	C	75% by Promotion/ 25% by Direct	97	56	41	32	6	3	0	Suptd. Engineer have been requested to hold Trade Test so that DPC could be held.

57.	Laboratory Attendant Grade-II	C	100% by Direct	79	28	51	24	6	4	17	905 nominations/ applications received and after scrutiny recommendation of Screening Committee submitted for approval of Competent Authority.
58.	Technician Radiology Grade-II	C	100% by Direct	87	54	33	16	7	2	8	28 (UR-14, SC-5, ST-2 S OBC-7) Vacancies notified to Employment Exchange and nominations awaited.
59.	Stenographer	C	66 2/3% by Direct/ 33 1/3% by LDCE	127	91	36	13	8	9	6	10 (SC-1, OBC-3 & ST-6) vacancies advertised under Special Recruitment Drive.
60.	Sister Grade-I	C	100% by Promotion	883	828	55	37	14	4	0	None SC/ST candidates is eligible in feeder grade and UR category candidates being promoted from the panel.
61.	Sister Grade-II	C	100% by Direct	1300	1049	251	84	58	33	76	For remaining vacancies, action to fill these from the waiting list is under process.
62.	Masalchi/Bearer Grade-I	D	100% by Direct	109	102	7	3	0	1	3	Out of 07, for five posts reserved for Physically Handicapped under decision. For one post joining awaited. One post being re-notified.
63.	Masalchi/Bearer Grade-I	D	100% by Promotion	35	34	1	0	0	1	0	File submitted for nominations of members to Director.
64.	Laundry Operator Grade-III	D	75% by Direct/ 25% by Promotion	16	12	4	1	0	1	2	Nominations/applications received and file being submitted.
65.	Hospital Attendant Grade-II	D	100% by Promotion	194	191	3	0	0	3	0	DPC will be held shortly as ACRs awaited.
66.	Hospital Attendant Grade-III	D	100% by Direct	492	294	198	73	0	31	94	No recruitment action, to fill the vacant posts, is being initiated as the Institute has awarded the Sanitation work on contract to Sulabh International.
67.	Cook Grade-II	D	100% by Direct	34	30	4	2	1	1	0	Nominations received and being notified departmentally.
68.	Office Attendant Grade-II	D	100% by Direct	93	80	13	5	1	3	4	Process to notify the vacancies being initiated.
69.	Sanitary Attendant Grade-II	D	100% by Promotion	170	168	2	0	2	0	0	File submitted for making offer made against these two posts.
70.	Khalasi	D	100% by Direct	72	53	19	11	2	2	4	Rect. Action kept in abeyance due to optimization.
71.	Beldar	D	100% by Direct	113	97	16	8	2	2	4	Rect. Action kept in abeyance due to optimization.
72.	Mali	D	100% by Direct	28	11	17	9	3	1	4	Pursuance to Ministry's order, these posts to be abolished and however, Ministry requested to review the decision. Hence, no action.
73.	Sanitary Attendant Grade-III	D	100% by Direct	413	345	68	0	68	0	0	No recruitment action, to fill the vacant posts, is being initiated as the Institute has awarded the Sanitation work on contract to Sulabh International.

Annexure-D**As on 01-01-2003 (During the year 2002)**

Sl. No.	Category of Posts / Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		% age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty)	19	1	1	1	-	05	-	0	1
2)	'B'	40	12	9	8	3	20	7.5	4	6
3)	'C'	58	82	47	19	-	32.25	-	63	47
4)	'D' (others) (Sweepers)	106	3 6	1 -	2 6	- -	20 100	- -	1 -	1 -

As on 01-01-2004 (During the year 2003)

Sl. No.	Category of Posts/ Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty)	15	3	1	3	-	20	-	-	1.
2)	'B'	16	2	-	2		12.5	-	-	-
3)	'C'	45	94	45	19	3	42.22	6.66	75	42
4)	'D' (others) (Sweepers)	9	16	4	3	4	33.33	44.44	16	-

As on 01-01-2005 (During the year 2004)

Sl. No.	Category of Posts / Group	No. of employees promoted	Vacancies reserved for		No. of SC/ST among them		%age of SC/ST		Shortfall of SC/ST	
			SC	ST	SC	ST	SC	ST	SC	ST
1)	'A' (Non-Faculty)	7	2	1	2	-	27	-	-	1
2)	'B'	27	14	8	3	-	11.1	-	11	8
3)	'C'	2	87	42	1	-	50	-	86	42
4)	'D' (others) (Sweepers)	4 55	1 15	1	1 15	-	20 100	-	-	1

Annexure-E**STATEMENT SHOWING THE DETAILS OF COMPLAINTS/GRIEVANCES RECEIVED FROM THE EMPLOYEES BELONG TO SC/ST CATEGORY DURING THE LAST 5 YEARS FROM 1999 TO 2004.**

Sl. No.	Name & Designation	Group	Category	Date of Complaints/ Grievances	Issue of Grievances/ Complaints	Action taken as on 13.11.2007
1.	Shri Suresh Bhaskar Assistant Engineer (Civil)	B	SC	30.03.1999 & 04.09.2000	Promotion to the post of Executive Engineer (Civil)	Already promoted as Executive Engineer (Civil) w.e.f. 07.03.2005.
2.	Shri Rejender Prasad Technician (Radiotherapy) Grade-I	C	SC	23.03.1999	Promotion to the post of Technical Officer (Radio-Therapy)	Disposal already reported earlier.
3	Shri Ghanshyam Dagar O.T. Asstt.	C	SC	18.06.1999 02.01.2000 19.01.2001 30.01.2001 13.07.2001 13.12.2001 & Oct 2004	Promotion to the post of O. T. Technician	Disposal already reported earlier.
4.	Shri Rattan Singh OT Technician	C	SC	17.08.1999 & 09.03.2000	Promotion to the post of O. T. Technician with retrospective date.	Disposal already reported earlier. Now, he is no more in services of the Institute.
5.	Shri Bal Prasad O.T. Asstt.	C	SC	04.09.2000	Promotion to the Post of OT Technician.	Disposal already reported earlier.
6.	Shri Ramesh Chandra Sr. Tech. Officer (Radiology)	A	SC	15.05.2000 & 05.03.2001	Promotion to the post of Chief Technical Officer.	Disposal already reported earlier.
7.	Shri Pushpa Joshi Stenographer	C	SC	04.09.2000	Promotion to the Post of P.A. retrospectively.	Disposal already reported earlier.
8.	Shri Yashwan Kumar P.A.	B	SC	11.05.2000 & 08.06.2000	Promotion to the Post of P.A. w.e.f . 01.03.1992	Disposal already reported earlier.
9.	Shri Praveen P. Pathrabe JE(E)	C	ST	30.06.2000 & 16.08.2000	Promotion to the post of Assistant Engineer (E).	While his request for promotion as Assistant Engineer (E) was being examined a complaint was received that he does not belong to ST category, accordingly, the matter has been referred to the Commission for SC/ST for opinion but no rely in the case has been received so far.
10.	Shri Rajender Singh Plumber	C	SC	23.05.2000 13.03.2001 & 03.07.2001	Appointment to the post of Jr. Engineer (Civil).	In addition to status given earlier, it is stated that he has again appeared in the written test held in 2006 for the post of Junior Engineer (Civil) but he could not qualify the test. However, he has filed a writ petition in Hon'ble High Court and the same is under sub-judice.
11.	Shri Shiv Pal Workshop Technician Grade-II	C	SC	21.09.2000 & Aug/Sept.04	Personal Promotion to the post of Technical Officer.	His request for personal promotion as Technical Officer was considered but regretted

12.	Shri Hira Lal Sanitation Supervisor	C	SC	18.09.2000	Request for consideration for the post of Sanitation Supervisor Gr.-I.	Already promoted as Sanitation Supervisor Grade-I w.e.f. 09.08.2005.
13.	Shri Hari Shankar Programmer	B	SC	12.10.2001	Request for revision of Pay Scale from Rs. 2375-3500/-to 2200-400/- (pre-revised).	It is a matter of policy. However, his claim for revision of pay scale is not justified. There is one incumbent against 10 sanctioned posts of Programmer.
14.	Shri Ashok Kumar Bhukesh PS(Adhoc)	B	SC	19.03.2001	Request for promotion to the post of P.S. on regular basis against the post reserved for SC.	He has already been promoted as P.S. on regular basis w.e.f. 24.03.2005.
15.	Shri L.C. Dherain Medical Record Officer	B	SC	2000	Promotion to the post of Sr. Medical Record Officer.	His request was considered but regretted. However, he has retired from the service.
16.	Shri O.P. Beniwal Sr. Steward	C	SC	15.02.2000	Request for Promotion to the post of Chief Steward.	No such post of Chief Steward exist at this Institute. Therefore, a proposal to re-structure the cadre of Steward by up-grading one post as Chief Steward was placed before the Standing Finance Committee in this meeting held on 31.12.2002. The proposal was approved by the SFC/GB and further referred to the Ministry for necessary concurrence and the matter is still pending with the Ministry even after so many reminders. Reply on part of Ministry is still awaited.
17.	Ms. Sunita Chauhan Technician (Radiology) Grade-I	C	SC	09.01.2001	Promotion to the post of Technician (Radiology) Grade from retrospective date.	Disposal already reported earlier.
18.	Shri Jia Lal, OTA Shri Sri Pal, OTA Shri Halke Ram Meena, OTA Shri Yash Pal Singh, OTA	C	SC SC ST SC	08.10.2001	Promotion to the post of OT Technician.	All the requests have been promoted to the post of Technician (O.T.) in May/October, 2002.
19.	Shri Satya Pal Singh Tech. Officer (Adhoc) CWS	B	SC	12.10.2001	Request for regularization to the post of Technical Officer (CWS).	Promoted as Technical Officer (CWS) on regular basis w.e.f. 14.02.2007.
20.	Shri Rahul Lab. Tech. (Adhoc)	C	SC	23.12.2001	Regularization to the post Lab. Technician.	His services were regularized with effect from 22.05.2005.
21.	Shri Jitender Singh Lab. Attdt. Grade-II	C	SC	12.12.2001	Promotion to the post of Lab. Assistant.	Appointed to the post of Laboratory Technician in 2004 under the mode of Direct Recruitment.
22.	Shri Sumesh Kumar Laboratory Attendant Grade-II	C	SC	26.12.2001	Promotion to the post of Laboratory Assistant.	His request was considered but regretted, as he does not fulfill the requisite criteria laid down in the Recruitment Rules for the post.
23.	Shri Naresh Kumar Shri Krishan Lal Shri Lal Chand Shri Tara Chand Laundry Operators	C	SC	10.11.2001	Request for Consideration of their candidatures for the post of Assistant Laundry Supervisor.	Their Request was consideration but regretted.
24.	Dr. Darlong Senior Resident	B	ST	2002	Request for posting in the Deptt. of Surgery.	Disposal already reported earlier

25.	Dr. S. Vivekanandan Asstt. Professor	A	SC	2002	Regarding securing job as a SC candidate (Complaint from Govt. of Kerala).	Action has been mentioned in 4.22.
26.	Shri Pradeep Kumar Sanitation Officer	B	SC	2002	Request for promotion to the post of Sr. Sanitation Officer.	His request was considered but regretted/ closed under intimation to the National Commission for SC/ST.
27.	Shri Pradeep Kumar Jr. Engineer (Elect.)	C	SC	2002	Request for promotion to the post of Asstt. Engg. (Elect.)	Promoted as Assistant Engineer (E) w.e.f. 16.01.2006.
28.	Shri Harish Chander Verma Tech. (Radiology) Grade-I	C	SC	2002	Request for promotion to the post of Tech. (Radiology) Grade-I.	Disposal already reported earlier.
29.	Shri Arvind K. Gajbhya Sanitary Inspector Grade-I	C	SC	2002	Request for promotion to the post of Sanitation Officer.	Disposal already reported earlier.
30.	Mrs. Anita L.C. (Muneshwar) Sister Grade-I	C	SC	2002	Request for promotion to the post of Sister Grade-I.	Disposal already reported earlier.
31.	Dr. Rakesh Kumar Asstt. Professor(ENT)	A	SC	2003	To condone the break in service and grant promotion to the post of Assoc. professor	Disposal already reported earlier.
32.	Shri Majaraj Singh UDC	C	SC	2003	Re-fixation of seniority in the post of LDC.	His representation has been considered number of times but regretted. However, he has also filed a writ petition in the Court and the matter is sub-judice.
33.	Dr. P.N. Dogra Addl. Professor of Urology	A	SC	2004	Grant promotion as Addl. Professor.	Disposal already reported earlier.
34.	Joint Representation from P.A.	B	SC	2004	Request for filling up the post of PS.	Reserved category candidates has requested that they may be considered for the post of private Secretary under the seniority against the post lying vacant under the mode of Departmental Competitive Examination. The same is not covered under the rules. Their cases has been considered and regretted.
35.	Shri Rajender Singh Laundry Supervisor	C	SC	2004	Promotion to the post of Laundry Manager.	His request was considered but regretted.
36.	Shri sushil Kumar Receptionist	C	SC	2004	Promotion to the post of Jr. Reception Officer.	He has filed a Writ Petition in the Court and the matter is sub-judice.
37.	Ms. Niranjana D. Shamkumar Sister Grade-I	C	SC	2004	Promotion to the post of ANS.	Promoted as Assistant Nursing Superintendent with effect from 24.08. 2002.

Annexure-F**STATEMENT SHOWING THE DETAILS OF COMPLAINTS/GRIEVANCES RECEIVED FROM THE EMPLOYEES BELONGING TO SC/ST CATEGORY FROM 2005 ONWARDS.**

Sl. No.	Date	Name & Designation of the employee	Group	Nature of Complaint	Remarks
1.	17.08.2005	Shri Harish Chandra Verma, Technician (Radiology) Grade-I	C	Promotion to the post to Technical Officer (Radiology) from the retrospective date <u>i.e.</u> 29.08.1994 and maintain his seniority to the respective post.	The matter was examined and regretted vide office Memorandum Dated 08.09.05. However, the matter was discussed with Sh. Harish Chander Verma in person with the members of the D.P.C. and he was informed that his claim was not justified. He was convinced.
2.	29.09.2005 20.03.2006 11.09.2006	Sh. Pratap Narain, Workshop Technician Grade-I (CWS)	C	For Promotion to the post of Technical Officer (CWS).	Regretted Regretted Regretted
3	01.03.2006	Sh. Harbans Singh, Laundry Operator Gr. III Sh. Diwan Chand, L.O. Gr. III Sh. Raj Kapoor, L.O. Gr.III	D	For -Promotion to the. post of Asstt. Laundry Supervisor.	Regretted
4.	2005	Smt. Prem Wati, W/o Late Sh. Vijay Singh, Ex-Sanitary Attdt. Grade-III	D	Requested for her employment on compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
5.	2005	Smt. Krishan, W/o Late Sh. Joginder Singh	D	Requested for her employment on Compassionate grounds.	Appointed as Sanitary Attendant Grade-III
6.	2005	Smt. Kamal, W/o Sh. Om Prakash, Ex. Sanitary Attendant Grade-II	D	Requested for her employment on Compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
7.	2005	Smt. Veena, W/o Sh. Satish Kumar, Ex-Sanitary Attendant, Grade- III	D	Requested for her employment on Compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
8.	2005	Sh. Pawan Kumar, S/o Sh. Late Sh. Raj Mohan, Ex- Hospital Attendant, Grade-II	D	Requested for his employment on Compassionate grounds.	Regretted.
9.	2005	Smt. Lalita, W/o Late Sh. Rakesh, Ex-Hospital Attendant, Grade-III	D	Requested for her employment on Compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
10.	2005	Smt. Shanti Devi, W/o Late Sh. Gopal Ram, Ex-Cook	D	Requested for her employment on Compassionate grounds.	Appointed as Beldar.
11.	2005	Smt. Manju Devi, W/o Late Sh. Jagdish Chand, Ex-Sanitary Attendant, Grade-III	D	Requested for her employment on Compassionate grounds.	Appointed as Hospital Attendant Grade-III.
12.	29.09.2006	Ms. Shalu P. Tembhumy, Sister Grade-I	C	For Clarification for promotion of Ms, Shalu P. Terbhunry, Sister Grade-I, Promotion to the Post of Assistant Nursing Superintendent.	Reply sent to NCSC, dated 10.11.06 <u>vide</u> O. M. No. 26-2/2005/SC-ST Cell/Estt. I.

13.	17.09.2005 06.03.2006 12.06.2006 02.04.2007	Ms. Shital Bag, Technical Officer, Grade-II	B	Promotion into the next higher grade.	Recruitment Rules not finalized. Recruitment Rules not finalized. Recruitment Rules to be finalized.
14.	23.03.2006	Sh. K. C. Lai, Technical Assistant (Lab.)	C	Promotion to the post of Technical Officer (Lab.).	The matter was examined and regretted vide office memorandum dated 10.04.2006, as he does not possess the requisite qualification prescribed for the post of Technical Officer (Lab.).
15.	01.04.2006 26.06.2006 25.07.2006 2/1.08.2006	Sh. Gurbachan Singh Technical Assistant(Lab.)	C	Promotion to the post of Technical Officer (Lab.).	The matter was examined and it has been found that he does not possess the requisite qualification prescribed for the post of Technical officer (Lab.) as such his representation for promotion was regretted vide office memorandum dated 10.04.2006, 06.07.2006, 03.08.2006 & 02.09.2006
16.	08.08.2006	Sh. Ram Dass, Technician (Operation Theater)	C	Promotion to the post of Technician (OT).	The matter was examined and regretted as he was not fulfilling the requisite Bench Mark of ACRs i.e. 'Good'. However, he was promoted in the next Departmental Promotion Committee
17.	09.09.2006	Sh. Sharvan Singh Meena, Technician (Operation Theater)	C	Promotion to the post of Technician (OT).	The matter was examined and regretted, as he was not fulfilling the requisite Bench Mark of ACRs i.e. 'Good'
18.	20.01.2006 28.01.2006 24.03.2006	Sh. Braham Singh, Senior Technical Officer (Radiology)	B	Representation against Re-fixation of Seniority to the post of Sr. Technical Officer (Radio-Diagnosis) at AIIMS.	His Representation was received from National Commission for Scheduled Castes and the comments of the Institute were sent to Commission on 10.02.06. The Commission has again requested to send the detailed para-wise comments after rejoinder submitted by petitioner. The Detailed para-wise comments of the Institute sent to the Commission vide Institute letter dated 20.06.2006 and the subsequent reminders issued to commission dated 29.08.2006, 14.09.2006, 06.11.2006, 05.12.2006, 26.12.2006 and 07.07.2007. But no response has received so far.
19.	01.02.2006	Sh. Pradeep Kumar Sanitation Officer	B	For Clarification for promotion from back date.	His Representation was received through Liaison Officer, SC/ST, AIIMS. The matter was examined and regretted.
20.	21.06.2006	Sh. Pradeep Kumar, Sanitation Officer	B	For regularization of service of Sh. Pradeep Kumar, Sanitation officer from his appointment as Sanitation Officer (Adhoc) i.e. 17.11.1995.	His Representation was received through Liaison Officer, SC/ST, and AIIMS. The matter was examined and regretted.
21.	2006	Smt. Sheela Devi, W/o Late Sh. Garvga Sahai, Ex-Sewerman Grade-II	D	Requested for employment of her son on compassionate grounds.	Appointed as Beldar.
22.	2006	Smt. Laxmi Devi, W/o Late Sh. Kirpal Singh, Ex-Cook	D	Requested for employment of her Son on compassionate Grounds.	Offer the post on daily wages.
23.	2006	Smt. Krishnar Devi, W/o Late Sh. Bansi Lai, Ex. Laundry operator	D	Requested for employment of her son on compassionate Grounds.	Appointed as Khalasi.
24.	2006	Smt. Anita, W/o Late Sh. Sukhbir Singh, Ex-Sanitary Attendant Grade-III	D	Requested for her employment on compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
25.	2006	Smt. Manji, W/o Late Sh. Mahender Kumar, Ex-Sanitary Attendant	D	Requested for her employment on compassionate grounds.	Appointed as Hospital Attendant Grade-III.
26.	2006	Smt. Savitri Devi, W/o Late Sh. Ram Charan Singh, Ex- MRA Grade-I	D	Requested for employment of her son on compassionate grounds.	Appointed as Hospital Attendant Grade-III.
27.	2006	Smt. Shakuntla Devi, W/o Late Sh. Ram Kumar, Ex-Sanitary Attendant Grade-I	D	Requested for her employment on compassionate grounds.	Appointed as Sanitary Attendant Grade-III.

28.	2006	Smt. Narmada, W/o Sh. Late Sh. Jagdish, Ex-Hospital Attendant	D	Requested for employment of her son on compassionate Grounds	The Committee required more information.
29.	2006	Smt. Saroj W/o Late Sh. Rajjan, Ex-Sanitary Attendant Grade-III	D	Requested for her employment on compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
30.	2006	Sh. Rajinder Singh, S/o Sh. Late Sh. Ram Lal, Ex- Sanitary Attendant Grade-I	D	Requested for his employment on compassionate grounds.	The Committee required more information.
31.	2006	Ms. Savita Kumar, D/o Late Sh. Charni, Ex- Tech Asstt.	C	Requested for her employment on compassionate grounds.	Appointed as LDC.
32.	2006	Smt. Roopwati, W/o Late Sh. Ram Bir-II, Ex-Sanitary Attendant Grade-III	D	Requested for her employment on compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
33.	2006	Sh. Sri Ram, H/o Late Smt. Shakuntl Devi, Ex- Office Supttd.	B	Requested for employment of his son on compassionate grounds.	The Committee required more information.
34.	2006	Smt. Rambhuli W/o Late Sh. Harkesh Singh, Ex- H. Attendant Grade-I	D	Requested for employment of her son on compassionate grounds.	Appointed as Hospital Attendant Grade-III.
35.	2006	Smt. Shashi Bala, W/o Late Sh. Suraj Bhan, Ex-Sanitary Attendant Grade-III	D	Requested for employment of her son on compassionate grounds.	Appointed as Hospital Attendant Grade-III.
36.	2006	Smt. Baia Devi, W/o Late Sh. Shyam Lal, Ex-Junior Warden	C	Requested for employment of her son on compassionate grounds.	Appointed as Lab. Attendant Grade-III.
37.	2006	Smt. Beena, W/o Late Sh. Dharma Pal-I, Ex- Sanitary Attendant Grade- III	D	Requested for employment of her son on compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
38.	2006	Smt. Bhateri, W/o Late Sh. Ran Singh, Ex-S. Attendant Grade-III	D	Requested for employment of her son on compassionate grounds.	Appointed as Hospital Attendant Grade-III.
39.	2006	Smt. Mohinder, W/o Late Sh. Raj Kumar, Ex- S. Attendant Grade-II	D	Requested for her employment on compassionate grounds.	Appointed as Sanitary Attendant Grade-III.
40.	2006	Sh. Sanjeev Kumar, S/o Late Smt. Radha Rani, Ex- S. Attendant Grade-I	D	Requested for his employment on compassionate grounds.	The Committee required more information.
41.	2007	Sh. Tejpal Singh, Technical Assistant (Lab.)	C	Promotion to the post of Technical Officer (Lab.).	The matter was examined and it has been found that he does not possessed the requisite qualification prescribed for the post of Technical officer (Lab.) as such his representation for promotion to the post of Technical Officer (Lab.) was regretted <u>vide</u> office memorandum dated 21.02.2007, 02.04.2007 late on the Ministry of Health & Family Welfare was also requested for comments of the institute <u>vide</u> their letter dated 09.04.2007. The institute has respond to the Ministry of Health & Family Welfare <u>vide</u> institute letter dated 12.05.2007.
42.	2007	Sh. Sita Ram, Technical Assistant (Lab.)	C	Promotion to the post of Technical Officer (Lab.).	The matter was examined and it has been found that he does not possessed the requisite qualification prescribed for the post of Technical Officer (Lab) as such his representation for promotion to the post of

					Technical Officer (Lab.) was regretted vide office memorandum dated 08.06.2007.
43.	03.07.2007	Sh. Sharvan Singh Meena, Technician (O.T.)	C	Expunging the Adverse Remarks conveyed to him, so that he could be promoted to the post of Technical Assistant (O.T.) in next Departmental Promotion Committee.	The request of Sh. S.L. Meena, Technician (O.T.) was forwarded to ACRs Cell for taking necessary action on the request of Sh. S.L. Meena, Technician (O.T.) on 06.07.2007 in original.
44.		Sh. Mukesh Kumar	C	Upgradation of grading given in the ACR for the year 2004-05 and grant him Promotion to the post of Laboratory Technician under the mode of 25 % form DPC.	The request of Sh. Mukesh Kumar, Lab. Attendant Grade-I/Lab Assistant. Received through Liaison Officer for SC/ST and the Liaison Officer has desired on his representation that his grading should be upgraded and grant him Promotion to the post of Lab. Tech. from the retrospective date. The representation was examined and his ACRs were upgraded by the ACRs Review Committee with the clear-cut instructions that no retrospective benefit will be given to Sh. Mukesh Kumar accordingly, the reply sent to the Liaison Officer.
45.	09.08.2007	Sh. A.S. Mitter, Technical Officer (Lab.)	B	Promotion to the post of Sr. Technical Officer (Lab.) in relaxation of requisite Recruitment Rules framed under Cadre Review Report, 1991.	Sh. A.S. Mitter, Technical Officer (Lab.) do not possess the requisite recruitment rules for the post of Sr. Technical Officer (Lab.) as such he was not promoted to the post of Sr. Technical (Lab.). However, he has representing hard for grant him promotion to the post of Sr. Tech. Officer (Lab.) in relaxation of Recruitment Rules. The matter is examined in details and the relevant file is under submission for constitution of the requisite Committee who will look after the issued of amendment of Recruitment Rules for the higher level posts in the cadre of Laboratory.
46.	17.10.2007	Sh. Zile Singh, Technician (O.T.)	C	Promotion to the post of Technical Assistant (O.T.) on the basis of qualification of Prathama treated as equivalent to the Matriculation.	Sh. Zile Singh, Technician (O.T.) do not fulfils the requisite recruitment rules for the post of Technical Assistant (O.T.). However, he has desired in the past some of employees was graded promotion on the basis of Prathama qualification treated as equivalent to the Matriculation. The matter was examined in detail and under submission for taking decision on the issue.
47.	12.03.2007	Ms. Rita S. Naik Sister Grade-II	C	For seniority & promotion to Ms. Rita S. Naik, back date.	Seniority fix and for promotion DPC held on soon.
48.	09.01.2007	Sh. Satya Pal Singh, Workshop Tech. Grade-I (CWS) Sh. Shiv Pal, Work Tech. Grade-II (CWS) Sh. Ajay Kumar, Work Tech. Grade-II (CWS) through OSD to President, AIIMS.	C	For irregularities in selection of Technical Officer (CWS).	Informed the Position to OSD to President, AIIMS.
49.	03.04.2007	Sh. Mahesh Chand Meena, Multipurpose Worker	C	Promotion into the next higher grade.	Presently no higher post is vacant.
50.	2007	Smt. Raji Rani, W/o Sh. Jagdish Prakash, Ex- Animal Attendant Grade-III	D	Requested for her employment on compassionate grounds	Appointed as Sanitary Attendant Grade-III
51.	2007	Sh. Rajesh Kumar, S/o Late Smt. Basanti Devi, Ex- S. Attendant Grade-I	D	Requested for his employment on compassionate grounds.	Appointed as Beldar.
52.	2007	Smt. Kalawati, W/o Late Sh. Prabhu Nath Manjhi, Ex- Security-cum-Fire Guard	D	Requested for employment of her son on compassionate grounds.	Post offered.
53.	2007	Sh. Sanjeev Kumar, S/o Late Sh. Harbir Singh, Ex-Wireman	D	Requested for his employment on compassionate grounds.	Post Offered.

54.	2007	Smt. Durga Devi, W/o Late Sh. Madho Prasad, Technical Assistant, Deptt. of Microbiology	C	Requested for employment of her son on compassionate grounds.	Appointed as Hospital Attendant.
55.	2007	Smt. Meena, W/o Late Sh. Suresh, Sanitary Attendant	D	Requested for employment of her son on compassionate grounds.	Appointed as Sanitary Attendant.
56.	2007	Mrs. Meenu, W/o Late Sh. Masta Lal, Sanitary Attendant (Temp. Status)	D	Requested for her employment on compassionate grounds.	Engaged on Daily Wages.
57.	2007	Mrs. Yamuna, W/o Late Sh. Harish Chand, Khalasi (Temp. Status) E. S. D.	D	Requested for her employment on compassionate grounds.	Engaged on Daily Wages.
58.	2007	Smt. Shanti Devi, W/o Late Sh. Ram Ji Lal, Sanitary Attendant Grade-II	D	Requested for employment of her son on compassionate grounds.	Engaged on Daily Wages.
59.	2007	Smt. Rani Devi, W/o Late Sh. Daya Chand, Hospital Attendant Grade-II	D	Requested for employment of her son on compassionate grounds.	Engaged on Daily Wages.
60.	2007	Smt. Urmila Devi, W/o Late Sh. Lal Chand, Khalasi (Temp. Status)	D	Requested for her employment on compassionate grounds.	Engaged on Daily Wages.
61.	2007	Smt. Beena Devi, W/o Late Sh. Gopal Krishan, Sanitary Attendant Grade-II	D	Requested for employment of her son on compassionate grounds.	The Committee required more information.
62.	2007	Smt. Veena, W/o Sh. Late Sh. Gordhan Dass, Animal Attendant	D	Requested for employment of her son on compassionate grounds.	Appointed as Office Attendant.
63.	2007	Smt. Nisha (Shobha), W/o Late Sh. Sunil Kumar, Masalchi Bearer	D	Requested for her employment on compassionate grounds.	Post Offered.
64.	2007	Smt. Murti Devi, W/o Late Sh. Shyam Lal-VII, Sanitary Attendant Grade-II	D	Requested for employment of her son on compassionate grounds.	Appointed as Office Attendant.
65.	13.07.2007	Sh. Chaman Lal, Driver, Blood Bank (Main)	C	Regarding Misbehaving by Dr. Poonam Coshic, BTO, Blood Bank (Main).	Letter No. C13015/173/2005-W&PG dated July 3, 2007 received from Sh. Benoy Choudhary, Under Secretary, Ministry of Health & Family Welfare, Regarding Review Meeting on status of the pending Case in the Health/DGHS/CGHS of the Year 2005, 2006 and 2007 as on 29.06.2007 forwarding Grievance of Sh. Chaman Lal, Driver, Blood Bank (Main), AIIMS against Dr. Poonam Coshic, Assistant B.T.O., Blood Bank (Main), AIIMS. The case was examined and it was found that the allegation made by Sh. Chaman Lal, Driver, Blood Bank (Main) were found false and fabricated. Reply has already been sent to Ministry of Health & Family Welfare on 02.08.2007.
66.	12.12.2006	Sh. Raghu Mandal	C	Regarding Suspension	Representation has been received from Shri S.S. Kanwar, Section Officer, National Commission for Scheduled Castes received on 28/12/2006. Suspension has been revoked and imposed penalty to stop the increment for two year.

67.	25.08.2007	Sh. Joginder Pal & Others Sanitary Attendants	D	Delay in payment and threaten by officer of Sulabh International to their employees for termination from service.	Letter No. 11060/D-26/07/R&D/1393, dated 30.09.2007 and its subsequent reminder dated 11.10.2007 received from Sh. B.K. Manchanda, Assistant Director, National Commission for Safai Karamcharis, Shri Joginder Rajpal & others have never been appointed/engaged in the AIIMS. They are working with M/s Sulabh International Social Service Organization, which is registered NGO, The AIIMS has not interference in the functioning of the said NGO, However, AIIMS make the payment to the workers of M/s Sulabh International Social Service Organization through cheque to the NGO by 18 th of each Month. Hence AIIMS is not responsible for the same. Reply has sent to the National Commission for Safai Karamcharis on 16.10.2007.
68.	25.08.2007	Sh. Raj Kumar, S/o Sh. Chander Pal, Sanitary Attendant	D	Regarding Termination from Service.	Letter No. 11060/D-22/R&D/1383 dated 27.07.2007 and its subsequent reminder dated 11.10.2007 received from Shri B.K. Manchanda, Assistant Director, National Commission for Safai Karamcharis Shri Rajkumar S/o Sh. Chander has never been appointed/engaged in the institute. He might have been working with the M/s Sulabh International Social Service organization the Same registered NGO. The AIIMS has no right to interfere in the affairs of M/s Sulabh International Social Service Organization. Reply sent to the National Commission for Safai Karamcharis on 16.10.2007.
69.	13.09.2007	Smt. Jaipali, Aya,	D	Requested for permanent job and providing others benefit such as HRA, PF & Medical Facility.	Letter No. 11060/D-36/07/R&D/1627 dated 03.08.2007 received from Sh. B. K. Manchanda, Assistant Director, National Commission for Safai Karamcharis Shishu Mandir, the Creche, is functioning under the Medical Institute Residents Welfare Association, which has no control of AIIMS. Hence AIIMS is not responsible for the same. Reply sent to the National Commission for Safai Karamcharis on 16.10.2007
70.	18.09.2007	Sh. Lal Babu Paswan, Sanitary Attendant	D	Regarding employment at AIIMS.	Letter No. 896S/RSR707-RSKA dated 13, September 2007 received from Shri Ram Swaroop Ram, Member, National Commission for Safai Karamcharis, Shri Lal Babu Paswan has never been appointed/engaged in the AIIMS as well as with M/s Sulabh International! Social Service Organization. Hence AIIMS is not responsible for the same. Reply has been sent to the National Commission for Safai Karamcharis.
71.	05.10.2007	Shri Hansraj & others Sanitary Attendant	D	Reg. Re-instatement in service.	Letter No. H-8/Health-13/07/SSW-II dated received from Sh. S. S. Kanwar, Section Officer, National Commission for Scheduled Castes Shri Hansraj & others has never been appointed/engaged in the AIIMS and they might be worked with the M/s Sulabh International Social Service Organization and AIIMS has no right to interfere in the work of M/s Sulabh International Social Service Organization. Reply has been sent to the NCSK.

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