

1

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2024-25)**

(EIGHTEENTH LOK SABHA)

MINISTRY OF HEALTH AND FAMILY WELAFRE

[‘ACTION TAKEN BY THE GOVERNMENT ON THE OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE TWENTY-SIXTH REPORT (SEVENTEENTH LOK SABHA) ON ‘MEASURES UNDERTAKEN TO SECURE REPRESENTATION OF OTHER BACKWARD CLASSES (OBCS) IN EMPLOYMENT AND FOR THEIR WELFARE IN ALL INDIA INSTITUTE OF MEDICAL SCIENCES (AIIMS)’ PERTAINING TO THE MINISTRY OF HEALTH AND FAMILY WELFARE]

FIRST REPORT



सत्यमेव जयते

**LOK SABHA SECRETARIAT
NEW DELHI**

December, 2024/ Agrahayana, 1946 (Saka)

FIRST REPORT

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2024-25)**

(EIGHTEENTH LOK SABHA)

[Action Taken by the Government on the Observations/Recommendations contained in the Twenty Sixth Report (Seventeenth Lok Sabha) on 'Measures undertaken to secure representation of Other Backward Classes (OBCs) in employment and for their welfare in All India Institute of Medical Sciences (AIIMS)' pertaining to the Ministry of Health and Family Welfare]

MINISTRY OF HEALTH AND FAMILY WELFARE

***Presented to Lok Sabha on 05.12.2024
Laid in Rajya Sabha on 05.12.2024***



**LOK SABHA SECRETARIAT
NEW DELHI
*December, 2024/ Agrahayana, 1946 (Saka)***

C.O. OBC No. _____

Price : Rs _____

@2024 BY LOK SABHA SECRETARIAT

Published under Rule 382 of the Rules of Procedure and Conduct of Business in Lok Sabha (Seventeenth Edition) and printed by the Lok Sabha Secretariat, New Delhi-110001.

CONTENTS

		PAGE
COMPOSITION OF THE COMMITTEE (2024-25).....		(iii)
INTRODUCTION		(v)
CHAPTER I	Report.....	(1)
CHAPTER II	Observations/Recommendations which have been accepted by the Government.....	(10)
CHAPTER III	Observations/Recommendations which the Committee do not desire to pursue in the light of the replies received from the Government.....	(15)
CHAPTER IV	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration.....	(16)
CHAPTER V	Observations/Recommendations in respect of which final replies of the Government are still awaited.....	(22)

APPENDICES

APPENDIX I	Extracts of Minutes of the Sitting of the Committee on Welfare of Other Backward Classes (2024-25) held on 24.11.2024.....	(23)
APPENDIX II	Analysis of the Action Taken by the Government on the Observations/Recommendations of the Committee on Welfare of Other Backwards Classes contained in their Twenty Sixth Report (Seventeenth Lok Sabha).....	(25)

COMPOSITION OF THE COMMITTEE ON WELFARE OF OBCs (2024-25)

SHRI GANESH SINGH – HON'BLE CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Gurjeet Singh Aujla
3. Shri Manickam Tagore B.
4. Shri T. R. Baalu
5. Shri Vijay Baghel
6. Shri Kalyan Banerjee
7. Shri Ramvir Singh Bidhuri
8. Shri G. Lakshminarayana
9. Shri Bidyut Baran Mahato
10. Shri Jyotirmay Singh Mahato
11. Shri Rodmal Nagar
12. Shri Kota Srinivasa Poojary
13. Shri Ramashankar Rajbhar
14. Shri Lumba Ram
15. Dr. Gumma Thanuja Rani
16. Dr. Swami Sachidanand Hari Sakshi
17. Shri K. Sudhakaran
18. Smt. Pratibha Suresh Dhanorkar
19. Shri Ashok Kumar Yadav
20. Shri Giridhari Yadav

RAJYA SABHA

21. Dr. Anil Sukhdeorao Bonde
22. Shri Subhasish Khuntia
23. Shri Baburam Nishad
24. Shri Shambhu Sharan Patel
25. Ms. Kavita Patidar
26. Shri S. Selvaganabathy
27. Shri C. Ve Shanmugam
28. Shri Ashok Singh
29. Dr. V. Sivadasan
30. Vacant*

**Vacancy arose by virtue of resignation of Shri Beedha Masthan Rao Yadav w.e.f 29th August, 2024.*

SECRETARIAT

- | | |
|----------------------|--------------------|
| 1. Dr. Sajeev Sharma | - Joint Secretary |
| 2. Shri Maheshwar | - Director |
| 3. Smt. Neena Juneja | - Deputy Secretary |
| 4. Shri Inam Ahmed | -Committee Officer |

INTRODUCTION

I, the Chairperson, Committee on Welfare of Other Backward Classes (2024-25) having been authorised by the Committee to present the Report on their behalf, present this First Report on Action Taken by the Government on the Observations/Recommendations contained in the Twenty Sixth Report (Seventeenth Lok Sabha) of the Committee 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 Twenty Sixth Report was presented to Lok Sabha on 18th December, 2023. The Report was also laid on the Table of Rajya Sabha on 14th December, 2023. The replies of the Government to all the Observations/Recommendations contained in the Report were received on 09th April, 2024.

3. The replies of the Government were examined and the Draft Action Taken Report was considered and adopted by the Committee at their sitting held on Wednesday, 27 November, 2024.

4. An analysis of the action taken by the Government on the Observations/Recommendations contained in the Twenty Sixth Report (Seventeenth Lok Sabha) of the Committee is given in Appendix-II.

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

NEW DELHI
27 November, 2024
6 Agrahayana, 1946 (Saka)

GANESH SINGH,
Chairperson,
Committee on Welfare of OBCs

CHAPTER - 1

REPORT

This Report of the Committee on Welfare of Other Backward Classes deals with the action taken by the Government on the Observations/Recommendations contained in their Twenty-Sixth Report (Seventeenth Lok Sabha) 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 Twenty-Sixth Report (Seventeenth Lok Sabha) of the Committee was presented to Lok Sabha on 18th December, 2023 and laid on the Table of Rajya Sabha on 14th December, 2023. The Report contained 9 Observations/Recommendations. Action Taken Replies in respect of all the Observations/Recommendations contained in the Report have been received from the Government. These have been examined and categorized as follows:

(i) Observations/Recommendations which have been accepted by the Government:

Recommendation Sl. Nos. 1, 3, 4, 5 and 9 (Total-5)
Chapter-II

(ii) Observations/Recommendations which the Committee do not desire to pursue in view of the Government's replies:

Recommendation Sl. No. -NIL- (Total-NIL)
Chapter-III

(iii) Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:

Recommendation Sl. Nos. 2, 6, 7 and 8 (Total-4)
Chapter-IV

(iv) Observations/Recommendations in respect of which final replies of the Government are still awaited:

Recommendation Sl. No. -NIL- (Total-NIL)
Chapter-V

3. **The Committee desire that further Action Taken Notes on the Observations/Recommendations contained in Chapter-I of the Report should be**

furnished to the Committee within three months of the presentation of this Report.

4. The Committee will now deal with the action taken by the Government on some of the Observations/Recommendations made in their Twenty-Sixth Report in the succeeding paragraphs.

Representation of OBCs in all AIIMS

Recommendation Sl. No. 2

5. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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."

Reply of the Government

6. The Ministry of Health and Family Welfare in their action taken reply have stated as under:-

"Necessary steps are being taken to fill the vacancy of faculty /non-faculty position on mission mode in AIIMS New Delhi and the six AIIMS under this Ministry.

Special efforts were made under the Mission Recruitment to fill up the vacant sanctioned posts in various AIIMS. Accordingly as a one time measure Combined Recruitment Examination to fill up 3061 non faculty positions across 100 categories of posts in 14 AIIMS was undertaken by AIIMS Delhi in December 2023."

7. The Committee had observed the existence of vacancies in the faculty and non-faculty positions in all AIIMS and had thus recommended for expeditious

filling up of vacant posts alongwith the creation of a centralized system to fill all the posts in non-faculty cadre as adopted for recruitment of nurses through NORCET for all AIIMS. From the replies, the Committee find that the efforts are being undertaken in case of filling up of 3061 non faculty positions across 100 categories of posts in 14 AIIMS. However, as regard the creation of a 'centralized system' for filling up of vacant posts in faculty cadre, in a time bound manner, concrete steps are required to be taken by the Ministry. Therefore, the Committee while reiterating their recommendation, urge upon the Ministry to act proactively and to create a robust mechanism for the simultaneous filling up of vacancies in faculty/non-faculty positions across the AIIMS in the country so that all reservation norms are taken into account to fill large no. of vacant non-faculty posts in 14 AIIMS.

OBC Employees Welfare Association

Recommendation Sl. No. 6

8. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

9. The Ministry of Health and Family Welfare in their action taken reply have stated as under:-

“The recommendations of the Committee have been duly noted.”

10. The Committee in their original Report were 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. Keeping this in view, they recommended that like AIIMS Patna, 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. Subsequently, the Ministry, in their Action taken Replies, have submitted that they have duly noted the recommendations of the Committee. The Committee find such reply inconclusive and not in consonance with the nature of the recommendation. The Committee expect that the Ministry should undertake concrete efforts in this regard as the welfare oriented creations would not only encourage the OBCs but also instill confidence among them. The Committee, therefore, reiterate their recommendation and suggest that all possible means may be explored and assistance may be provided to form an OBCs Employees Welfare Association in the organization with all necessary infrastructure to the willing employees.

Reservation for OBCs in Admission in Super Speciality Courses

Recommendation Sl. No. 7

11. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

12. The Ministry of Health and Family Welfare in their action taken reply have stated as under:

“At present, there is no reservation policy in admission in Super-Specialty Courses in AIIMS, New Delhi and other new AIIMS. The recommendation of the Committee has been duly noted.”

13. The Committee find the reply of the Government inconclusive. The Ministry have merely stated that ‘The recommendation of the Committee has been duly noted’. The Committee note that with more than 50% of population being from OBC community, there is a felt need of reservation for OBCs in super specialty courses in AIIMS. The Committee, therefore, reiterate their recommendations and desire the Ministry to act upon promptly for expeditious availability of OBC candidates to fill vacant faculty positions in super speciality courses. The Committee may be apprised of the steps taken by the Ministry in this regard.

Increase in Number of Faculty Posts in to Newly Functional AIIMS

Recommendation Sl. No. 8

14. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

15. The Ministry of Health and Family Welfare in their action taken reply have stated as under:-

“The proposal for posts creation (both faculty and non-faculty) in new AIIMS is taken up as per Standard Staffing Pattern (SSP) approved by the Central Institute Body. Posts are created on receipt of requisition from the Institute with the approval of Department of Expenditure. Further various services in the Institute have been outsourced as well.”

16. The Committee had recommended about the widespread necessity felt for the creation of both faculty and non-faculty posts in new AIIMS so as to meet the ever growing demand of patients flow. The Ministry, in this regard, have elaborated about the existing procedure laid down as per Standard Staffing

Pattern (SSP) approved by the Central Institute Body. However, the reply is silent on exploring the feasibility of creation of further posts as recommended by the Committee. The reply furnished by the Ministry is not acceptable to the Committee. The Committee, therefore, reiterate their earlier recommendation and urge upon the Ministry to explore all possible avenues to devise a stringent mechanism for assessing and creating new posts which could further augment the welfare of the needy. They noted that the proposal for adding more faculty positions was pending with the Ministry of Finance, they desired that the nodal Ministry should take up the matter with that Ministry for expeditious action in this regard. The Committee would also like to emphasize on the Ministry to fill all posts on regular basis in various services in the Institutes through advertisements rather than outsourcing route.

CHAPTER-II

OBSERVATIONS/RECOMMENDATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Representation of OBCs in Top Management of AIIMS

Recommendation Sl. No. 1

2.1. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

2.2. The Ministry of Health and Family Welfare in their action taken reply have stated as under:-

“The recommendations of the Committee are duly noted.”

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

ROSTER REGISTER

Recommendation Sl. No. 3

2.3. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

2.4. The Ministry of Health and Family Welfare in their action taken reply have stated as under:

“All six new AIIMS are following all the guidelines/instructions of Department of Personnel & Training, Government of India for maintaining Roster Registers for Faculty and Non-Faculty posts. AIIMS New Delhi and six new AIIMS have uploaded the roster register on their websites.”

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

LIAISON OFFICER

Recommendation Sl. No. 4

2.5. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

2.6. The Ministry of Health and Family Welfare in their action taken reply have stated as under:

“Liaison Officer for OBCs has been appointed/nominated in AIIMS New Delhi and six new AIIMS i.e. Bhopal, Bhubaneswar, Jodhpur, Patna, Raipur and Rishikesh. The above Institutes were advised to upload the details of Liaison Offices on their website which has been complied with. As regard training of Liaison Officers, Director, Institute of Secretariat Training and Management (ISTM) has been requested to conduct/ organize a training programme for welfare of SC/ST/PwD/OBC/Ex-Servicemen/EWS for Liaison Officers of AIIMS New Delhi and other six new AIIMS i.e. Bhopal, Bhubaneswar, Jodhpur, Patna, Raipur and Rishikesh. Accordingly, necessary training programme will be organised for the Liaison Officers of the institutes.”

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

Grievance Redressal Mechanism

Recommendation Sl. No. 5

2.7. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

2.8. The Ministry of Health and Family Welfare in their action taken reply have stated as under:

“AIIMS, New Delhi has established a SC/ST/OBC/Women Cell for the grievances related to the regular employees. The grievances related to outsource staff, are examined and necessary measures are being taken to address the issues with approval of the Competent Authority in AIIMS, New Delhi. OBC employees Grievance Redressal Committee / Cell has been constituted in the 6 new AIIMS i.e. Bhopal, Bhubaneswar, Jodhpur, Patna, Raipur and Rishikesh.”

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

Outsourcing of Job/Services

Recommendation Sl. No. 9

2.9. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

2.10. “The recommendations of the Committee have been duly noted”.

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

CHAPTER-III

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

-NIL-

CHAPTER-IV

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

Representation of OBCs in all AIIMS

Recommendation Sl. No. 2

4.1. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.

(c) 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.

(d) 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:-

- v) 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;
- vi) 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;
- vii) 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
- viii) 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."

Reply of the Government

4.2. The Ministry of Health and Family Welfare in their action taken reply have stated as under:-

"Necessary steps are being taken to fill the vacancy of faculty /non-faculty position on mission mode in AIIMS New Delhi and the six AIIMS under this Ministry.

Special efforts were made under the Mission Recruitment to fill up the vacant sanctioned posts in various AIIMS. Accordingly as a one time measure Combined Recruitment Examination to fill up 3061 non faculty positions across 100 categories of posts in 14 AIIMS was undertaken by AIIMS Delhi in December 2023."

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

Comments of the Committee

(Please see para 7 of Chapter I of the Report)

OBC Employees Welfare Association

Recommendation Sl. No. 6

4.3. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

4.4. The Ministry of Health and Family Welfare in their action taken reply have stated as under:-

“The recommendations of the Committee have been duly noted.”

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

Comments of the Committee

(Please see para 10 of Chapter I of the Report)

Reservation for OBCs in Admission in Super Speciality Courses

Recommendation Sl. No. 7

4.5. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

4.6. The Ministry of Health and Family Welfare in their action taken reply have stated as under:

“At present, there is no reservation policy in admission in Super-Specialty Courses in AIIMS, New Delhi and other new AIIMS. The recommendation of the Committee has been duly noted.”

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

Comments of the Committee

(Please see para 13 of Chapter I of the Report)

Increase in Number of Faculty Posts in to Newly Functional AIIMS

Recommendation Sl. No. 8

4.7. The Committee in their Twenty-Sixth Report (Seventeenth Lok Sabha) had recommended as under:

“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.”

Reply of the Government

4.8. The Ministry of Health and Family Welfare in their action taken reply have stated as under:-

“The proposal for posts creation (both faculty and non-faculty) in new AIIMS is taken up as per Standard Staffing Pattern (SSP) approved by the Central Institute Body. Posts are created on receipt of requisition from the Institute with the approval of Department of Expenditure. Further various services in the Institute have been outsourced as well.”

(Ministry of Health and Family Welfare O.M. No. Z-28016/68/2023-PMSSY-IV dated 09.04.2024)

Comments of the Committee

(Please see para 16 of Chapter I of the Report)

CHAPTER-V

**OBSERVATIONS/RECOMMENDATIONS IN RESPECT OF WHICH FINAL REPLIES
OF THE GOVERNMENT ARE STILL AWAITED**

-NIL-

**New Delhi;
27 November, 2024
6 Agrahayana, 1946 (*Saka*)**

**Ganesh Singh
Chairperson,
Committee on Welfare of OBCs**

**COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES
(2024-25)**

**MINUTES OF THE SEVENTH SITTING OF THE COMMITTEE ON WELFARE OF OTHER
BACKWARD CLASSES (2024-25) HELD ON 27TH NOVEMBER, 2024 IN ROOM NO. G-074,
PARLIAMENT LIBRARY BUILDING, NEW DELHI.**

The Committee sat from 1510 hrs. to 1632 hrs.

PRESENT

SHRI GANESH SINGH – CHAIRPERSON

MEMBERS

LOK SABHA

2. Shri Gurjeet Singh Aujla
3. Shri Manickam Tagore B.
4. Shri T. R. Baalu
5. Shri Vijay Baghel
6. Shri Ramvir Singh Bidhuri
7. Shri G. Lakshminarayana
8. Shri Bidyut Baran Mahato
9. Shri Rodmal Nagar
10. Shri Ramashankar Rajbhar
11. Shri Lumba Ram
12. Shri Ashok Kumar Yadav
13. Shri Giridhari Yadav

RAJYA SABHA

14. Shri Subhasish Khuntia
15. Shri Shambhu Sharan Patel
16. Shri S. Selvaganabathy
17. Shri C. Ve Shanmugam
18. Shri Ashok Singh
19. Dr. V. Sivadasan

SECRETARIAT

- | | | |
|-----------------------|---|-----------------|
| 1. Dr. Sanjeev Sharma | — | Joint Secretary |
| 2. Shri Maheshwar | — | Director |

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) First Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Twenty Sixth Report (Seventeenth Lok Sabha) of the Committee 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;

(ii) Second Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Twenty Seventh Report (Seventeenth Lok Sabha) of the Committee on '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 the Ministry of Steel;

(iii) Third Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Thirtieth Report (Seventeenth Lok Sabha) of the Committee on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in various Departments/ Organisations/Institutions under Department of Personnel and Training (DoPT)' pertaining to the Ministry of Personnel, Public Grievances and Pensions; and

(iv) Fourth Report of the Committee (2024-25) on Action Taken by the Government on the Observations/Recommendations contained in the Thirty Third Report (Seventeenth Lok Sabha) of the Committee on 'Measures undertaken to secure representation of OBCs in employment and for their welfare in Central Reserve Police Force (CRPF)' under the Ministry of Home Affairs

3. The Committee adopted the aforesaid draft Reports without any modifications after a brief discussion and authorized the Chairperson to finalize the Reports and present the same to both the Houses of Parliament.

*4-8. XXX XXX XXX XXX XXX

*Matter not related to this report.

The Committee then adjourned.

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

APPENDIX II

ANALYSIS OF THE ACTION TAKEN BY THE GOVERNMENT ON THE
OBSERVATIONS/RECOMMENDATIONS CONTAINED IN THE TWENTY-SIXTH REPORT OF THE
COMMITTEE ON WELFARE OF OTHER BACKWARD CLASSES.

(EIGHTEENTH LOK SABHA)
(Refer Para 5 of Introduction)

(i)	Total No. of Observations/Recommendations:	9
(ii)	Observations/Recommendations of the Committee which have been accepted by the Government:	
	Recommendation Sl. Nos. 1, 3, 4, 5 and 9	Total: 5
		Percentage 55.55%
(iii)	Observations/Recommendations which the Committee do not desire to pursue in view of the replies received from the Government:	
	Recommendation Sl. No. -NIL-	Total: 0
		Percentage 0 %
(iv)	Observations/Recommendations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration:	
	Recommendation Sl. Nos. 2, 6, 7 and 8	Total: 4
		Percentage 44.44%
(v)	Observations/Recommendations in respect of which final replies of the Government are still awaited:	
	Recommendation Sl. No. -NIL-	Total: 0
		Percentage 0 %
