

MOST IMMEDIATE

**File No.- B-12020/03/2016-JCM**  
**Government of India**  
**Ministry of Health & Family Welfare**  
**W&PG Section**

Nirman Bhawan, New Delhi

Dated the 18<sup>th</sup> May, 2018OFFICE MEMORANDUM

**Subject: Minutes of the 35<sup>th</sup> Meeting of Departmental Council of Ministry of Health & Family Welfare.**

The undersigned is directed to enclose herewith the Minutes of the 35<sup>th</sup> Ordinary meeting of Departmental Council of Ministry of Health & Family Welfare which was held on 03.05.2018 at 12:00 Noon, in Conference Room No. 155-A, Nirman Bhawan, New Delhi. This is for information and necessary action.

Encl. As above

Signature Not Verified  
 Digitally signed by SOMA SANYAL  
 Date: 2018.05.21 10:37:25 IST  
 Reason: Approved

(SOMA SANYAL)

Under Secretary to the Government of India  
 Tel. No. 011-23061203

To

1. Departmental Council Staff Side members (List-1),
2. Departmental Council Office Side Members (list-2)

Copy To:

1. Sr. PPS to Secretary (HFW)
2. PPS to Director General, Dte.GHS
3. PPS to SS & FA
4. PPS to Additional Secretary (Health)
5. PS to AS & DG (CGHS)
6. PPS to JS(GM)
7. PPS to JS(Admin)
8. PPS to EA (AKJ)
9. Departmental of Personnel & Training (JCA Division)
10. Directors/Head of Institutes of concerned Staff Side Members of Departmental Council (List-3)
11. Leader, Staff Side, Departmental Council, M/oHFW.
12. Secretary, Staff Side, Departmental Council, M/oHFW

**List-1****List of Staff Side Departmental Council Members**

Sr. No.	Staff Side Representative
1.	<b>Sh. Jaidev, Leader, Staff Side, Departmental Council,</b> All India CGHS Employees Associations, , H.Q.-69, Saket Kunj,, Plot, Plot No.-8, Sector-9, Rohini, New Delhi- 110085
2.	<b>Sh. Dilbag Singh, Secretary, Staff Side, Departmental Council,</b> Govt. Medical Store Depot Employees Union, GMSD, Karnal Post Box No. 8, Karnal (Haryana) - 132001
3.	<b>Sh. Debashish Bhandari, Member Staff Side, Departmental Council</b> Govt. Medical Store Depot Officials Federations, GMSD, Kolkata, 9 Clyde Row, Kolkata-700022
4.	<b>Sh. C.R. Panda, Member Staff Side, Departmental Council,</b> R.L.T.R.I, Staff Association, Aska (Orissa), Regional Leprosy Training & Research Instt., Aska (Babanpur), Distt- Ganjam (Orissa) – 761010
5.	<b>Sh. Ashok MDhekane, Member Staff Side, Departmental Council,</b> Employees' Association A.I.I.P.M.& R, Mumbai, All India Instt. Of Physical Medicines & Rehabilitation, Hazi Ali Pir, K. Khadye Marg, Mahalaxmi, Mumbai- 400034
6.	<b>Sh. Gautam Dasgupta, Member Staff Side, Departmental Council,</b> Hygiene Institute Staff Association, Kolkata, All India Instt. Of Hygiene & Public Health, 110, Chitranjan Avenue, Kolkata- 700073
7.	<b>Md. Naushad, Member Staff Side, Departmental Council,</b> Central Government Hospital Worker's Union, Central Institute of Psychiatry, Kanke, Ranchi- 834006.
8.	<b>Sh. Padvi Shirish Babu, Member Staff Side, Departmental Council,</b> BCG Vaccine Laboratory Employees Union, B.C.G. Vaccine Laboratory Guindy, Chennai- 600032.
9.	<b>Sh. M. L. Meena, Member Staff Side, Departmental Council,</b> RHTC Employees Union, Rural Health Training Centre, Najafgarh, New Delhi- 110043
10.	<b>Sh. Vinod Kumar, Member Staff Side, Departmental Council,</b> National Institute of Communicable Disease Staff Welfare Association, , National Instt. Of Communicable Diseases, 22, Shammath Marg, Delhi – 110054
11.	<b>Sh. Francis Ellis, Member Staff Side, Departmental Council,</b> All India CGHS Employees Associations, , H.Q.-69, Saket Kunj,, Plot, Plot No.-8, Sector-9, Rohini, New Delhi- 110085
12.	<b>Sh. Abhijit Dutta, Member Staff Side, Departmental Council,</b> All India CGHS Employees Associations, , H.Q.-69, Saket Kunj,, Plot, Plot No.-8, Sector-9, Rohini, New Delhi- 110085
13.	<b>Smt. Rajni Thingalaya, Member Staff Side, Departmental Council,</b> All India CGHS Employees Associations, , H.Q.-69, Saket Kunj,, Plot, Plot No.-8, Sector-9, Rohini, New Delhi- 110085
14.	<b>Sh. P. Gembeeram, Member Staff Side, Departmental Council,</b> All India CGHS Employees Associations, , H.Q.-69, Saket Kunj,, Plot, Plot No.-8, Sector-9, Rohini, New Delhi- 110085
15.	<b>Sh. Kuntal Dey Sarkar, Member Staff Side, Departmental Council,</b> A.I.I.H.&P.H Employees Union, All India Instt. Of Hygiene & Public Health, 110, Chittaranjan Avenue, Kolkata-700073
16.	<b>Sh. Dipak Kumar Paul, Member Staff Side, Departmental Council,</b> Institute of Serology Staff Association, Institute of Serology, 3, KYD Street, Kolkata-700016
17.	<b>Sh. S. S. Negi, Member Staff Side, Departmental Council,</b> Kalawati Hospital Worker's Union, Kalawati Saran Children's Hospital, C-604, Connaught Circus, DIZ Area, Connaught Place, New Delhi-110001
18.	<b>Sh. Mukesh Sharma, Member Staff Side, Departmental Council,</b> Dr. RML Karamchhari Union, Dr. RML Hospital, Baba Kharak Singh Marg, Near Gurudwara Bangla Sahib, Connaught Place, New Delhi-110001
19.	<b>Sh. Naresh Kumar Attri, Member Staff Side, Departmental Council,</b> CRI Employees Association, Central Research Institute, P.O.-Kasauli (H.P.)-173205

**List-2****List of Official Side Departmental Council Members**

Sr. No.	Official Side Representative	Position
1.	Secretary (HFW)	Chairman
2.	DG (Dte.GHS)	Member
3.	SS & FA	Member
4.	AS (Health)	Member
5.	AS & DG (CGHS)	Member
6.	JS (GM)	Member
7.	JS (Establishment)	Member
8.	EA (AKJ) (in r/o Hospitals Division)	Member
9.	Director (CGHS)	Member
10.	Director (Hospital)	Member
11.	Director (Establishment)	Member
12.	Deputy Secretary (Welfare)	Secretary (Official Side)

**List-3****List of Heads of Institutes/Directors of concerned Departmental Council Staff Side Members**

Sr. No.	Name of Addressees
1.	Director (CGHS), D/o HFW, Nirman Bhawan, New Delhi.
2.	Director (MSO), D/o HFW, Nirman Bhawan, New Delhi.
3.	Director, Rural Health Training Centre, Najafgarh, New Delhi- 110043
4.	Director, National Centre for Disease Control, 22, Shamnath Marg, Delhi – 110054
5.	Director, All India Instt. Of Physical Medicines & Rehabilitation, Hazi Ali Pir, K. Khadye Marg, Mahalaxmi, Mumbai- 400034
6.	Director, Regional Leprosy Training & Research Instt., Aska (Babanpur), Distt-Ganjam (Orissa) – 761010
7.	Director, Central Research Instt. P.O.-Kasauli (H.P.)- 173205
8.	Director, All India Instt. Of Hygiene & Public Health, 110, Chitranjan Avenue, Kolkata- 700073
9.	Director, B.C.G. Vaccine Laboratory Guindy, Chennai- 600003
10.	Director, Central Institute of Psychiatry, Kanke, Ranchi- 834006.
11.	Director, Institute of Serology, 3, KYD Street , Kolkata – 700016
12.	Medical Superintendent, Dr. Ram Manohar Lohia Hospital, Baba Kharak Singh Marg, Near Gurudwara Bangla Sahib, Connaught Place, New Delhi, Delhi 110001
13.	Medical Superintendent, Kalawati saran Children's Hospital, C- 604, Connaught Circus, DIZ Area, Connaught Place, New Delhi, Delhi 110001

**MINUTES OF THE 35<sup>th</sup> DEPARTMENTAL COUNCIL MEETING, HELD ON 03.05.2018 IN THE COMMITTEE ROOM NO 155-A, NIRMAN BHAWAN, NEW DELHI AT 1200 Hrs UNDER THE CHAIRPERSONSHIP OF SECRETARY (HFW)**

The 35<sup>th</sup> Meeting of Departmental Council was convened on 03.05.2018 in the committee room no 155-A, Nirman Bhawan, New Delhi at 1200 hrs under the chairpersonship of Secretary (HFW) to discuss the issues raised by Leader, Staff Side and also the actionable decisions of 34<sup>th</sup> Departmental Council Meeting held on 15.06.2016.

2. Secretary (HFW) welcomed all the participants and urged that Departmental Council Meetings should be convened every four (4) months. Then all the participants introduced themselves one by one. Out of 19 Staff Side Members, 2 were not present. The list of participants is enclosed at **Annexure-‘A’**.

3. Director (Nursing) made a presentation giving brief on JCM, composition of Departmental Council and its current scenario. After that, all the actionable decisions of 34<sup>th</sup> Departmental Council Meeting, followed by 5 new issues raised by Leader, Staff Side, were discussed one by one.

3A. The detailed deliberation on each issue and decisions taken thereon are as under:

- (i) Regarding **enhancing the retirement age of paramedics, EA(Hospital)** stated that difficulties are arising in implementing this due to difference in doctor and non-doctors cadre. **Shri Gautam Dasgupta, Member, Staff Side** on this explained that earlier paramedics were being recruited at the age of 16 and superannuated at 60. Thereafter, minimum qualification was revised to ‘Intermediate’ and the recruitment age was enhanced to 18. Again, the minimum qualification was revised to Graduation and the recruitment age of paramedics was enhanced to 21-23, due to which their length of service becomes shorter.

On this it was clarified that increasing retirement age of paramedics on this ground may be difficult and asked Staff Side to send a proposal showing proper justification.

**(Action-Leader, Staff Side)**

- (ii) Regarding **dissemination of information to Staff Side**, the Staff Side Members were apprised that the **Admin Division has already instructed all the divisions in the ministry to disseminate information to Staff Side (JCM)**. **Sh. Jaidev, Leader, Staff Side** stated that regular meetings of office council or that of Unions/Associations with the Head of the Institutions are not being held as per norms of the JCM, thus creating frustration and anguish amongst the Staff. Hence, regular meetings may be held after every three months. The Minutes of Meeting & Action Taken Report should be forwarded to the Ministry and Leader/Secretary, Staff Side, President/General Secretary of local Unions/Associations on their email ids also.

On this, it was **directed to issue a general circular to all the Institutes, particularly in Subordinate Offices in this regard for compliance.**

**(Action-Admin Division)**

- (iii) Regarding **Constitution of Cadre Review Committee**, the Staff Side Members were apprised that in 9 Institutes, Cadre Review Committees have been constituted. **Sh. Jaidev, Leader, Staff Side** emphasized that cadre review committee must be constituted in all the Institutes/Autonomous Bodies and Reports of the Cadre Review Committees must be sent to the Ministry within 3 months otherwise reason thereof may be intimated to respective controlling authority. **Sh. Debashish Bhandari, Member, Staff Side** from GMSD (Kolkata) stated that no meeting in this regard has been held till date and no action ever been taken. **Sh. Vinod Kumar, Member, Staff Side** stated that representation from NCDC, Delhi is pending for a long time in PH/CDL Division.

On this, it was **directed to seek compliance report from all the institutes and to follow up the matter regularly with all the Institutes/Organizations and also directed that in every Cadre Review Committee, a Staff Side member be included.**

**(Action-Dte.GHS)**

Cadre Review  
All Admn. Section

- (iv) Regarding **filling up of posts of MTS in all Institutes and Lab Attendant posts in NCDC**, the Staff Side Members were apprised that it is an ongoing process and in most of the offices these posts are filled through Staff Selection Commission. Staff Members requested to fill up all the vacant posts at the earliest and told that recruitment in most of the posts are pending due to delay in finalization of Recruitment Rules. **DGHS** stated that copies of Orders related to Post Creation are not available in the hospitals. **Shri Debashish Bhandari, Member, Staff Side**, stated that work study is required on the basis of past experience. Original Orders are required on the basis of which exam should be conducted for a new recruitment.

The directed Staff Side members were directed to seek exemption in RRs quoting specific Orders/Notifications, which may be obtained from the archives of the DoPT website.

(Action-Leader, Staff Side)

- (v) Regarding **increasing GP from Rs. 2000/- to Rs. 2400/- to Lab Assistant in CRI, Kasauli**, the Staff Side Members were apprised that the proposal to grant enhanced GP of Rs. 2400/- to remaining 5 lab attendants is under active consideration in consultation with Department of Expenditure. At present, there are 40 Lab Attendants in CRI Kasauli. Out of them, 35 Lab Attendants have already been granted GP of Rs. 2400/-. **Shri Debashish Bhandari, Member, Staff Side** stated that in the 33<sup>rd</sup> Departmental Council Meeting held in 2012, it was decided to enhance GP of Lab Attendant from 2000/- to Rs. 2400/-. Since no orders had been issued for a long time in this regard, the employees were constrained to go to court to fight the case. The result came in their favour and they were given benefit on the basis of court order. **AS (H)** asked to submit the copy of such court orders for examination.

On this, it was **decided to pursue the matter and send a reply on this issue to the Staff Side at the earliest.**

(Action-Dte.GHS)

- (vi) Regarding the issue of **temporary status employees who should be made permanent in Kalawati Saran and Lady Hardinge Hospital as there are 70 temporary status workers working in the hospitals for about 21 years**, the Staff Side Members were apprised that the proposal of LHMC has been considered in consultation with IFD. IFD has approved the proposal and the same has been submitted for obtaining approval of competent authority and the proposal of Kalawati Saran Children's Hospital has been examined in consultation with IFD and as per advice of IFD, the same is being referred to DoPT. **Sh. S. S. Negi, Member, Staff Side**, raised a very long pending issue of regularisation of the services of Daily Wager on Temporary Status working in **Kalawati Saran Children's Hospital and Lady Hardinge Medical College** and associated Hospitals. **Sh. Kuntal Dey Sarkar, Member, Staff Side** also raised the issues relating to All India Institute of Hygiene and Public Health, Kolkata which are remained unresolved since long.

**Secretary (HFV)** directed to expedite the process.

(Action-Hospital Divn., AIIHPH, Kolkata)

*EPI Section*

*ME Section*

- PH(CO2) section*
- (vii) Regarding **the issue of increasing GP from Rs. 1900/- to Rs. 2400/- of the post of Insect Collector**, the Staff Side Members were apprised that the proposal for Cadre Restructuring of Group B & C Staff at **NCDC** has been received. The GP of Insect Collector has been proposed at Rs. 2400/- in place of existing Rs. 1900/-. The same is included in the proposal for Cadre restructuring of Group B & C, which is being examined.

**Secretary (HFW)** directed to expedite the process.

**(Action-Dte.GHS)**

- ME Section*
- (viii) Regarding **proposal of awarding autonomous status to CIP, Ranchi** the Staff Side Members were apprised that the proposal has been examined in the Ministry and certain observations made on which clarification from Dte.GHS are awaited.

On this, **DGHS** apprised the Staff Side Members that the matter is being examined. The Staff Side members would be apprised later on some concrete progress in this regard.

**(Action-Dte.GHS)**

4.

**Discussion on the following new agenda items**

- (i) Regarding issuing **Orders of Uniform Allowance and HPCA/PCA (Now termed as Risk and Hazard Allowance by raising its status of R1H2 to R1H3) to all Health Employees of all the units (including left out categories and institutions)**, EA (AKJ) apprised that advice of Department of Expenditure has been received conveying that HPCA/PCA may be given to those employees who have been getting the same as on 30.06.2017. and Orders are being issued shortly. **Sh. Dilbag Singh, Secretary, Staff Side** urged that HPCA/PCA allowances need to be awarded to all employees employed in Health Sector. **Sh. Jaidev, Leader, Staff Side** demanded that Rs. 1800/- per month must be given to all such employees who are entitled for the uniform.

It was clarified that the allowances will be given as per the clarification provided by Department of Expenditure and further stated that the case in this regard may be taken up separately.

**(Action-Hospital Division and Leader, Staff Side)**

- (ii) Regarding **Filling up of vacant posts on regular basis and regularize the services of Daily Wager/CLTS and Contingency Staff, Sh Jaidev, Leader, Staff Side** stated that 50% posts are vacant and requested to fill up all the Direct Recruitment posts within 3 months. **Shri Debashish Bhandari, Member, Staff Side** requested that where court cases are not pending, at least those posts may be filled up. On this it was apprised that first of all, RRs need to be reviewed. **DGHS** apprised that currently 250-300 RRs cases are pending and in total 37 RRs are finalized and notified. **Sh. Jaidev, Leader, Staff Side** stated that RRs need to be revised every 5 years but same is not happening actually and requested the Chair that responsibility must be fixed in this regard.

**Secretary (HFW)** expressed her displeasure over such delay in the matter and advised **DGHS** to constitute the category-wise and institute-wise Committees for each posts and clear all the RRs cases within three 3 months, in a time bound manner.

(Action-Dte.GHS)

- (iii) Regarding **Cadre Review of all categories of Staff ensuring Dynamic Promotion Scheme for all health employees, SS& FA** directed that the letters be issued to all the institutes stating that the proposal should be sent to the Ministry within three months in this regard. **AS (H)** stressed that Regional Directors be given the responsibility to send the proposals. **Sh. Jaidev, Leader, Staff Side** requested that if not complied with, action should be taken against the Head of Office and responsibility be fixed against them. **Member, Staff Side** requested that the cadre review meetings be held every 3 months and a copy of the minutes be issued to the respective Office Council Members.

(Action: Dte.GHS)

- (iv) Regarding **expansion, upgradation and consolidation of all Research/Production/Health Institutions and units**, the Staff Side members were apprised that:

- New Building complex is proposed for CLTRI Chengalpattu.
- Group A Specialists are being filled.
- Scientific papers published from 2012-17 CLTRI Chengalpattu.
- Proposal for establishment of 29 new health units is under consideration of SFC.

**Sh. Dilbag Singh, Secretary, Staff Side** stated that MSO building in Karnal was declared in poor condition by CPWD in 1991. However, no action has yet been taken in this regard.

**Secretary (HFW)** stated that matter may be looked into by the Regional Director and be examined for further action by **DGHS**.

(Action: Dte.GHS)

RR  
All Adm. Section

Cadre Review  
All Adm. Section

M.S.O.



- (v) Regarding **pending cases of appointment on compassionate ground**, Sh. Dilbag Singh, Secretary, Staff Side stated that no compassionate appointments are being made in the Institutes. On this **DGHS** apprised the Staff Members that Compassionate Appointments are being given in Institutes. 3 appointments were made in LHMC, 2 in PHOs etc. **Member, Staff Side** stated that the candidature of family members of deceased employees should be considered during the selection of contractual staff. It was then assured that all the necessary measures will be taken to fill all the pending cases of compassionate appointment immediately and for rest of the cases, the matter will be referred to DoPT for taking permission of all pending cases of appointment on compassionate ground as one time measure.

(Action: Dte.GHS)

- (vi) **Sh. Jaidev, Leader, Staff Side** stated that there is an anomaly in OT Technician's salary and further stated that OT Technicians are generally awarded GP of Rs. 4200/- but in Safdarjang Hospital it is 2800/- and in AIIPMR, Mumbai it is 1900/- only. On this, **AS (H)** directed to add this issue in Departmental Anomaly Committee (DAC) Meeting. **JS (Admin)** agreed on that and apprised the Chair that next DAC Meeting will be held on 09.05.2018 where this issue will be discussed. Further, it was resolved that upgraded pre-revised scale of GP Rs. 2800/- and Rs. 4200/- respectively will be granted to all such staff in all the Institutions and their designations will also be re-designated accordingly as has been done in case of Lab Staff of CGHS.

(Action: Admin Division)

5. **Sh. Vinod Kumar, Member, Staff Side** requested that CGHS Extension may be opened in the Institutes where HAG/SAG level doctors are deputed. Additionally two pharmacists, 2 MTS and 2 Lab Assistants would also be required for that purpose.

**The Chair** asked to submit the proposal accordingly.

(Action: Leader, Staff Side and CGHS Division)

6. **Additional Secretary (Health)** also advised to schedule the Departmental Council meeting at regular interval so that all the pending issues are resolved in a time bound manner.

The meeting concluded with a vote of thanks to the Chair.

XXXXX

**ANNEXURE-‘A’****List of Participants**

1. Ms. Preeti Sudan, Secretary (HFW) - in Chair.
2. Ms. Vijaya Srivastava, Special Secretary & FA.
3. Sh. Sanjeeva Kumar, Additional Secretary (Health).
4. Dr. Promila Gupta, DGHS.
5. Ms. Gayatri Mishra, Joint Secretary (W&PG).
6. Sh. A. K. Jha, Economic Advisor.
7. Sh. Sudhansh Pant, Joint Secretary (Admin).
8. Ms. Vandana Jain, Joint Secretary.
9. Dr. Anil Manaktala, DDG (P), Dte.GHS.
10. Dr. D. C. Joshi, Director (CGHS).
11. Sh. B. S. Murthy, Director (Nursing).
12. Sh. S. K. Jha, Director, Dte.GHS
13. Sh. M. K. Chowdhury, Director, Dte.GHS.
14. Ms. Soma Sanyal, Under Secretary (W&PG).
15. Sh. Dharminder Singh, Under Secretary (CGHS).
16. Dr. Kiran Dambolkar, Director (RHTC Office).
17. Dr. Sanjay Kumar, NCDC, Delhi.
18. Sh. Jaidev, Leader, Staff Side, CGHS Delhi.
19. Sh. Dilbag Singh, Secretary, Staff Side, GMSD, Karnal.
20. Sh. Kuntal Dey Sarkar, Member, Staff Side, All India Institute of Hygiene and Public Health, Kolkata.
21. Sh. Vinod Kumar, Member, Staff Side, NCDC.
22. Md. Naushad, Member, Staff Side, Central Institute of Psychiatry, Ranchi.
23. Sh. Dipak Kumar Paul, Member, Staff Side, Institute of Serology.
24. Sh. Ashok M. Dhekane, Member, Staff Side, All India Institute of Physical Medicine and Rehabilitation.
25. Sh. Mukesh Babu, Member, Staff Side, Dr. RML Hospital, New Delhi.
26. Sh. Gautam Dasgupta, Member, Staff Side, All India Institute of Hygiene and Public Health, Kolkata.
27. Sh. Chitaranjan Panda, Member, Staff Side, Regional Leprosy Training & Research Institute, Aska, Odisha.
28. Sh. Abhijit Dutta, Member, Staff Side, CGHS, Guwahati.
29. Sh. Debashish Bhandari, Member, Staff Side, GMSD, Kolkata.
30. Sh. S.S. Negi, Member, Staff Side, Kalawati Saran Children's Hospital, New Delhi.
31. Sh. Padvi Shirish Bapu, Member, Staff Side, BCG Vaccine Laboratory, Chennai.
32. Sh. Francis Ellis, Member, Staff Side, CGHS, Pune.
33. Ms. Rajni P Thingalaya, Member, Staff Side, CGHS, Mumbai.
34. Sh. P. Gembeeram, Member, Staff Side, CGHS, Chennai.