

**GOVERNMENT OF INDIA
HEALTH AND FAMILY WELFARE
LOK SABHA**

STARRED QUESTION NO:321
ANSWERED ON:11.12.2009
VALIATHAN COMMITTEE REPORT ON AIIMS
Dubey Shri Nishikant ;Mandal Shri Mangani Lal

Will the Minister of HEALTH AND FAMILY WELFARE be pleased to state:

- (a) whether the Valiathan Committee constituted to look into the functioning of the All India Institute of Medical Sciences (AIIMS) has submitted its Report;
- (b) if so, the details of the recommendations made by the Committee; and
- (c) the follow-up action taken/being taken by the Government thereon?

Answer

THE MINISTER OF HEALTH AND FAMILY WELFARE(SHRI GHULAM NABI AZAD)

(a) Yes, Madam.

(b) The details of recommendations are laid on the Table of the House.

(c) The recommendations were reviewed by the Academic Committee of the All India Institute of Medical Sciences (AIIMS) and subsequently discussed in the Governing Body and Institute Body of AIIMS in its meetings held on 26.11.2009 and 8.12.2009. The majority of recommendations have been accepted "in principle" by the Institute Body of AIIMS and the recommendations are at various stages of implementation.

STATEMENT REFERRED TO IN REPLY TO PART (b) OF LOK SABHA STARRED QUESTION No.321 FOR 11TH DECEMBER, 2009

Recommendations of Valiathan Committee not requiring structural changes through amendments in the All India Institute of Medical Sciences (AIIMS) Act, Rules and Regulations

Recommendation No. 1

Through discussions among the faculty and other stakeholders, Institute should develop a Mission Statement which should be inspirational and, at the same time, indicative of its commitment to advance medical education, standards of hospital care and biomedical research for the well-being of the Indian people and progress of the Indian economy. The Mission Statement should receive the approval of the Institute Body and appear in the Official Reports and documents of the Institute and its website.

Recommendation No. 2

The K.L. Wig Center should set up an Advisory Committee as suggested below to give a new direction to its activities.

3 Professors of AIIMS representing pre, para and clinical disciplines and with active interest in medical education.

A Public health specialist

A nominee of the UGC who is an expert on value addition.

A nominee of ICMR representing bioethics.

A nominee of NASSCOM, who is an expert in software development for education and training.

A nominee of the D/o Space, who is an expert in telemedicine.

Recommendation No. 3

Strengthening the D/o Community Medicine, which would be the nodal point for the Institute participation in the National Missions in Public Health.

Recommendation No. 4

AllMS should form a consortia with other research institutions and industry to develop and transfer for commercialization a range of products and processes prioritized by the National Mission in Public Health.

Recommendation No. 5

To set up and affiliate self-financing, non-profit body, viz. AllMS International which would draw upon intellectual and professional strength of AllMS for global partnership for training medical education

Recommendation No. 6

AllMS International should establish collaboration with institutions for medical education and research; and teaching hospitals across the world to advance the cause of global partnership in health and education. The activities may involve consultancy by AllMS faculty for specific projects; setting up new institutions for medical education or research in other countries;

Recommendation No. 7

The qualifying service required to become eligible for time-bound promotion from Assistant Professor to Associate Professor should remain 4 years as the new appointees would be gaining valuable experience during this period and generally unwilling to leave; the eligibility period for promotion from Associate to Additional should be reduced to 3 years provided the candidate has published at least 3 papers in journals with an impact factor of not less than 2. This is a reasonable requirement for anyone who wishes to occupy a senior faculty position of Additional Professor.

Recommendation No. 8

Age of retirement should be raised from 62 to 65 whenever the individual's academic and research performance has been excellent and he/she continues to remain productive as determined by the Academic Committee/Research Council.

Recommendation No. 9

(i) A research incentive of Rs.10,000/- may be given to authors for every paper they publish in Journals with an impact factor of not less than four. For professors who have papers or sessions to chair, international travel should be supported once a year;

(ii) For Assistant/ Associate/Additional Professors, international travel should be supported once in two years for the same purposes. The Director, AllMS should be authorised to issue permission for these travels.

Recommendation No. 10

Consultancy for Indian industry should be encouraged among faculty either on individual basis or Deptt. Wise. Various formulae exist among IITs, CSIR laboratories etc. for the sharing of consultancy fees between the consultants and institutions, but few have been free from problems in actual operation. A formula, which seems fair but may not satisfy individuals is to credit the consultancy fee to a Department fund which could be used for specific purposes—payment of subscriptions, buying of books, hosting distinguished visitors, etc. and the consultants could authorize the expenditure from the Departmental fund. AllMS should form a Committee to study the consultancy practice in other scientific organizations and evolve a scheme of its own.

Recommendation No. 11

For 5 years of completed service where a Professor has been academically and scientifically productive, he/she should be granted sabbatical leave for one year to be spent in any institution of learning in India or abroad when he/she would continue to receive full pay in AllMS and permission to retain quarters.

Recommendation No. 12

For Additional Professors/Professors who wish to serve in the private sector in India or abroad after 5 years of service, leave for 2 years should be considered favorably when they would not be entitled to received pay or allowances or retention of quarters.

Recommendation No. 13

A small number – not exceeding ten- of supernumerary positions at Associate Professor/Professor level should be created to be filled when there is need in a frontier area in any branch of science (i.e. Nanomedicine) and a brilliant individual who is available may be lost by too much delay in regular selection. The Research Council should recommend these individuals before the offer of appointment to the supernumerary post is made.

Recommendation No. 14

At Additional Professor/Professor level, if any individual with proven contributions to science wishes to switch to a purely research career that should be permitted.

Recommendation No. 15

If a faculty member has excelled in research and has patents, which got licensed through the Institute, he/she should be given leave to join the industry as consultant/partner on suitable terms and lien protected for a specified period.

Recommendation No. 16

In new areas where AIIMS lacks expertise, acknowledged experts from laboratories in the public/private sector/institutions of higher education should be permitted to join as Adjunct Faculty on contract basis.

Recommendation No. 17

Headships of departments should be rotated every five years.

Recommendation No. 18

For Assistant Professors/Associate Professors who have innovative ideas for research and whose synopsis is recommended by the Research Council, seed money up to one lakh should be granted to undertake a study or do a pilot project.

Recommendation No. 19

The Institute should create a Personnel Deptt. With a competent Personnel Officer (MBA) in charge who should report to the Director.

Recommendation No. 20

The Institute should offer a regular, structured programme for continuing education for all categories of technical staff including nurses, technicians, radiographers, dieticians, and physiotherapists on a yearly basis. From the existing senior staff and with the assistance of retired staff as consultants, a Committee should be set up to prepare the course content of short term training, (2-3 weeks), their updating every year and monitoring of progress. The Personnel Deptt. should be closely involved in the operations of these programmes. Certificate of attendance at these courses should be made mandatory for promotion.

Recommendation No. 21

Recruitment to Class C & D level posts should be done through reputed professional agencies in the public/private sectors.

Recommendation No. 22

The present OPD should be expanded to the adjacent land in the rear so that its capacity can be nearly doubled; this should be accompanied by corresponding expansion in laboratory and other support facilities.

Recommendation No. 23

The expansion in the OPD should be coupled with the introduction of an MD course in family medicine, whose faculty and trainees will provide the core staff supported by other Deptts.

Recommendation No. 24

As expansion of the OPD will provide no more than temporary reprieve Govt. should consider a scheme to expand the OPDs of the 4 Medical Colleges in Delhi simultaneously so that they would draw away 8000 patients a day and reduce the pressure on AIIMS.

Recommendation No. 25

The expansion plans involving 12 super specialty block should be evaluated vis-à-vis the Mission of AIIMS and not only in terms of engineering feasibility. We would also urge that no project is launched without DPRs and before DPRs are approved by the GB and the Central Government.

Recommendation No. 26

The Emergency Department already expanded, should be improved further with a view to introducing a Course in MD in Emergency Medicine, the trainees should have rotational postings in the Trauma Center which should, when opened, work in close collaboration with the Emergency Deptt. And the Satellite Trauma Centres in the National Capital Region. AIIMS should give support to the local authorities in terms of planning, consultancy and partnership for launching the Satellite Centres linked to the Trauma Center.

Recommendation No. 27

A construction group should be set up separately to supervise the construction part of all new projects.

Recommendation No. 28

A position of Dean (Research) should be created to coordinate and promote research activities. It should be filled by a faculty member who has impeccable credentials such as Fellowship of one of the Science Academics, Bhatnagar prize etc.

Recommendation No. 29

Two Research Councils should be set up to monitor the activities in clinical research and biomedical research with membership as suggested below:

(a) Research Council (Clinical) (18 members) of which 9 members who are Fellows of the National Academy of Medical Science (FAMS) in different medical disciplines.

(b) Research Council (Bio-medical) (18 members) of which 9 members who are Fellows of the 3 Science Academics (INSA, IISc, NASc) in different medical and biological sciences

Recommendation No. 30

A new project Planning and Monitoring Committee should be set up for all major developmental projects of AIIMS. Its role and composition are given separately

Recommendation No. 31

A reputed Institute of Management such as IIM/A may be asked to study the management practices at AIIMS and suggest a model for faster decision making, better control of operations, optimal use of financial and human resources, and for making it an effective organization.

Recommendations of Valiathan Committee requiring structural alterations through amendments in the All India Institute of Medical Sciences (AIIMS) Act, Rules and Regulations:

i. As the jurisdiction of the Ministry of Health and Family Welfare extends over numerous institutions all across India, including two institutions of National Importance (AIIMS and PGI) and several more AIIMS – type institutions on the anvil, it would no longer be practical or productive for the Minister of Health to preside over individual institutions. We would, therefore, recommend the adoption of the time-tested model of Ministry of HRD for IITs and suggest that the Minister of Health may preside over joint council of AIIMS, PGI and other AIIMS-type institutions, which should be created for this purpose.

ii. The President of India should be the Visitor AIIMS, which would place the Government-Institute relationship on a time-tested and highly prestigious foundation.

iii. To enhance autonomy and give primacy to Science and Education in the stewardship of AIIMS, changes are necessary in the Act, Rules and Regulations.

iv. It is necessary to induct individuals with expertise in diverse fields such as management, cost accountancy, urban planning etc. in the Standing Committees, which need strengthening to make prudent use of resources. This requires an amendment to the Act, which is recommended separately.

v. The Standing Committees should be reconstituted with a view to making them more effective with carefully chosen experts to address sectoral needs. A new pattern of membership for the Standing Committees is suggested.

vi. The period of the service of the members other than ex-officio members should be limited to one term in the Institute Body and Standing Committee.

vii. The selection for the Director's post should be done by a Search-cum-Selection Committee headed by the President of the Institute and consisting of the DGHS, DG-ICMR, VC, Delhi University, 4-members of the Institute Body nominated under sub section (e) and (f) of Section 4. The Institute Body should appoint the Director on the basis of Committees' recommendation with the prior approval of the Visitor.