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BY EMAIL/SPEED POST

F.No. U.12012/33/2019-NE
Government of India
Ministry of Health & Family Welfare
(North East Division)

Nirman Bhawan,
New Delhi-110011

Dated,

29th November 2021

To
The Director,
NEIGRIHMS, Shillong
Meghalaya-793018

Subject: Minutes of the Cadre Review Committee to Review Cadres of Group 'B' & 'C' posts in NEIGRIHMS, Shillong held on the 10th November 2021-reg.

Sir,

I am directed to forward the approved minutes of the Cadre Review Committee to Review Cadres of Group 'B' & 'C' posts in NEIGRIHMS, Shillong held on the 10th November 2021.

- You are requested to take immediate action as per the deliberations of the Meeting.
- This has approval of the competent authority.

Encl: As above.

Yours faithfully,
Digitally Signed by Raj
Kumar
Date: 29-11-2021 10:19:52
Reason: Approved

(Raj Kumar)
Under Secretary to Govt. of India
Tel. 011-23062068



ML

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MINUTES OF THE CADRE REVIEW COMMITTEE TO REVIEW CADRES OF GROUP 'B' & 'C' IN NEIGRIHMS HELD ON THE 10TH NOVEMBER, 2021

The Meeting of the Cadre Review Committee to review Cadres of Group 'B' & 'C' in NEIGRIHMS was held on the 10th November 2021 under the Chairperson—Ms Arti Ahuja, Additional Secretary Health & Family Welfare, Government of India. The list of the participants is annexed.

2. The Chairperson welcomed all the participants and requested the Member Secretary to present the Agenda Items. As Hon'ble Minister has called the chairperson and AS & FA, they directed Joint Secretary (NE) to continue the discussion and they will join the meeting in due course.

3. The Member Secretary presented the background for the exercise of Cadre Review in NEIGRIHMS. He informed that as mandated in DoPT OM No. 35034/9/2010-Estt(D) dated 10.02.2011, a Cadre Review Committee for Group B & C was constituted by Ministry vide F.No.U.12012/32/2019-NE dated 20.11.2019 with following composition:

(a) Additional Secretary/ Special Secretary (Health): Chairperson

(b) Additional Secretary and Financial Advisor: Member

(c) Medical Superintendent, NEIGRIHMS: Member

(d) Deputy Director (Admin) NEIGRIHMS: Member Secretary

4. There are 52 cadre of Group 'B' & 'C' which are under review and can be broadly categorized under (i) paramedical, (ii) Hospital staff, (iii) Administration, (iv) Academic, (v) Maintenance (Civil & Electrical), (vi) Sanitation, and (vii) House keeping. A sub committee under Chairmanship of DD(A) after stakeholder consultation has prepared the proposals included in the agenda.

5. The present structure of Nursing Department is as under:

Nursing Officers (L-7) -> Sr. Nursing Officers(L-8) -> DNS (L-10) ->NS (L-11) -> CNO (L-12)

And the proposed cadre structure is as under:

*Nursing Officers (L-7) -> Sr. Nursing Officers(L-8) -> **ANS (L-9)** -> DNS (L-10) -> NS (L-11) -> CNO (L-12)*

6. The proposal was introduction of ANS at Level-9 was discussed and it was felt that the proposal in its present form will give rise to unnecessary

litigation as in all other central government hospitals ANS has been given the scale of Level- 10 and NEIGRIHMS will have to upgrade them to level-10. Therefore, it would be better that instead of creating the level of ANS the number of posts of DNS may be created to rationalize the structure and suitable no. of posts from Nursing Officers may be surrendered to rationalize the cadre structure.

7. As far as the **SIU norms** which prescribe the hierarchy to involve post of ANS it was felt that SIU Norms were adopted in April 1992 and these **needs to be revisited** in respect of all cadres in view of improvements in medical technology and infrastructure which has changed the concept of patient care. Further, medical science has developed many specialities and super- specialities which require different qualifications from patient care provider/ nursing staff. It was therefore, decided to recommend to the DGHS to constitute a Committee of Medical specialists to develop staffing norms for various specialists, general departments, nurses and other para medical staff in medical institutes/hospitals.

8. The next cadre discussed was of Radiological Cadre where existing cadre which is as under:

Dark Room Assistant (L-2) -> technical Assistant/ Technician (L-5) -> Radiographer (L-6) -> Sr. X-Ray Technician (L-6) -> Radiology Supervisor/ CT Scan/ GE Radiology/ Radiographer (L-7)

And the proposed cadre structure is as under:

Asst. Technician (Radiology)(L-6) -> Technician (Radiology) (L-7) -> Technical officer (L-9) -> Sr. Technical Officer (L-11) -> Chief Technical Officer (L-12)

9. It was observed that there was upgradation in the scales and therefore the proposal has to be financial neutral. It was, therefore suggested that the proposal should be supported with matching savings elsewhere and will need to go to the Ministry of Finance for upgradation of pay Level and change in nomenclature. Further, the cadre structure should be pyramidal to give promotion opportunities to all. Also the pay scale and hierarchy proposed should be in conformity with the pay scales for similar posts in central hospitals like Safdarjung, etc.

10. As the agenda included consideration of 52 cadres of NEIGRIHMS, and the two of the committee members are from NEIGRIHMS, it was also decided that Ministry would examine these agenda items and convey its preliminary observations and thereafter, meeting of the Cadre Review Committee can be held to take a final view on the agenda items.

The meeting ended with a vote of Thanks to the chair.

Annexure-I

S.No.	Name	Designation
1.	Ms Arti Ahuja	Additional Secretary (Health)
2.	Dr. D. S. Gangwar	Additional Secretary & Financial Adviser
3.	Ms Vandana Jain	Joint secretary (Health)
4.	Dr. Pulkesh Kumar	Deputy Secretary (NE)
5.	Prof. C. Daniala	Medical Superintendent, NEIGRIHMS
6.	Shri D. T. Umdor	Deputy Director (Admin) NEIGRIHMS