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**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2023-24)**

(SEVENTEENTH LOK SABHA)

MINISTRY OF HEALTH AND FAMILY WELFARE

**[Measures undertaken to secure representation of OBCs in
employment and for their welfare in All India Institute of Medical
Sciences (AIIMS)]**

TWENTY-SIXTH REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2023/ Agarhayana, 1945 (Saka)***

TWENTY- SIXTH REPORT

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MINISTRY OF HEALTH AND FAMILY WELFARE

***Presented to Lok Sabha on 18.12.2023
Laid in Rajya Sabha on 14.12.2023***



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2023/ Agarhayana, 1945 (Saka)***

C.O.OBC No.

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COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs

(2022-2023)

Shri Rajesh Verma — *Chairperson*

MEMBERS

Lok Sabha

2. Shri T. R. Baalu
3. Shri Sanjay Kumar Bandi
4. Shri Chandra Sekhar Bellana
5. Shri Ramesh Bidhuri
6. Shri Dileshwar Kamait
7. Smt. Raksha Nikhil Khadse
8. Dr. Sakshi Ji Swami Maharaj
9. Ms. S. Jothi Mani
10. Shri P.C. Mohan
11. Dr. Pritam Gopinath Rao Munde
12. Shri Rodmal Nagar
13. Shri Balak Nath
14. Shri Ajay Nishad
15. Shri Parbhatbhai Savabhai Patel
16. Shri Chunni Lal Sahu
17. Shri Chandra Sekhar Sahu
18. Shri Kumbakudi Sudhakaran
19. Shri Ashok Kumar Yadav
20. Shri Shyam Singh Yadav

Rajya Sabha

21. Shri Dineshchandra J. Anavadiya
22. Smt. Geeta *alias* Chandraprabha
23. Shri Rajendra Gehlot

24. Shri Narayana Koragappa
25. Shri Jugalsinh Lokhandwala
26. Shri Subhas Chandra Bose Pilli
27. Shri Sakaldeep Rajbhar
28. Shri Ram Nath Thakur
29. Shri Harnath Singh Yadav
30. Shri Shambhu Sharan Patel

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(2023-24)

Shri Rajesh Verma - *Chairperson*

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15. Shri Parbhatbhai Savabhai Patel
16. Shri Chunni Lal Sahu
17. Smt. Sarmistha Kumari Sethi
18. Shri Kumbakudi Sudhakaran
19. Shri Ram Shiromani Verma
20. Shri Ashok Kumar Yadav

Rajya Sabha

21. Shri Abir Ranjan Biswas
22. Smt. Geeta alias Chandraprabha
23. Shri Rajendra Gehlot
24. Shri Narayana Koragappa
25. Shri Manas Ranjan Mangaraj
26. Shri Shambhu Sharan Patel
27. Shri Subhas Chandra Bose Pilli
28. Shri Sakaldeep Rajbhar
29. Dr. V. Sivadasan
30. Shri Harnath Singh Yadav

SECRETARIAT

- | | | | |
|----|--------------------|---|--------------------------|
| 1. | Dr. Sanjeev Sharma | — | <i>Joint Secretary</i> |
| 2. | Shri Maheshwar | — | <i>Director</i> |
| 3. | Smt. Neena Juneja | — | <i>Deputy Secretary</i> |
| 4. | Shri Vikas Kumar | — | <i>Committee Officer</i> |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2023-24) having been authorized by the Committee to present the Report on their behalf, present Twenty-Sixth Report on "Measures undertaken to secure representation of OBCs in employment and for their welfare in All India Institute of Medical Sciences (AIIMS)" pertaining to the Ministry of Health and Family Welfare.

2. The Committee took evidence of the representatives of the Ministry of Health and Family Welfare on 28.04.2023 in connection with examination of the Subject. The Committee wish to express their thanks to the representatives of the Health and Family Welfare and All India Institute of Medical Sciences (AIIMS) for appearing before the Committee for evidence and furnishing the information desired by the Committee in connection with the examination of the subject.

3. The Report was considered and adopted by the Committee at their sitting held on 05.12.2023.

4. The Committee place on record their appreciation for the valuable assistance rendered to them by the officials of the Lok Sabha Secretariat attached to the Committee.

5. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in Part-II of the Report.

NEW DELHI;
05 December, 2023
14 Agarhayana, 1945 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of Other Backward Classes

PART I

CHAPTER-I

INTRODUCTORY

The Committee have learnt that All India Institute of Medical Sciences (AIIMS) is the premier Medical Institution of the country. They have also learnt that AIIMS have expanded over the period of time since its inception. Currently there are six fully functional AIIMS, in addition to the main AIIMS in Delhi. Also fifteen new AIIMS have been approved under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) which are under various stages of operationalization.

The Committee on Welfare of Other Backward Classes selected the subject 'Measures undertaken to Secure Representation of OBCs in Employment and for their Welfare in AIIMS' and decided to deliberate with the representatives of the Ministry of Health and Family Welfare and all functional AIIMS for examining this subject. The facts gathered by the Committee, their analyses, Observations and Recommendations are contained in the succeeding paragraphs of this Report.

1.2 The Committee also learnt that All India Institute of Medical Sciences (AIIMS) was established as an Institution of National importance by an Act of Parliament-namely, the 'All India Institute of Medical Sciences Act, 1956 (As amended in 2012)' with an objective to develop patterns of teaching in Under Graduate and Post-Graduate medical education in all its branches so as to demonstrate and manifest high standard of medical education in India; to bring together in one place educational facilities of the highest order for training of personnel in all important branches of health activity; and to attain self-sufficiency in Post-Graduate level in medical fields.

The Institute has comprehensive facilities for teaching, research and patient-care. As provided in the parent Act, AIIMS conducts teaching programs in medical and para-medical courses both at under-graduate and post-graduate levels and awards its own degrees.

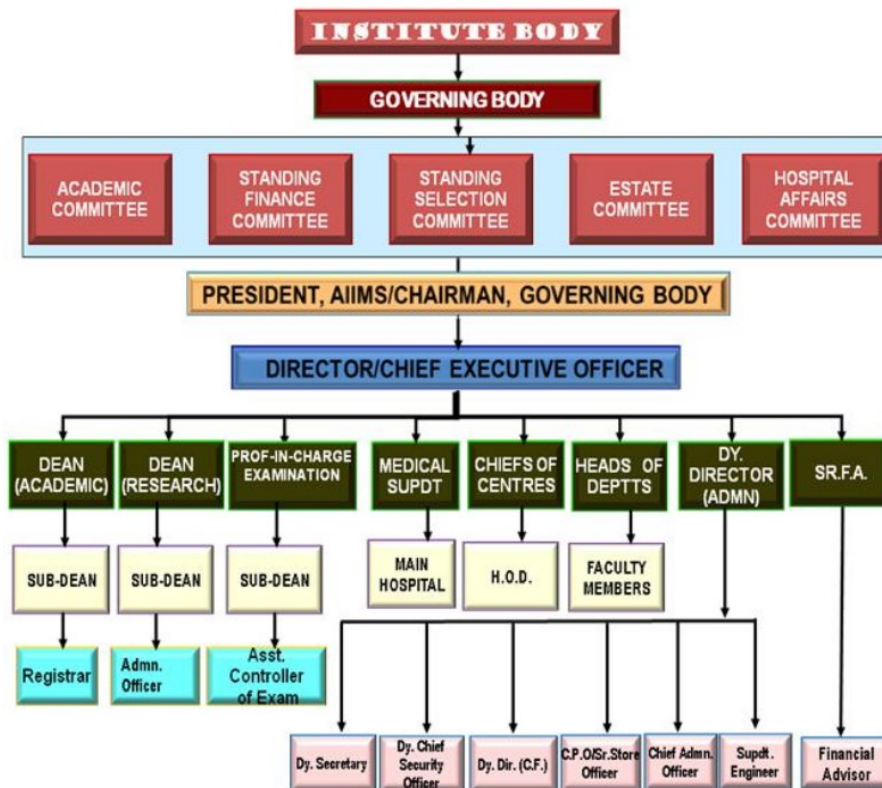
1.3 The Committee have found and as brought out in the preceding paragraphs that with the objectives of correcting regional imbalances in availability of affordable/ reliable tertiary healthcare services and also to augment facilities for quality medical education in India, six AIIMS at Bhopal, Bhubaneswar, Jodhpur, Patna, Raipur and Rishikesh have been established under Phase I of Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) as Institutes of National Importance through All India Institute of Medical Sciences (Amendment) Act, 2012, read with provisions of the AIIMS Act, 1956. All above six fully functional AIIMS are providing MBBS course, Nursing education as well as Post-Graduate education. These AIIMS are also operational with functional Out-Patient Department (OPD) and In-Patient Department (IPD) and OT services. Various Specialty/Super Specialty Departments are functioning in these six new AIIMS. All these AIIMS are having facilities for state-of-the-art diagnostic medical equipment and research laboratories catering to patient care and also clinical and non-clinical research needs. Nearly 1600 research projects have been completed by these AIIMS thus far.

1.4 In addition, since the year 2014, fifteen new AIIMS have been approved under PMSSY which are in various stages of operationalisation, the details of which are as under-

2015	2016	2017	2018	2019	2020
Mangalagiri , Nagpur and Kalyani	Gorakhpur and Bathinda	Guwahat i	Bilaspur, Madurai, Deoghar and Bibinaga r	Jammu Kashmir, Rajkot and Rewari	Darbhanga

ORGANISATIONAL SET-UP

1.5 The Committee wanted to be apprised about the composition of the Board/Top Management Body of all AIIMS and representation of OBCs therein. In this regard, the Ministry of Health and Family welfare provided a chart showing composition of governing body consisting of different Committees, Director and Chief Executive Officers as shown below-



1.6 The Committee was also provided the requisite information in this regard in the form of a chart which states:

AIIMS Bhopal	The Institute Body Presidents and other members of Institute Body/Governing Body are either ex-officio members or nominated by the Ministry of Health and Family Welfare, Govt. of India in terms of the applicable provision of the AIIMS Act, AIIMS Rules and AIIMS Regulations.
AIIMS Bhubaneswar	
AIIMS Jodhpur	
AIIMS Patna	
AIIMS Raipur	
AIIMS Rishikesh	

1.7 When the Committee wanted to know about the representation of OBC in the different Committees and that of Chief Executive Officers in different AIIMS, a representative of the Ministry during evidence stated that that the data pertaining to representation of OBC in the different Committees and Chief Executive Officers in different AIIMS will be provided in due course. However, the factual position remains that in spite of reminder in this regard, no information was provided to the Committee till the date of finalisation of this Report.

CHAPTER II

REPRESENTATION AND IMPLEMENTATION OF RESERVATION POLICY FOR OBCs IN RECRUITMENT

2.1 The Committee wanted to know about the total staff strength of the organisation and the number of OBC employees at various levels of posts in the hierarchy. In this regard, the Ministry of Health and Family Welfare in a written reply informed as under-

Total staff strength and number of OBC employees in the AIIMS					
S.No	AIIMS	FACULTY			
		Sanctioned	Filled	OBC	%
1	New Delhi	1131	848	161	18.98
2	Bhopal	305	197	39	19.79
3	Bhubaneswar	305	226	29	12.83
4	Jodhpur	305	222	42	18.91
5	Patna	305	233	56	24.03
6	Raipur	305	175	24	13.71
7	Rishikesh	305	196	27	13.77
	Total	2961	2097	378	18.02

Total staff strength and number of OBC employees in the AIIMS					
S.No	AIIMS	NON-FACULTY			
		Sanctioned	Filled	OBC	%
1	New Delhi	12875	10633	2763	25.98
2	Bhopal	3884	1797	487	27.10
3	Bhubaneswar	3884	1777	428	24.08
4	Jodhpur	3884	2396	575	23.99

5	Patna	3884	1845	462	25.04
6	Raipur	3884	2073	568	27.39
7	Rishikesh	3884	1489	368	24.71
	Total	36179	22010	5651	25.67

2.2 In the light of the above data, the Committee observed that there exists a huge gap in number of sanctioned posts and actually filled in posts in all AIIMS. The Committee also noted that mandated 27% of vacancies meant for OBCs as per existing strength in regard to faculty position has not yet been filled. In this regard, a representative of the Ministry intimated that they were facing difficulties in filling up of the vacancies of faculty posts because candidates with required educational qualifications and experience were not available. The representative also informed that 'rolling advertisement' has been introduced for recruitment of faculty positions, and as per this rolling system, an advertisement published for filling up of vacant posts is valid throughout the year and there will be no need to publish such advertisements for recruitment time and again. On the basis of rolling advertisement, applications are continuously received and eligible candidates are called for interview, in every three months, for recruitment.

2.3 The Committee found from the data furnished by the Ministry that mandated 27% reservation is not implemented in regard to non faculty position and a number of posts meant for OBCs are lying vacant. It was also informed to the Committee that a decision has been taken to conduct recruitment on the basis of 'centralised examination' based on a centralized roster. Once recruitment process is over, recruited nursing officers would be deployed in all seven AIIMS. Earlier, this examination was conducted once in a year but henceforth it would be conducted twice a year. The Ministry further

apprised the Committee that all AIIMS would be in a position to fill up all faculty and non-faculty vacancies by January 2024.

2.4 The Committee also found that there are 1131 sanctioned faculty posts for AIIMS Delhi whereas only 305 sanctioned faculty posts in each of the six AIIMS. While explaining the reasons for gap in sanctioned posts in AIIMS Delhi and six other AIIMS, the Ministry stated that six new AIIMS were set up in the year 2003-04 and made functional in the year 2013 and a standard plan was devised for them to have 950 Beds and 305 faculties with fixed number of non-faculties. However, with passage of time new positions had been sanctioned and consequently non-faculty posts were increased but proposal to add more faculty positions is pending for approval with the Ministry of Finance.

2.5 The Ministry further informed during oral evidence that in comparison of non-faculty posts where suitable candidates are easily available, mandated percentage of 27% for OBC in faculty posts is not being achieved. While citing the reasons the Ministry stated that various steps have been taken to fill the all the vacant posts including vacant reserved posts for OBCs. Most of these vacancies are in nursing cadres. Therefore, a centralized recruitment system known as the Nursing Officers Recruitment Common Entrance Test (NORCET) for recruitment of nursing officers for all AIIMS has been put in place. Once recruitment process is over, recruited manpower will be deployed at different AIIMS to fill the vacant position.

2.6 The Committee were also given to understand that reservation policy for all Groups – A, B and C posts is being implemented by all AIIMS as per guidelines issued by the Department of Personnel and Training (DoPT), Government of India from time to

time. In accordance with DoPT extant instructions, a Grievance Redressal Committee/Cell has been constituted in each AIIMS for redressal of grievances of the OBC category employees.

2.7 Further, DoPT instructions issued vide their OM No. 42011/2/2014-Estt.(Res.) dated 13 February, 2014 have been followed to include one member belonging to OBC in the Selection Committee/Board for making recruitment to 10 or more vacancies in any level of posts/services.

2.8 The Institutes are mandated to follow all the guidelines/instructions of DoPT on reservation of OBCs in all recruitments of both faculty and non-faculty posts advertised from time to time. Accordingly, 27% reservation is provided along with age relaxation of 3 years in case of Direct Recruitments for all faculty and non-faculty posts. The recruitment of all posts filled under direct recruitment is done by open advertisement in all leading Newspapers including Employment News as well as displayed on websites of all Institutes.

CHAPTER III

BACKLOG VACANCIES AND SPECIAL RECRUITMENT DRIVE

BACKLOG VACANCIES

3.1 On a closer scrutiny of the data furnished by the Ministry regarding OBC representation in the existing staff strength, the Committee observed that there is a considerable number of backlog vacancies under OBC category. The Ministry in a written reply stated that the reason of backlog vacancies is due to non-availability of the suitable faculty in Speciality/ Super-specialty department. The details of backlog vacancies for OBC are placed at **Annexure-‘A’**.

SPECIAL RECRUITMENT DRIVE

3.2 The Committee wanted to know about the steps taken/proposed to be taken to fill up the vacancies. In this regard, the Ministry through a written submission informed as under:-

AIIMS Bhopal	Recruitment is done on the rolling advertisement basis so that the same application remains valid for suitable employment to the candidate throughout the year.
AIIMS Bhubaneswar	
AIIMS Jodhpur	Following provisions have been facilitated for filing up the backlog vacancies meant for OBC candidates
AIIMS Patna	
AIIMS Raipur	
AIIMS Rishikesh	(i) Advertisement for recruitment with one-year validity has been put in place to fast track the process of filling up vacancies (ii) Centralized recruitment for Nursing cadres has been implemented. (iii) Standing Selection Committee (SSC) has been constituted in each new AIIMS to facilitate expeditious filling up of vacancies. (iv) Contractual engagement of retired faculty of Government Medical Colleges/Institutes up to 70 years of age has also been allowed. (v) Temporary diversion of faculty posts has been allowed on loan basis from one Department to another, which can be filled up on contractual basis.

CHAPTER IV

MONITORING MECHANISM FOR IMPLEMENTATION OF RESERVATION POLICY

ROSTER REGISTER

4.1 When asked whether the Roster Registers for OBCs were being maintained as per DoPT norms, the Ministry through a written reply answered in the affirmative. The Ministry further informed that all Institutes follow the reservation guidelines issued by DoPT from time to time. For faculty posts, there is separate Roster Register for the post of Professor, Additional Professor, Associate Professor and Assistant Professor. Similarly, for non-faculty posts, separate Roster Register is maintained for each post wherein year-wise vacancies for OBCs are being indicated. Shortfall or backlog vacancies meant for OBCs is also indicated in the Roster Registers. These Roster Registers are also being inspected/authenticated by the Liaison Officer for OBCs periodically. When enquired whether the Liaison Officer has ever highlighted any discrepancy in the Roster Register with respect to any of the AIIMS, the Ministry informed that the Liaison Officers had highlighted discrepancy in AIIMS Raipur in the year 2021, with respect to recruitment process of faculty posts. The Liaison Officer (OBC) along with Liaison Officer (SC/ST) suggested to redraw the reservation roster of faculty posts as per the new methodology recommended by the Ministry of Health and Family Welfare. On the basis of recommendations of the Liaison Officers, the recruitment advertisement was withdrawn and reservation roster for faculty posts was redrawn as per the new methodology.

4.2 The Committee, during the course of examination learnt that the Institutes are mandated to follow all the guidelines/instructions of DoPT on reservation of OBCs in all

recruitments of both faculty and non-faculty posts advertised from time to time. Accordingly, 27% reservation is provided along with age relaxation of 3 years in case of Direct Recruitments for all faculty and non-faculty posts. The recruitment of all posts filled under direct recruitment is done through open advertisement in all leading Newspapers including Employment News as well as displayed on websites of all Institutes.

LIAISON OFFICER FOR OBCs

4.3 The Committee desired to know whether the Liaison Officers for OBCs have been appointed separately to ensure due compliance of the various orders and instructions pertaining to reservation of vacancies in favour of OBCs and other concessions admissible to them. The Ministry through their written replies answered in affirmative and also furnished the list of Liaison Officers for all AIIMS which is as reproduced below-

AIIMS Delhi	Dr. Dayanand Sharma, Professor and HOD, D/o Radiology.
AIIMS Bhopal	Dr. Rajkumar Patil, Professor from 30.05.2022
AIIMS Bhubaneswar	Dr. Mithilesh Kumar Sinha, Additional Professor, General Surgery.
AIIMS Jodhpur	Dr. Ramkaran Choudhary, Additional Professor, General Surgery
AIIMS Patna	Dr. Padamjeet Panchal, Assistant Professor
AIIMS Raipur	Dr. Yogendra Narayan Rao Keche, Additional Professor
AIIMS Rishikesh	Dr. Yogendra Pratap Mathuria, Additional Professor, Department of Microbiology.

GRIEVANCE REDRESSAL MECHANISM

4.4 When the Committee desired to know whether there is any Grievances Redressal Committee/Cell constituted by all AIIMS for redressal of grievances of the OBC employees, the Ministry through written submission informed that a Grievances Redressal Committee/Cell has been constituted in each AIIMS for redressal of grievances of the OBC employees. On being asked whether there has been any grievance lodged by any OBC employees in the last three years, the Ministry informed that one grievance was received in regard to the termination of the contractual engagement of by the AIIMS, Bhubaneswar in the year 2021 and was instantly disposed of as per the rule.

4.5 The Committee further desired to know whether management of AIIMS hold periodic meetings with OBC Employees' Welfare Associations/ Unions to sort out their problems/grievances, the Ministry in this regard informed that no OBC Employees' Welfare Association/ Union exists in any of the AIIMS.

CHAPTER V

OUTSOURCING OF JOB/SERVICES AND CONTRACTUAL APPOINTMENTS

OUTSOURCING OF SERVICES/JOBS

5.1 The Committee wanted to know whether outsourcing of some of their non-core functions are being done by the AIIMS. In this regard, the Ministry through a written note replied that various AIIMS were outsourcing their non-core functions such as Security, Housekeeping, Hospital support services etc. to bridge the gap in required manpower in the Hospitals. All the outsourced employees are recruited through different agencies and paid salary as per the provisions contained in the Minimum Wages Act, 1948. Reservation policy is not applied in the case of outsourced employees. The details of outsourced employees as given to the Committee are as under:

AIIMS Bhopal	813
AIIMS Bhubaneswar	1318
AIIMS Jodhpur	2460
AIIMS Patna	636
AIIMS Raipur	1479
AIIMS Rishikesh	1760

CONTRACTUAL EMPLOYEES

5.2 The Ministry informed that various AIIMS hire employees on contract basis for faculty and non-faculty positions. The Institutes follow all the guidelines/instructions of Department of Personnel and Training (DoPT) on reservation of OBCs in all recruitment of faculty and non-faculty through contract basis. The representation of contractual employees in various AIIMS is as follows-

Institute	Details of OBC employes in total contractual employees	OBC Representation (%)
AIIMS Bhopal	04 OBC out of 30 total employees	13.33
AIIMS Bhubaneswar	18 OBC out of 45 total employees	40
AIIMS Jodhpur	11 OBC out of 40 total employees	27.5
AIIMS Patna	99 OBC out of 277 total employees	35.74
AIIMS Raipur	06 OBC out of 40 total employees	15
AIIMS Rishikesh	04 OBC out of 13 total employees	30.76

PART-II

OBSERVATION AND RECOMMENDATIONS

1. Representation of OBCs in Top Management of AIIMS

After sifting all the information and material available before the Committee as well as considering the oral evidence tendered before them, the Committee have to come to certain observations and recommendations which are contained in the succeeding paragraphs of this part of the Report.

The Committee learn that top management body of AIIMS Delhi and six newly set up AIIMS at Bhopal, Bhubaneswar, Jodhpur, Patna, Raipur and Rishikesh are consisting of Institute Body and Governing Body beneath it comprising a gamut of six Committees to run the affairs of the Institutes. These Committees are Academic Committee, Standing Finance Committee, Standing Selection Committee, Estate Committee and Hospital Affairs Committee. The Governing Body President and other members as given to understand to the Committee are either *ex-officio* members or nominated by the Ministry of Health and Family Welfare, Government of India in terms of the applicable provisions of the All India Institute of Medical Science Act, 1956. In regard to the representation of OBCs in Governing body and different Committee of each AIIMS the Committee learn that there exists no provision of reservation in appointment of members of Governing Body and different Committee of AIIMS which are the backbone in the functioning of the organization. The Committee can apparently see that these members are appointed/nominated by the Government of India. In this regard, the Committee recommend that all out efforts may be done and ways

and means found to come to a solution whereby if persons/officials from OBC category be appointed/nominated to these Committees. It goes without saying that such appointments may be considered especially for the cases which fit in the prescribed criteria.

2. Representation of OBCs in all AIIMS

The Committee note that AIIMS Delhi and six other AIIMS are implementing reservation policy for OBCs both in faculty and non-faculty recruitment. They also observe from the data furnished by the Ministry that there is a gap between the sanctioned posts and actually filled in posts in respect of both the categories *i.e.* faculty and non-faculty and as such there is a large number of posts are lying vacant in AIIMS Delhi and particularly in all newly set up six AIIMS.

(a) Faculty Position in all AIIMS

The Committee learn that in AIIMS Delhi, there are 848 posts actually filled against the 1131 sanctioned posts in faculty position, constituting 74.97% of the total posts. A total number of 283 faculty posts are vacant which constitute to about 25% of the total sanctioned strength. Similarly, in other AIIMS, the percentage of filled posts against the total sanctioned posts in faculty is 64.59% (Bhopal), 74.09%(Bhubaneswar), 72.98%(Jodhpur), 76.39%(Patna), 57.37%(Raipur) and 64.26% (Rishikesh), consequently a considerable number of posts which are lying vacant. In summation, the overall scenario depicts that 31.72% of posts are lying vacant in all the above AIIMS.

On a closer scrutiny of data relating to representation of OBC in faculty position in AIIMS Delhi, the Committee note that there are 161 OBC employees

out of total 848 employees constituting just 18.98% of the total manpower which is far below the mandated 27% reservation for OBC. Similarly, in other AIIMS, in faculty the representation of OBC is 19.79% (Bhopal), 12.83%(Bhubaneswar), 8.91%(Jodhpur), 24.03%(Patna), 13.71%(Raipur) and 13.77% (Rishikesh) and as such OBC representation is low in comparison to mandated 27% reservation except in case of AIIMS Patna. AIIMS Patna has successfully secured 24.03% reservation in favour of OBCs which is nearing to 27% and appreciable on the part of the Institute in comparison with other Institutes.

Citing the reasons for low representation of OBCs in faculty, the Ministry stated that it is due to non-availability of reserved category candidates for senior faculty posts of Professor/Additional Professor/Associate Professor and particularly senior faculty posts in super-specialty department; attractive offers from corporate hospitals or abroad and candidates accord less preference to post in AIIMS.

The Committee acknowledge the efforts being undertaken by the Ministry as well as each of the Institute to fill the faculty vacant posts in a mission mode recruitment by initiating 'Rolling Faculty Advertisement' with one year validity in order to enable them to fast track the process of filling up vacancies. As the Committee understand, according to 'Rolling faculty Advertisement' system, advertisement once published remains valid for one year and eligible candidates can continuously apply for the positions and on the basis of applications received, eligible candidates are called for interview once in a three months to fill the vacant faculty position. At this stage the Committee can only recommend that the vacant posts in each AIIMS be filled with this proactive approach in a time bound manner. They would like to be apprised of the progress every month in

this regard consequent to the presentation of this Report.

(b) Non-Faculty Position in AIIMS

In regard to non-faculty posts, in Delhi AIIMS, the Committee learn that 10633 posts are actually filled against 12875 sanctioned posts, which constitutes 82.58% of the total posts. In total, there are 2242 vacant posts in non-faculty cadre constituting about 17.42% of the total sanctioned posts. Likewise, in six other AIIMS, 46.26% (Bhopal), 45.75%(Bhubaneswar), 61.68%(Jodhpur), 47.50%(Patna), 53.37%(Raipur) and 38.33% (Rishikesh) non-faculty posts are actually filled in against the sanctioned posts leaving a large number of vacancies and to be precise 51.19% of vacancies remain unfilled against the sanctioned posts.

In regard to non-faculty cadre, the Ministry stated that various steps have been taken to fill the all the vacant posts including vacant reserved posts for OBCs. Most of these vacancies are in nursing cadres. Therefore, a centralized recruitment system known as the Nursing Officers Recruitment Common Entrance Test (NORCET) for recruitment of nursing officers for all AIIMS has been put in place. Once recruitment process is over, recruited manpower will be deployed at different AIIMS to fill the vacant position.

The Committee also note that in non-faculty cadre there are a number of isolated posts or small cadre where OBC representation is almost negligible and implementation of OBC reservation policy remain a challenge. This is also one of the reasons which depicts low representation of OBCs in overall strength of the Institute. In this regard, the Committee opine that 27% reservation cannot be implemented in isolated posts or small cadre in case of posts filled by direct

recruitment. AIIMS Patna has taken initiative for grouping of posts having similar job profile and pay level in Group 'B' posts to maintain required percentage of OBC category in the reservation rosters. AIIMS Bhubaneswar has also done grouping of posts as per the guidelines of the Government of India.

Further, the Committee appreciate the steps taken by AIIMS to fill the vacant posts in both cadres *i.e.* faculty and non- faculty. However, to be specific, the Committee recommend that:-

- i) Constant efforts be made to fill the vacant posts as per sanctioned strength both in faculty and non-faculty cadre in a time-bound manner so that eligible candidates from OBC category may get an opportunity of employment;
- ii) Constant efforts be made to fill the OBC posts lying vacant both in faculty and non-faculty cadre in a mission mode as per existing strength of the Institutes also in a time-bound manner;
- iii) In the case of posts filled by direct recruitment, small cadres may be grouped with the posts in the same group for the purposes of reservation order taking into account the status, salary and qualifications prescribed for the posts in question in consultation of the Department of Personnel and Training; and
- iv) A 'centralised system' may also be devised and implemented to fill all the vacant posts in non- faculty cadre as adopted for recruitment of nursing officers through a Nursing Officers Recruitment Common Entrance Test (NORCET) for all AIIMS so that eligible candidates from OBC category can get the opportunities of employment at the earliest and all Institutes can functions to their fullest capacity.

3. Roster Register

The Committee appreciate that in all AIIMS separate Roster Register is maintained for the post of Professor, Additional Professor, Associate Professor and Assistant Professor in faculty cadre. Similarly, in non-faculty cadre, separate Roster Register is maintained for each post. These Roster Registers are regularly inspected and authenticated by the Liaison Officers appointed for the purpose in each AIIMS. There has been no instance of any discrepancy highlighted in Roster Registers by Liaison Officers except in case of AIIMS Raipur. There, a Liaison Officer once pointed out certain irregularities which were promptly sorted out to put the Roster Register in proper form. The Committee note and appreciate that AIIMS Delhi has uploaded its Roster Registers duly authenticated by the Liaison Officers on their website for information of their employees. Therefore, the Committee recommend that other AIIMS may follow the suit and initiate necessary steps to upload their Roster Registers duly authenticated by the Liaison Officers on their websites in order to bring transparency and trust in the system and make these Roster Registers available for information of all employees.

4. Liaison Officers for OBCs

The Committee also appreciate that each AIIMS has appointed Liaison Officers for OBC. All these Liaison Officers are belonging to OBC category. Liaison Officer regularly inspects the Roster Register and authenticates the same in addition to oversee reservation matter in their organization. AIIMS Raipur has uploaded the details of Liaison Officers on its website to facilitate OBC

employees to contact the Liaison Officers in case of need. Therefore, the Committee recommend that :-

- (i) Name, address, contact number and email of all Liaison Officers may be uploaded on intranet/website of each AIIMS so that OBC employees can contact their Liaison Officers for any help in regard to reservation matter in the Institute; and
- (ii) All Liaison Officers in each Institute may be sent for required trainings to enable them to be apprised/acquaint themselves with their roles, duties, responsibilities and powers and to enhance their understanding regarding instructions relating to reservations, etc.

5. Grievance Redressal Mechanism

The Committee are happy to note that Grievance Redressal Mechanism exists in all AIIMS. However, the Committee were surprised to learn that there has been no complaint or grievance from any employees during the last five years. In this regard the Committee would like to be intimated on the frequency of meetings held with the representatives of the employees and management of the AIIMS concerned to know about the complaints and their redressal. The Committee also appreciate that in few AIIMS there is an online mechanism such as e-mail ID which is available to enable the employees to lodge their complaints or grievances. It goes without saying and Committee are of the firm view that such a mechanism should be in place in all the AIIMS and for every level of employee even for contractual employees.

6. OBC Employees Welfare Association

The Committee note with satisfaction that Grievance Redressal Mechanism/Cell exists in each AIIMS. However, such a mechanism does not ensure periodical interaction amongst the management and employees. Therefore, the Committee are of the opinion that OBC Employees' Association can be an effective forum to take up issues relating to the recruitment, welfare and grievances of OBCs within the organization. Following the sitting with this Committee, AIIMS Patna has taken a step forward in this direction to encourage OBC employees in forming OBC Welfare Association in the organization for welfare of OBC employees alongwith facility of email (obcewa@aiimspatna.org) to establish all requisite communication with the Association. In this regard, the Committee recommend that other AIIMS may encourage OBC employees to form OBC Welfare Association in their Institutes as it may be another platform to address the issues of OBC welfare.

7. Reservation for OBCs in Admission in Super Speciality Courses

The Committee are given to understand that shortage in OBC representation in Faculty posts is due to non availability of suitable candidates for super speciality services. It was also informed that there is reservation for admission in Undergraduate (MBBS) and Postgraduate Courses (MS/MD) only in medical educational colleges. There is no reservation for admissions in super speciality courses in medical educational colleges/institutions. Therefore, eligible candidates from reserved category with higher educational qualifications are not

available to fill vacant faculty position. The Committee recommend in no uncertain words that all possible avenues may be looked into so that this issue reaches finality and provision for reservation for OBCs in admission in super specialty courses in medical educational colleges/institutions be made which will definitely increase the availability of OBC candidates for filling up posts in super-specialty services in future.

8. Increase in Number of Faculty Posts in to Newly Functional AIIMS

The Committee take note of the fact that there are 1100 sanctioned strength for faculty posts for Delhi AIIMS whereas only 305 posts sanctioned for each of the six AIIMS. When the Committee enquired about the reasons for different sanctioned strength for AIIMS Delhi and other six AIIMS, the Ministry informed that these six AIIMS were set up in the year 2003-04 and made functional in the year 2013, then a standard plan was devised for them to have 950 Beds and 305 faculties with fixed number of non-faculties as well. However, with the passage of time new positions had been sanctioned and non-faculty posts were increased but proposal to add more faculty positions is pending with the Ministry of Finance for approval. The Committee note that increase in the number of faculty posts in six functional AIIMS will result in increased number of reserved posts for OBC and in a way such a step will accommodate more number of OBC candidates proportionately. The Committee in this regard recommend that the administrative Ministry may take up the matter with the Ministry of Finance for the expeditious approval of increased number of faculty posts in all six AIIMS.

9. Outsourcing of Job/Services

The Committee are given to understand that certain non core functions such as security, gardener and Housekeeping etc. have been outsourced to various private agencies. Since the workers employed by these agencies belong to very poor and backward class of the society, they recommend that the management of AIIMS must ensure that all such workers get ensured minimum wages as per provision of the Minimum Wages Act, 1948. In addition to that, Committee understand that AIIMS cannot hold contract agencies accountable to give due representation to OBCs among contractual staff, however, AIIMS may encourage contract agencies to give preference, in their own volition, in employment to the persons belonging to the OBC category.

NEW DELHI;
05 December, 2023
14 Agarhayana, 1945 (Saka)

RAJESH VERMA,
Chairperson,
Committee on Welfare of Other Backward Classes

Annexure - A

1. Year	2. Category of post	3. Total vacancies occurred	4. Total vacancies actually filled	No. Of vacancies reserved for Other Backward Classes						11. Backlog vacancies	12. Backlog vacancies filled
				5. Reserved during the	6. No. of carried forward	7. Total OBC vacancies	8. Total OBC vacancies actually filled	9. Shortfall	10. %age of shortfall		
Year 2011 onwards	Professor	54	21	12	-	12	1	5	80	4	-
	Addl. Professor	45	27	08	-	08	0	0	100	08	-
	Associate Professor	81	39	19	-	19	7	3	30	3	-
	Assistant Professor	125	38	29	-	29	17	12	-	-	-
	SR	327	186	88	-	88	39	11	-	-	-
	JR	301	265	81	-	81	81	-	-	-	-
	Tutor Demonstrator	70	40	19	-	19	16	-	-	-	-
Year 2011 onwards	Senior Medical Officer Group A	01	01	-	-	-	-	-	-	-	-
	Medical Officer	04	04	01	-	01	01	-	-	-	-
	Child Psychologist	01	01	-	-	-	-	-	-	-	-
	Clinical Psychologist	01	01	-	-	-	-	-	-	-	-
	Blood Transfusion Officer	01	00	-	-	-	-	-	-	-	-
	Ante Natal Medical Officer	01	01	-	-	-	-	-	-	-	-
	Medical Officer	01	01	-	-	-	-	-	-	-	-
	Deputy Medical Superintendent	06	01	01	00	01	-	-	-	-	-
	Senior Dietician	01	01	-	-	-	-	-	-	-	-
	Law Officer	01	01	-	-	-	-	-	-	-	-
2011 Onwards	Accounts Officer	05	02	-	-	-	-	-	-	-	-
2011 Onwards	Group B Non faculty posts	1386	171	103	-	103	33	20	-	07	-
2011 Onwards	Group C Non Faculty	618	03	-	-	-	-	-	-	-	-
2018	Sr Nursing Officer	100	73	27	-	27	29	-	-	-	-
	Nursing Officer	600	489	162	-	162	140	-	-	-	-
	Nursing Officer	600	409	162	-	162	128	-	-	-	-
2020	Nursing Officer	126	93	34	-	34	25	-	-	-	-
2021	Professor	34	06	11	-	11	02	-	-	-	-
	Additional Professor	19	07	06	-	06	01	-	-	-	-
	Associate Professor	40	16	19	-	19	06	-	-	-	-
	Assistant Professor	64	46	19	-	19	15	-	-	-	-
2022	Professor	29	0	11	-	11	0	-	-	-	-
	Additional Professor	14	0	04	-	04	0	-	-	-	-
	Associate Professor	28	0	11	-	11	0	-	-	-	-
	Assistant Professor	29	0	11	-	11	0	-	-	-	-

Year	Category of posts	Total No. of vacancies occurred	Total Vacancy Carried by Ministry	No. of vacancies reserved for Other Backward Classes					Shortfall	Percentage of Shortfall	Backlog OBC Vacancies, if any	Backlog Vacancies Filled
				Reserved During the Year	No. of carried forward OBC vacancies from previous recruitment cycle	Total OBC vacancies	Total OBC vacancies actually filled	Shortfall				
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	
201	Faculty	Recruitment occurred by Ministry		NA	NA	NA	NA	NA	NA	NA	NA	
201	Staff Nurse Gr. II	200	200	44	NA	44	42	02	4.55%	NA	NA	
201	Faculty	3	244	64	NIL	64	17	47	73.44	NA	NA	
201	Medical Physicist	01	01	0	NIL	01	NIL	NIL	NIL	NA	NA	
201	Professor-cum-Principal	01	01	0	NIL	01	NIL	NIL	NIL	NA	NA	
201	Lecturer in Nursing	01	01	0	NIL	01	NIL	NIL	NIL	NA	NA	
201	Non-Faculty Post (Group-B) in 56 different categories.	1212	1212	311	NA	311	205 (joined till date)	Recruitment is under process. Therefore, the actual backlog cannot be calculated.		NA	NA	
201	Faculty	18	178	6	47	53	11	42	79.25	42	06	
201	Tutor/Clinical Instructor in Nursing	33	33	08	NA	08	07	01	12.50%	01	NA	
201	Faculty	29	125	1	42	43	08	35	81.39%	35	07	
201	Non-Faculty Group-A	14 (single cadre posts)	14	02	NA	02	01	01	50%	01	NA	
202	Nursing Officer Group-B NORCET-2020	600	600	162	NA (previous advertisement not completed)	162	143	19	11.72%	19	NA	
202	Faculty	09	112	02	28	30	12	18	60%	18	10	
202	Nursing Officer Group-B NORCET-2021	296	296	53	NA(&)	53	48	5	9.43%	05	NA	
202	Nursing Officer Group-B NORCET-2022	209	209	46	Recruitment Process is yet to complete.						NA	

2022	Faculty	03	67	01	17	18	The result has been published on 19.04.2023 and the joining is yet to start. The Process is yet to complete.	NA
2023	Nursing Officer Group-B NORCET-2023	169	169	32	5	37		NA

AIIMS	Years	Category of posts	Total vacancies occurred as on 01.04.2023	Total vacancies actually filled as on 01.04.2023	No. of vacancies reserved for Other Backward Classes							Backlog OBC vacancies filled
					Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies filled	Shortfall	%age of shortfall	Backlog OBC vacancies	
	1	2	3	4	5	6	7	8	9	10	11	12
Jodhpur	2015 onwards	Faculty posts	83	83	28	28	28	Recruitment is under process	NA	NA	0	0
		Non-Faculty posts	1282*	1282	226	226	Recruitment is under process	NA	NA	0	0	

* Direct Recruitment posts

AIIMS PATNA (DETAILS FOR NON-FACULTY POSTS)

AIIMS	Years	Category of posts	Total vacancies occurred	Total vacancies	No. of vacancies reserved for Other Backward Classes					Backlog OBC vacancies	Backlog OBC vacancies filled
					Reserved during the year 2023	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies filled	Shortfall		
	1	2	3	4	5	6	7	8	9	10	12
Patna	2012 to till date	Non-Faculty	201	1042	277	-	780	452	338	43.3%	In-process for current year

AIIMS PATNA (DETAILS FOR FACULTY POSTS)

AIIMS	Years	Category of posts	Total vacancies occurred	Total vacancies	No. of vacancies reserved for Other Backward Classes					Backlog OBC vacancies	Backlog OBC vacancies filled
					Reserved during the year 2023	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies filled	Shortfall		
	1	2	3	4	5	6	7	8	9	10	12
Patna	2012 to till date	Faculty	23	72	25	-	82	57	25	30.48%	In-process for current year

Reddy
25/4/23

Asad

**NODAL OFFICER
AIIMS PATNA**

DR. ARUN PRASAD
Professor, Dept. of Pediatrics
&
Nodal Officer to MOHFW, GOI
All India Institute of Medical Sciences, Patna

AIIMS	Year	Category of posts	Total No. of vacancies occurred	Total No. of vacancies	No. of vacancies reserved for OBC							Backlog OBC Vacancies	Backlog OBC Vacancies filled
					Reserved during the year	No. of carried forward OBC vacancies	Total OBC Vacancies	Total OBC Vacancies actually filled	Shortfall	%age of shortfall			
	1	2	3	4	5	6	7	8	9	10	11	12	
	2013	Faculty Non Faculty											
	2014	Faculty Non Faculty											
	2015	Faculty Non Faculty											
	2016	Faculty Non Faculty	213		54		54	16	38	70.37			
	2017	Faculty Non Faculty	526		155		155	58	97	62.58			
	2018	Faculty Non Faculty	1		0		0	0	0	0.00			
	2019	Faculty Non Faculty	1687		440		440	227	213	48.41			
	2020	Faculty Non Faculty	329		92		92	36	56	60.87			
	2021	Faculty Non Faculty	588		161		161	51	110	68.32			
	2022	Faculty Non Faculty	112		32		32	8	24	75.00			
	2023	Faculty Non Faculty	723		231		231	113	118	51.08			
	Grand Total		6616		1805		1805	777	994				

Recruitment under process for 17 faculty and 17 non faculty posts

* Note: Total vacancies include multiple advertisement in a year for same post including contract, deputation basis and SR/JR on Residency Scheme of Gov.

This data is as per available records.

Annexure- 'A'

AIIMS	Years	Category of posts	Total vacancies occurred	Total vacancies Filled	No. of vacancies reserved for Other Backward Classes					Backlog OBC vacancies	Backlog OBC vacancies filled	
					Reserved during the year	No. of carried forward OBC vacancies	Total OBC vacancies	Total OBC vacancies filled	Short fall			%age of shortfall
	1	2	3	4	5	6	7	8	9	10	11	12
Rishikesh	2023	Faculty	305	196	0	0	65	26	0	0	39	0
		Non Faculty	3078	1513	40	483	724	324	0	0	229	0
	Total		3383	1709	40	483	789	350	0	0	268	0

* Information for previous years in not available in compiled form.

The post based roster was implemented after 2010 and the details w.e.f. 2011 are given below:

Year of recruitment	Name of post where Direct Recruitment is held	Total No. of Post	Total no. of post earmarked for OBC		No. of candidates selected as per reservation		No. of candidates selected on their own merit		Group of Post A, B, C & D	Technical & Non Technical
			Number	%	Number	%	Number	%		
1995 onwards										
2011	Assistant Professor	115	35	31%	30	86%	NA*	--	A	Technical
2012	Assistant Professor	148	36	24%	22	61%	NA*		A	Technical
2014	Assistant Professor	96	35	37%	24	69%	NA*		A	Technical
2016	Assistant Professor	118	45	38%	29	65%	NA*		A	Technical
2018 & 2019	Assistant Professor & Lecturer-in-College of	172	54	31%	29	54%	01	3.44%	A	Technical
2020 & 2021	Assistant Professor	252	75	30%	48	64%	Nil		A	Technical
2022	M.S./Assistant Professor/ Associate Professor (College of Nursing)	18	10	56%	05	50%	Nil		A	Technical

• Data was not extracted after recruitments as desired. Thus these are not available in records.

Note: No selection was done against vacant posts of Professor (Direct) after 2005.

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2022-23)**

**MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2022-23) HELD ON 28 APRIL, 2023 IN
COMMITTEE ROOM 'C', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1205 hrs. to 1310 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Thalikkottai Rajuthevar Baalu
3. Dr. Sakshi ji Swami Maharaj
4. Shri Rodmal Nagar
5. Shri Ajay Nishad
6. Shri Chunni Lal Sahu
7. Shri Chandra Sekhar Sahu

RAJYA SABHA

8. Shri Dineshchandra J. Anavadiya
9. Smt. Geeta *alias* Chandraprabha
10. Shri Subhas Chandra Bose Pilli
11. Shri Sakaldeep Rajbhar
12. Shri Ram Nath Thakur

SECRETARIAT

- | | | |
|-----------------------|---|------------------|
| 1. Shri Pradosh Panda | — | Joint Secretary |
| 2. Shri Maheshwar | — | Director |
| 3. Smt. Neena Juneja | — | Deputy Secretary |

LIST OF REPRESENTATIVES

Ministry of Health and Family Welfare

Sl. No.	Name	Designation
1	Sh. Rajesh Bhushan	Secretary(Health)
2	Ms. Ankita Mishra Bundela	Joint Secretary
3	Shri Sachin Kumar	Director & Liaison Officer (OBC)
4	Shri Dinesh Kumar	Joint Director

Representatives of various AIIMS

1	Dr. M. Srinivas	Director, AIIMS, New Delhi
2	Shri Rabindra Kumar Agarwal	Deputy Director (Admn.), AIIMS, New Delhi
3	Dr. Meenu Singh	Executive Director, AIIMS, Rishikesh
4	Dr. Ajai Singh	Executive Director, AIIMS, Bhopal
5	Dr. Ashutosh Biswas	Executive Director, AIIMS, Bhubaneswar
6	Dr. Gopal Krushna Pal	Executive Director, AIIMS, Patna
7	Prof. Abinav Dixit	Deputy Director (Admn.), AIIMS, Jodhpur
8	Shri Anshuman Gupta	Deputy Director (Admn.), AIIMS, Raipur
9	Dr. Sanjeev Lalwani	M.S., AIIMS, Delhi

2. At the outset, the Chairperson welcomed the Members of the Committee to the sitting of the Committee convened for taking evidence of the representatives of Ministry of Health and Family Welfare on the subject "Measures undertaken to secure representation of OBCs in employment and for their welfare in All India Institutes of Medical Sciences under Ministry of Health and Family Welfare". After the brief

introduction by the representatives, the Chairperson desired the Ministry to apprise the Committee about the actual implementation of reservation for OBCs in direct recruitments made since 1995; details of shortfall and backlog vacancies under OBC category and the status of implementation of OBC reservation in services and posts, in all the AIIMS under the administrative control of the Ministry. Then, the representatives of Ministry of Health and Family Welfare made a brief power point presentation to the Committee on the subject.

After the Power Point Presentation, the Chairperson and Members of the Committee raised several issues/points as briefly mentioned below and sought clarifications/information thereon:

- I. Filling up of vacant posts at faculty and non-faculty level expeditiously in all six established AIIMS;
- II. Implementation of prescribed 27% reservation for OBCs in all categories of posts and services in all AIIMS;
- III. Details of Appointment of Liaison Officer (LO) for OBCs in all AIIMS;
- IV. Details of status of appointment of OBC Member in various Committees at AIIMS;
- V. Matter pertaining to OBC reservation in Super Specialty Courses;
- VI. Establishing monitoring mechanism to provide wages to outsourced employees as per provisions of the Minimum Wages Act, 1948;
- VII. Need for developing of a mechanism either through PRO or a designated official in all AIIMS to respond letters sent by Members of Parliament in regard to treatment of poor persons from their constituencies;

- VIII. Details regarding dropped out rate among OBC Students studying in AIIMS due to any reason;
- IX. Formation of OBC Welfare Associations in all AIIMS to address the grievances of OBC employees effectively and provision of office space for smooth working of welfare Association; and
- X. Classification of representation of OBCs in AIIMs selected as per reservation policy and at their own merit.

5. The Chairperson thanked the representatives of the Ministry for their participation in the sitting of the Committee. The Committee directed the representatives of the Ministry to furnish written replies to the queries which were not responded to by them during the sitting or on which the requisite information was not readily available with them, to the Committee at the earliest.

The Committee then adjourned.

A copy of the verbatim record of the proceedings has been kept.

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2023-24)**

**MINUTES OF THE SECOND SITTING OF THE COMMITTEE ON WELFARE OF
OTHER BACKWARD CLASSES (2023-24) HELD ON 05 DECEMBER, 2023 IN
COMMITTEE ROOM 'D', PARLIAMENT HOUSE ANNEXE, NEW DELHI**

The Committee sat from 1505 hrs. to 1600 hrs.

PRESENT

SHRI RAJESH VERMA - CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri T. R. Baalu
3. Shri Ramesh Bidhuri
4. Shri Dileshwar Kamait
5. Smt. Raksha Nikhil Khadse
6. Ms. S. Jothi Mani
7. Shri P.C. Mohan
8. Dr. Pritam Gopinath Rao Munde
9. Shri Chunni Lal Sahu
10. Shri Ram Shiromani Verma
11. Shri Ashok Kumar Yadav

RAJYA SABHA

12. Shri Abir Ranjan Biswas
13. Smt. Geeta Alias Chandraprabha
14. Shri Rajendra Gehlot
15. Shri Narayana Koragappa
16. Shri Harnath Singh Yadav

SECRETARIAT

1. Dr. Sanjeev Sharma — Joint Secretary
2. Shri Maheshwar — Director
3. Smt. Neena Juneja — Deputy Secretary

2. At the outset, the Chairperson welcomed the Members to the sitting of the Committee. The Committee, thereafter, considered the following draft Reports for adoption:-

- I. Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in All India Institute of Medical Sciences (AIIMS)' pertaining to Ministry of Health and Family Welfare; and
 - II. Draft Report on the subject 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Steel Authority of India Limited (SAIL) and Rashtriya Ispat Nigam Limited (RINL)' pertaining to Ministry of Steel.
3. The Committee adopted the aforesaid draft Reports after a brief discussion and authorized the Chairperson to finalize the Reports and present the same to both the Houses of Parliament.

*4. XXXX XXXX XXXX XXXX

**Matter not related to this report.*

The Committee then adjourned.

A copy of the verbatim proceedings of the sitting has been kept.