

**BANARAS HINDU UNIVERSITY**  
**MEETING OF THE EXECUTIVE COUNCIL**  
**TO BE HELD ON 26.11.2018 AT 3.30 P.M. AT BHU, VARANASI**

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## ITEM 26

**TO CONSIDER** the recommendation of the Governing Body of Institute of Medical Sciences, B.H.U. in its meeting held on October 09, 2018 at B.H.U.

### NOTE

The 2<sup>nd</sup> meeting of the Governing Body of the Institute of Medical Sciences, B.H.U. chaired by Prof. Vinod K Paul, Member, NITI Aayog was held on 9 October, 2018 at B.H.U., Varanasi on issues related to upgradation of Institute of Medical Sciences, BHU, into AIIMS like situation. The Chairman considered the requirement of strong administrative setup to cope with proposed increase staff and students strength, recruitment ensuring that all approved projects are completed according to timelines providing effective governance in administration, academics, research and hospital services and recommended the creation of positions of the posts of Director, Deputy Director – Administration, Chief Vigilance Officer, Financial Advisor, Dean (Academics) and Dean (Research). The chairman further said that the Vice-Chancellor, BHU should decide on the level of these positions, their manner of recruitment and linkages to the corresponding statutory positions of the University by creating appropriate statutory framework that conforms to the BHU Act and Statutes as also satisfying the interest of functional autonomy of the IMS.

After discussion, the GB approved the creation of the posts of Director, Deputy Director – Administration, Chief Vigilance Officer, Financial Advisor, Dean (Academics) and Dean (Research).

A copy of the Minutes is placed at **(Appendix-26)**.

The Executive Council may consider and approve.

Minutes of the 2<sup>nd</sup> meeting of the Governing Body of Institute of Medical Science held on 9<sup>th</sup> October 2018 at 11.00 AM in Committee Room No.1, Central Registry, Banaras Hindu University

The meeting was attended by the following:

1. Prof.Vinod Paul, Member NITI Aayog	In Chair
2. Prof Rakesh Bhatnagar, Vice Chancellor	Special Invitee
3. Prof.T.P.Singh,AIIMS,New Delhi	Member
4. Prof. Bandana Bhattacharya,New Delhi	Member
5. Shri Pramod Kumar Pathak, AS, Ministry of AYUSH	Member
6. Prof.R.A.Badwe, Director, TMH, Mumbai	Member
7. Prof.ShadabMohd., Dean, Dental Sciences, KGMU Lucknow	Member
8. Smt. Darshana Dabral,JS & FA,MHRD	Member
9. Dr.Sanjay Roy,Director,MoHFW	Member
10. Prof.Shyam Sunder,Dean,Modern Medicine,IMS,BHU	Member
11. Prof.Y.B.Tripathi,Dean,Ayurveda,IMS,BHU	Member
12. Prof. Neelam Mittal, Dean, Dental Sciences,IMS,BHU.	Member
13. Prof.Uma Gupta,Siddhant Darshan,IMS,BHU.	Member
14. Prof.T.P.Chaturvedi,Dental Sciences,IMS,BHU	Member
15. Prof.Vineeta Gupta,Principal, College of Nursing,IMS,BHU	Member
16. Shri Saurabh Chandra, Retired IAS	Special Invitee
17. ShriRanjan Dwivedi, Retired IPS	Special Invitee
18. Dr. Subhashish Panda, DD (Admin), AIIMS, Delhi	Special Invitee
19. Prof.V.K.Shukla, Director, IMS, BHU	Member Secretary

Shri Manoj Kumar Pandey, Controller of Examinations, BHU also attended the meeting as the nominee of the Registrar (Permanent Invitee).

At the outset, the Chairman welcomed the members. In his opening remarks, the Chairman informed the house that the Executive Council of Banaras Hindu University vide ECRno. 22 dated July 14, 2018 constituted the Governing Body of IMS and approved the composition of Governing Body of IMS, BHU and its terms of reference for granting more functional autonomy to the Institute within the frame work of the Act, Statutes and Ordinances of BHU. The Executive Council also approved the proposal for enhancing the facilities, staff and infrastructure of IMS, BHU to make them at par with those of AIIMS.

The Chairman pointed out that the list of members furnished along with the agenda appears to be incomplete. He suggested that in future meetings a complete list should be provided having correspondence to the slots in the approved composition of Governing Body. As the College of Nursing does not have position of Professor so far, it was decided that senior most teacher of the College be invited against the slot of "one Senior Most Professor of each Faculty on rotation" to make the representation of Faculties in the Governing Body complete.

The Chairman further remarked that in the previous meeting of the Governing Body, it was resolved that Director, IMS should be the Member Secretary of the Governing Body on the lines of AIIMS with Registrar or his nominee as permanent invitee. He requested the Vice Chancellor for taking up said amendment in the constitution of the Governing Body through



EC. However, for the instant meeting, the house resolved that the role of member secretary be delegated to the Director, IMS who would be assisted by the Controller of Examinations (Registrar's nominee).

The Chairman informed the house that in line with the decision of the Governing Body, as made in its previous meeting, format of certificates to be furnished by the members on maintaining confidentiality of discussion and deliberations and no conflict of interest on any of the agenda items of the meeting of the Governing Body have been evolved and if it is considered appropriate the same may be adopted. He said that these formats will form part of the standard procedure for holding the meetings of the Governing Body to be evolved in due course of time. The house approved the format and resolved that the signed certificates be kept in record of the secretariat of Governing Body.

The Chairman thanked Director IMS for having arranged visit by the GB members to the facilities of IMS and its hospitals as also the sites under construction. This helped a great deal in understanding the present and upcoming infrastructure.

The House also suggested that, in future, an Action Taken Report on the decisions taken by the Governing Body in its preceding meeting should be made part of the Agenda.

**Thereafter the agenda was taken for consideration.**

Briefly highlighting the Agenda, the Chairman said that besides confirmation of the minutes of the meeting of the Governing Body held on 9<sup>th</sup> August 2018, there are three substantial agenda items for consideration in the instant meeting: i) The most important issue today is to decide as to how we project and leverage additional resources for transformation of IMS. ii, How to evolve an effective implementation and monitoring mechanism for ongoing projects at IMS. iii) What should be done for speedy action for instituting an effective, efficient and professional governance system at IMS on the lines of AIIMS. The Chairman said these vital issues would be taken up after the inter-connected agenda item no.2 and 3 focussed on the gap analysis report and based on that DPR for upgradation of IMS is over.

#### **1. Agenda Item No. 1**

**Considered confirmation of the minutes of the meeting of Governing Body (Governing Body) held on 9<sup>th</sup> August, 2018.**

The members pointed out that minutes of the meeting of the Governing Body held on 9<sup>th</sup> August 2018 require following two minor amendments. At page 2 of the minutes, name of Shri Saurabh Chandra, Special Invitee needs to be correctly spelt. In resolution no.6, 'National Institute of Ayurveda' needs to be corrected as 'All India Institute of Ayurveda'.

**With aforesaid two minor amendments, the House resolved that the minutes of the meeting of the Governing Body held on 9<sup>th</sup> August 2018 be confirmed.**

#### **2. Agenda Item No. 2 and 3**



## **Considered report submitted by Prof. Bhargava Committee after Gap Analysis and to consider draft DPR for upgradation of IMS, BHU**

A detailed presentation was made by Prof. Sanjeev Kumar Gupta, Professor-in-Charge, Trauma Centre BHU, on brief history, strength, existing services, terms and reference of visiting committee, governance structure, curricula, constraints and challenges, parameters of gap analysis, infrastructure development requirements, manpower requirements, new departments to be created, besides presenting the observations and recommendations of the Visiting Committee of AIIMS in its Gap Analysis report.

After the presentation, following observations were made by the members:

- a). The Chairman observed that following aspects are to be factored in more optimally. The modernization of the existing infrastructure should also be a priority and if need be expanded. Faculty and staff comfort is to be ensured. Besides other things, investment on housing for faculty members and hostels for students is important. It must be ensured that all departments of IMS have been reached out and their aspirations are incorporated in the DPR. Apparently, Nursing is inadequately focussed in the DPR. More outcome-based proposals including introduction of new courses in the nursing sector need to be provided in the DPR, commensurate to the resources sought. Similarly, more details in respect of Faculty of Ayurveda, are to be provided in the proposal. All the figures/data in documents should be rechecked. He further observed that the IMS has sought a large number of faculty positions. The number of faculty sought should be commensurate with the available infrastructure and if infrastructure expansion is planned, recruitment be done in a phased manner to ensure that necessary infrastructure for hosting them is in place before they join the institution. Further areas in which new positions are required need to be specified. Finer details of equipment requirement and deliverable need to be built in the DPR. In a nutshell, it can be stated that the draft proposal is comprehensive and passionately presented, however, it lacks finer details, outcome-based requirement of resources and time-tagged implementation plan. There is a need to define goals in the document along and linking the requirements to targeted outputs in clinical services, education, research and public health areas.
- b). The Chairman also said that following is reflected after visiting the institute and hospital. The building is old and suffers from several problems such as damaged exterior, walls and flooring, seepage, insufficient and ill maintained toilets, poor ventilation, most of the areas of institute and hospital are non air-conditioned, poor patient flow, improper patient traffic management and patient waiting areas leading to crowding of OPD and insufficient and ill maintained Dharmashala, cafeteria, parking and other areas connected with patient comfort and comfort of doctors and staff are lacking. There is an urgent need to take measures for improving the overall environment and ambience of the hospital. He said that immediate measures for installing signages, patient flow management, better sanitation and cleaning, floor replacement, other civil works are to be taken up on priority. Appropriate ambience needs to be urgently created as obtained in any world class institution. In addition, the requirements for senior residents, nursing personnel, technicians, paramedical and other staff, as per norms at AIIMS, must be projected because HR is the key to running a teaching institution of eminence and a world-class hospital. It was also



suggested that a budget for intramural research grants, as in existence at AIIMS, be also projected.

- c). It was suggested that in the short to medium term infrastructure development, details about upcoming projects - Superspeciality block, Maternal & Child Health, Mental Health and Regional Institute of Ophthalmology should be included whereas in medium to long term planning for Faculty and staff residences (Faculty housing should be close to the hospital), Students, Residents and Nurses hostels must be done. Current OPD block should be moved and a new tower for the clinical services and office space for proposed new Departments should be detailed. The Chair wanted us to provide detailed worksheets showing HR movement and justification with new infrastructure and upgradation and resultant outputs in education and training. He also mentioned about factoring in for information technology inputs like space allocation etc. Requirements of non-teaching staff should be quantitatively addressed.
- d). The Vice-Chancellor in his remarks said that gross picture presented in the DPR is appreciated. However, there is a need to work out details more precisely.
- e). Mrs Darshana Dabral in her remarks said that a Detailed Project Report (DPR) of IMS, BHU duly forwarded by the competent authority should also include phased out manpower requirement as there is need to get the sanction of new positions from the Ministry of Finance. She also suggested that requirement of funds should be phased and linked to the deliverables. She emphasized about the need for a **Master Plan**
- f). Dr. Subhashish Panda in his remarks said that a lot needs to be done for augmenting patient comfort. Certain measures related to patient care and comfort needs to be taken up immediately. Efforts should be made to rope in corporates for sponsoring Dharmashala for the attendants of patients and even blocks as a part of their CSR. He further remarked that there is a need to develop the culture and dedication in the faculty and non-faculty staff of IMS, as obtained in AIIMS like institution. There is a need to seriously ponder as to why these institutions are being bypassed by the patients for AIIMS. Pointing out the importance of IMS Chintan component, he said that the faculty of IMS, BHU themselves have to create a roadmap for excellence demonstrating their commitment to this transformation.
- g). Prof. Badwe presented the mixed model of free and paying patients at Tata Memorial Centre. He suggested that 20-25% of new beds should be kept as private beds which will help in generating resources for non-salary recurrent expenditure. It will also help doctors in seeing the whole spectrum of society rather than poor patients alone. He also said that audit is an objective way of assessment of a hospital's performance. Audit should cover (i) total number of patients/site/severity unit wise, 30 day complication rate, compliance of guidelines. He also said Research should be either process related or outcome related (practice changing)
- h). Shri Ranjan Dwivedi in his remarks appreciated the presentation and pointed out that it did have details of inputs, but not the outcomes and execution plan to reach these outcomes. He reiterated that outcomes of upgradation of IMS and time tagged action



plan needs to be addressed in the DPR in a major way. Meticulous planning and scheduling of activities needs to be done. There are dedicated agencies for planning and implementing such major projects. If need be, support of such agencies can be taken for efficient project execution.

- i). Prof. Nesari pointed out that gap analysis of Faculty of Ayurveda is missing in the DPR because there is no parallel institution in the country to be compared with. The Faculty of Ayurveda of BHU is the best education and research model in the country in the field of Ayurveda education, research and services. The DPR adequately addresses the infrastructural requirement of the Faculty. However, outcomes need to be added alongside requirement.
- j). Prof. T.P. Singh said that there is an immediate need for improvement of existing ambience of the institute and hospital. He also said that research should be given adequate emphasis in the DPR as thriving research is an indicator of good performance of a world class institution. He further added that the current research thrust should go beyond the conventional research and lead to product development. He stated that the DPR should be approved in principle because the time is short which was generally agreed upon with the proviso that it needs to be smoothed out particularly in view of the upcoming projects.
- k). Shri Pramod Kumar Pathak observed that the DPR excludes other areas of AYUSH except Ayurveda. He suggested that study, research and clinical services in Yoga, Unani, Siddha and Homeopathy may also be included in the activity plan of upgraded IMS.
- l). Shri Saurabh Chandra observed that IMS has experience of successfully establishing and implementing capital intensive services under PPP model. Keeping in view its advantages, PPP model could be adopted in some other areas also, particularly those, which require significant investment on installation and maintenance of costly equipment. He also said that an effective monitoring of implementation of this mega project through PERT chart needs to be done. This will enable schedule, organise and coordinate activities of this major project. Another important aspect that needs to be included in the DPR is linking the expansion requirements to outcomes based on measurable parameters.
- m). Prof. Bandana Bhattacharya suggested that College of Nursing should be granted the status of Faculty of Nursing. If need be, some good Colleges of other states could be visited.

**After detailed discussions, the House resolved as follows:**

- a). The immediate goal of 'Kaya Kalp' of the Hospital and the Academic / College infrastructure should be given high priority. This is about raising the standards of to the level of AIIMS in the existing institutional infrastructure to enable the faculty, residents, nurses and others to attain excellence of the level of AIIMS New Delhi and more. Components affecting quality of patient care and comfort and amenities for doctors and staff need to be included. For improving the ambience



of Hospital, duty rooms, OPD, wards, toilets, dharamshalaas, sanitation and cleanliness, flooring, exteriors, lighting and ventilation, minor repairs, airconditioning, signages, parking, patient waiting area, cafeteria, patient flow and management etc. be immediately improved upon. However, these works be undertaken in such areas of Hospital, which are not part of demolition plan. In addition, the existing academic/college, hostels and residential areas need to renovated/modernized appropriately. In addition, a budget of Rs 5-10 Cr be sought for intramural research grants for the next year.

The draft DPR was approved in principle. However, based on the aforesaid observations of the members, the DPR be expeditiously revised for improvement. It must be ensured that all departments have been reached out and their aspirations are included in the DPR. A detailed action plan of transformation with clearly defined outcomes and deliverables with accountability and timelines be prepared and added to the DPR.

As the DPR would be subjected to multiple stages of scrutiny, there is a need to quickly refine and shape it to satisfy the requirements of the Ministry of Finance. For the purpose, the Chairman would constitute a small subgroup comprising JS&FA, MHRD, representatives of MoH&FW, IMS, AIIMS, NITI Aayog and VC.

### 3. Agenda Item No. 4

#### Considered requirement of positions for Super Speciality Complex

The Director, IMS informed the house that a Super Speciality Complex has been separately sanctioned to the IMS and its construction is going on in full swing. However, sanction of additional manpower required to efficiently run the upcoming complex has not been received so far. In line with the decisions made with regard to establishment of Super Speciality Complex, the University had prepared and submitted a detailed report to the University Grants Commission for sanction of positions to run the Super Speciality Complex. The UGC considered the proposal and forwarded it to the MHRD for sanction of the recommended positions. However, the MHRD vide letter no. 1-26/2014-Desk (U) dated 17.08.2018 has asked the University to route it through the Governing Body of IMS. Accordingly, for sanction of positions for the Super Speciality Complex, this agenda item has been placed for consideration and approval of the Governing Body.

The Chairman observed that as it is an ongoing project, the Governing Body may consider approving it so that the positions are sanctioned early, appointments are made in time and the complex is put to effective use at the earliest. However, the positions sanctioned for this Complex need to be subtracted while revising the DPR for transformation of IMS to an AIIMS like institution. Ms Darshana Dabral stated that IMS should submit a proposal for this so that it can be put up before the EFC as part of the Revised Expenditure (RE) estimate for 2018-19.

With the above observations, proposal for sanction of positions (Annexure \_\_\_\_ ) for the Super Speciality Complex was approved.

### 4. Agenda Item No. 5



### **Any other matter with the permission of the Chair**

b). The Chairman said that there are four ongoing projects in IMS, namely, RIO, MCH, Cancer Hospital and Super-Speciality Complex. On a closer look of proposed plan of RIO, the existing facility and the proposed new facility do not appear to be complementing each other. The new construction, wherever it is proposed alongside existing setup, should be in complete sync with the existing setup. To achieve this, involvement of user department is essential from the very beginning. Further, construction work, procurement of equipment and recruitment of faculty and staff (HR) should be in tandem, so that, either of these components do not remain idle. Therefore, for effectively monitoring the progress of these projects and to ensure that activities happen in tandem, there is a need for constitution of a Project Committee. Accordingly, following Committee was constituted:

Projects Committee: Vice-Chancellor, BHU- Chairman, Members- Director, IMS, Medical Superintendent, SSH, Representatives of HLL, CPWD, Head(s) of the user Department(s), Joint Registrar, IMS (Member Secretary). The Projects Committee may review the progress of these ongoing projects on monthly basis.

c). The Chairman said that strong administrative backbone is a must for IMS to function like AIIMS and the time has come for setting up an **enabling governance system**. The administrative setup will be required to cope with the proposed increase in staff and student strength, recruitments, ensuring that all approved projects are completed according to timelines, **providing effective governance in administration**, academics, research and the hospital services. For the purpose, positions of Director, Deputy Director (Administration), CVO, Financial Advisor, Dean (Academics), Dean (Research) need to be sanctioned and appointments made thereagainst, at the earliest. The Chairman said that the Vice-Chancellor, BHU should decide on the level of these positions, their manner of recruitment and linkages to the corresponding statutory positions of the University by creating appropriate statutory framework that conforms to the BHU Act and Statutes as also satisfies the interest of functional autonomy of the IMS.

**After discussion, the GB approved the creation of the posts of Director, Deputy Director (Administration), CVO, Financial Advisor, Dean (Academics), Dean (Research).**

d). The Chairman also requested Shri Subhashish Panda, Deputy Director (Administration), AIIMS, Delhi to apprise the IMS/BHU authorities about the functioning of the Academic Committee, Finance Committee, Research Committees and other committees/authorities present in the governance system of AIIMS, for IMS, in the light of BHU Act, Statutes and Ordinances. It was proposed a meeting for this purpose be convened by the Chairman soon.

e). The Chairman emphasised on the need for immediate mentoring of IMS by AIIMS, New Delhi. It would be an essential enabler for this transformation. He said that process of taking necessary inputs from AIIMS in technical, education, OPD, research and other areas needs to be initiated urgently. This could be through a joint



Committee or rotation of Assistant Professors in AIIMS or some other mechanism evolved in consultation with Director, AIIMS. The idea is to strengthen the bridge so that fusion of the two institution starts without any further delay. These issues will also be taken up in the AIIMS-IMS/BHU meeting proposed above.

- f). The House resolved that in the next meeting of the Governing Body, besides other items, following should also form part of the Agenda- physical progress of all ongoing projects at IMS, progress of mentoring by AIIMS, progress of Bone marrow and Stem Cell Research Centre, details of vacant positions and time-tagged action plan for filling-up the vacancies, among other issues.

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

**Member Secretary**

**Chairman**

## ITEM 27

**TO CONSIDER** the appointment of Director, Institute of Management Studies, Banaras Hindu University.

### NOTE

The Statute 3.A regarding appointment of Directors of the Institute of the University provides as under:

**"3.A (1) There shall be a Director each for the Institute of Medical Sciences, Institute of Agricultural Sciences, Institute of Environment and Sustainable Development, Institute of Science and Institute of Management Studies who shall be officers of the University.**

**(2) A Director shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor from amongst the Professors in the Institute.**

**(3) The powers, duties and conditions of service of a Director shall be prescribed by the Ordinances."**

Further Ordinance 3.3 prescribing the powers, duties and conditions of service of Directors framed under Statute 3A (3) provides that –

**"3.3 Subject to the superannuation provisions of the University, the Director shall be appointed for a period of five years."**

This item was placed before the Executive Council in its meeting held on 14.07.2018 for consideration. The Vice-Chancellor informed the Executive Council that he has joined the University recently and requires some more time to make assessment about the suitability of the prospective Professors of the Institute for the post through a presentation by them on their achievements and vision for the Institute.

Considering the above the Executive Council resolved as under:

**RESOLVED THAT the matter be deferred for consideration in future.**



As per order of the Vice-Chancellor Prof. P.S. Tripathi, Dean, Faculty of Management Studies, Institute of Management Studies vide notification No. R/GAD/II-Dean(14)/20288/20295 dated 23.07.2018 is now holding the charge of Director of Institute of Management Studies.

A seniority list of Professors of the Institute of Science is placed at **(Appendix-27)**.

The Executive Council may consider and appoint the Director, Institute of Science under provisions of the Statute 3.A.

**BANARAS HINDU UNIVERSITY**  
**TENTATIVE /PROVISIONAL SENIORITY LIST OF PROFESSORS OF**  
**THE INSTITUTE OF MANAGEMENT STUDIES AS ON 17.04.2018**

Professor PB-4 +AGP 10000/- (Stage -V)

Sl. No.	Name	Employee No.	Department	SC/ST/OBC/P H/Minority	Date of Birth	Assistant Professor			Reader (AGP 8000/-)	Associate Professor (AGP 9000/-)	Professor (AGP 10000/-)
						Stage I (AGP 6000/-)	Stage II (AGP 7000/-)	Stage III (AGP 8000/-)			
1	2	3	4	5	6	7	8	9	10	11	12
1	Dr. H.C. Choudhary	13118	Management Studies		10/5/1953	6/15/1980			25-02-85 AN		7/27/1998
2	Dr. Surendra Kumar Singh	13120	Management Studies		5/7/1956	04-04-83 AN			9/1/1991		9/1/1999
3	Dr. Raj Kumar*	12991	Management Studies		8/20/1959	07-08-89*			11-08-96*		11-08-04 (C)* 10-07-06 (AN) (D)
4	Dr. P.S. Tripathi	13125	Management Studies		8/5/1962	10/10/1991			11/18/1998		7/10/2006
5	Dr. (Ms) Usha Kiran Rai	13122	Management Studies		2/5/1954	18-04-87 AN			7/27/1998		7/27/2006
6	Dr. Himendu Prakash Mathur	13126	Management Studies		7/7/1959	7/9/1992			7/9/2001		1/1/2009
7	Dr. Satish Chandra Singh	17741	Management Studies		12/7/1962	-			7/27/2006		10/30/2010
8	Dr. Ashish Bajpai	17187	Management Studies		6/26/1968	9/10/2004			9/14/2005		9/14/2011
9	Dr. Sujit Kumar Debey	17735	Management Studies		3/15/1968	-			10-07-06 AN		7/11/2012
10	Dr. Alok Kumar Rai	17734	Management Studies		1/20/1976	-			10-07-06 AN		7/11/2012
11	Dr Radha Krishan Lodhwal	16764	Management Studies	SC	9/14/1972	8/20/2002	7/7/2008		-	2/26/2011	2/26/2014
13	Dr. P.V. Rajeev	16759	Management Studies		2/23/1974	8/14/2002			8/24/2008	8/24/2011	8/24/2014



## ITEM 28

**TO CONSIDER** the appointment of Director, Institute of Agricultural Sciences, Banaras Hindu University.

### NOTE

The Statute 3.A regarding appointment of Directors of the Institute of the University provides as under:

**"3.A (1) There shall be a Director each for the Institute of Medical Sciences, Institute of Agricultural Sciences, Institute of Environment and Sustainable Development, Institute of Science and Institute of Management Studies who shall be officers of the University.**

**(2) A Director shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor from amongst the Professors in the Institute.**

**(3) The powers, duties and conditions of service of a Director shall be prescribed by the Ordinances."**

Further Ordinance 3.3 prescribing the powers, duties and conditions of service of Directors framed under Statute 3A (3) provides that –

**"3.3 Subject to the superannuation provisions of the University, the Director shall be appointed for a period of five years."**

This item was placed before the Executive Council in its meeting held on 14.07.2018 for consideration. The Vice-Chancellor informed the Executive Council that he has joined the University recently and requires some more time to make assessment about the suitability of the prospective Professors of the Institute for the post through a presentation by them on their achievements and vision for the Institute.

Considering the above the Executive Council resolved as under:

**RESOLVED THAT the matter be deferred for consideration in future.**

As per order of the Vice-Chancellor Prof. A. Vaishampayan, Dean Faculty of Agricultural Sciences be given the charge of the Director, Institute of Agricultural Sciences. Prof. A. Vaishampayan still continues to hold the charge of the office of the Director, Institute of Agricultural Sciences.

A seniority list of Professors of the Institute of Science is placed at **(Appendix-28)**.

The Executive Council may consider and appoint the Director, Institute of Science under provisions of the Statute 3.A.



**BANARAS HINDU UNIVERSITY**  
**TENTATIVE /PROVISIONAL SENIORITY LIST OF PROFESSORS OF**  
**THE INSTITUTE OF AGRICULTURAL SCIENCES AS ON 01.06.2018**

Professor (Stage -V) - Level 14

Sl. No.	Name	Employee No.	Department	SC/ST/OBC/P H/Minority	Date of Birth	Assistant Professor			Reader (AGP 8000/-)	Associate Professor (Level 13 A)	Professor (Level 14)
						Stage I (Level 10)	Stage II (Level 11)	Stage III (Level 12)			
1	2	3	4	5	6	7	8	9	10	11	12
1	Dr. R.P. Singh	16353	IAS-Genetics & Plant Breeding		2/1/1956	-			04-07-85 AN		7/27/1998
2	Dr. A. Vaishampayan	16352	IAS-Genetics & Plant Breeding		1/11/1954	-			7/5/1985		7/27/1998
3	Dr. (Ms) Bandana Bose	13501	IAS-Plant Physiology		1/1/1954	7/9/1983			07-03-89 AN		7/27/1998
4	Dr. A.P. Singh	13376	IAS-Soil Science & Agric. Chemistry		6/25/1956	4/30/1984			07-03-89 AN		7/27/1998
5	Dr. Avijit Sen	13398	IAS-Agronomy		12/1/1954	7/9/1984			01-02-91 AN		2/2/1999
6	Dr. J.P. Srivastava	13502	IAS-Plant Physiology		4/1/1956	-			7/9/1992		10/11/1999
7	Dr. Ramesh Chand	16312	IAS-Mycology & Plant Pathology		3/31/1957	-			8/3/1993		8/3/2001
8	Dr. Girish C. Mishra	13433	IAS-Farm Engineering		11/2/1953	04-07-85 AN			2/17/1992		7/1/2004
9	Dr. N.N. Singh	13413	IAS-Entomology & Agri. Zoology		9/20/1955	26-04-84 AN			7/27/1998		7/27/2006
10	Dr. R.K. Singh	16340	IAS-Genetics & Plant Breeding		2/2/1956	04-07-85 AN			7/27/1998		7/27/2006
11	Dr. J.S. Bohra	16314	IAS-Agronomy		12/17/1956	04-07-85 AN			7/27/1998		7/27/2006
12	Dr. Yashwant Singh	13400	IAS-Agronomy		8/10/1958	04-07-85 AN			7/27/1998		7/27/2006
13	Dr. Ramesh Kumar Singh	16313	IAS-Agronomy		6/1/1960	04-07-85 AN			7/27/1998		7/27/2006
14	Dr. (Ms) Asha Sinha	13490	IAS-Mycology & Plant Pathology		6/15/1954	25-04-88 AN			7/27/1998		7/27/2006

15	Dr. A. Hemantranjan	13503	IAS-Plant Physiology	11/30/1954	07-03-89 AN				7/27/1998			7/27/2006
16	Dr. Brajesh Sinha	13450	IAS-Genetics & Plant Breeding	3/12/1959	02-12-91 AN				7/27/1998	1/1/2006		7/27/2006
17	Dr. Uday Pratap Singh	13401	IAS-Agronomy	7/1/1961	7/19/1993				7/27/1998			7/27/2006
18	Dr. C.P. Srivastava	16334	IAS-Entomology & Agri. Zoology	1/1/1957	2/9/1991				2/9/2000			04-11-06 AN
19	Dr. Satish Kumar Singh	17924	IAS-Soil Science & Agric. Chemistry	7/15/1965	-				-			11/14/2006
20	Dr. Sharavan Kr. Singh	17902	IAS-Genetics & Plant Breeding	4/1/1966	-				-			11/14/2006
21	Dr. Anil Kumar Singh	17935	IAS-Horticulture	8/4/1966	-				-			11/14/2006
22	Dr. Surendra Singh	17923	IAS-Soil Science & Agric. Chemistry	12/15/1958	-				-			11/21/2006
23	Dr. Rajesh Singh	17989	IAS-Genetics & Plant Breeding	3/20/1963	-				-			11/28/2006
24	Dr. Saket Kushwaha	17997	IAS-Agricultural Economics	8/28/1963	-				-			12/13/2006
25	Dr. V.K. Srivastava	16315	IAS-Agronomy	10/16/1956	5/5/1992				7/27/1998	1/1/2006		12/15/2006
26	Dr. Harikesh B. Singh	18008	IAS-Myology & Plant Pathology	7/18/1953	-				-			12/30/2006
27	Dr. Vinod Kumar Mishra	18027	IAS-Genetics & Plant Breeding	11/25/1964	-				2/7/2007			2/7/2007
28	Dr. Arun Kumar Singh	18100	IAS-Extension Education	1/1/1961	-				-			3/1/2007
29	Dr. Ram Kumar Singh	18178	IAS-Agronomy	6/10/1964	-				-			6/20/2007



30	Dr. Lal Chand Prasad	16335	IAS-Genetics & Plant Breeding	SC	8/3/1954	8/7/1989				7/27/1998		8/16/2007
31	Dr. J.P. Singh	16320	IAS-Agronomy		11/22/1957	04-07-85 AN				7/27/1998		10/16/2007
32	Dr. B.R. Maurya	13377	IAS-Soil Science & Agric. Chemistry		7/29/1954	9/8/1989				7/27/1998	1/1/2006	10/17/2007
33	Dr. H.K. Jaiswal	16341	IAS-Genetics & Plant Breeding		2/16/1956	04-07-85 AN				7/27/1998	1/1/2006	10/18/2007
34	Dr. J.P. Shahi	13452	IAS-Genetics & Plant Breeding		10/15/1957	16-08-85 AN				7/27/1998		10/18/2007
35	Dr. S.P. Singh	16351	IAS-Genetics & Plant Breeding		1/10/1956	8/7/1989				7/27/1998		10/18/2007
36	Dr. Prem Shankar Singh	17929	IAS-Entomology & Agri. Zoology		1/1/1958	-				11/7/2006		11/7/2007
37	Dr. B.K. Singh	16399	IAS-Horticulture		11/10/1960	5/5/1992				7/27/1998	1/1/2006	12/31/2007
38	Dr. R.N. Singh	13414	IAS-Entomology & Agri. Zoology		11/8/1958	01-02-91 AN				2/2/2000		2/2/2008
39	Dr. S.V.S. Raju	13415	IAS-Entomology & Agri. Zoology		7/10/1962	01-02-91 AN				2/2/2000		2/2/2008
40	Dr. Priyanka Raha	13378	IAS-Soil Science & Agric. Chemistry		4/5/1959	3/4/1991				3/4/2000		3/4/2008
41	Dr. R.K. Pandey	13512	IAS-Animal Husbandry & Dairying		7/8/1954	11/27/1984				7/27/1998		12/10/2008
42	Dr. Rakesh Singh	18112	IAS-Agricultural Economics		7/31/1966	-				4/3/2007		12/31/2008
43	Dr. Dinesh Chandra Rai	17895	IAS-Animal Husbandry & Dairying		10/16/1963	-				04-11-06 AN		1/1/2009
44	Dr. Guru Prasad Singh	16400	IAS-KVK (Barkachha)		4/20/1964	5/7/1992				7/19/2006		5/7/2009

45	Dr. Sant Prasad	16401	IAS-KVK (Barkachha)		2/15/1959	30-05-92 AN				5/31/2001		5/31/2009
46	Dr. Sabhajit Prasad Singh	16398	IAS-KVK (Barkachha)		4/4/1955	5/5/1992				7/27/1998		7/17/2009
47	Dr. Harindra Prasad Singh	16695	IAS-Agricultural Economics		10/7/1959	8/7/2002				12/6/2003		12/6/2009
48	Dr. Shiv Prakash Singh	17913	IAS-Agronomy		1/31/1964	-				11/14/2006		12/28/2009
49	Dr. Veerendra Kumar Chandola	16402	IAS-Farm Engineering		12/31/1961	2/22/2003	2/22/2003	2/22/2003		-	2/22/2006	2/22/2009
50	Dr. Nirmla De	18014	IAS-Soil Science & Agric. Chemistry		7/5/1966	-				1/16/2007	3/22/2008	3/22/2011
51	Dr. Janardan Yadav	16819	IAS-Soil Science & Agric. Chemistry		10/15/1961	2/10/2003				8/3/2005	8/3/2008	8/3/2011
52	Dr. Padmanabh Dwivedi	17912	IAS-Plant Physiology		8/15/1970	-				11/13/2006	-	9/7/2011
53	Dr. Anand Kumar Singh	17898	IAS-Horticulture		9/15/1971	-				11/10/2006	-	9/16/2011
54	Dr. Kartikeya Srivastava	17901	IAS-Genetics & Plant Breeding		10/20/1966	-				11/4/2006		11/5/2012
55	Dr. Pawan Kumar Singh	17974	IAS-Genetics & Plant Breeding		1/2/1966	-				11/15/2006		11/15/2012
56	Dr. Shree Ram Singh	17906	IAS-KVK (Barkachha)		7/22/1965	-				11/24/2006		11/24/2012
57	Dr. Amlan Kumar Ghose	17928	IAS-Soil Science & Agric. Chemistry		5/15/1969	-				11/30/2006		11/30/2012
58	Dr. Ram Mandir Singh	18026	IAS-Farm Engineering		1/7/1967	-				2/1/2007	-	12/5/2012
59	Dr. Manoj Kumar Singh	17994	IAS-Agronomy		4/19/1970	-				12/21/2006	-	12/21/2012



60	Dr. Prakash Singh Badal	18007	IAS-Agricultural Economics		7/6/1969	-	-	-	-	-	12/23/2006	-	12/23/2012
61	Dr. Anupam Kumar Nema	18175	IAS-Farm Engineering		6/30/1971	-	-	-	-	-	6/21/2007	-	6/21/2013
62	Dr. (Ms.) Ramadevi Nimmanapalli	19781	IAS-Veterinary Microbiology, F/o		6/1/1968	-	-	-	-	-	-	-	2/7/2014
63	Dr. Om Prakesh Mishra	17932	IAS-Extension Education		2/17/1970	11/24/2006	11/24/2006	11/24/2006			2/19/2008	2/19/2011	2/19/2014
64	Dr. Ashish Singh	19337	IAS-Agriculture Business (Barkachha)		4/11/1973							2/28/2011	2/28/2014
65	Dr. Anil Kumar Chauhan	18966	IAS-DBT-Food Sci. & Technology		8/10/1966	-	-	-	-	-	-	-	11/10/2014
66	Dr. Jainendra Kumar Singh	17933	IAS-Agronomy		6/30/1970	11/20/2006	11/20/2006	11/20/2006	5/21/2010		-	5/21/2013	5/21/2016
67	Dr. Shyam Saran Vaish	17894	IAS-Mycolology & Plant Pathology		10/9/1968	11/24/2006	11/24/2006	11/24/2006	7/9/2010		-	7/9/2013	7/9/2016
68	Dr. Pramod Kumar Sharma	17921	IAS-Soil Science & Agric. Chemistry		8/30/1972	11/7/2006						7/10/2013	7/10/2016
69	Dr. Basavaprabhu Jirli	16763	IAS-Extension Education		4/15/1971	8/23/2002					10/24/2010	10/24/2013	10/24/2016
70	Dr. Ram Chandra	13492	IAS-Mycolology & Plant Pathology	SC	1/3/1973	3/7/1998	3/7/2004	3/7/2009	3/7/2009			3/7/2012	1/29/2017
71	Dr. Birinchi Kumar Sharma	16696	IAS-Mycolology & Plant Pathology		9/11/1972	7/30/2002	7/30/2006	7/30/2011	7/30/2011			7/30/2014	7/30/2017
72	Dr. Pravin Prakash	16761	IAS-Plant Physiology		3/24/1973	8/20/2002			8/20/2011			8/20/2014	8/20/2017
73	Dr. Kalyan Ghadei	16762	IAS-Extension Education		5/7/1972	8/14/2002			12/22/2011			12/22/2014	12/22/2017

## ITEM 29

**TO CONSIDER** the appointment of Director, Institute of Environment and Sustainable Development, Banaras Hindu University.

### NOTE

The Statute 3.A regarding appointment of Directors of the Institute of the University provides as under:

**"3.A (1) There shall be a Director each for the Institute of Medical Sciences, Institute of Agricultural Sciences, Institute of Environment and Sustainable Development, Institute of Science and Institute of Management Studies who shall be officers of the University.**

**(2) A Director shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor from amongst the Professors in the Institute.**

**(3) The powers, duties and conditions of service of a Director shall be prescribed by the Ordinances."**

Further Ordinance 3.3 prescribing the powers, duties and conditions of service of Directors framed under Statute 3A (3) provides that –

**"3.3 Subject to the superannuation provisions of the University, the Director shall be appointed for a period of five years."**

This item was placed before the Executive Council in its meeting held on 14.07.2018 for consideration. The Vice-Chancellor informed the Executive Council that he has joined the University recently and requires some more time to make assessment about the suitability of the prospective Professors of the Institute for the post through a presentation by them on their achievements and vision for the Institute.

Considering the above the Executive Council resolved as under:

**RESOLVED THAT the matter be deferred for consideration in future.**



As per order of the Vice-Chancellor Prof. Kavita Shah, Dean, Faculty of Environment and Sustainable Development be given the charge of the Director, Institute of Environment and Sustainable Development with effect from 27.02.2016 (F.N.) till further orders. Prof. Kavita Shah still continues to hold the Charge of the Director, IESD.

A seniority list of all the Professors of the Institute of Environment and Sustainable Development is placed at **Appendix-29**.

The Executive Council may consider and appoint the Director, Institute of Environment and Sustainable Development under provisions of the Statute 3.A.

**BANARAS HINDU UNIVERSITY**  
**TENTATIVE /PROVISIONAL SENIORITY LIST OF PROFESSORS OF**  
**THE INSTITUTE OF ENVIRONMENT & SUSTAINABLE DEVELOPMENT AS ON 01.06.2018**

Professor (Stage -V) - Level 14

Sl. No.	Name	Employee No.	Department	SC/ST/OBC /PH/Miniority	Date of Birth	Stage I (Level 10)		Assistant Professor Stage II (Level 11)		Stage III (Level 12)	Reader (AGP 8000/-)	Associate Professor (Level 13 A)	Professor (Level 14)
1	2	3	4	5	6	7	8	9	10	11	12		
1	Dr. A.S. Raghuvanshi	12044	IESD		7/12/1963	14-02-97 AN			3/29/2004		10/27/2005		
2	Dr. (Ms) Kavita Shah	17527	IESD		11/6/1968	11/21/2005			10/30/2007		10/30/2013		
3	Dr. Gopal Shankar Singh	16891	IESD		6/9/1963	1/22/2004					2/26/2011	2/26/2014	
4	Dr. Rajesh Kumar Mall	17497	IESD		10/4/1965	11/18/2005					11-04-11 AN	4/12/2014	



### **ITEM 30**

**TO CONSIDER** the amendments proposed in the existing Ordinance .11:A.(1) Governing Recruitment of Teaching Positions and Short-listing Guidelines of the University.

### **NOTE**

The existing Ordinance 11.A.(1) Governing the procedure to be followed in making the recommendation for appointment of Assistant Professor, Associate Professor and Professor and other such posts as are declared teaching posts by the Academic Council under Statute 27 was approved by the Executive Council vide ECR No.269 dated 21.04.2015.

On promulgation of University Grants Commission (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018, it was found that while at some places, the Ordinance needs clarity, at other places needs additional provisions to be added to cover the guidelines as prescribed under UGC Regulations, 2018. A need was felt to make it more commensurate with the provisions of UGC Regulations, 2018 as prescribed under its Clause 1.2.

Accordingly, a Committee under the Chairmanship of Prof. V.K. Shukla, Director, IMS was constituted by the Vice Chancellor under the order dated 01.10.2018 to consider the amendments in the online application format, offline form format for promotion under Career Advancement Scheme, Short-listing Guidelines and Ordinance 11.A.(1) regarding recruitment of teaching and equivalent positions in the University in light of the Clause 1.2 of the University Grants Commission (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018.

The Committee after deliberating over the provision of the Ordinance 11.A.(1) proposed some amendments in the existing Ordinance 11.A.(1) and Short-listing Guidelines and also made some addition and deletion to it wherever required. The recommendation of the Committee is placed at **(Appendix-30A)** and proposed Ordinance and Short-listing Guidelines are placed at **(Appendix-30B) and (Appendix-30C)** for consideration and approval of the Executive Council.

The Executive Council may consider and decide.



## BANARAS HINDU UNIVERSITY

**MINUTES** of the meeting of the Committee duly constituted by the Vice-Chancellor consisting of the following to consider the amendments in the online application format, offline form format for promotion under Career Advancement Scheme, Short-listing Guidelines and Ordinance 11.A.(1) regarding recruitment of teaching and equivalent positions in the University in light of the Clause 1.2 of the University Grants Commission (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018 held on 15.10.2018 and 25.10.2018 in Office of the Recruitment and Assessment Cell, Holkar House, BHU:

### MEMBERS PRESENT :

1.	The Director, Institute of Medical Sciences, BHU	- Chairman
2.	The Director, Institute of Environment & Sustainable Development	- Member
3.	The Director, Institute of Agricultural Sciences, BHU	- Member
4.	The Director, Institute of Science, BHU	- Member
5.	The Dean, Faculty of Social Sciences, BHU	- Member
6.	The Dean, Faculty of Arts, BHU	- Member
7.	The Dean, Faculty of Visual Arts, BHU	- Member
8.	The Dean, Faculty of Performing Arts, BHU	- Member
9.	The Dean, Faculty of Education, BHU	- Member
10.	The Dean, Faculty of Commerce, BHU	- Member
11.	The Dean, Faculty of Management Studies, BHU	- Member
12.	The Dean, Faculty of SVDV, BHU	- Member
13.	The Dean, Faculty of Law, BHU	- Member
14.	Prof. Akhilesh Singh Raghuvanshi, Institute of Environment & Sustainable Development, BHU	- Member
15.	Dr. Nand Lal, Deputy Registrar (RAC), BHU	- Member Secretary

The Dean, Faculty of Veterinary and Animal Sciences, RGSC, BHU could not attend.

At the outset the Chairman of the Committee has welcomed all the above members and briefed the guidelines as mentioned under Clause 1.2 of the University Grants Commission (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018 which says that :

- 1.2 Every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.**



The Committee noted that the UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018 is come into force from the date of its notification i.e. 18<sup>th</sup> July, 2018.

On perusal of UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018, the Committee noted that the qualifications for appointment of teachers for Management Studies Discipline is not prescribed under the above Regulations, 2018.

The Committee also noted that in the previous UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2010 (effective from 30<sup>th</sup> June, 2010) was prescribed the qualifications for appointment of teachers for Management Studies Discipline but the new Regulations, 2018 did not prescribe any qualifications for Management Studies Discipline.

The Committee further noted that the UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018 has prescribed the calculation of Academic/ Research score under Appendix-II, Table-2, based on which guidelines, the applicants for the post of Professor and Associate Professor shall be shortlisted for interview.

The Committee further noted that the UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018 has prescribed the guidelines of short-listing of candidates for interview for the post of recruitment of Assistant Professor under Appendix-II, Table-3A.

The Committee further noted that in the previous UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2010 and its subsequent amendments was prescribed the guidelines for Weightage Points for Expert Assessment by Selection Committee for the post of Assistant Professor, Associate Professor and Professor, but the instant UGC Regulations, 2018 did not say anything. Accordingly, after screening of the candidates strictly based on the merit list prepared on the basis of the Academic/ Research Score as prescribed at Appendix-II, Table-2 of the UGC Regulations, 2018, the 10 candidates per vacancy be called for interview for the post of Professor and Associate Professor. Likewise, after screening of the candidates strictly based on the merit list prepared on the basis of the Short-listing Score as prescribed at Appendix-II, Table-3A of the UGC Regulations, 2018, the 10 candidates per vacancy be called for interview for the post of Assistant Professor.

The Committee further noted that under the existing Short-listing Guidelines, there was two parameters i.e. API Score 43% and Quality Score 57%. On perusal of the UGC Regulations, 2018 it was found that the UGC Regulations,



2018 has prescribed the Academic/ Research score for short-listing of candidates for the post of Professor and Associate Professor under Appendix-II, Table-2. Likewise, the UGC Regulations, 2018 has prescribed the Short-listing score for short-listing of candidates for the post of Assistant Professor under Appendix-II, Table-3A.

After the details<sup>ed</sup> deliberation over the issue, the Committee resolved as under :

- (1) The guidelines of UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education), Regulations, 2018 be implemented in toto and accordingly proposed some amendments in the existing Ordinance 11.A.(1) and Short-listing Guidelines and also made some addition and deletion to it, wherever required incorporating the provisions of UGC Regulations, 2018 are enclosed herewith as **Annexure-'B' and 'C'** respectively.
- (2) The UGC be requested to provide the qualifications for teaching posts for the Management Studies discipline which is not available under UGC Regulations, 2018.
- (3) The Quality score from the Short-listing Guidelines be dispensed with.

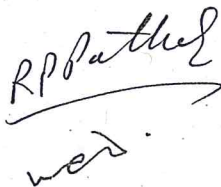
The meeting of the Committee ended with a vote of thanks to the chair.



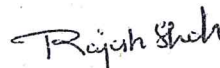
**MEMBER SECRETARY**



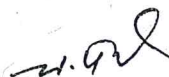
**CHAIRMAN**



R.P. Pathak  
wed.



Rajesh Singh



## ORDINANCE 11.A.(1)

EXISTING ORDINANCE	AMENDMENT PROPOSED
<p>11.A.(1) ORDINANCE GOVERNING THE PROCEDURE TO BE FOLLOWED BY THE SELECTION COMMITTEE IN MAKING RECOMMENDATIONS FOR APPOINTMENT AGAINST THE POSTS OF PROFESSOR, ASSOCIATE PROFESSOR AND ASSISTANT PROFESSOR AND SUCH OTHER POSTS AS ARE DECLARED TEACHING POSTS BY THE ACADEMIC COUNCIL UNDER THE PROVISION OF STATUTE 27(2) OF THE BHU ACT AND STATUTES</p>	<p>No Change</p>
<p>I. Notification inviting applications</p>	<p>I. No Change</p>
<p>I.1) Rolling advertisement on the BHU Website</p>	<p>I.1) No Change</p>
<p>I.1.1) All the vacant teaching posts of permanent nature, plan posts, the temporary posts likely to continue, carrying pay scales of Rs.15600-39100 and above shall be advertised by the Recruitment &amp; Assessment Cell (hereinafter called RAC) on the BHU website in the form of a composite rolling advertisement containing full details.</p>	<p>I.1.1) No Change</p>
<p>I.1.2) The composite rolling advertisement shall be updated every time when a new position is created or when an existing position falls vacant and the earlier advertised positions will be deleted if selections against them have already been made. The applicants can apply anytime of the year, but the applications will be processed after the cut-off dates indicated beforehand on the website.</p>	<p>I.1.2) No Change</p>
<p>I.1.3) Appropriate links to the rolling advertisement may also be provided on individual web pages of concerned Unit/Centre/School/Faculty/Institute/MMV/RGSC and any other appropriate site.</p>	<p>I.1.3) No Change</p>
<p>I.2) Reference Advertisement in Newspaper and Employment News and University website and publicity through Circulation.</p>	<p>I.2) No Change</p>
<p>I.2.1) Concurrent with first and subsequent updated composite</p>	<p>I.2.1) No Change</p>



<p>I.2.2) Simultaneously, a brief advertisement providing reference to the BHU website for details, may also be published in one or two major identified research journals of the connected discipline, if the PPC of the Faculty/Department concerned so desires subject to approval of the Vice-Chancellor.</p>	<p>I.2.2) No Change</p>
<p>I.2.3) Based on the suggestion of the PPC of the concerned Faculty/Department, notices of the advertisement may also be sent to Universities/ reputed Colleges/ Laboratories and institutions of national importance /Major Industries/ PSUs/ Financial Institutions. For the purpose, the concerned Faculty/Department shall prepare a list of identified institutions from time to time and provide the same to RAC.</p>	<p>I.2.3) No Change</p>
<p>I.3) Cutoff date for submission of application.</p>	<p>I.3) No Change</p>
<p>I.3.1) There shall be two cutoff dates in a calendar year, 6 months apart. The applications received till the cutoff date shall be processed further for shortlisting and conduct of selection committee. The vacancies available, for which applications are under process will be so indicated on the website and they will be deleted from the website, only when they are filled up. The selection process of the applications received till one cutoff date shall generally be completed before the subsequent cutoff date.</p>	<p>I.3.1) No Change</p>
<p>I.3.2) Ordinarily, applications received by the respective cutoff dates shall be processed against the vacancies notified in the composite rolling advertisement. It shall be indicated in the</p>	<p>I.3.2) No Change</p>

advertisement that applications received after the respective cutoff dates would be entertained against any vacancies available after completion of the selection process in hand.

I.3.3) Application received after the cutoff date shall be processed further during the next round of selection process subject to the condition that the vacancy continues in the composite rolling advertisement after completion of the selection process in hand and the application is found fulfilling the minimum eligibility requirement. The eligibility of an application shall be determined in accordance with the 'UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2010'. This will further be subject to shortlisting criteria which may be more stringent to shortlist better candidates.

#### **I.3.4) Deleted**

**I.3.5)** The quality of research, scholastic record, publications record, receipt of prestigious fellowships and/or awards etc will be the prime parameters to identify excellence and to provide a "Quality Score" to the applicant. The discipline-wise parameters determining the "Quality Score" of a candidate will be those as are defined by each Faculty, from time to time, and approved by the Vice-Chancellor of the University. The parameters determining the "Quality Score" along with score chart shall be placed on the BHU Website for information of prospective candidates.

#### **II. Submission of application**

II.1) Online mode of submission of applications shall be essential. Candidates must upload their applications online through the software available on the portal of Recruitment and Assessment Cell on the BHU website for uploading applications and calculating the Academic Performance Index (API).

I.3.3) Application received after the cutoff date shall be processed further during the next round of selection process subject to the condition that the vacancy continues in the composite rolling advertisement after completion of the selection process in hand and the application is found fulfilling the minimum eligibility requirement. The eligibility of an application shall be determined in accordance with the 'UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2018'. This will further be subject to shortlisting criteria which may be more stringent to shortlist better candidates.

#### **I.3.4) Deleted**

I.3.5) The parameter of Academic/ Research score and Short-listing score shall determine the eligibility of the post of Professor, Associate Professor and Assistant Professor respectively as prescribed under Appendix-II Table-2 and Table 3A of UGC Regulations, 2018 which has been mentioned in the amended Short-listing Guidelines.

#### **II. No Change**

II:1) Online mode of submission of applications shall be essential. Candidates must upload their applications online through the software available on the portal of Recruitment and Assessment Cell on the BHU website for uploading applications and calculating the Academic /Research score and Short-listing score.



<p>II.2) Individuals desirous of offering their candidature for a given post shall first register on the RAC portal on the BHU Website. Thereafter, they can fill up the prescribed electronic application form online through the software available on the said portal. Applications submitted on the portal shall be deemed to have been entered in the Application Register prescribed for the purpose and will be acknowledged through a system generated e-mail on the candidate's e-mail id.</p>	<p>II.2) No Change.</p>
<p>II.3) The date of successful online submission of a complete application on the RAC portal shall be treated as the date on which an application (soft copy) is received by the University. Incomplete application or application without supporting documents (either soft copy/hard copy) for the claims made in the application may not be considered.</p>	<p>II.3) No Change</p>
<p>II.4) Separate applications shall be submitted if the candidate desires to be considered for different positions, option for which shall be available on the website.</p>	<p>II.4) No Change</p>
<p>II.5) Candidates already in employment should submit their application through proper channel. Those applications are not forwarded through proper channel and are short-listed for interview by the FAC would be required to submit a "No Objection Certificate" from the employer prior to the interview, failing which they may not be considered further.</p>	<p>II.5) No Change</p>
<p>II.6) Applicants may update their qualifications and other academic achievements etc. (for API/Quality score) by logging in the portal using their login ID and password till the cut-off date as prescribed under the particular Rolling advertisement. Applicants are not allowed to update their application beyond the cut-off date. However, if the post remains unfilled till the next cut-off date, the candidates will be permitted to update their applications by the cut-off date. The eligibility of candidate for a particular round of selection shall be decided as on the cut-off date of that</p>	<p>II.6) Applicants may update their qualifications and other academic achievements etc. (for Academic/Research score/ Short-listing score) by logging in the portal using their login ID and password till the cut-off date as prescribed under the particular Rolling advertisement. Applicants are not allowed to update their application beyond the cut-off date. However, if the post remains unfilled till the next cut-off date, the candidates will be</p>

round.

Any application received directly by the Vice-Chancellor, Registrar, Director/Dean/Principal, MMV etc. for consideration for a Faculty position will be forwarded to the concerned HOD/COS/COC. The concerned department may ask the applicant to submit a formal application online as above. (amended vide ECR No.141 dated 17.08.2013)

permitted to update their applications by the cut-off date. The eligibility of candidate for a particular round of selection shall be decided as on the cut-off date of that round.

Any application received directly by the Vice-Chancellor, Registrar, Director/Dean/Principal, MMV etc. for consideration for a Faculty position will be forwarded to the concerned HOD/COS/COC. The concerned department may ask the applicant to submit a formal application online as above. (amended vide ECR No.141 dated 17.08.2013)

**II.7)** A non-refundable Application Fee of Rs. 1000/- through online from the candidates of Gen. and OBC categories for Teaching posts shall be charged. No application fees shall be charged from the candidates of SC, ST and PwBDs categories. The application fee is to be paid through the payment gateway by online Internet Banking/Debit Card/Credit Card.

**III. Short-listing of Candidates for interview**

All the uploaded applications will be automatically transferred to the concerned Unit/Centre/School/Department, with a copy to the Recruitment and Assessment Cell (RAC) for record. Short-listing of Applications will be done at the level of Department/ School/ Centre/ Unit by the Faculty Affairs Committee.

III. No Change

**III.1) Faculty Affairs Committee (hereinafter called FAC)**

III.1) No Change

**III.1.1) Constitution**

III.1.1) Constitution

- i). Director/Dean-Chairperson.
- ii) Head/Coordinator of Department/School/ Centre/Unit- Convener.
- iii). **Deleted**
- iv). One each of Professor, Associate Professor and Assistant Professor in the Department/School/Centre/Unit on two years rotation on basis of seniority:

The constitution of FAC shall be as follows:

- i) No Change
- ii) No Change
- iii) Deleted
- iv) No Change

v) No Change



<p>Members</p> <p>v). Coordinator of UGC-SAP/CAS programme (if applicable): Member</p> <p>vi). <b>Deleted</b></p> <p>vii). SC/ST nominee nominated by Chairperson (for reserved positions): Member</p> <p>viii). Additional Member may be co-opted by the FAC, if required.</p> <p>ix) Dean shall also be a Member of FAC where Director is the Chairperson.</p> <p>The Chairperson shall have the powers to nominate one of the members of the concerned department/centre as Secretary of the FAC.</p> <p>a) <b>Deleted</b></p> <p>b) <b>Deleted</b></p> <p>c) Any person who himself/herself or near relative is an applicant for a position, shall not be part of the FAC of that position. No substitution against any vacant slot in FAC shall be made (<b>as amended vide ECR No.141 dated 17.08.2013</b>).</p> <p>d) In the case of positions in MMV, the Principal shall also be a member of the Faculty Affairs Committee of the concerned department.</p> <p>e) <b>Deleted</b></p> <p>f) In case, additional teaching course/s is/are offered by a nodal Department and there are positions available for such course/s, the FAC for the teaching positions for the particular course will have the Course-Coordinator also as a member.</p> <p>The following amendment has been made vide ECR No.141 dated 17.08.2013 which shall be included to read as :</p> <p>(h) In case of any such post for which constitution of FAC is not covered in these ordinances, the Vice-Chancellor shall be empowered to constitute FAC for that post.</p>	<p>vi) Deleted</p> <p>vii) SC/ST nominee nominated by Chairperson- Member</p> <p>vii) No Change</p> <p>viii) No Change</p> <p>ix) No Change</p> <p>No Change</p> <p>a) Deleted</p> <p>b) Deleted</p> <p>c) No Change</p> <p>d) No Change</p> <p>e) Deleted</p> <p>f) No Change</p> <p>No Change</p> <p>h) No Change</p>
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<p>i) In a small department where the number of teacher are less than two, two seniormost teachers of the sister department be co-opted by the Chairperson</p> <p>j) 50% of the member will form the quorum of FAC.</p> <p><b>III.1.2) Terms of Reference of Faculty Affairs Committee (FAC)</b></p> <p>The terms of reference of FAC shall be as follows:</p> <p>a) Preliminary examination of applications for meeting the minimum eligibility requirements and for completeness.</p> <p>b) Detailed examination of all the eligible applications.</p> <p>c) Deleted</p> <p>d) Deleted</p> <p>e) To continuously examine and process the eligible applications as and when received for short-listing. However, no application received prior to a cut-off date shall remain pending with the FAC after the 30<sup>th</sup> days from cut-off date.<i>(amended vide ECR No.141 dated 17.08.2013)</i></p> <p>f) Deleted</p> <p><b>III.1.3) Principles of short-listing:</b> A candidate meets the minimum requirement would not be a sufficient reason to be called for interview.</p> <p><b>III.1.4) ) Procedure of Short-listing:</b> The FAC shall follow the following Short-listing process:</p> <p>(i) Calculation of API and Quality score of a candidate based on the information furnished in the application. The criteria for calculation of API and Quality score for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time.</p>	<p>i) No Change</p> <p>j) No Change</p> <p>III.1.2) No Change</p> <p>a) No Change</p> <p>b) No Change</p> <p>c) Deleted</p> <p>d) Deleted</p> <p>e) No Change</p> <p>f) Deleted</p> <p>III.1.3) No Change</p> <p>III.1.4) No Change</p> <p>(i) Methodology of Calculation of Academic/ Research Score for the post of Professor and Associate Professor and Short-listing Score for the Assistant Professor as defined under UGC Regulations, 2018 prescribed on the Appendix-II, Table-2 and Table-3A will be used of a candidate based on the information furnished in the application. The criteria for calculation of Academic/ Research</p>
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<p>(ii) Deleted</p> <p>(iii) Deleted</p> <p>(iv) Calculation of "Quality Score" of an applicant based on pre-defined criteria: The parameters determining the "Quality Score" would vary in relation to the specific discipline/Faculty. Accordingly, the criteria for calculation of "Quality Score" for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time.</p> <p>(v) Based on the above steps, the FAC would prepare a short-list (10 per Vacancy) of the applicants in order of merit by combined score obtained under API and Quality scores, who would be invited for interview.</p> <p>(vi) Deleted</p> <p>(vii) Deleted</p> <p>(viii) Deleted</p> <p>(ix) Deleted</p> <p>(x) Deleted</p> <p>(xi) The FAC shall prepare the final merit in order of merit the short-listed candidates based on the API score and Quality</p>	<p>Score and Short-listing score for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time.</p> <p>(ii) Deleted</p> <p>(iii) Deleted</p> <p>(iv) Calculation of "Academic/ Research Score" and "Short-listing Score" of an applicant based on pre-defined criteria: The parameters determining the "Academic/ Research Score" and "Short-listing Score" would vary in relation to the specific discipline/Faculty. Accordingly, the criteria for calculation of "Academic/ Research Score" and "Short-listing Score" for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time</p> <p>(v) Based on the above steps, the Faculty Affairs Committee would prepare a short-list (10 per Vacancy) of the applicants in order of merit as per score obtained under Academic/ Research Score and Short-listing scores as defined under UGC Regulations, 2018, who would be invited for interview.</p> <p>In addition to above if a single candidate for a subject is found eligible in case of SC/ST/ PwBDs category and all categories in Medical Sciences, he/she be called for interview.</p> <p>(vi) Deleted</p> <p>(vii) Deleted</p> <p>(viii) Deleted</p> <p>(ix) Deleted</p> <p>(x) Deleted</p> <p>(xi) The FAC shall prepare the final merit in order of merit the short-listed candidates based on the academic/research score and</p>
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Score. The said components shall have following relative weightages for deriving the overall score of a candidate/applicant :

- a) API score: 43%
- b) Quality score: 57%

The API and quality score shall form the basis of short-listing only. Once the candidates are short-listed for interview, they would be on equal footing and shall be judged by the Selection Committee independently for their academic record, domain knowledge, teaching and research abilities and their performance in the interview.(amended vide ECR No.170 dated 30.11.2013)

**(xii) Deleted**

**III.2) Deleted**

**III.2.1) Deleted**

- a) Deleted
- b) Deleted
- c) Deleted
- d) Deleted

**III.2.2) Deleted**

- a) Deleted
- b) Deleted
- c) Deleted
- d) Deleted

**IV. Nomination of Expert Members to serve on Selection Committee**

- a) The Vice-Chancellor shall place the list of expert members for all disciplines recommended by the PPC of the Departments and collected from other sources before the Executive Council for its consideration and approval.
- b) The Vice-Chancellor shall ordinarily invite experts for attending the meeting of a Selection Committee from the panel approved by the Executive Council provided that in the event of special urgency the Vice-Chancellor may make additions to the panel and report the same to the Executive Council.

Short-listing Score.

The academic/research and Short-listing score shall form the basis of short-listing only. Once the candidates are short-listed for interview, they would be on equal footing and shall be judged by the Selection Committee independently.

(xii) Deleted

**III.2) Deleted**

**III.2.1) Deleted**

- a) Deleted
- b) Deleted
- c) Deleted
- d) Deleted

**III.2.2) Deleted**

- a) Deleted
- b) Deleted
- c) Deleted
- d) Deleted

IV) No Change

a) No Change

b) No Change



V. Interview of short-listed candidates by Selection Committee

- a). The Recruitment and Assessment Cell will arrange for Selection Committee meetings before the next cutoff date. If the Selection Committee meeting is not held within this period due to some unavoidable reasons, the same shall be reported to the Executive Council.
- b). The Selection Committee for the post of Professor, Associate Professor, Assistant Professor and other teaching posts shall be constituted as per provision of Statute 27.
- c). The Selection Committee will consider the candidature of all applicants recommended by FAC. Generally, not more than 10 candidates shall be called for interview for a given post. Each candidate will make a brief presentation on a given topic before the Selection Committee. The Selection Committee shall take into consideration the academic career of the applicants, their domain knowledge, teaching ability, research capability, quality of research output and performance in interview
- d). If some candidates are not able to present themselves in person due to cogent reasons, the Selection Committee on their request, and if it deems fit, may hold an interview through video-conferencing
- e). The Selection Committee may, at its discretion, also consider the case of exceptionally good candidates who are abroad for position of Professor, Associate Professor or Assistant Professor in absentia.
- f). The Selection Committee may, at its discretion, also consider a person of high academic distinction, eminence and professional attainments for the post of

V.No Change

a) No Change

b) No Change

c) The Selection Committee will consider the candidature of all applicants recommended by FAC. Generally, not more than 10 candidates shall be called for interview for a given post. The Selection Committee shall take into consideration the performance in interview.

In order to make the system more credible, university may assess the ability for teaching and /or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage.

d) No Change

e) No Change

f) No Change

<p>Professor even if he/she may not have formally applied for the position, and place its recommendations before Executive Council.</p> <p><b>g). Deleted</b></p> <p><b>h).</b> Candidates called for interview will be reimbursed travel expenses (AC-III Tier, within India) on production of valid document.<i>(amended vide ECR No.141 dated 17.08.2013).</i></p> <p><b>i) Deleted</b></p> <p><b>j)</b> The recommendation of the Selection Committee for appointment to teaching posts in the grade of Rs.15600-39100 and above will be placed before the Executive Council for consideration.</p>	<p>g) Deleted</p> <p>h) SC/ST/PwBDs Candidates called for interview will be reimbursed travel expenses (AC-III Tier, within India) on production of valid document in terms of Government of India guidelines.</p> <p>i) Deleted</p> <p>j) No Change</p>
<p><b>VI.</b> Venue of Selection Committee meeting and Recommendation for filling up permanent/temporary positions</p> <p>(a) The Selection Committee for various posts shall ordinarily meet at Varanasi. In special cases, however, the Selection Committee may meet at any other place in India.</p> <p>(b) All appointments of teaching posts will be made on the recommendation of the Statutory Selection Committee as contemplated under Statute 27 of the BHU Act and Statutes.</p> <p>(c) Deleted</p> <p>(d) The Selection Committee, if it thinks fit, may also recommend a name of waitlist candidates in order of merit for appointment against vacancies which was considered in the Selection Committee.</p>	<p>VI.No Change</p> <p>a) No Change</p> <p>b) No Change</p> <p>c) Deleted</p> <p>d) No Change</p>
<p><b>VII.</b> The matter of fixation of pay, grant of advance increments and protection of salary shall be dealt in accordance with UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2010, UGC guidelines</p>	<p>VII. No Change</p>



and policies framed by the Executive Council thereon from time to time.

**VIII. Powers to relax**

The Vice Chancellor shall have the power to relax the cut-off dates for receipt of online applications and the period for processing of application for FAC for cogent reason and if it is expedient to do so. All such orders of relaxation passed by the Vice Chancellor shall be reported to the Executive Council in its ensuing meeting.

VIII. No Change

**Remarks:** Clause I.3.4, III.1.1(iii), (vi), (a), (b),(e), III.1.2 (c),(d),(f), III.1.3 (ii), (iii), (vi), (vii), (viii), (ix),(x), (xii), III.2, III.2.1 (a),(b),(c),(d), III.2.2 (a),(b),(c),(d), V.(g),(i), VI.(c) have been deleted vide ECR No.269 dated 21.04.2015 of the Executive Council, BHU.



### SHORTLISTING GUIDELINES FOR TEACHING POSITIONS

The candidates shall possess the minimum qualifications as prescribed by the UGC for the advertised post.

**“Good academic record as mentioned in UGC Regulations, 2018 for the post of Associate Professor shall be defined as:-Minimum 55% marks at High School, Intermediate/Higher Secondary and Undergraduate level.**

**A Relaxation of 5% may be provided at UG and PG level to the SC/ST/OBC/Divyangjan as per guidelines of the UGC.**

The following procedure will be followed for short-listing of the eligible applicants to be called for interview before the Selection Committee.

The Short-listing of Applications will be initially done at the level of Department/ School/ Centre/ Unit by the Faculty Affairs Committee. For this purpose, the score will be used as per the following guidelines :

- (i) Calculation of Academic/Research Score as defined at Appendix-II, Table-2 in the UGC Regulations, 2018 for the post of Associate Professor and Professor.
- (ii) Calculation of Academic score, Research Publication and Teaching Experience as defined at Appendix-II, Table-3A in the UGC Regulations, 2018 for the post of Assistant Professor.

Based on the above, the Faculty Affairs Committee will prepare a final report, in order of merit, to recommend not more than 10 names for a post for each Department/ School/ Centre/ Unit. If the Faculty Affairs Committee does not find suitable candidates, it may recommend lesser number of names giving reasons in the report. If there are more candidates whose score equals to the lowest scoring short-listed candidate, such candidates will also be included in the shortlist. Accordingly, final score of the candidate will be rounded off to the nearest integer.

As per UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018, the methodology for calculating Academic/ Research Score for the post of Professor and Associate Professor is enclosed herewith and marked as **Appendix-II, Table-2**. The criteria for Short-listing of Candidates for Interview for the post of Assistant Professors is enclosed herewith and marked as **Appendix-II, Table-3A**. The criteria for Outstanding Professional as mentioned under Sub-Clause V of Clause 6.0 Selection Procedure at Clause 4.1(III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) of UGC Regulations, 2018 shall be defined by the Faculty Affairs Committee.



Table-2

**Methodology for University and College Teachers for calculating Academic/ Research Score**

(Assessment must be based on evidence produced by the teacher such as : copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, student's Ph.D. award letter, etc.).

Sl. No.	Academic/ Research Activity	Faculty of Sciences /Engineering/ Agriculture/ Medical/ Veterinary Sciences	Faculty of Languages/ Humanities/ Arts/ Social Sciences/ Library/ Education/ Physical Education /Commerce/ Management & other related discipline
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by:		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research Paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a)Development of Innovative pedagogy	05	05

	(b)Design of new curricula and courses	02 per curricula/ courses	02 per curricula/ courses
	<b>(c)MOOCs</b>		
	Development of complete MOOCs in 4 quadrants ( 4 credit course) ( In case of MOOCs of lesser credits 05 marks/ credit)	20	20
	MOOCs (developed in 4 quadrants) per module/ lecture	05	05
	Content writer/ subject matter expert for each module of MOOCs (at least one quadrants)	02	02
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	<b>(d)E-Content</b>		
	Development of e-Content in 4 quadrants for a complete course/ e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/ paper/ e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper/ e-book	10	10
<b>4.</b>	<b>(a) Research guidance</b>		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil/P.G.dissertation	2 per degree awarded	2 per degree awarded
	<b>(b)Research Projects Completed</b>		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	<b>(c)Research Projects Ongoing:</b>		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d)Consultancy	03	03
<b>5.</b>	<b>(a)Patents</b>		
	International	10	10
	National	07	07
	<b>(b)*Policy Document (Submitted to an International body/ organization like UNO/UNESCO/ World Bank/ International Monetary Fund etc.or Central Government or State Government)</b>		
	International	10	10



	National	07	07
	State	04	04
	<b>(c)Awards/ Fellowship</b>		
	International	07	07
	National	05	05
6.	<b>*Invited lectures/ Resource Person/ paper presentation in Seminars/ Conference/ full paper in Conference Proceedings (Paper presented in Seminars/ Conferences and also published as full paper in Conference Proceedings will be counted only once)</b>		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/ University	02	02

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC listed Journals (Impact factor to be determined as per Thomson Reuters list) :

- |       |  |   |           |
|-------|--|---|-----------|
| (i)   | Paper in refereed journals without impact factor | - | 5 Points  |
| (ii)  | Paper with impact factor less than 1             | - | 10 Points |
| (iii) | Paper with impact factor between 1 and 2         | - | 15 Points |
| (iv)  | Paper with impact factor between 2 and 5         | - | 20 Points |
| (v)   | Paper with impact factor between 5 and 10        | - | 25 Points |
| (vi)  | Paper with impact factor >10                     | - | 30 Points |

(a) **Two authors:** 70% of total value of publication for each author.

(b) **More than two authors:** 70% of total value of publication for the First/ Principal/ Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Project: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/ Resource Person/ Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table: 3A

**Criteria for Short-listing of Candidates for Interview for the post of Assistant Professors in Universities**

S.N.	Academic Record		Score		
			60% to less than 80%=13	55% to less than 60%=10	45% to less than 55%=05
1.	Graduation	80% & above =15	60% to less than 80%=13	55% to less than 60%=10	45% to less than 55%=05
2.	Post-Graduation	80% & above =25	60% to less than 80%=23	55% (50% in case of SC/ ST/ OBC (non-creamy layer)/ PWD) to less than 60%=20	
3.	M.Phil.	60% & above =07	55% to less than 60% =05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC listed Journals)	10			
7.	Teaching/ Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Awards given by International Organisation/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#However, if the period of teaching/ Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- |                          |         |            |
|--------------------------|---------|------------|
| (A) (i) M/Phil.+Ph.D     | Maximum | - 30 Marks |
| (ii) JRF/NET/SLET        | Maximum | - 07 Marks |
| (iii) In awards category | Maximum | - 03 Marks |



(B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C) Academic Score - 80  
Research Publications - 10  
Teaching Experience - 10

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only.

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### ITEM 31

**TO CONSIDER** the letter F.No.1-26/ 2014-Desk (U) (Pt) dated November, 2018 an even number letter dated 13th November, 2018 of the Under Secretary to the Government of India, Ministry of Human Resource Development, Department o Higher Education, New Delhi regarding proposal of manpower requirement in the newly established Centenary Superspeciality complex, SS Hospital, BHU.

### NOTE

The Under Secretary to the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter F.No. 1-26, 2014-Desk (U) (Pt) dated November, 2018 has provided a copy of letter no. Z 28016/162/04-SSH(Pt) dated 2.11.2018, strength recommended by the Committee under Prof. R.C. Deka and decisions taken in the meeting held at the NITI Ayog or 09.11.2018 regarding upgradation of IMS, BHU(**Appendix-31A**).

The Under Secretary *inter alia* informed that a comprehensive EFC note for creation of the staff position and renovation will be prepared by MHRD so as to obtain approvals before first week of January, 2019. In the meanwhile, the IMS-BHU may go ahead for advertising the positions put in place by vigorous merit based systems for recruitment immediately so that required staff would be available by first week of February, 2019.

The Director, IMS, BHU vide letter No.F.PA/N33A-Upgradation/2018/78 dated 19.11.2018 has sent a copy of minutes of the recommendations for manpower requirement in the newly established Centenary Superspeciality Complex, S.S. Hospital, BHU of Prof. R.C. Deka Committee with the request to initiate the process of recruitment at the earliest (**Appendix-31B**).



It is pertinent to mention here that as the MHRD/UGC vide letter dated 18/19-07-2018 has requested to all the Universities to postpone the recruitment process in respect of teaching positions, till further orders, hence, except the teaching positions, the non-teaching positions would be advertised immediately under the orders of the Executive Council subject to final approval of the positions by MHRD/UGC.

The Executive Council may consider and approve.

MOST IMMEDIATE

F. No. 1-26/2014-Desk (U) (Pt.)  
 Government of India  
 Ministry of Human Resource Development  
 Department of Higher Education  
 Shastri Bhawan, New Delhi  
 \*\*\*\*\*



Dated: November, 2018, B.H.U., Varanasi

To,

The Registrar,  
 Banaras Hindu University (B.H.U.)  
 Varanasi- 221005  
 Uttar Pradesh.

कार्यालय, काशी हिन्दू विश्वविद्यालय, वाराणसी  
 नं. 7616  
 दि. 19/11/18  
 कार्यालय, काशी हिन्दू विश्वविद्यालय, वाराणसी

**Subject: Proposal of manpower requirement in the newly established Centenary Superspeciality Complex, SS Hospital, BHU – reg.**

Sir,

I am directed to enclose herewith a copy of M/o Health & Family Welfare's letter no. Z-28016/162/04-SSH (Pt.) dated 02.11.2018 conveying the recommendations of AIIMS, New Delhi on the proposal mentioned in the subject above for perusal and necessary action.

2. It is also informed that a meeting was held at the NITI Ayog on 09.11.2018 to discuss the issues relating to the aforementioned upgradation of IMS, BHU whereafter the Secretary, HE vide note dated 09.11.2018 (copy enclosed) has conveyed the following decisions that were taken in the meeting:-

(i) For expansion of the Super Speciality Hospital, the share of MHRD being Rs. 80.00/- crore may be released before January, 2019. Suitable budget availability may be explored for this purpose.

(ii) The manpower requirement as per the norms of AIIMS and the cost for 3 months i.e. January, February and March, 2019 and for 2019-20 will be projected by Director, IMS-BHU before 30.11.2018.

(iii) The renovation project currently projected to cost Rs. 224/- crore over next 2 years may be firm up and the project may be submitted by IMS-BHU to the MHRD before 30.11.2018.

(iv) A comprehensive EFC note for creation of the staff position and renovation will be prepared by MHRD so as to obtain approvals before first week of January, 2019. In the meanwhile, the IMS-BHU may go ahead for advertising the positions put in place by vigorous merit based systems for recruitment immediately so that required staff would be available by first week of February, 2019.

(v) The 4-year plan for expansion of the institution will be studied by a project management unit to explore all options for reducing the government investment to the extent possible.

Director, IMS  
 19/11  
 (AR/Dev)  
 19/11/18

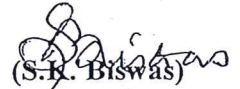


*From pre-page.*

3. In view of the above, BHU is requested to send a detailed proposal for creation of posts at new Superspeciality Block being established at IMS-BHU including financial implications so that necessary approval of Deptt. of Expenditure may be obtained on the same. Further, University is requested to take necessary action on the aforementioned decisions taken in the meeting dated 09.11.2018 and submit its revised <sup>EFC</sup> proposal accordingly for further facilitating the proposal of upgradation of IMS, BHU.

Encl: As above.

Yours faithfully,

  
(S.K. Biswas)

Under Secretary to the Government of India

Copy to:- The Director, IMS, BHU, Varanasi

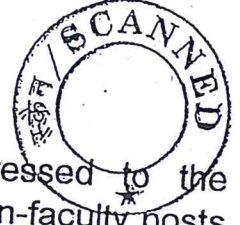
ARUN SINGHAL

Additional Secretary  
Tele : 011-23062857  
Telefax : 011-23061447  
E-mail : arun.singhal@nic.in



स्वास्थ्य एवं परिवार कल्याण विभाग  
निर्माण भवन, नई दिल्ली - 110011

Government of India  
Ministry of Health & Family Welfare  
Nirman Bhavan, New Delhi - 110011  
D.O.No. Z-28016/162/04-SSH (Pt)  
Dated the 2<sup>nd</sup> November, 2018



Dear Sir,

Kindly refer to your D.O. letter dated 18.10.2018 addressed to the Secretary(HFW) forwarding the proposal for creation of faculty & non-faculty posts for operationalization of new Super Speciality Block being established in IMS-BHU, Varanasi under Phase-V (A) of PMSSY for examination and comments.

The aforesaid proposal has been examined by AIIMS, New Delhi, the mentor Institute of IMS-BHU, Varanasi and recommendations of AIIMS, New Delhi are enclosed herewith. It is requested that the matter for creation and filling up of the posts as per the recommendations of AIIMS, Delhi may be taken up on very high priority so that the Super-speciality Block can be operationalized by 15-02-2019 as per directions given during the meeting taken by the Principal Secretary to the PM on 18-10-2018.

With regards,

Yours sincerely,

*Arun Singhal*  
21/11/18  
(Arun Singhal)

Encl: As above



Shri R. Subrahmanyam,  
Secretary,  
Department of Higher Education,  
Ministry of Human Resource Development,  
Room No. 127, C Wing, Shastri Bhavan,  
New Delhi-110115

For DS(SS)/OS(CU)  
Se

DS(SS) - O.C.  
OS(CU) - O.F.

... I) - L.O.

Based on this, let

(1) Right size the requirement sent to BHU - IMS.

(2) Enquire the cost needed till 31st March 2019 + 2019-20.

(3) Request SFC note communicate to BHU to start the process of plac. of the faculty/STB. So as to be completed by Feb 2019.



ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI-110029

To,

Dated the: 1<sup>st</sup> November, 2018

The Secretary  
Ministry of Health & Family Welfare,  
Nirman Bhavan, New Delhi.

[Kind Attn: Shri Jitendra Arora, Director (PMSSy)]

Subject: Proposal for manpower requirement in newly established  
Centenary Superspeciality Complex, S S Hospital, Banaras  
Hindu University (BHU) -reg.

Sir,

I am directed to refer to Ministry of Human Resource Development  
DO letter no. 1-26/2014-CU-V dated 18.10.2018 on the subject captioned  
above and to forward herewith the comments of AIIMS, New Delhi on the  
proposals regarding manpower requirement for faculty position and non-  
faculty position.

Encl. as above

Yours faithfully



(DEO NATH SAH)  
Senior Administrative Officer  
Coordination Cell

## Manpower requirement at BHU-SSB

The proposed increase in faculty for the super specialty block at BHU is compared with the existing norms for New AIIMS with 960 beds and existing strength at AIIMS, New Delhi. Since there is no clear break-up of beds for these specialties in the New AIIMS, it is not possible to make a direct comparison based on specialty-wise bed allotment. However, with 465 beds including 100 ICU beds (which are generally considered equal to 3 regular beds for manpower calculations), the BHU-SSB manpower requirement would be closer to (or higher than) a New AIIMS with 960 beds than one with 750 beds since the general specialties in the new AIIMS are likely to take up at least half the total bed strength.

1. **Faculty:** Based on the above premise, the projected requirements at BHU of 57 additional faculty (taking the total to 107 including the existing 50) and 10 Medical Officers only for the emergency services seems appropriate. The extra faculty at BHU are in the IVF, ICUs and Endo surgery. In the IVF specialty, where 5 faculty and 1 embryologist have been requested, 4 faculty and 2 embryologists may be considered instead. Since a total of 100 beds are planned in the ICUs, this faculty (09) may be required to provide services in ICUs other than the 35 dedicated beds in surgical ICUs and hence are justifiable. 04 faculty for endocrine surgery are justified as a new specialty with 10beds+5 ICU beds.
2. **Residents:** The proposal for 167 new residents for SSB-BHU appears appropriate. The total number of residents 182; (167 new + 15 existing) includes 50 residents to run the ICUs and emergency services. These are likely to be non-academic positions and are essential for the number of ICU beds and emergency 24X7 planned. The remaining residents are within the norms followed at AIIMS for resident to faculty/bed ratio.

Name of the Department	BHU		FACULTY			RESIDENTS
	Beds	ICU beds	BHU Total	New AIIMS	AIIMS ND	BHU Total
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Cardiology	40	30	10	9	21	13
Neuro Surgery	40	5	7	10	23	10
Neurology	40		10	8	20	9
Endocrinology	30		6	8	7	11
Gastroenterology	50	5	9	8	13	11
Nephrology	30		8	8	7	13
Urology	30	5	7	8	10	13
I.V.F.	10		6	0	0	12
I.C.U.		35	9	0	0	40
Plastic Surgery & Burn Unit	42	8	9	8	8	11
Surgical Gastroenterology	20		5	8	9	9
Endo Surgery	10	5	4	0	0	9
Emergency Services 24X7			10+10 MO	13	9	10
	366	99	107 + 10 MO	98	143	182

3. **Non-Faculty:** The strength recommended by committee under Prof. R.C. Deka seems to be in order.

All recruitment should be made in a phased manner and not together to ensure progressive growth of the centre.



Date: 06/11/2018 05:31 PM  
From: "Secretary.(Higher Education)" <secy.dhe@nic.in>

----- Original Message -----

From: Vinod Paul <vinodk.paul@gov.in>  
Date: Nov 6, 2018 4:55:31 PM  
Subject: Meeting on IMS-BHU on 9.11.2018 at NITI Aayog - URGENT  
To: Preeti Sudan <secyhfw@nic.in>, secy.dhe@nic.in, R Subrahmanyam <r.subra@nic.in>, subrahdy@gmail.com, D P Singh <cm.ugc@nic.in>, vc@bhu.ac.in, Shrikar Pardeshi <shrikar.p@gov.in>, directorims@gmail.com, dda@aiims.edu  
Cc: Arun Singhal <arun.singhal@nic.in>, Darshana Dabral <jsfa.edu@gov.in>, Kannan VENKATNARAYAN <kvenkatnarayan.098x@gov.in>, vinodkpaul@gmail.com, SANKAR <psankar@gov.in>

Dear Sir/Madam,

**Sub: Meeting on IMS-BHU on 9.11.2018 at NITI Aayog**

A meeting to discuss issues related to the transformation of Institute of Medical Sciences – Banaras Hindu University (IMS-BHU) will be held on Friday, the 9<sup>th</sup> November, 2018 at 11.30 AM in R.No. 136, NITI Aayog, NITI Bhavan, New Delhi.

**AGENDA**

Progress of ongoing expansion projects of IMS-BHU

Staff requirement for the Super speciality Block

Transformation of IMS-BHU (facilities/services/academics) to attain excellence of the level of AIIMS, New Delhi.

Any other related matter.

Looking forward to your presence at this important meeting.

With best regards,

(Vinod K. Paul)  
Member (Health, Nutrition and HRD)  
NITI Aayog  
06 November 2018

1. Smt.Preeti Sudan, Secretary, M/o Health & Family Welfare (secyhfw@nic.in)

Shri. R. Subrahmanyam, Secretary, Ministry of Human Resources Development.  
(secy.dhe@nic.in, r.subra@nic.in, subrahdy@gmail.com)

3. Prof. D.P. Singh, Chairman, University Grants Commission (cm.ugc@nic.in).



In the meeting held regarding starting of Super Speciality Hospital in IMS-BHU today at NITI Aayog, the following decisions have been taken:-

- i) For expansion of the Super Speciality Hospital, the share of MHRD being Rs.80 cr may be released before January 2019. Suitable budget availability may be explored for this purpose.
- ii) The manpower requirement as per the norms of AIIMS and the cost for 3 months i.e. January, February and March, 2019 and for 2019-20 will be projected by Director, IMS-BHU before 30.11.2018
- iii) The renovation project currently projected to cost Rs.224 cr over next 2 years may be firmed up and the project may be submitted by IMS-BHU to MHRD before 30.11.2018.
- iv) A comprehensive EFC note for creation of the staff position and renovation will be prepared by MRHD so as to obtain approvals before first week of January 2019. In the meanwhile, the IMS-BHU may go ahead for advertising the positions put in place by vigorous merit based systems for recruitment immediately so that required staff would be available by first week of February 2019.
- v) The 4-year plan for expansion of the institution will be studied by a project management unit to explore all options for reducing the government investment to the extent possible.

Whereas we may await formal minutes from NITI Aayog, action may be initiated on the above immediately.

(R. Subrahmanyam)  
Secretary (HE)  
09.11.2018

JS(CU)

JS&FA



Dated: 15th October, 2018

To,  
The Registrar,  
Banaras Hindu University, Varanasi

Subject: Proposal of manpower requirement in newly established Centenary  
Superspeciality Complex, S.S. Hospital, BHU- reg.

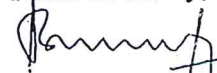
Sir,  
I am directed to refer your letter no. R/Dev.D/Super Speciality Complex/54093 dated  
08.09.2018 and subsequent letter No. R.O/IMS.BHU/2018 dated 08.09.2018 on the subject cited  
above.

2. In the above context, it is informed that the aforementioned proposal of the University  
for creation of 2063 posts was examined by the Ministry in consultation with the IF Division.  
While examining the proposal, IFD has made the following observations:-

- (i) Gap Analysis Report for up-gradation of IMS, BHU to the level of AIIMS, New Delhi  
was considered in the BoG Meeting held on 09.10.2018 and it was felt that the Gap  
analysis required amendments and fine tuning, keeping in view the requirements of IMS,  
BHU on a realistic basis. The Gap Analysis Report, in its present form, was not approved  
by the BoG, but in principal.
- (ii) The proposal of creation of 2063 posts and additional requirement of Rs. 111.00 crore is  
part of the detailed GAP Analysis Report and DPR for the project of up-gradation of IMS,  
BHU to the level of AIIMS, New Delhi. However, considering the fact that newly  
established Centenary Super Speciality Complex, SS Hospital, BHU, is scheduled to be  
inaugurated by the Hon'ble PM in December, 2018; the minimum and essential number  
of posts required for creation may be reviewed and proposed, in consultation with UGC  
and IMS, BHU, so as to make the Centenary Super Speciality Complex operational by the  
due date.
- (iii) The proposal for creation of 2063 posts, both teaching and non-teaching, and resultantly  
to provide Rs. 111.00 crore to UGC during 2018-19 for IMS, BHU exclusively for  
Centenary Super Speciality Complex, SS Hospital, BHU, may be submitted with detailed  
justifications, in the prescribed proforma, for consideration/approval of the M/o Finance,  
as the powers to create posts for an institution like AIIMS, New Delhi, do not vest with  
UGC or MHRD.
- (iv) The remaining posts of Centenary Super Speciality Complex, which will be part of the  
GAP Analysis Report and DPR for the up-gradation of the IMS, BHU to the level of  
AIIMS, New Delhi, and for this a separate proposal/EFC Memo may be submitted with  
the approval of BoG of IMS, BHU.

3. It is, therefore, requested to kindly revise the proposal as per the above  
observations/comments and re-submit the revised proposal with detailed justifications with a  
minimum and essential number of posts required for the Centenary Super Speciality Complex  
operational by the due date.

Yours faithfully,

  
(Surat Singh)

Deputy Secretary to the Government of India

Copy for necessary action to:- (i) Secretary, UGC,  
(ii) The Director, IMS, BHU.



  
17/10

Ministry of Human Resource Development  
Department of Higher Education  
Shastri Bhawan, New Delhi

Dated: 13<sup>th</sup> November, 2018.

To:

The Secretary,  
University Grants Commission,  
Bahadurshah Zafar Marg,  
New Delhi- 110002.



Subject: Proposal of upgradation of IMS, BHU to the level of AIIMS- reg.

Sir,

I am directed to forward herewith a copy of M/o Health & Family Welfare's letter no. Z-28016/162/04-SSH (Pt.) dated 02.11.2018 (copy enclosed) conveying the recommendations of AIIMS, New Delhi on the proposal mentioned in the subject above for necessary action.

2. It is informed that a meeting was held at the NITI Ayog on 09.11.2018 to discuss the issues relating to the aforementioned upgradation of IMS, BHU and the Secretary, HE vide note dated 09.11.2018 (copy enclosed) has conveyed the following decisions that were taken in the meeting:-

(i) For expansion of the Super Speciality Hospital, the share of MHRD being Rs. 80.00/- crore may be released before January, 2019. Suitable budget availability may be explored for this purpose.

(ii) The manpower requirement as per the norms of AIIMS and the cost for 3 months i.e. January, February and March, 2019 and for 2019-20 will be projected by Director, IMS-BHU before 30.11.2018.

(iii) The renovation project currently projected to cost Rs. 224/- crore over next 2 years may be firmed up and the project may be submitted by IMS-BHU to the MHRD before 30.11.2018.

(iv) A comprehensive EFC note for creation of the staff position and renovation will be prepared by MHRD so as to obtain approvals before first week of January, 2019. In the meanwhile, the IMS-BHU may go ahead for advertising the positions put in place by vigorous merit based systems for recruitment immediately so that required staff would be available by first week of February, 2019.

(v) The 4-year plan for expansion of the institution will be studied by a project management unit to explore all options for reducing the government investment to the extent possible.

3. UGC is, accordingly, requested to explore suitable budget availability for releasing Rs. 80.00/- crore (before January, 2019) being share of MHRD in order to facilitate expansion of the Super Speciality Hospital.

Encl: as above.

Yours faithfully,

  
(S.K. Biswas)

Under Secretary to the Government of India

Copy for information to:- (i) The Registrar, B.H.U and (ii) The Director, IMS, BHU



ARUN SINGHAL

Additional Secretary  
Tele : 011-23062857  
Telefax : 011-23061447  
E-mail : arun.singhal@nic.in



संस्कृत एवं परिवार कल्याण मंत्रालय  
निर्माण भवन, नई दिल्ली - 110011

Government of India

Ministry of Health & Family Welfare

Nirman Bhavan, New Delhi - 110011

D.O.No. Z-28016/162/04-SSH (Pt)

Dated the 2<sup>nd</sup> November, 2018

Dear Sir,

Kindly refer to your D.O. letter dated 18.10.2018 addressed to the Secretary(HFW) forwarding the proposal for creation of faculty & non-faculty posts for operationalization of new Super Speciality Block being established in IMS-BHU, Varanasi under Phase-V (A) of PMSSY for examination and comments.



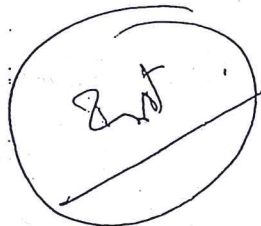
The aforesaid proposal has been examined by AIIMS, New Delhi, the mentor Institute of IMS-BHU, Varanasi and recommendations of AIIMS, New Delhi are enclosed herewith. It is requested that the matter for creation and filling up of the posts as per the recommendations of AIIMS, Delhi may be taken up on very high priority so that the Super-speciality Block can be operationalized by 15-02-2019 as per directions given during the meeting taken by the Principal Secretary to the PM on 18-10-2018.

With regards,

Yours sincerely,

*Arun Singhal*  
21/11/18  
(Arun Singhal)

Encl: As above



Shri R. Subrahmanyam,  
Secretary,  
Department of Higher Education,  
Ministry of Human Resource Development,  
Room No. 127, C Wing, Shastri Bhavan,  
New Delhi-110115

For DS(SS)/US(CU) se

DS(SS) - O.C.  
US(CU) - O.I

(I) - L.O.

6 Nov

By 9 Nov

Based on this, let  
right size the requirement  
sent to BHU - QMS.  
Entire fee not needed  
till 31st March 2019 +  
2015-20.

Require SFC note  
communicate to BHU  
to start the process of  
placing the faculty/STTs.  
So as to be  
completed by Feb 2019.

F.NO. 35-18/2018-Coord. Cell-ESTT-I  
ALL INDIA INSTITUTE OF MEDICAL SCIENCES  
ANSARI NAGAR, NEW DELHI-110029

To,

Dated the: <sup>15</sup> November, 2018

The Secretary  
Ministry of Health & Family Welfare,  
Nirman Bhavan, New Delhi.

[Kind Attn: Shri Jitendra Arora, Director (PMSSY)]

Subject: Proposal for manpower requirement in newly established  
Centenary Superspeciality Complex, S S Hospital, Banaras  
Hindu University (BHU) -reg.

Sir,

I am directed to refer to Ministry of Human Resource Development  
DO letter no. 1-26/2014-CU-V dated 18.10.2018 on the subject captioned  
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faculty position.

Encl. as above

Yours faithfully



(DEO NATH SAH)  
Senior Administrative Officer  
Coordination Cell



## Manpower requirement at BHU-SSB

The proposed increase in faculty for the super specialty block at BHU is compared with the existing norms for New AIIMS with 960 beds and existing strength at AIIMS, New Delhi. Since there is no clear break-up of beds for these specialties in the New AIIMS, it is not possible to make a direct comparison based on specialty-wise bed allotment. However, with 465 beds including 100 ICU beds (which are generally considered equal to 3 regular beds for manpower calculations), the BHU-SSB manpower requirement would be closer to (or higher than) a New AIIMS with 960 beds than one with 750 beds since the general specialties in the new AIIMS are likely to take up at least half the total bed strength.

1. **Faculty:** Based on the above premise, the projected requirements at BHU of 57 additional faculty (taking the total to 107 including the existing 50) and 10 Medical Officers only for the emergency services seems appropriate. The extra faculty at BHU are in the IVF, ICUs and Endo surgery. In the IVF specialty, where 5 faculty and 1 embryologist have been requested, 4 faculty and 2 embryologists may be considered instead. Since a total of 100 beds are planned in the ICUs, this faculty (09) may be required to provide services in ICUs other than the 35 dedicated beds in surgical ICUs and hence are justifiable. 04 faculty for endocrine surgery are justified as a new specialty with 10beds+5 ICU beds.
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3. **Non-Faculty:** The strength recommended by committee under Prof. R.C. Deka seems to be in order.

All recruitment should be made in a phased manner and not together to ensure progressive growth of the centre.

-----  
From: Vinod Paul <vinodk.paul@gov.in>  
Date: Nov 6, 2018 4:55:31 PM  
Subject: Meeting on IMS-BHU on 9.11.2018 at NITI Aayog - URGENT

Date: 11/06/18 05:01 PM  
From: "Secretary.(Higher Education)" <secy.dhe@nic.in>

----- Original Message -----

From: Vinod Paul <vinodk.paul@gov.in>  
Date: Nov 6, 2018 4:55:31 PM  
Subject: Meeting on IMS-BHU on 9.11.2018 at NITI Aayog - URGENT  
To: Preeti Sudan <secyhfw@nic.in>, secy.dhe@nic.in, R Subrahmanyam <r.subra@nic.in>, subrahhyd@gmail.com, D P Singh <cm.ugc@nic.in>, vc@bhu.ac.in, Shrikar Pardeshi <shrikar.p@gov.in>, directorims@gmail.com, dda@aiims.edu  
Cc: Arun Singhal <arun.singhal@nic.in>, Darshana Dabral <jsfa.edu@gov.in>, Kannan VENKATNARAYAN <kvenkatnarayan.098x@gov.in>, vinodkpaul@gmail.com, SANKAR <psankar@gov.in>

Dear Sir/Madam,

**Sub: Meeting on IMS-BHU on 9.11.2018 at NITI Aayog**

A meeting to discuss issues related to the transformation of Institute of Medical Sciences – Banaras Hindu University (IMS-BHU) will be held on Friday, the 9<sup>th</sup> November, 2018 at 11.30 AM in R.No. 136, NITI Aayog, NITI Bhavan, New Delhi.

**AGENDA**

Progress of ongoing expansion projects of IMS-BHU

Staff requirement for the Super speciality Block

Transformation of IMS-BHU (facilities/services/academics) to attain excellence of the level of AIIMS, New Delhi.

Any other related matter.

Looking forward to your presence at this important meeting.

With best regards,

(Vinod K. Paul)  
Member (Health, Nutrition and HRD)  
NITI Aayog  
06 November 2018

1. Smt.Preeti Sudan, Secretary, M/o Health & Family Welfare (secyhfw@nic.in)

Shri. R. Subrahmanyam, Secretary, Ministry of Human Resources Development.  
(secy.dhe@nic.in, r.subra@nic.in, subrahhyd@gmail.com)

3. Prof. D.P. Singh, Chairman, University Grants Commission (cm.ugc@nic.in).





In the meeting held regarding starting of Super Speciality Hospital in IMS-BHU today at NITI Aayog, the following decisions have been taken:-

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- v) The 4-year plan for expansion of the institution will be studied by a project management unit to explore all options for reducing the government investment to the extent possible.

Whereas we may await formal minutes from NITI Aayog, action may be initiated on the above immediately.

JS(CU)

JS&FA

(R. Subrahmanyam)  
Secretary (HE)  
09.11.2018

No. F.PAVN33A-Upgradation/2018/ 7

November 19, 2018

The Dy.Registrar,  
Recruitment & Assessment Cell,  
BHU.

Sub: Proposal of manpower requirement in the newly established Centenary Superspeciality Complex, S.S.Hospital, BHU- reg.

Dear Sir,

This is to inform you that the Under Secretary, Department of Higher Education, Ministry of Human Resources Development, Govt. of India vide his letter no. 1-26/2014-Desk (U) (Pt.) dated 14 November, 2018 addressed to the Registrar, BHU, has conveyed the approval of the Ministry that the IMS-BHU may go ahead for advertising the positions put in place by vigorous merit based system for recruitment immediately so that required staff would be available by first week of February, 2019 (Copy enclosed).

I am attaching herewith the sanctioned positions as per the recommendations of the Prof.R.C.Deka Committee for the Superspeciality Complex and the pay-scale in the AIIMS format with the request to kindly initiate the process of recruitment at the earliest.

Thanking you,

Yours sincerely,

Encl:a/a.

Copy to:

1. The Registrar, BHU
2. The Asstt.Registrar & Secretary to Vice-Chancellor, BHU.

21/11  
AR(CRAE)

Pl. do the needful.  
21/11/2018

DIRECTOR

DIRECTOR



MOST IMMEDIATE

F. No. 1-26/2014-Desk (U) (Pt.)  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Shastri Bhawan, New Delhi

\*\*\*\*\*

Dated: November, 2018

To,

The Registrar,  
Banaras Hindu University (B.H.U.)  
Varanasi- 221005  
Uttar Pradesh.

*[Handwritten signature]*  
*[Date: 14/11/18]*

**Subject: Proposal of manpower requirement in the newly established Centenary Superspeciality Complex, SS Hospital, BHU – reg.**

Sir,

I am directed to enclose herewith a copy of M/o Health & Family Welfare's letter no. Z-28016/162/04-SSH (Pt.) dated 02.11.2018 conveying the recommendations of AIIMS, New Delhi on the proposal mentioned in the subject above for perusal and necessary action.

2. It is also informed that a meeting was held at the NITI Ayog on 09.11.2018 to discuss the issues relating to the aforementioned upgradation of IMS, BHU whereafter the Secretary, HE vide note dated 09.11.2018 (copy enclosed) has conveyed the following decisions that were taken in the meeting:-

(i) For expansion of the Super Speciality Hospital, the share of MHRD being Rs. 80.00/- crore may be released before January, 2019. Suitable budget availability may be explored for this purpose.

(ii) The manpower requirement as per the norms of AIIMS and the cost for 3 months i.e. January, February and March, 2019 and for 2019-20 will be projected by Director, IMS-BHU before 30.11.2018.

(iii) The renovation project currently projected to cost Rs. 224/- crore over next 2 years may be firmed up and the project may be submitted by IMS-BHU to the MHRD before 30.11.2018.

(iv) A comprehensive EFC note for creation of the staff position and renovation will be prepared by MHRD so as to obtain approvals before first week of January, 2019. In the meanwhile, the IMS-BHU may go ahead for advertising the positions put in place by vigorous merit based systems for recruitment immediately so that required staff would be available by first week of February, 2019.

(v) The 4-year plan for expansion of the institution will be studied by a project management unit to explore all options for reducing the government investment to the extent possible.

Contd/-

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**MINUTES OF THE MEETING OF THE COMMITTEE TO EXAMINE THE PROPOSAL FOR MANPOWER REQUIREMENT IN THE NEWLY ESTABLISHED CENTENARY SUPERSPECIALITY COMPLEX, S S HOSPITAL, BANARAS HINDU UNIVERSITY, VARANASI**

The meeting of the Committee, constituted by the UGC vide letter No. F.54-4/2017(CU) dated 2<sup>nd</sup> February, 2018 (*Annexure-I*) to examine the proposal and recommend sanction of manpower in the newly established Centenary Superspeciality Complex, S S Hospital, Banaras Hindu University, Varanasi was held on 5<sup>th</sup> & 6<sup>th</sup> February, 2018 in UGC office.

The following members attended the meeting:-

1. Prof. R C Deka Chairman  
(Former Director, AIIMS New Delhi;  
Ex-VC, Assam D T University,  
Guwahati)  
C-1/17, AIIMS Campus, Ansari Nagar  
New Delhi - 110029  
E-mail: rc.deka@hotmail.com
  
2. Prof. D P Lokwani Member  
(Former VC, M P State Medical University)  
35, APR Colony, Katanga, Jabalpur-482001 (MP)  
E-mail: drlokwani@yahoo.com
  
3. Dr. B K Mohapatra Member  
(Former Registrar, Shri Lal Bahadur Shastri  
Rashtriya Sanskrit Vidyapeeth)  
Plot No. 22, Sector-5, Neeladri Vihar  
Chandra Sekhar OUR, Bhubaneswar - 751051  
E-mail: [bkm.555@gmail.com](mailto:bkm.555@gmail.com)

Dr. Jitendra K Tripathi, Joint Secretary, Central University Section, University Grants Commission, New Delhi coordinated the meeting.

The Chairman of the Committee welcomed the members, officials of UGC and the representative of BHU, Dr. O P Upadhyaya, Medical Superintendent. After introduction of the members, the Chairman requested Dr. O P Upadhyaya, Medical Superintendent to present the proposal.





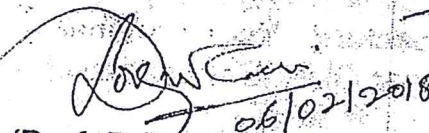
Dr. O P Upadhyaya, Medical Superintendent made a power-point presentation before the Committee. The Committee had taken note of his presentation but found certain relevant documents missing which were requested to be submitted before the Committee. After having received those documents next day of the meeting, i.e., 06-02-2018 along with the proposal from the Registrar & Medical Superintendent, BHU duly endorsed by the Joint Secretary, UGC (Annexure-II), and the contents of the e-mail dated 30-01-2018 from the PMO on this issue (Annexure-III), the Committee examined all the documents carefully and put them for discussion. The Committee relied on the documents submitted by the Medical Superintendent as well as the views expressed by UGC to the Committee and also the email received from PMO by the UGC.

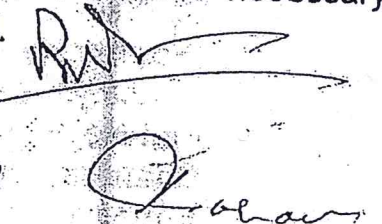
In view of the submission of the proposal for sanction of posts in different disciplines and areas within the range of the MCI and other regulatory bodies (Annexure-IV) the Committee had taken a considered view after examining the justification of the proposal post-wise.

After detailed deliberations and discussion, the Committee has recommended the department-wise post(s) to UGC for further necessary consideration at the appropriate levels (Annexure-V).

  
(Prof. R C Deka)

06/02/2018

  
(Prof. D.P Lokwani) 06/02/2018

  
(Dr. B K Mohapatra)



Name of the Department	Name of the Post	Existing Post	Proposal for No. of Post	No. of post Recommended by the Committee	Remarks
CTVS	Professor	1	0	0	
	Associate Professor	1	0	0	
	Assistant Professor	2	3	2	
	SR/DM/MCH	2	9	9	
Cardiology	Professor	1	0	0	
	Associate Professor	1	1	1	
	Assistant Professor	3	4	3	
	SR/DM/MCH	1	12	12	
Neuro Surgery	Professor	1	0	0	
	Associate Professor	1	0	0	
	Assistant Professor	1	4	3	
	SR/DM/MCH	1	9	9	
Neurology	Professor	2	0	0	
	Associate Professor	1	2	2	
	Assistant Professor	2	3	2	
	SR/DM/MCH	3	6	6	
Endocrinology	Professor	1	0	0	
	Associate Professor	1	0	0	
	Assistant Professor	1	3	2	
	SR/DM/MCH	2	9	9	
Gastroenterology	Professor	1	0	0	
	Associate Professor	1	0	0	
	Assistant Professor	2	5	3	
	SR/DM/MCH	2	9	9	
Nephrology	Professor	1	1	1	
	Associate Professor	2	0	0	
	Assistant Professor	1	3	3	
	SR/DM/MCH	1	12	12	
Urology	Professor	1	0	0	
	Associate Professor	1	1	1	
	Assistant Professor	1	3	2	
	SR/DM/MCH	1	12	12	
IVF	Professor	0	0		NOT RECOMMENDED AS IT IS SECTION OF OBGN DEPT.
	Associate Professor	0	1		
	Assistant Professor	0	5		
	SR/DM/MCH	0	12		
ICU*	Professor	0	0	0	
	Associate Professor	0	0	0	
	Assistant Professor	0	9	9	
	SR/DM/MCH	0	40	40	
Plastic Surgery & Burn Unit	Professor	2	0	0	
	Associate Professor	1	0	0	
	Assistant Professor	2	4	2	
	SR/DM/MCH	2	9	9	
Surgical Gastroenterology	Professor	0	0	0	
	Associate Professor	1	0	0	
	Assistant Professor	1	3	3	
	SR/DM/MCH	0	9	9	
Endo Surgery	Professor	0	0	0	
	Associate Professor	1	0	0	
	Assistant Professor	1	2	2	
	SR/DM/MCH	0	9	9	
Emergency Services 24 X 7	Professor	0	0	0	
	Associate Professor	0	0	0	



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Assistant Professor	10	10	5
SR/DM/MCH	0	10	10
Total		234	201

\* ICU also includes Anesthesia. Therefore, the nomenclature shall be Anesthesia cum ICU.

The Committee recommends the following:

	Demanded	Recommended
Assistant Professor	61	41
Associate Professor	5	4
Professor	1	1
SR/DM/MCH	167	155

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*Signature*  
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Maintaining Services

	Present	Recommended
Medical Officer	1007	770@
Medical Nursing Officer	207	297@
Medical Nursing Superintendent	10	51
Medical Superintendent	1	21
Medical Superintendent	1	11
	1340	1075

Norms of TNAI and INC mentioned in the proposal	Remarks
MO	1 per 500 beds
MS	1 per 400 beds or above
MNS	1 per 300 beds and 1 additional for every 200 beds
AN/S	1 for 100-150 beds or 3-4 wards
Ward Sister	1 for 25-30 beds or one ward - 30% leave reserve
Staff Nurse	1 for 3 beds in Teaching Hospital in general ward & 1 for 5 beds in Non-teaching Hospital + 30% Leave reserve

The posts of nursing sisters and staff nurses have been clubbed together for calculating the staff entitlement for performing nursing care work which the staff nurse will continue to perform even after she is promoted to the existing scale of nursing sister.

Out of the entitlement worked out on the basis of the norms, 30% posts may be sanctioned as nursing sister. This would further improve the existing ratio of 1 nursing sister to 3.0 staff nurses fixed by the government in settlement with the Delhi nurse union in May 1990.

*[Signature]*

*[Signature]*  
 06/02/2015

*[Signature]*  
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**Chart for Technical Manpower with Justification**

Description	No. of Post Proposed	No. of post Recommended by the Committee
OT Attendant cum Technician (12+05+02 OTs) 2 each for 12 major OTs + 1 each for 5 Minor & 3 each for 2 EOTs. (24X7)	55 (35+16+4)	35
Lab Attendant cum Technician 2 each for Neuro, Endo, Cardio, Uro, Nephro, CTVS and Gastro + 1 each for Neurosurgery, Gastro Surgery, Endo Surgery and Plastic Surgery	20 (18+2)	18
ICU (100 Beds) Attendant cum Technician 1 per 16 beds each shift	18 (16+2)	16
Lab Attendant cum Technician (CCI + Blood Bank + Emergency Services) 24 for CCI + 20 for blood bank and 10 for emergency services - all 24 X 7	78 (50+23+5)	50
Cath Lab Technician 2 each for 3 Cath Labs	7 (6+1)	6
Endoscopy Attendant cum Technician 3 each for 2 Endoscopy Unit	6 (5+1)	5
Dialysis Technician (Nephrology + ICU) 7 for Nephrology and 3 for ICU	11 (10+1)	8
Anesthesia Attendant cum Technician 6 for 12 OTs + 3 for 2 EOTs (24 X 7) + 2 for day care and pre/post OP	12 (11+1)	11
Perfusionist (CTVS + Anesthesia) 2 meet the load to major CTVS Ots + ICU	4	2
<b>Total</b>	<b>211</b>	<b>151</b>

**Engineering Services**

Executive Engineer	1	1
Assistant Engineer (Civil/Electrical/Mech. Cum Bio-med.)	3	2
Junior Engineer (Civil/Electrical/Mech. Cum Bio-med.)	6	3
Electrician	6	3
Workshop Attendant	10	6
<b>Total</b>	<b>26</b>	<b>15</b>

**Office / Administration**

Dy. Medical Superintendent	1	1
Assistant Registrar	1	1
Section Officer	3	1
Office Assistant	12	LDC 10
Sanitary Inspector	2	2
<b>Total</b>	<b>19</b>	<b>15</b>

**Security Personnel**

Security Officer	4	1
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Description	No. of Post Proposed	No. of post Recommended by the Committee
Supervisor	10	5
Guards*	136	100
<b>Total</b>	<b>150</b>	<b>106</b>

**Other Support Staff\***

Computer Operators* (for offices of departments, to help faculty, for MRD, IPD, OPD, CCI, Blood Bank, Stores and other service sub units - to facilitate efficient online	100	100
MIS* Administrative offices = 30, Nursing Department = 20, IPD = 200 (24 x7), OPDs = 60 (5 each for 12 OPDs), Enquiry Registration, Admission and Reception = 40, Labs = 20 (24 X 7), Radio Imaging services = 30 (24 X 7), Manifold department = 30 (24 X 7), EWSS = 40 (24 X7), Workshop = 20, Stores = 20, Stretcher Bearers = 30, Gardening and Horticulture = 30, Sanitary Attendants = 130	700	400
<b>Total</b>	<b>800</b>	<b>500</b>

\* Outsources

*[Handwritten mark]*

*Asad*  
*6/2/18*

*Ram*  
*06/02/2018*

*[Signature]*  
*06/02/2018*





FOI MAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Nursing College

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms Requirements of MCI norms		No. of posts	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Coi. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay							
1.	2.			3.	4.	5.	6.	7.	8.
	Principal	37400-67000+GP10000	1	0	0	0	1		
	Professor	37400-67000+GP10000	1	0	0	0	1		
	Reader/Asso. Prof.	15600-39100+GP 7600	2	0	0	0	2		
	Lecturer in Nursing	15600-39100+GP6600	4	0	0	0	4		
	Tutor/Clinical Instructor	15600-39100+GP5400	16	0	0	0	16		

Justifications: As our institute is also running a College of nursing which is imparting BSc in nursing at present and we propose to start MSc (Nursing) and PhD program. For the purpose we need above mentioned staff to impart quality education to this noble sector of Medicine



Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of posts	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
Designation	Scale pay							
2.			3.	4.	5.	6.	7.	8.
Chief Nursing Officer	15600-39100+GP7600	1	0	0	0	1		
Nursing Supdt.	15600-39100+GP6600	1	1	0	0	0		
Dy. Nursing Supdt.	15600-39100+GP5400	9	2	0	0	7		
Asstt. Nursing Supdt.	15600-39100+GP5400	62	9	0	0	53		

**Justification:** The hospital can function only with adequate in quantity and quality Nursing administration and staff without the support of adequate nursing staff and paramedical staff. The sanctioned 9 posts in this group is highly insufficient and therefore catering the large number of patients we need the above mentioned 53 additional posts.

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of posts	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay							
1.	2.			3.	4.	5.	6.	7.	8.
	Blood Transfusion Officer	15600-39100+GP6600+NPA	1	0	0	0	1		
	Medical Physicist	15600-39100+GP5400	1	0	0	0	1		
	Child Psychologist	15600-39100+GP5400	1	0	0	0	1		
	Clinical Psychologist	15600-39100-GP5400	1	0	0	0	1		
	Antenatal Medical Officer	15600+39100+GP+NPA	1	0	0	0	1		

Justification: In this group of man power presently this Institute does not have any position. The above 4 positions are essential for providing quality service and education in the National level Institution.



FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Administrative & Academic Division

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
2.			3.	4.	5.	6.	7.	8.
	Deputy Medical Superintendent	15600-39100+GP6600 + NPA	6	-	3	3		
	Assistant Controller of Examination	15600-39100+GP6600	4	0	0	4		
	Registrar	15600-39100+GP7600	1	0	0	1		
	Principal Pvt. Secretary (S)	15600-39100+GP6600	1	0	0	1		

Justification: Since our hospital has tremendously large number of patients and Institute runs variety of educational courses, the above required positions will add in a great way to both the components i.e. service and education.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Hospital Management

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
1.	2.		3.	4.	5.	6.	7.	8.
	Senior Analyst ( System Analyst )	15600-39100+GP7600	1	0	0	1		
501	Sr. Administrative Officer	15600-39100+GP6600	1	0	0	1		
	Public Relation Officer	15600-39100+GP6600	1	0	0	1		
	Law Officer	15600-39100+GP5400	1	0	0	1		
	Senior Programmer (Analyst )	15600-39100+GP6600	1	0	0	1		

Justification: In the era of IT our hospital needs Senior analyst for analysing data and Senior Programmer (Analyst )ll be helpful in developing new programmes, Sr. Administrative Officer is needed to look after day to day problem of administration , Public Relation Officer is essentially needed to get connected well with the masses and to make aware the needy population regarding new services, technology and information. This is the era of overall awareness of the people regarding their rights, there might be many law suits against medical personnel, and therefore a Law Officer will be helpful to the whole Institute.



FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Finance & Accounts.

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
2.		No. of posts	3.	4.	5.	6.	7.	8.
	Finance and Chief Account Officer (Sr. Account Officer)	15600-39100+GP6600	0	0	0	1		
	Account Officer	15600-39100+GP5400	0	0	0	6		

Justification: Presently, Institute of Medical Sciences does not have either Finance or Chief Account Officer (Sr. Account Officer) or Account Officer and the financial affair is looked after by the Central Registry of the University. As the budget and manpower both will increased in proposed plan, separate man power to deal with the finances is essential.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Central Procurement & Stores Department

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of posts	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay							
1.	2.			3.	4.	5.	6.	7.	8.
	Sr. Procurement & Stores Officers	15600-39100 +GP6600	1	0	0	0	1		
	Stores Officers	15600-39100 +GP5400	2	0	0	0	2		

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**Justification:**

To cope up with the increased magnitude of procurement of consumables and non consumables at large scale the above positions are needed.



URMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Central Sterilization Services Department

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
2.			3.	4.	5.	6.	7.	8.
	CSSD Officer	15600-39100 +GP6600	0	0	0	1		

Justification: For overall supervision of one of the most essential supply i.e. sterile supply to the whole hospital a officer rank position is needed.

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of posts	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay							
1.	2.			3.	4.	5.	6.	7.	8.
	Chief Librarian	37400-67000+GP8700	1	0	0	0	1		
	Librarian Selection Grade	15600-39100+GP6600	2	1	0	0	1		

505

**Justification:** For smooth functioning of all ready existing library, the above non existing two posts are needed.



FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AllMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Central Medical Records Section

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
2.			3.	4.	5.	6.	7.	8.
	Chief Medical Record Officer	15600-39100 +GP5400	0	0	0	1		

Justification: Presently IMS has no Chief Medical Record keeper, to maintain the record of all the data the post of Chief Medical Record Officer is essential

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
1.	2.		3.	4.	5.	6.	7.	8.
	Chief Dietician ( & Nutrition Officer)	15600-39100+GP6600	1	0	0	1		
	Senior Dietician (Assistant Food Manager)	15600-39100+GP5400	3	0	0	3		

Justification: In this era of 21<sup>st</sup> century, IMS does not have Chief Dietician (& Nutrition Officer) and Senior Dietician (Assistant Food Manager). These 2 positions are essentially is the need of the time.



FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Medical Social Service (Welfare)

Designation	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Scale pay	No. of posts						
2.			3.	4.	5.	6.	7.	8.
Chief Medical social Service Officer.	15600-39100+GP6600	1	0	0	0	1		
Supervision Medical Social Service Officer	15600-39100+GP5400	1	0	0	0	1		

Justification: The above two positions are not existing in the Institute and they are the integral part of the any AIIMS/ AIIMS like Institutions. This is why the above two positions should be provided.

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
1.	2.		3.	4.	5.	6.	7.	8.
	Executive Engineer (A/C&R)	15600-39100+GP6600	1	0	0	1		
	Hospital Architect	15600-39100+GP6600	1	0	0	1		

Justification: The existing engineering personnel are shared by the whole University which is quite insufficient to take responsibility of the Institute large number of equipments, building, different supply system are to be looked after.



JKMMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Security & Fire Services

Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
Designation	Scale pay	No. of posts					
2.							
Deputy Chief Security Officer	15600-39100+GP6600	1	0	0	1		
Security Officer	15600-39100+GP5400	2	0	0	2		
			3.	5.	6.	7.	8.

**Justification:** Presently positions like Deputy Chief Security Officer and Security Officer do not exist in the IMS and security is an essential component of any institutions. These post are thus very much needed.

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
1.	2.		3.	4.	5.	6.	7.	8.
	Professor	37400-67000+GP10000	59	Enclosed	41	59*		
511	Associate Professor	37400-67000+GP8000	101	Enclosed	62	140*		
	Assistant Professor	15600-39100+GP6000	140	Enclosed	94	186*		
	Jr. Resident	15600-39100+GP5400	134	Enclosed	134	670**		
	Sr. Resident (linked with course)- DM/Mch.	15600-39100+GP6600	22	Enclosed	22	22**		
	Sr. Resident (Not Linked with course)	15600-39100+GP6600	21	Enclosed	21	187**		



**Justification:**

At present, there are only 300 teaching positions in the institute which has sanctioned intake of 248 undergraduate, post graduates and super speciality students per year. In addition the intake of Nursing student every years is 100. It is too less as compared with other institutions of similar number of students intake. Therefore, there is a genuine need of enhancement in the faculty position.

Sr. Resident (Not linked with course), Senior residents and Junior Residents are the backbone of any hospital in delivering round the clock services including emergency and helping in training postgraduates. Presently, there are only 21 posts of senior residents in our Institute. Present intake as per sanctioned posts of Jr. Residents is 134 per annum (increased under reservation policy of Govt. of India). Thus, the proportionate increase in the number of Sr. Resident (Not Linked with course), Senior residents and Junior Residents from the existing 134, 22 and 21 to 804, 44 and 208 respectively is inevitable as per the Medical Council of India norms and the need of the region to provide proper health care to large population.

# B & C GROUP

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Nursing College

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms	Requirement as per MCI Norms with supporting documents of MCI norms	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
1.	2.		3.	4.	5.	6.	7.	8.
	Warden	9300-34800+GP4200	1					
	Data Entry Operator (Grade-A)	5200-20200+GP2400	0	0	0	1		
	Junior Warden (House Keeper)	5200-20200+GP1900	4	0	0	4		
	Lab Attendant Grade - II	5200-20200+GP1900	0	0	0	5		
	Store Keeper-cum-Clerk	5200-20200+GP1900	1	0	0	1		

**Justification:** For Nursing College, the above mentioned post like Warden, Data Entry Operator (Grade-A), Junior Warden (House Keeper), Lab Attendant Grade – II, Store Keeper-cum-Clerk are essential and presently non-existent. These posts are essentially needed.



No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms Requirements as per MCI Norms with supporting documents of MCI norms	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post.	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
2.		3.	4.	5.	6.	7.	8.
	Staff Nurse Gr-I (Nursing Sisters) 9300-34800+GP4800	1152 87	0	0	1065		
	Staff Nurse Gr-I (Nursing Sisters) 9300-34800+GP4600	2334 337	0	0	1997		
	Private Secretary (S) 9300-34800+GP4600	1 0	0	0	1		
	Hospital Attdt. Gr-III (Nursing Orderly) & Ward Sahayak / Sahayika 5200-20200+GP1800	600 247	0	0	353		

**Justification:** The hospital cannot function without the support of adequate nursing staff and paramedical staff. More **non-teaching staff** in various cadres has to be added, as the presently available total strength in comparison to other institutions of this level, is less than half. The work load may be obvious with the following table:

## SERVICES RENDERED BY THE HOSPITAL

Services	Number of patients (annual)
Outdoor	12,00,000
Indoor	40,000 to 45,000
Casualty	26,000 to 30,000
Minor/Major operations	41,000 to 42,000
Deliveries	2000 to 2500
ICU admission	~1000
Investigations	10,00,000
Blood collection	16,000

51

As our institute is also running a College of nursing which is imparting BSc in nursing at present and we propose to start MSc (Nursing) and PhD program. The nursing students also help in catering hospital services. This would provide additional hand in nursing care for patients. The present strength of various paramedical staff at present is

Group A	26
Group B	15
Group C	473
Group D	362
Contractual	100
Total	976

Conspicuously, the staff strength is severely compromised and far less than the norms, although the existing establishment is endeavouring its best to deliver the maximum in spite of this constraint.



SRMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Hospital Support

Technical Officer (Technical Supervisor)	9300-34800+GP4600	24	2					22	
Maternity & Child Welfare Officer	9300-34800+GP4600	1	0			0	0	1	
Psychiatric Social Worker	9300+34800+GP4200	6	0			0	0	6	
Social Worker	5200+20200+GP2400	10	2			0	0	8	
Medico Social Worker	9300-34800+GP4600	12	1			0	0	11	
Office Assistants (NS)	9300+34800+GP4200	20	0			0	0	20	
Bio Medical Engineer	9300+34800+GP4600	1	0			0	0	1	
PACS Administrator (Technical Officer Photography)	9300+34800+GP4600	1	0			0	0	1	
Public Health Nurse	9300-34800+GP4800	8	0			0	0	8	
Vocation Counselor	9300-34800+GP4600	4	0			0	0	4	
Radiographic Technician Grade – I	9300-34800+GP4200	15	2			0	0	13	
Stenographer (S)	5200-20200+GP2400	12	6			0	0	6	
Radio-therapy Technician Grade – II	9300-34800+GP4200	4	0			0	0	4	
Technical Assistant /	9300-34800+GP4200	160	62			0	0	98	







**SERVICES RENDERED BY THE HOSPITAL**

Services	Number of patients (annual)
Outdoor	12,00,000
Indoor	40,000 to 45,000
Casualty	26,000 to 30,000
Minor/Major operations	41,000 to 42,000
Deliveries	2000 to 2500
ICU admission	~1000
Investigations	10,00,000
Blood collection	16,000

519

As our institute is also running a College of nursing which is imparting BSc in nursing at present and we propose to start MSc (Nursing) and PhD program. The nursing students also help in catering hospital services. This would provide additional hand in nursing care for patients. The present strength of various paramedical staff at present is

Group A	26
Group B	15
Group C	473
Group D	362
Contractual	100
Total	976

Conspicuously, the staff strength is severely compromised and far less than the norms, although the existing establishment is endeavouring its best to deliver the maximum in spite of this constraint.



FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Administrative & Academic Division

Private Secretary (S)	9300-34800+GP4600	6	3	0	0	3	
Office Superintendent	9300-34800+GP4200	1	0	0	0	1	
Personal Assistant (S)	9300-34800+GP4200	8	5	0	0	3	
Officer Assistant (NS)	9300-34800+GP4200	12	6	0	0	6	
Jr. Reception Officer	9300-34800+GP4200	2	0	0	0	2	
Programmer (Data Processing Asstt.)	9300-34800+GP4600	2	1	0	0	1	
Upper Division Clerks	5200-20200+GP2400	15	10	0	0	5	
Lower Division Clerks	5200-20200+GP1900	18	12	0	0	6	

Justification: To run the setup of more than 6000 employees of different categories requires good Administrative & Academic backup. There are only limited existing positions 34 in this group and 24 more positions are required.

FOR/MAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Hospital Management

Private Secretary (S)	9300-34800+GP4600	10	5	0	0	0	5	
Assistant Administrative Officers	9300-34800+GP4600	3	3	0	0	0	0	
Office Assistant (NS)	9300-34800+GP4200	30	22	0	0	0	8	
Legal Assistant	9300-34800+GP4600	1	0	0	0	0	1	
Office Attendant Grade II	5200-20200+GP1800	22	14	0	0	0	8	

Justification:

In the era of IT our hospital needs Senior analyst for analysing data and Senior Programmer (Analyst )ll be helpful in developing new programmes, the above administrative posts are needed to look after day to day problem of administration. This is the era of overall awareness of the people regarding their rights, there might be many law suits against medical personnel, and therefore a Legal Assistant will be helpful to the whole Institute.



RRMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Finance & Accounts

Office Superintendents	9300-34800+GP4600	1	0	0	0	1	
Private Secretary (S)	9300-34800+GP4600	1	1	0	0	0	
Assistant Accounts Officer	9300-34800+GP4600	2	0	0	0	2	
Junior Accounts Officer (Accountant)	9300-34800+GP4200	6	0	0	0	6	
Chief Cashier	9300-34800+GP4600 (Spl Pay 600)	1	0	0	0	1	
Officer Assistant (NS)	9300-34800+GP4200	8		0	0	8	
Personal Assistants	9300-34800+GP4200	1		0	0	1	
Officer Attendants Grade II	5200-20200+GP1800	20	14	0	0	6	
Stenographer (S)	5200-20200+GP2400	8	4	0	0	4	
Upper Division Clerks	5200-20200+GP2400	4	0	0	0	4	
Cashier	5200-20200+GP2400	20	0	0	0	20	
Lower Division Clerks	5200-20200+GP1900	20	0	0	0	20	

Justification: Presently, Institute of Medical Sciences does not have either Finance or Chief Account Officer (Sr. Account Officer) or Account Officer and the financial affair are looked after by the Central Registry of the University. As the budget and manpower both will increased in proposed plan, separate man power to deal with the finances, fully fledged office is essential and therefore, above posts are required.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Hostel

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
1.	2.		3.	4.	5.	6.	7.	8.
	(Hostel Wardens)	9300-34800+GP4200	4	0	0	4		
	(Lady Hostel Wardens )Warden	9300-34800+GP4200	4	0	0	4		
	(House Keeper ) Junior Warden	5200-20200+GP1900	8	3	0	5		

523

Justification: Majority of the Medical hostels occupied by Residents are not considered student accommodation and therefore university has not given above staff, though these are essentially needed to run the hostel facilities.



FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Hindi Cell

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
2.			3.	4.	5.	6.	7.	8.
	Sr. Hindi Officer	9300-34800+GP4600	1	0	0	1		
	Junior Hindi Translator	9300-34800+GP4200	3	0	0	3		
	Jr. Scale Steno (Hindi)	5200-20200+GP2400	1	0	0	1		

Justification: As per National policy of promotion of Hindi, this cell is need with the above minimum staff.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Central Procurement & Stores Department

Assistant Stores Officers	9300-34800+GP4600	6	1	0	0	5	
Stores Keepers	9300-34800+GP4200	12	8	0	0	4	
Pharmacist Grade I	9300-34800+GP4200	6	0	0	0	6	
Personal Assistant (S)	9300-34800+GP4200	6	3	0	0	3	
Store Keeper – cum-clerks	5200-20200+GP1900	52	35	0	0	17	
Officer Assistants Grade II	5200-20200+GP1800	4	0	0	0	4	
Store Attendants Grade II	5200-20200+GP1800	16	8	0	0	8	

525

Justification: Central Procurement & Stores Department is essential requirement of any health organisation to cope up with the increased magnitude of procurement of consumables and non consumables at large scale the above positions are needed.



RRM/AT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AllMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Central Sterilization Services Department

CSSD Supervisor	9300-34800+GP4600	1	0	0	0	1	
CSSD Technicians	9300-34800+GP4200	6	0	0	0	6	
Store-Keeper-cum-Clerks	5200-20200+GP1900	1	0	0	0	1	

**Justification:** For overall supervision and sterilization processing of one of the most essential supply i.e. sterile supply to the whole hospital CSSD Supervisor, CSSD Technicians and Store-Keeper-cum-Clerks are essential requirement.

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
1.	2.		3.	4.	5.	6.	7.	8.
	Laundry Manager	9300-34800+GP4200	1	0	0	1		
	Assistant Laundry Supervisor	5200-20200+GP2400	5	3	0	2		
	Tailor Grade III	5200-20200+GP1800	6	4	0	2		
	Store-Keeper-cum-Clerks	5200-20200+GP1900	2	0	0	2		

**Justification:** Cleaning and washing of recyclable material especially linen etc. in the hospital are integral part and for the purpose above mentioned position is the minimum essential requirement. Presently Institute of has only 7 posts under this head which is grossly insufficient.



RRMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Sanitation

Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of posts	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
Designation	Scale pay	No. of posts						
2.			3.	4.	5.	6.	7.	8.
Sr. Sanitation Officer	9300-34800+GP4600	1	0	0	0	1		
Sanitation Officer	9300-34800+GP4200	3	1	0	0	2		
Sanitation Officer Grade II	5200-20200+GP2800	18	2	0	0	16		
Lower Division Clerk	5200-20200+GP1900	1	0	0	0	1		

Justification: In the such big hospital of ours only one Sanitary Officer and 2 Sanitation Officer Grade II

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Central Library

Librarian Grade I ( Documentalist )	9300-34800+GP4600	1	1	0	0	0	0
Librarian Grade III	9300-34800+GP4200	4	1	0	0	3	
Librarian Attendant Grade	5200-20200+GP2000	6	3	0	0	3	
Lower Division Clerks	5200-20200+GP1900	2	0	0	0	2	



CURRIMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Central Medical Records Section

Medical Record Officer	9300-34800+GP4200	8	2	0	0	6	
Junior Medical Record Officer (Receptionists)	5200-20200+GP2800	10	6	0	0	4	
Stenographer (S)	5200-20200+GP2400	1	0	0	0	1	
Medical Record Technician	5200-20200+GP2400	20	4	0	0	16	
Coding Clerks	5200-20200+GP1900	2	1	0	0	1	

Justification: Presently IMS has 2 Medical Record Officers, 6 Junior Medical Record Officers and only one coding clerk, while in AIIMS the positions required are as mentioned in the above table.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Medical Social Service (Welfare) Unit.

Medical Social Service Officer Gr-I	9300-34800+GP4600	24	14	0	0	10		
Office Assistants (NS)	9300-34800+GP4200	10	0	0	0	10		
Hospital Attendant Gr-III	5200-20200+GP1800	16	6	0	0	10		

Justification: For Medical Social services to deal with the large number illiterate patients and their attendants, the staff positions in the above mentioned table are needed to provide actual help to the population in disturbed mental state due to their own sickness or the relatives accompanying them.



MAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Engineering Department

Asstt. Engineer (A/C&R)	9300-34800+GP4600	2	1				1	
Asstt. Engineer (Civil)	9300-34800+GP4600	5	0				5	
Asstt. Engineer for Vigilance Cell (Civil)	9300-34800+GP4600	1	0				1	
Asstt. Engineer (Elect)	9300-34800+GP4200	2	0				2	
Junior Engineer (Civil)	9300-34800+GP4200	6	0				6	
Junior Engineer (Elect)	9300-34800+GP4200	4	0				4	
Junior Engineer (A/C&R)	9300-34800+GP4200	4	0				4	
Foreman (A/C&R)	5200-20200+GP2800	3	0				3	
Electrician	5200-20200+GP2400	6	4				2	
Senior Operator (E&M)	5200-20200+GP2400	7	0				7	
Senior Plumber	5200-20200+GP2400	4	0				4	
Senior Mechanics (A/C&R)	5200-20200+GP2400	6	3				3	

Senior Mechanics (E&M)	5200-20200+GP2400	2	0				2	
Mechanic (E&M)	5200-20200+GP1900	4	1				3	
Wireman	5200-20200+GP1900	20	12				8	
Plumber	5200-20200+GP1900	15	3				12	
Lineman (Electrical)	5200-20200+GP1900	2	1				1	
Operator (E&M)/Lift Operator	5200-20200+GP1900	12	11				1	
Mechanic (A/C&R)	5200-20200+GP1900	6	0				6	
Principal Private Secretary (S)	15600-39100+GP6600	1	0				1	
Office Assistants (NS)	9300-34800+GP4200	4	0				4	
Personal Assistant (S)	9300-34800+GP4200	3	3				0	
Stenographers (S)	5200-20200+GP2400	3	0				3	
Lower Division Clerks	5200-20200+GP1900	3	0				3	
		125	39				86	

533

Justification: The existing engineering personnel are shared by the whole University which is quite insufficient to take responsibility of the Institute of large number of equipments, building, and different supply system are to be looked after.



Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of posts	No. Of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
Designation	Scale pay							
2.			3.	4.	5.	6.	7.	8.
Chief Pharmacist	9300-34800+GP4600	1	0	0	0	1		
Sr. Pharmacist	9300-34800+GP4200	3	0	0	0	3		
Pharmacist Gr-I	9300-34800+GP4200	8	5	0	0	3		
Pharmacist Gr-II	5200-20200+GP2800	24	10	0	0	14		
Pharma Chemist / Chemical Examiner	5200-20200+GP2800	1	0	0	0	1		
Dispensing Attendants	5200-20200+GP2400	4	0	0	0	4		
Lower Division Clerks	5200-20200+GP1900	2	0	0	0	2		
			18			23		

Justification: There will be and there is tremendous burden on the Pharmacy staff with existing strength of only 18 in place of standard recommended number meet out the quality services in the AIIMS like hospital to be 43.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AIIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Medical Gas

Sl. No.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
1.	2.		3.	4.	5.	6.	7.	8.
	Gas Officer	9300-34800+GP4600	0	0	0	1		
	Gas Steward (Gas keeper)	5200-20200+GP2800	0	0	0	2		
	Gas Mechanic	5200-20200+GP2400	0	0	0	1		
	Pump Mechanic	5200-20200+GP2400	0	0	0	1		
	Lower Division Clerk	5200-20200+GP1900	0	0	0	1		
						6		

**Justification:** Currently no sanctioned post is there with regard to the GAS SUPPLY DEPARTMENT. The above mentioned 6 positions are needed for the proper functioning of Gas supply system.



2.	Manpower Requirement as per MCI Norms with supporting documents of MCI norms		No. of Position already sanctioned by UGC/Govt. Of India etc.	Reference of UGC/ Govt. Of India sanction order in support of sanctioned post	Existing number of posts against Col. No. 3	Additional Requirement of Staff due to upgradation of the Medical College	Justification for requirement of additional post	Remarks
	Designation	Scale pay						
	Transport Supervisor	9300-34800+GP4600	1	0	0	1		
	Diver (Ordinary)	5200-20200+GP1900	16	11	0	5		
	Cleaner	5200-20200+GP1800	16	5	0	11		
				3.	5.	6.	7.	8.

**Justification:** There number of ambulances available and need to be added more as we are unable to cope up with the demand in this >1000 bedded hospital, therefore if the additional 16 post are sanctioned it will help in great way to the hospital transport system which includes Community visits by the students also.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AllIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Kitchen

Dietician	9300-34800+GP4600	2	0	0	0	2	
Lower Division Clerk	5200-20200+GP1900	12	0	0	0	12	

**Justification:** To help the Chief Dietician (& Nutrition Officer) and Senior Dietician (Assistant Food Manager) and execute the need of the dietary plan of the hospital the dietician and lower division clerks are needed.

FORMAT – Additional Requirement in terms of Manpower Requirement as per MCI Norms with supporting documents of MCI norms for upgradation of S. S. Hospital & Institute of Medical Sciences, Banaras Hindu University to the Level of AllIMS under Pradhan Mantri Swasthya Suraksha Yojana (PMSSY) – Security & Fire Services

Assistant Security Officer	9300-34800+GP4200	4	0	0	0	4	
Security –cum- Fire Jamadar	5200-20200+GP2400	10	0	0	0	10	

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**Justification:** Presently positions like Assistant Security Officer and Security –cum-Fire Jamadar do not exist in the IMS and security is an essential component of any Institutions. These posts are thus very much needed.



## ITEM 32

**TO REPORT** the decisions of the Hon'ble Information Commissioner, Central Information Commission in Second Appeals.

### NOTE

The Central Information Commission after hearing the cases of Mr. Amit Kumar Singh and Mr. Rajesh Kumar has given the following decisions in respect of the concerned CPIO as per details given below:

The decision, vide Second Appeal No.: CIC/BANHU/A/2017/149412-BJ against CPIO & Assistant Registrar, Faculty of Commerce, B.H.U.

#### **(Appendix-32A):**

**Keeping in view the facts of the case and the submissions made by the Appellant regarding non-receipt of any OMR Answer sheet, the Commission instructs the Registrar, BHU to inquire into the matter and provide the information to the Appellant within 15 days from the date of receipt of this order. The Commission also instructs the Registrar, BHU to seek the explanation of the delinquent office to show cause as to why penal proceedings under Section 20 of the RTI Act, 2005 should not be initiated on him/her and forward the same to the Commission within a period of 15 days from the date of receipt of this order.**

**Furthermore, it is evident that the implementations of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.**

**The Commission also directs the VC/Registrar to look into such matters and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their Information.**

**The Appeals stand disposed with the above direction.**

Further, the decision, vide Second Appeal No.: CIC/BANHU/A/2017/603342-BJ-PENALTY against Dr. Shardul Chaubey, Assistant Registrar & CPIO, Rajiv Gandhi South Campus (RGSC), Barkachha, B.H.U. **(Appendix-32B):**

**Keeping in view the facts of the case and submission made by the Respondent and in light of the decisions of the Hon'ble High Court, the Commission finds that as per the provisions of Section 20(1) of**

the RTI Act, 2005, this is a fit case for levying a penalty of Rs. 2,000/- on Dr. Shardul Chaubey, AR (RGSC), Mirzapur for not providing the information to the Appellant within the stipulated time frame as admitted by him during the hearing.

The FAA, Banaras Hindu University, Rajiv Gandhi South Campus, Mirzapur, is directed to recover the amount of Rs 2,000/- from the salary of Dr. Shardul Chaubey, AR (RGSC), Mirzapur on receipt of this order and remit the same by way of Demand draft drawn in favour of "Pay and Accounts Officer, CAT" payable at New Delhi and send the same to Dy. Registrar, (CR-II) email: dyregcr2-cic@gov.in, Room No.106, First Floor, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067 within 30 days from the date of receipt of this order.

The Commission also instructs the Respondent to provide the information to the Appellant within a period of 15 days from the date of receipt of this order failing which penal action for noncompliance could be initiated.

Furthermore, it is evident that the implementation of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.

The Commission also directs the VC/Registrar to re-look at the delivery mechanism in vogue in respect of the implementation of the RTI Act, 2005 and initiate corrective measures to remedy the same forthwith and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their information.

Furthermore, it is appalling to note that the FAA had also not acted in accordance with the provisions of the RTI Act, 2005 and therefore is advised to be alert and cautious in the implementation of the RTI Act, 2005 with due diligence and care.

The Appeal stands disposed with the above direction.

Further, the decision, vide Second Appeal No.: CIC/BANHU/A/2017/604026-BJ-PENALTY against Dr. Shardul Chaubey, Assistant Registrar & CPIO, Rajiv Gandhi South Campus (RGSC), Barkachha, B.H.U. (**Appendix-32C**):

Keeping in view the facts of the case and submission made by the Respondent and in light of the decisions of the Hon'ble High Court the



Commission finds that as per the provisions of Section 20(1) of the RTI Act, 2005 this is a fit case for levying a penalty of Rs 2,000/- on Dr. Shardul Chaubey, AR (RGSC), Mirzapur for not providing the information to the Appellant within the stipulated time frame as admitted by him during the hearing.

The FAA, Banaras Hindu University, Rajiv Gandhi South Campus, Mirzapur, is directed to recover the amount of Rs 2,000/- from the salary of Dr. Shardul Chaubey, AR (RGSC), Mirzapur on receipt of this order and remit the same by way of Demand draft drawn in favour of "Pay and Accounts Officer, CAT" payable at New Delhi and send the same to Dy. Registrar, (CRII) email: [dyregcr2-cic@gov.in](mailto:dyregcr2-cic@gov.in), Room No. 106, First Floor, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067 within 30 days from the date of receipt of this order.

The Commission also instructs the Respondent to provide the information to the Appellant within a period of 15 days from the date of receipt of this order failing which penal action for noncompliance could be initiated.

Furthermore, it is evident that the implementation of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.

The Commission also directs the VC/Registrar to relook at the delivery mechanism in vogue in respect of the implementation of the RTI Act, 2005 and initiate corrective measures to remedy the same forthwith and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their information.

Furthermore, it is appalling to note that the FAA had also not acted in accordance with the provisions of the RTI Act, 2005 and therefore is advised to be alert and cautious in the implementation of the RTI Act, 2005 with due diligence and care.

Further, the decision, vide Second Appeal No.: CIC/BANHU/A/2017/604289-BJ-PENALTY against Dr. Shardul Chaubey, Assistant Registrar & CPIO, Rajiv Gandhi South Campus (RGSC), Barkachha, B.H.U. **(Appendix-32D)**:

Keeping in view the facts of the case and submission made by the Respondent and in light of the decisions of the Hon'ble High Court, the Commission finds that as per the provisions of Section 20(1) of the RTI Act, 2005, this is a fit case for levying a penalty of Rs. 2,000/- on Dr. Shardul Chaubey, AR (RGSC), Mirzapur for not providing the information to the Appellant within the stipulated time frame as admitted by him during the hearing.

The FAA, Banaras Hindu University, Rajiv Gandhi South Campus, Mirzapur, is directed to recover the amount of Rs 2,000/- from



the salary of Dr. Shardul Chaubey, AR (RGSC), Mirzapur on receipt of this order and remit the same by way of Demand draft drawn in favour of "Pay and Accounts Officer, CAT" payable at New Delhi and send the same to Dy. Registrar, (CR-II) email: [dyregcr2-cic@gov.in](mailto:dyregcr2-cic@gov.in), Room No. 106, First Floor, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067 within 30 days from the date of receipt of this order.

The Commission also instructs the Respondent to provide the information to the Appellant within a period of 15 days from the date of receipt of this order failing which penal action for non-compliance could be initiated.

Furthermore, it is evident that the implementation of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.

The Commission also directs the VC/Registrar to relook at the delivery mechanism in vogue in respect of the implementation of the RTI Act, 2005 and initiate corrective measures to remedy the same forthwith and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their information.

Furthermore, it is appalling to note that the FAA had also not acted in accordance with the provisions of the RTI Act, 2005 and therefore is advised to be alert and cautious in the implementation of the RTI Act, 2005 with due diligence and care.

The Executive Council may peruse and approve.

VC/05062  
137078

RTI-368  
16/10/18

(37)

APPENDIX- 32A

केन्द्रीय सूचना आयोग  
**Central Information Commission**  
बाबा गंगनाथ मार्ग, मुनिरका  
**Baba Gangnath Marg, Munirka**  
नई दिल्ली, New Delhi - 110067

द्वितीय अपील संख्या / Second Appeal No.: - CIC/BANHU/A/2017/149412-BJ

Mr. Amit Kumar Singh,  
S/o Upendra Nath Singh,  
Vill+Post-Chauja Khas,  
Dist.- Ghazipur-275203 (Uttar Pradesh)  
(M: 09889084678)

....अपीलकर्ता/Appellant

VERSUS

बनाम

CPIO & Assistant Registrar,  
Banaras Hindu University,  
Faculty of Commerce,  
Varanasi-221005

....प्रतिवादीगण /Respondent

Date of Hearing : 04.10.2018  
Date of Decision : 05.10.2018

Date of RTI application	07.04.2017
CPIO's response	06.05.2017
Date of the First Appeal	18.05.2017
First Appellate Authority's response	13/14.06.2017
Date of diarised receipt of Appeal by the Commission	18.07.2017

**ORDER**

**FACTS**

The Appellant vide his RTI application sought information on 02 points regarding copy of his OMR Sheet and question paper in respect of RET, 2016 examination, and interview marks.



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scored by him along with the marks of Research Proposal in RET interview held on 25<sup>th</sup> February, 2017 etc.

The CPIO, vide letter dated 06.05.2017, provided a response to the Appellant with an Interview Marks and Research Plan Proposal. Dissatisfied with the CPIO's response, the Appellant approached the FAA. The FAA, vide its order dated 13/14.06.2017, disposed off the Appeal after considering the letter of the CPIO dated 13.06.2017.

**HEARING:**

**Facts emerging during the hearing:**

The following were present:

**Appellant:** Mr. Amit Kumar Singh, (M: 09889084678) through VC;

**Respondent:** Mr. Sudhir Kumar, AR, BHU (M:08004930529);

The Appellant reiterated the contents of his RTI application and stated that even though a reply was provided by the CPIO/ FAA, a copy of his OMR answer sheet was not provided, till date. Explaining that non-disclosure of information for more than 1 ½ years from the date of filing the RTI application was severely impacting his future career prospects; the Appellant prayed that the information be provided to him expeditiously. In its reply, the representative of the Respondent Public Authority submitted that the Appellant's grievance had to be redressed at the Department Level itself and that the Registrar of the University was not the concerned officer in the matter.

The Commission was in receipt of an e-mail from the Respondent, Assistant Registrar, Faculty of Commerce dated 22.09.2018 wherein it was submitted that the Assistant Registrar & CPIO, Faculty of Commerce, BHU had provided the information on point no. 02 to the Appellant vide letter dated 06.05.2017. Further, the FAA & Joint Registrar (Entrance Exams), BHU had disposed off the Appeal vide letter dated 13/14.06.2017. Thus, the concerned CPIO was the Assistant Registrar (Entrance Exams), Office of the Controller of Examination, BHU and not the Assistant Registrar & CPIO, Faculty of Commerce, BHU. Furthermore, vide another email dated 25.09.2018, the Asst Registrar and CPIO, Faculty of Commerce, BHU informed that the notice of hearing had been sent to Shri V.K. Jaiswal, Assistant Registrar (Entrance Examination) and CPIO, BHU to appear for the instant hearing. However, the said officers were not present during the hearing.

Having heard the matter and on perusal of available records, the Commission referred to several decisions pertaining to disclosure of a candidate's own answer script. The Hon'ble Supreme Court of India in the decision of CBSE v. Aditya Bandopadhyay and Ors. SLP(C) NO. 7526/2009 had observed the following in para 11:

*"11. The definition of 'information' in section 2(f) of the RTI Act refers to any material in any form which includes records, documents, opinions, papers among several other enumerated*

items. The term 'record' is defined in section 2(i) of the said Act as including any document, manuscript or file among others. When a candidate participates in an examination and writes his answers in an answer-book and submits it to the examining body for evaluation and declaration of the result, the answer-book is a document or record. When the answer-book is evaluated by an examiner appointed by the examining body, the evaluated answer-book becomes a record containing the 'opinion' of the examiner. Therefore the evaluated answer-book is also an 'information' under the RTI Act."

It was furthermore stated in para 14 of the above mentioned judgement

"The examining bodies contend that the evaluated answer-books are exempted from disclosure under section 8(1)(e) of the RTI Act, as they are 'information' held in its fiduciary relationship. They fairly conceded that evaluated answer-books will not fall under any other exemptions in sub section (1) of section 8. Every examinee will have the right to access his evaluated answer-books, by either inspecting them or take certified copies thereof, unless the evaluated answer-books are found to be exempted under section 8(1)(e) of the RTI Act."

The aforesaid decision of the Hon'ble Supreme Court of India *CBSE and Anr. V. Aditya Bandopadhyay* was further relied in the judgment pronounced on 16.08.2016 by the Hon'ble Supreme Court of India in *Kumar Sharu and Anr. V. CBSE* in I.A. No. 01/2016 in Contempt Petition No. 9837/2016 Civil Appeal NO.6454/2011. Moreover, the Commission felt that issues of Larger Public Interest affecting selection of meritorious candidates through a fair and transparent selection process were raised by the Appellant during the course of hearing, hence disclosure of information was warranted.

Moreover, in a recent decision in the matter of *Mradul Mishra vs. Chairman, U.P. Public Service Commission and Ors.*, Civil Appeal No. 6723 of 2018 (Arising Out of SLP No. 33006 of 2017) dated 16.07.2018, the Hon'ble Supreme Court of India had while deciding the issue as to whether the Appellant is entitled to see the answer sheets of the examination in which he participated, held as under:

"14. In our opinion, permitting a candidate to inspect the answer sheet does not involve any public interest nor does it affect the efficient operation of the Government. There are issues of confidentiality and disclosure of sensitive information that may arise, but those have already been taken care of in the case of *Aditya Bandopadhyay* where it has categorically been held that the identity of the examiner cannot be disclosed for reasons of confidentiality.

15. That being the position, we have no doubt that the Appellant is entitled to inspect the answer sheets. Accordingly, we direct the Respondent - U.P. Public Service Commission to fix the date, time and place where the Appellant can come and inspect the answer sheet within four weeks."

The Hon'ble High Court of Delhi in the matter of *Treesha Irish vs. CPIO and Ors.*, WP (C) No. 6352 of 2006 dated 30.08.2010 while deciding that a candidate was entitled to his own answer sheet had held as under:

21..... The valued answer paper, if at all, can be a personal information relating to the candidate who has written the same. When the candidate applies for copy



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of the same, it cannot be denied to the candidate on the ground that it is personal information, insofar as, if that information would compromise anybody, it is the candidate himself/herself. The conduct of the examination for selection to the post of Last Grade officials is certainly a public activity and therefore the valuation of answer papers of that examination has relationship to a public activity of the department in the matter of selection to a higher post. A candidate writing an examination has a right to have his answer paper valued correctly and he has a right to know whether the same has been done properly and correctly. Both the public authority and the examiner have a public duty to get the valuation done correctly and properly, which is a public activity and duty. Therefore the supply of the copy of the answer paper, which is for enabling the candidate to ascertain whether the valuation of the answer paper has been done correctly and properly, has relationship to a public activity or interest.

23. There is no provision anywhere in the Act to the effect that information can be refused to be disclosed if no public interest is involved. Of course in a case of personal information, if it has no relationship with any public activity or interest, the information officer has discretion to refuse to disclose the same, if the larger public interest does not justify disclosure of such information. But on the ground of lack of public interest involved alone, the public information officer cannot refuse to disclose the information, without a finding first that the information is personal information having no relationship to any public activity or interest. I am at a loss to understand how disclosure of the valued answer paper would compromise the fairness and impartiality of the selection process. If at all, it would only enhance the fairness and impartiality of the selection process by holding out to the candidates that anybody can ascertain the fairness and impartiality by examining the valued answer papers. In fact, an ideal situation would be to furnish a copy of the answer paper along with the mark lists of the candidates so that they can satisfy themselves that the answer papers have been valued properly and they secured the marks they deserved for the answers written by them. Therefore the reason given in Ext P3, by the 1st respondent, is patently unsustainable."

#### DECISION:

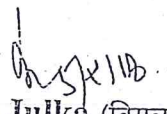
Keeping in view the facts of the case and the submissions made by the Appellant regarding non-receipt of any OMR Answer sheet, the Commission instructs the Registrar, BHU to inquire into the matter and provide the information to the Appellant within 15 days from the date of receipt of this order. The Commission also instructs the Registrar, BHU to seek the explanation of the delinquent officer to show cause as to why penal proceedings under Section 20 of the RTI Act, 2005 should not be initiated on him/ her and forward the same to the Commission within a period of 15 days from the date of receipt of this order.

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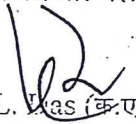
Furthermore, it is evident that the implementation of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.

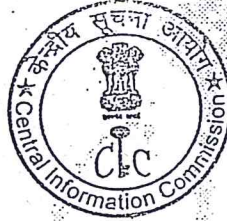
The Commission also directs the VC/Registrar to look into such matters and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their information.

The Appeals stand disposed with the above direction.

  
**Bimal Julka** (बिमल जुल्का)  
**Information Commissioner** (सूचना आयुक्त)

Authenticated true copy  
(अभिप्रमाणित सत्यापित प्रति)

  
K.L. Das (क.एल.दास)  
Dy. Registrar (उप-पंजीयक)  
011-26182598/ [kl.das@nic.in](mailto:kl.das@nic.in)  
दिनांक / Date: 05.10.2018



Copy to

1. The Secretary, D/o Higher Education, M/o HRD, 127-C, Shastri Bhawan, New Delhi – 110001
2. The Vice Chancellor, Banaras Hindu University, Varanasi-221005
3. The Registrar, Banaras Hindu University, Varanasi-221005



VCO/052863  
13-10-18

RTI-3668  
16/10/18

APPENDIX- 32B

केन्द्रीय सूचना आयोग  
Central Information Commission  
बाबा गंगनाथ मार्ग, मुनिरका  
Baba Gangnath Marg, Munirka  
नई दिल्ली, New Delhi - 110067

द्वितीय अपील संख्या / Second Appeal No.: - CIC/BANHU/A/2017/603342-BJ-PENALTY

Dr. Rajesh Kumar  
Vill & Post- Kosphara Kalan,  
Koraon, Allahabad-212306 (Uttar Pradesh)  
(M: 09454357900)

अपीलकर्ता/Appellant

VERSUS

बनाम

Dr. Shardul Chaubey  
Assistant Registrar / CPIO,  
Banaras Hindu University,  
Rajiv Gandhi South Campus (RGSC),  
Barkachha, BHU, Mirzapur-231211

प्रतिवादीगण /Respondent

Date of Hearing : 04.10.2018  
Date of Decision : 05.10.2018

Date of RTI application	20.02.2017
CPIO's response	Not on record
Date of the First Appeal	25.03.2017
First Appellate Authority's response	Not on record
Date of diarised receipt of Appeal by the Commission	Nil

ORDER

**FACTS**

The Appellant vide his RTI application sought information on 04 points regarding the list of teachers posted at RGSC who had not attended the Tableau Procession on February 01, 2017 and received the notice, details of arrangement of Victoria Vehicle made to carry the teachers from RGSC Campus to Main Campus and other issues related thereto.

Dissatisfied due to non-receipt of any response from the CPIO, the Appellant approached the FAA. The reply of the CPIO/ FAA, if any, is not on the record of the Commission.



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## HEARING:

### Facts emerging during the hearing:

The following were present:

**Appellant:** Dr. Rajesh Kumar (M: 09454357900) through VC;

**Respondent:** Dr. Shardul Chaubey, AR.(RGSC), Mirzapur (M: 09936182191) through VC;

The Appellant reiterated the contents of his RTI application and stated that no information was received by him, till date. In its reply, the Respondent submitted that the information sought relating to the list of teachers posted at RGSC who had not attended the Tableau Procession on February 01, 2017 and related details was now available with them and could be disclosed to the Appellant, if so directed by the Commission. During the hearing, on being queried by the Commission, whether the First Appeal had been answered in the matter and if not, the details of the FAA, the Respondent submitted that due to inaccessibility of the online portal owing to non-receipt of the ID and password, the online RTI appeals could not be replied. While submitting that he always intended to provide the information to the Appellant, it was submitted that due to the remoteness of their institute and certain other administrative and logistical difficulties, the RTI applications could not be dealt with appropriately at their end and prayed that a lenient view be taken by the Commission on the issue of imposition of penalty. The Appellant vehemently contested the submissions of the Respondent and stated that protracted delay of approximately 1½ years from the date of filing of the RTI application was caused by the Respondent which would consequently render the RTI mechanism, meaningless.

The Commission observed that the RTI Act, 2005 stipulates time limits in its various provisions relating to responding to RTI Applications, transfer of applications, filing and disposing of first appeal to ensure that a culture of information dissemination is strengthened so that a robust functioning of the democracy gets established. This was recognised by the Hon'ble High Court of Delhi in Mujibur Rehman vs Central Information Commission (W.P. (C) 3845/2007)(Dated 28 April, 2009) wherein it was held as under:

*"14..... The court cannot be unmindful of the circumstances under which the Act was framed, and brought into force. It seeks to foster an "openness culture" among state agencies, and a wider section of "public authorities" whose actions have a significant or lasting impact on the people and their lives. Information seekers are to be furnished what they ask for, unless the Act prohibits disclosure; they are not to be driven away through sheer inaction or filibustering tactics of the public authorities or their officers. It is to ensure these ends that time limits have been prescribed, in absolute terms, as well as penalty provisions. These are meant to ensure a culture of information disclosure so necessary for a robust and functioning democracy."*

Furthermore, the Hon'ble Delhi High Court decision in J P Aggarwal v. Union of India (WP (C) no. 7232/2009) it has held that:

*"The PIO is expected to apply his / her mind, duly analyse the material before him / her and then either disclose the information sought or give grounds for non-disclosure."*



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A reference was drawn to the decision of the Hon'ble Delhi High Court in the case of J.P. Agrawal v. Union of India-2013(287) ELT25(Del.) wherein it was held as under:

*7. "it is the PIO to whom the application is submitted and it is who is responsible for ensuring that the information as sought is provided to the applicant within the statutory requirements of the Act. Section 5(4) is simply to strengthen the authority of the PIO within the department; if the PIO finds a default by those from whom he has sought information. The PIO is expected to recommend a remedial action to be taken". The RTI Act makes the PIO the pivot for enforcing the implementation of the Act."*

Furthermore, in OM No. 20/10/23/2007-IR dated 09.07.2009, while elaborating on the duties and responsibilities of the FAA, it was stated that:

*"3. Deciding appeals under the RTI Act is a quasi judicial function. It is, therefore, necessary that the appellate authority, should see that the justice is not only done but it should also appear to have been done. In order to do so, the order passed by the appellate authority should be a speaking order giving justification for the decision arrived at.*

*5. The Act provides that the first appellate authority would be an officer senior in rank to the CPIO. Thus, the appellate authority, as per provisions of the Act, would be an officer in a commanding position vis a vis' the CPIO. Nevertheless, if, in any case, the CPIO does not implement the order passed by the appellate authority and the appellate authority feels that intervention of higher authority is required to get his order implemented, he should bring the matter to the notice of the officer in the public authority competent to take against the CPIO. Such competent officer shall take necessary action so as to ensure implementation of the RTI Act. "*

Furthermore, The Hon'ble Delhi High Court in the decision J.P. Aggarwal v. Union of India (WP (C) no. 7232/2009 while stating that the CPIO should not mechanically forward the information collected through subordinates, held as under that:

*"7.it is the PIO to whom the application is submitted and it is who is responsible for ensuring that the information as sought is provided to the applicant within the statutory requirements of the Act. Section 5(4) is simply to strengthen the authority of the PIO within the department; if the PIO finds a default by those from whom he has sought information. The PIO is expected to recommend a remedial action to be taken".  
The RTI Act makes the PIO the pivot for enforcing the implementation of the Act.*

*The PIO is expected to apply his / her mind, duly analyse the material before him / her and then either disclose the information sought or give grounds for non-disclosure. A responsible officer cannot escape his responsibility by saying that he depends on the work of his subordinates. The PIO has to apply his own mind independently and take the appropriate decision and cannot blindly approve / forward what his subordinates have done.*



9. This Court in *Mujibur Rehman Vs. Central Information Commission* MANU/DE/0542/2009 held that information seekers are to be furnished what they ask for and are not to be driven away through filibustering tactics and it is to ensure a culture of information disclosure that penalty provisions have been provided in the RTI Act. The Act has conferred the duty to ensure compliance on the PIO. This Court in *Vivek Mittal Vs. B.P. Srivastava* MANU/DE/4315/2009 held that a PIO cannot escape his obligations and duties by stating that persons appointed under him had failed to collect documents and information; that the Act as framed casts obligation upon the PIO to ensure that the provisions of the Act are fully complied. Even otherwise, the settled position in law is that an officer entrusted with the duty is not to act mechanically. The Supreme Court as far back as in *Secretary, Haila Kandi Bar Association Vs. State of Assam* 1995 Supp. (3) SCC 736 reminded the high ranking officers generally, not to mechanically forward the information collected through subordinates. The RTI Act has placed confidence in the objectivity of a person appointed as the PIO and when the PIO mechanically forwards the report of his subordinates, he betrays a casual approach shaking the confidence placed in him and duties the probative value of his position and the report."

With regard to imposition of penalty, the Commission referred to Section 20 (1) of the RTI Act, 2005 which stipulates that penalty could be imposed by the Commission against the CPIO in an appeal/ complaint proceeding, if the information sought was not provided within the stipulated time period without any reasonable cause. During the hearing, the CPIO was unable to give any reasons for the delay in providing the information. The Commission referred to the decision of the Hon'ble High Court of Delhi in the matter of *R.K. Jain v. V.P. Pandey*, CPIO, CESTAT, New Delhi in W.P. (C) No. 4785/ 2017 dated 10.10.2017 wherein it was held as under:

"2. The grievance of the petitioner is that although the CIC had accepted that there was a delay in providing the necessary information to the petitioner, the CIC had not imposed the penalty as required under Section 20(1) of the Right to Information Act, 2005. It is well settled that imposing of the penalty is a discretionary measure. In *Anand Bhushan v. R.A. Haritash*: ILR (2012) 4 Delhi 657 a division bench of this Court had considered the question whether the levy of penalty was discretionary and held as under....."

Furthermore, the Hon'ble High Court in the matter of *R.K. Jain v. CIC and Anr.* in W.P.(C) 4152/2017 dated 10.10.2017 had held as under:

"5. The question whether the CIC had the discretion to restrict the penalty or whether penalty as provided under Section 20 of the Act is mandatory, is no longer res integra. The said question was considered by a Division Bench of this Court in *Anand Bhushan v. R.A. Haritash*: ILR (2012) 4 Delhi 657 and the relevant extract of the said decision is set out below....

6. In view of the above, this Court finds no reason to interfere with the discretion exercised by the CIC. The petition is, accordingly, dismissed."



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The Commission further referred to the decision of the Hon'ble High Court of Delhi in the matter of R.K. Jain vs Union of India, LPA No. 369/2018, dated 29.08.2018, wherein it was held as under:

*"9.....That being so, the legislative intent was that the penal provisions are to be implemented or enforced only against the CPIO and not against any other authority like the senior ranking officer or the Appellate Authority who decides the appeal under Section 19(1). If this was not the legislative intention, the words appearing in Sections 19(1) and (2) would have been differently worded and the construction of the statutory provision would have been entirely different. If the argument canvassed by the petitioner was to be accepted then by that interpretation, we would be expanding the meaning of a CPIO and we would be adding something more into the definition of CPIO than the one as was conceived by the legislature. This is not permissible under law and when the CPIO is only indicated to be officer against whom penal action can be taken under Section 20, we cannot read into the said statutory provision anything more by supplying words or meaning which would enlarge the scope of the penal provisions under Section 20. That apart, the CPIO being custodian of the information or the documents sought for, is primarily responsible under the scheme of the RTI Act to supply the information and in case of default or dereliction on his part, the penal action is to be invoked against him only. The Appellate Authority is not the custodian of the information or the document. It is only a statutory authority to take a decision on an appeal with regard the tenability or otherwise of the action of the CPIO and, therefore, there is a conscious omission in making the Appellate Authority liable for a penal action under Section 20 of the RTI Act and if that be the scheme of the Act and the legislative intention, we see no error in the order passed by the learned writ Court warranting reconsideration."*

During the hearing, the Respondent cited various administrative lacunae and constraints for implementation of the RTI Act, 2005 which require urgent deliberation and rectification. The Commission was appalled to learn about the manner in which the hearings before it were handled by the Respondent Public Authority which indicated that there was complete negligence and laxity in the Public Authority in dealing with the RTI matters. It was abundantly clear that such matters were being ignored and set aside without application of mind which reflected disrespect towards the RTI Act, 2005 itself. It was felt that the conduct of Respondent was against the spirit of the RTI Act, 2005 which was enacted to ensure greater transparency and effective access to the information.

#### DECISION

Keeping in view the facts of the case and submission made by the Respondent and in light of the decisions of the Hon'ble High Court, the Commission finds that as per the provisions of Section 20(1) of the RTI Act, 2005, this is a fit case for levying a penalty of Rs. 2,000/- on Dr. Shardul



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Chaubey, AR (RGSC), Mirzapur for not providing the information to the Appellant within the stipulated time frame as admitted by him during the hearing.

The FAA, Banaras Hindu University, Rajiv Gandhi South Campus, Mirzapur, is directed to recover the amount of Rs 2,000/- from the salary of Dr. Shardul Chaubey, AR (RGSC), Mirzapur on receipt of this order and remit the same by way of Demand draft drawn in favour of "Pay and Accounts Officer, CAT" payable at New Delhi and send the same to Dy. Registrar, (CR-II) email: [dyregcr2-cic@gov.in](mailto:dyregcr2-cic@gov.in), Room No. 106, First Floor, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067 within 30 days from the date of receipt of this order.

The Commission also instructs the Respondent to provide the information to the Appellant within a period of 15 days from the date of receipt of this order failing which penal action for non-compliance could be initiated.

Furthermore, it is evident that the implementation of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.

The Commission also directs the VC/Registrar to relook at the delivery mechanism in vogue in respect of the implementation of the RTI Act, 2005 and initiate corrective measures to remedy the same forthwith and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their information.

Furthermore, it is appalling to note that the FAA had also not acted in accordance with the provisions of the RTI Act, 2005 and therefore is advised to be alert and cautious in the implementation of the RTI Act, 2005 with due diligence and care.

The Appeal stands disposed with the above direction.

*[Handwritten signature]*  
5/10/18

**Bimal Julka (बिमल जुल्का)**  
**Information Commissioner (सूचना आयुक्त)**

Authenticated true copy  
(अभिप्रेषणित सत्यापित प्रति)

*[Handwritten signature]*  
K.L. Das (के.एल.दास)  
Dy. Registrar (उप-पंजीयक)  
011-26182598/ [kl.das@nic.in](mailto:kl.das@nic.in)  
दिनांक / Date: 05.10.2018





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Copy to:

1. The Secretary, D/o Higher Education, M/o HRD, 127-C, Shastri Bhawan, New Delhi - 110001
2. The Vice Chancellor, Banaras Hindu University, Varanasi-221005
3. The Registrar, Banaras Hindu University, Varanasi-221005
4. Ms. Ramadevi Nimanpalli, Director (RGSC) and FAA, Rajiv Gandhi South Campus (RGSC), Banaras Hindu University, Barkachha, BHU, Mirzapur 231001
5. DR to CR-II, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067

272-2-28  
16

VCO/05065  
13-70-78

केन्द्रीय सूचना आयोग  
**Central Information Commission**  
बाबा गंगनाथ मार्ग, मुनिरका  
**Baba Gangnath Marg, Munirka**  
नई दिल्ली, New Delhi – 110067

द्वितीय अपील संख्या / Second Appeal No.:- CIC/BANHU/A/2017/604026-BJ-PENALTY

Dr. Rajesh Kumar  
Vill & Post- Kosphara Kalan,  
Koraon, Allahabad-212306 (Uttar Pradesh)  
(M: 09454357900)

....अपीलकर्ता/Appellant

VERSUS

बनाम

Dr. Shardul Chaubey  
CPIO & Assistant Registrar,  
Rajiv Gandhi South Campus (RGSC),  
Banaras Hindu University,  
Barkachha, BHU, Mirzapur 231001

प्रतिवादीगण /Respondent

Date of Hearing : 04.10.2018  
Date of Decision : 05.10.2018

Date of RTI application	10.05.2017
CPIO's response	Not on record
Date of the First Appeal	13.06.2017
First Appellate Authority's response	Not on record
Date of diarised receipt of Appeal by the Commission	Nil

**ORDER**

**FACTS**

The Appellant vide his RTI application sought information on 03 points in respect of Professor-in-charge, RGSC, Barkachha, BHU, copy of functions and responsibilities of Professor-in-charge, expenditure incurred on different heads in the Financial Year 2016-17, availability and presence of Professor-in-charge along with the copy of guidelines, if any etc.

Dissatisfied due to non-receipt of any response from the CPIO, the Appellant approached the FAA. The reply of the CPIO/ FAA, if any, is not on the record of the Commission.



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HEARING:

Facts emerging during the hearing:

The following were present:

Appellant: Dr. Rajesh Kumar (M: 09454357900) through VC;

Respondent: Dr. Shardul Chaubey, AR (RGSC), Mirzapur (M: 09936182191) through VC;

The Appellant reiterated the contents of his RTI application and stated that he desired the information on point no. 01 and 02 of the RTI application at this stage. In its reply, while tendering his unconditional apology for not answering the RTI application/ First Appeal in time, the Respondent submitted that due to inaccessibility of the online portal owing to non-receipt of the ID and password, the online RTI appeals could not be replied.

While submitting that he always intended to provide the information to the Appellant, it was submitted that due to the remoteness of their institute and certain other administrative and logistical difficulties, the RTI applications could not be dealt with appropriately at their end and prayed that a lenient view be taken by the Commission on the issue of imposition of penalty. The Appellant vehemently contested the submissions of the Respondent and stated that protracted delay of approximately 1½ years from the date of filing of the RTI application was caused by the Respondent which would consequently render the RTI mechanism meaningless.

The Commission observed that the RTI Act, 2005 stipulates time limits in its various provisions relating to responding to RTI Applications, transfer of applications, filing and disposing of first appeal to ensure that a culture of information dissemination is strengthened so that a robust functioning of the democracy gets established. This was recognised by the Hon'ble High Court of Delhi in *Mujibur Rehman vs Central Information Commission (W.P. (C) 3845/2007)* (Dated 28 April, 2009) wherein it was held as under:

*"14.....The court cannot be unmindful of the circumstances under which the Act was framed, and brought into force. It seeks to foster an "openness culture" among state agencies, and a wider section of "public authorities" whose actions have a significant or lasting impact on the people and their lives. Information seekers are to be furnished what they ask for, unless the Act prohibits disclosure; they are not to be driven away through sheer inaction or filibustering tactics of the public authorities or their officers. It is to ensure these ends that time limits have been prescribed, in absolute terms, as well as penalty provisions. These are meant to ensure a culture of information disclosure so necessary for a robust and functioning democracy."*

Furthermore, the Hon'ble Delhi High Court decision in *J P Aggarwal v. Union of India (WP (C) no. 7232/2009* it has held that:

*"The PIO is expected to apply his / her mind, duly analyse the material before him / her and then either disclose the information sought or give grounds for non-disclosure."*

A reference was drawn to the decision of the Hon'ble Delhi High Court in the case of *J.P. Agrawal v. Union of India-2013(287) ELT25(Del.)* wherein it was held as under:

7. *"it is the PIO to whom the application is submitted and it is who is responsible for ensuring that the information as sought is provided to the applicant within the statutory*



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*requirements of the Act. Section 5(4) is simply to strengthen the authority of the PIO within the department; if the PIO finds a default by those from whom he has sought information. The PIO is expected to recommend a remedial action to be taken". The RTI Act makes the PIO the pivot for enforcing the implementation of the Act."*

Furthermore, in OM No. 20/10/23/2007-IR dated 09.07.2009, while elaborating on the duties and responsibilities of the FAA, it was stated that:

*"3. Deciding appeals under the RTI Act is a quasi judicial function. It is, therefore, necessary that the appellate authority should see that the justice is not only done but it should also appear to have been done. In order to do so, the order passed by the appellate authority should be a speaking order giving justification for the decision arrived at.*

*5.....The Act provides that the first appellate authority would be an officer senior in rank to the CPIO. Thus, the appellate authority, as per provisions of the Act, would be an officer in a commanding position vis a vis the CPIO. Nevertheless, if, in any case, the CPIO does not implement the order passed by the appellate authority and the appellate authority feels that intervention of higher authority is required to get his order implemented, he should bring the matter to the notice of the officer in the public authority competent to take against the CPIO. Such competent officer shall take necessary action so as to ensure implementation of the RTI Act. "*

Furthermore, The Hon'ble Delhi High Court in the decision J P Aggarwal.v. Union of India (WP (C) no. 7232/2009 while stating that the CPIO should not mechanically forward the information collected through subordinates, held as under that:

*"7.it is the PIO to whom the application is submitted and it is who is responsible for ensuring that the information as sought is provided to the applicant within the statutory requirements of the Act. Section 5(4) is simply to strengthen the authority of the PIO within the department; if the PIO finds a default by those from whom he has sought information. The PIO is expected to recommend a remedial action to be taken". The RTI Act makes the PIO the pivot for enforcing the implementation of the Act.*

*The PIO is expected to apply his / her mind, duly analyse the material before him / her and then either disclose the information sought or give grounds for non-disclosure. A responsible officer cannot escape his responsibility by saying that he depends on the work of his subordinates. The PIO has to apply his own mind independently and take the appropriate decision and cannot blindly approve / forward what his subordinates have done.*

*9. This Court in Mujibur Rehman Vs. Central Information Commission MANU/DE/0542/2009 held that information seekers are to be furnished what they ask for and are not to be driven away through filibustering tactics and it is to ensure a culture of information disclosure that penalty provisions have been provided in the RTI Act. The Act has conferred the duty to ensure compliance on the PIO. This Court in Vivek Mittal Vs. B.P. Srivastava MANU/DE/4315/2009 held that a PIO cannot escape his obligations and duties by stating that persons appointed under him had failed to collect documents and*



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*information; that the Act as framed casts obligation upon the PIO to ensure that the provisions of the Act are fully complied. Even otherwise, the settled position in law is that an officer entrusted with the duty is not to act mechanically. The Supreme Court as far back as in Secretary, Haila Kandi Bar Association Vs. State of Assam 1995 Supp. (3) SCC 736 reminded the high ranking officers generally, not to mechanically forward the information collected through subordinates. The RTI Act has placed confidence in the objectivity of a person appointed as the PIO and when the PIO mechanically forwards the report of his subordinates, he betrays a casual approach shaking the confidence placed in him and duties the probative value of his position and the report."*

During the hearing the Respondent cited various administrative lacunae and constraints for implementation of the RTI Act, 2005 which require urgent deliberation and rectification. The Commission was appalled to learn about the manner in which the hearings before it were handled by the Respondent Public Authority which indicated that there was complete negligence and laxity in the Public Authority in dealing with the RTI matters. It was abundantly clear that such matters were being ignored and set aside without application of mind which reflected disrespect towards the RTI Act, 2005 itself. It was felt that the conduct of Respondent was against the spirit of the RTI Act, 2005 which was enacted to ensure greater transparency and effective access to the information. During the hearing, the CPIO was unable to give any reasons for the delay in providing the information. The Commission referred to the decision of the Hon'ble High Court of Delhi in the matter of R.K. Jain v. V.P. Pandey, CPIO, CESTAT, New Delhi in W.P. (C) No. 4785/2017 dated 10.10.2017 wherein it was held as under:

"2. The grievance of the petitioner is that although the CIC had accepted that there was a delay in providing the necessary information to the petitioner, the CIC had not imposed the penalty as required under Section 20(1) of the Right to Information Act, 2005. It is well settled that imposing of the penalty is a discretionary measure. In Anand Bhushan v. R.A. Haritash: ILR (2012) 4 Delhi 657 a division bench of this Court had considered the question whether the levy of penalty was discretionary and held as under....."

Furthermore, the Hon'ble High Court in the matter of R.K. Jain v. CIC and Anr. in W.P.(C) 4152/2017 dated 10.10.2017 had held as under:

"5. The question whether the CIC had the discretion to restrict the penalty or whether penalty as provided under Section 20 of the Act is mandatory, is no longer res integra. The said question was considered by a Division Bench of this Court in Anand Bhushan v. R.A. Haritash: ILR (2012) 4 Delhi 657 and the relevant extract of the said decision is set out below....

6. In view of the above, this Court finds no reason to interfere with the discretion exercised by the CIC. The petition is, accordingly, dismissed."

The Commission further referred to the decision of the Hon'ble High Court of Delhi in the matter of R.K. Jain vs Union of India, LPA No. 369/2018, dated 29.08.2018, wherein it was held as under:



“9.....That being so, the legislative intent was that the penal provisions are to be implemented or enforced only against the CPIO and not against any other authority like the senior ranking officer or the Appellate Authority who decides the appeal under Section 19(1). If this was not the legislative intention, the words appearing in Sections 19(1) and (2) would have been differently worded and the construction of the statutory provision would have been entirely different. If the argument canvassed by the petitioner was to be accepted then by that interpretation, we would be expanding the meaning of a CPIO and we would be adding something more into the definition of CPIO than the one as was conceived by the legislature. This is not permissible under law and when the CPIO is only indicated to be officer against whom penal action can be taken under Section 20, we cannot read into the said statutory provision anything more by supplying words or meaning which would enlarge the scope of the penal provisions under Section 20. That apart, the CPIO being custodian of the information or the documents sought for, is primarily responsible under the scheme of the RTI Act to supply the information and in case of default or dereliction on his part, the penal action is to be invoked against him only. The Appellate Authority is not the custodian of the information or the document. It is only a statutory authority to take a decision on an appeal with regard the tenability or otherwise of the action of the CPIO and, therefore, there is a conscious omission in making the Appellate Authority liable for a penal action under Section 20 of the RTI Act and if that be the scheme of the Act and the legislative intention, we see no error in the order passed by the learned writ Court warranting reconsideration.”

**DECISION**

Keeping in view the facts of the case and submission made by the Respondent and in light of the decisions of the Hon'ble High Court, the Commission finds that as per the provisions of Section 20(1) of the RTI Act, 2005, this is a fit case for levying a penalty of Rs. 2,000/- on Dr. Shardul Chaubey, AR (RGSC), Mirzapur for not providing the information to the Appellant within the stipulated time frame as admitted by him during the hearing.

The FAA, Banaras Hindu University, Rajiv Gandhi South Campus, Mirzapur, is directed to recover the amount of Rs 2,000/- from the salary of Dr. Shardul Chaubey, AR (RGSC), Mirzapur on receipt of this order and remit the same by way of Demand draft drawn in favour of "Pay and Accounts Officer, CAT" payable at New Delhi and send the same to Dy. Registrar, (CR-II) email: [dyregcr2-cic@gov.in](mailto:dyregcr2-cic@gov.in), Room No. 106, First Floor, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067 within 30 days from the date of receipt of this order.

The Commission also instructs the Respondent to provide the information to the Appellant within a period of 15 days from the date of receipt of this order failing which penal action for non-compliance could be initiated.

Furthermore, it is evident that the implementation of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.



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The Commission also directs the VC/Registrar to relook at the delivery mechanism in vogue in respect of the implementation of the RTI Act, 2005 and initiate corrective measures to remedy the same forthwith and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their information.

Furthermore, it is appalling to note that the FAA had also not acted in accordance with the provisions of the RTI Act, 2005 and therefore is advised to be alert and cautious in the implementation of the RTI Act, 2005 with due diligence and care.

The Appeal stands disposed with the above direction.

31/10/18  
Bimal Julka (बिमल जुल्का)

Information Commissioner (सूचना आयुक्त)

Authenticated true copy

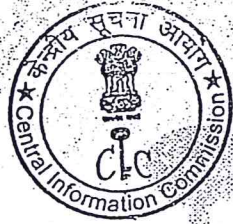
(अभिप्रमाणित सत्यापित प्रति)

K.L. Das (क.एल.दास)

Dy. Registrar (उप-पंजीयक)

011-26182598/ kl.das@nic.in

दिनांक / Date: 05.10.2018



Copy to:

1. The Secretary, D/o Higher Education, M/o HRD, 127-C, Shastri Bhawan, New Delhi - 110001
2. The Vice Chancellor, Banaras Hindu University, Varanasi-221005
3. The Registrar, Banaras Hindu University, Varanasi-221005
4. Ms. Ramadevi Nimanpalli, Director (RGSC) and FAA, Rajiv Gandhi South Campus (RGSC), Banaras Hindu University, Barkachha, BHU, Mirzapur 231001
5. DR to CR-II, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067



APPENDIX- 32 D

दिनांक/Date 22-10-18

Uo/105090  
16-10-18

केन्द्रीय सूचना आयोग  
Central Information Commission  
बाबा गंगनाथ मार्ग, मुनिरका  
Baba Gangnath Marg, Munirka  
नई दिल्ली, New Delhi – 110067

द्वितीय अपील संख्या / Second Appeal No.:- CIC/BANHU/A/2017/604289-BJ-PENALTY

Dr. Rajesh Kumar  
Vill & Post- Kosphara Kalan,  
Koraon, Allahabad 212306 (Uttar Pradesh)  
(M: 09454357900)

....अपीलकर्ता/Appellant

VERSUS

बनाम

Dr. Shardul Chaubey  
CPIO & Assistant Registrar,  
Rajiv Gandhi South Campus,  
Banaras Hindu University,  
SH 5, Dist Mirzapur, Barkachhakalan,  
Uttar Pradesh 231001

...प्रतिवादीगण /Respondent

Date of Hearing : 04.10.2018  
Date of Decision : 05.10.2018

Date of RTI application	26.05.2017
CPIO's response	Not on record
Date of the First Appeal	Nil
First Appellate Authority's response	Not on record
Date of diarised receipt of Appeal by the Commission	nil

**ORDER****FACTS**

The Appellant vide his RTI Application had sought information on 04 points regarding total budget received and spent on Plant Biotechnology Special Course in the FY 2015-16 and 2016-17; category wise total expenditure incurred on different heads in Plant Biotechnology Course from January 2016 to April 2017 with certified copy of the expenditure incurred, details of year-wise expenditure incurred, on course-coordinator (Prof. M. N. Singh) from the course for his travelling, consumables, office maintenance etc. during his tenure as the course coordinator, list of electronic items purchases for the course during his tenure and issues related thereto.

Aggrieved with the non-receipt of any response from the CPIO, the Appellant approached the FAA, The reply of the CPIO/ order of the FAA, if any, is not on the record of the Commission.



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**HEARING:**

**Facts emerging during the hearing:**

The following were present:

**Appellant:** Dr. Rajesh Kumar (M: 09454357900) through VC;

**Respondent:** Dr. Shardul Chaubey, AR (RGSC), Mirzapur (M: 09936182191) through VC;

The Appellant reiterated the contents of his RTI application and stated that no reply was received by him, until 24.07.2018 when a letter was received by him subsequent to the receipt of the notice of instant hearing by the Respondent. In its reply, while tendering their unconditional apology for not answering the RTI application/ First Appeal in time, the Respondent submitted that due to inaccessibility of the online portal owing to non-receipt of the ID and password, the online RTI appeals could not be replied. While submitting that he always intended to provide the information to the Appellant, it was submitted that due to the remoteness of their institute and certain other administrative and logistical difficulties, the RTI applications could not be dealt with appropriately at their end and prayed that a lenient view be taken by the Commission on the issue of imposition of penalty. The Appellant vehemently contested the submissions of the Respondent and stated that protracted delay of approximately 1½ years from the date of filing of the RTI application was caused by the Respondent which would consequently render the RTI mechanism, meaningless.

The Commission observed that the RTI Act, 2005 stipulates time limits in its various provisions relating to responding to RTI Applications, transfer of applications, filing and disposing of first appeal to ensure that a culture of information dissemination is strengthened so that a robust functioning of the democracy gets established. This was recognised by the Hon'ble High Court of Delhi in Mujibur Rehman vs Central Information Commission (W.P. (C) 3845/2007) (Dated 28 April, 2009) wherein it was held as under:

*"14.....The court cannot be unmindful of the circumstances under which the Act was framed, and brought into force. It seeks to foster an "openness culture" among state agencies, and a wider section of "public authorities" whose actions have a significant or lasting impact on the people and their lives. Information seekers are to be furnished what they ask for, unless the Act prohibits disclosure; they are not to be driven away through sheer inaction or filibustering tactics of the public authorities or their officers. It is to ensure these ends that time limits have been prescribed, in absolute terms, as well as penalty provisions. These are meant to ensure a culture of information disclosure so necessary for a robust and functioning democracy."*

Furthermore, the Hon'ble Delhi High Court decision in J P Aggarwal v. Union of India (WP (C) no. 7232/2009) it has held that:

*"The PIO is expected to apply his / her mind, duly analyse the material before him / her and then either disclose the information sought or give grounds for non-disclosure."*

A reference was drawn to the decision of the Hon'ble Delhi High Court in the case of J.P Agrawal v. Union of India-2013(287) ELT25(Del.) wherein it was held as under:



7. "it is the PIO to whom the application is submitted and it is who is responsible for ensuring that the information as sought is provided to the applicant within the statutory requirements of the Act. Section 5(4) is simply to strengthen the authority of the PIO within the department; if the PIO finds a default by those from whom he has sought information. The PIO is expected to recommend a remedial action to be taken". The RTI Act makes the PIO the pivot for enforcing the implementation of the Act."

Furthermore, in OM No. 20/10/23/2007-IR dated 09.07.2009, while elaborating on the duties and responsibilities of the FAA, it was stated that:

"3. Deciding appeals under the RTI Act is a quasi judicial function. It is, therefore, necessary that the appellate authority should see that the justice is not only done but it should also appear to have been done. In order to do so, the order passed by the appellate authority should be a speaking order giving justification for the decision arrived at.

5.....The Act provides that the first appellate authority would be an officer senior in rank to the CPIO. Thus, the appellate authority, as per provisions of the Act, would be an officer in a commanding position vis a vis' the CPIO. Nevertheless, if, in any case, the CPIO does not implement the order passed by the appellate authority and the appellate authority feels that intervention of higher authority is required to get his order implemented, he should bring the matter to the notice of the officer in the public authority competent to take against the CPIO. Such competent officer shall take necessary action so as to ensure implementation of the RTI Act. "

Furthermore, The Hon'ble Delhi High Court in the decision J P Aggarwal v. Union of India (WP (C) no. 7232/2009 while stating that the CPIO should not mechanically forward the information collected through subordinates, held as under that:

"7.it is the PIO to whom the application is submitted and it is who is responsible for ensuring that the information as sought is provided to the applicant within the statutory requirements of the Act. Section 5(4) is simply to strengthen the authority of the PIO within the department; if the PIO finds a default by those from whom he has sought information. The PIO is expected to recommend a remedial action to be taken".  
The RTI Act makes the PIO the pivot for enforcing the implementation of the Act.

The PIO is expected to apply his / her mind, duly analyse the material before him / her and then either disclose the information sought or give grounds for non-disclosure. A responsible officer cannot escape his responsibility by saying that he depends on the work of his subordinates. The PIO has to apply his own mind independently and take the appropriate decision and cannot blindly approve / forward what his subordinates have done.

9. This Court in Mujibur Rehman Vs. Central Information Commission MANU/DE/0542/2009 held that information seekers are to be furnished what they ask for and are not to be driven away through filibustering tactics and it is to ensure a culture of information disclosure that penalty provisions have been provided in the RTI Act. The Act has conferred the duty to ensure compliance on the PIO. This Court in Vivek Mittal Vs.



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*B.P. Srivastava MANU/DE/4315/2009 held that a PIO cannot escape his obligations and duties by stating that persons appointed under him had failed to collect documents and information; that the Act as framed casts obligation upon the PIO to ensure that the provisions of the Act are fully complied. Even otherwise, the settled position in law is that an officer entrusted with the duty is not to act mechanically. The Supreme Court as far back as in Secretary, Haila Kandi Bar Association Vs. State of Assam 1995 Supp. (3) SCC 736 reminded the high ranking officers generally, not to mechanically forward the information collected through subordinates. The RTI Act has placed confidence in the objectivity of a person appointed as the PIO and when the PIO mechanically forwards the report of his subordinates, he betrays a casual approach shaking the confidence placed in him and duties the probative value of his position and the report."*

During the hearing the Respondent cited various administrative lacunae and constraints for implementation of the RTI Act, 2005 which require urgent deliberation and rectification. The Commission was appalled to learn about the manner in which the hearings before it were handled by the Respondent Public Authority which indicated that there was complete negligence and laxity in the Public Authority in dealing with the RTI matters. It was abundantly clear that such matters were being ignored and set aside without application of mind which reflected disrespect towards the RTI Act, 2005 itself. It was felt that the conduct of Respondent was against the spirit of the RTI Act, 2005 which was enacted to ensure greater transparency and effective access to the information. During the hearing, the CPIO was unable to give any reasons for the delay in providing the information. The Commission referred to the decision of the Hon'ble High Court of Delhi in the matter of R.K. Jain v. V.P. Pandey, CPIO, CESTAT, New Delhi in W.P. (C) No. 4785/2017 dated 10.10.2017 wherein it was held as under:

"2. The grievance of the petitioner is that although the CIC had accepted that there was a delay in providing the necessary information to the petitioner, the CIC had not imposed the penalty as required under Section 20(1) of the Right to Information Act, 2005. It is well settled that imposing of the penalty is a discretionary measure. In Anand Bhushan v. R.A. Haritash: ILR (2012) 4 Delhi 657 a division bench of this Court had considered the question whether the levy of penalty was discretionary and held as under....."

Furthermore, the Hon'ble High Court in the matter of R.K. Jain v. CIC and Anr. in W.P.(C) 4152/2017 dated 10.10.2017 had held as under:

"5. The question whether the CIC had the discretion to restrict the penalty or whether penalty as provided under Section 20 of the Act is mandatory, is no longer res integra. The said question was considered by a Division Bench of this Court in Anand Bhushan v. R.A. Haritash: ILR (2012) 4 Delhi 657 and the relevant extract of the said decision is set out below....

6. In view of the above, this Court finds no reason to interfere with the discretion exercised by the CIC. The petition is, accordingly, dismissed."

The Commission further referred to the decision of the Hon'ble High Court of Delhi in the matter of R.K. Jain vs Union of India, LPA No. 369/2018, dated 29.08.2018, wherein it was held as under:



"9.....That being so, the legislative intent was that the penal provisions are to be implemented or enforced only against the CPIO and not against any other authority like the senior ranking officer or the Appellate Authority who decides the appeal under Section 19(1). If this was not the legislative intention, the words appearing in Sections 19(1) and (2) would have been differently worded and the construction of the statutory provision would have been entirely different. If the argument canvassed by the petitioner was to be accepted then by that interpretation, we would be expanding the meaning of a CPIO and we would be adding something more into the definition of CPIO than the one as was conceived by the legislature. This is not permissible under law and when the CPIO is only indicated to be officer against whom penal action can be taken under Section 20, we cannot read into the said statutory provision anything more by supplying words or meaning which would enlarge the scope of the penal provisions under Section 20. That apart, the CPIO being custodian of the information or the documents sought for, is primarily responsible under the scheme of the RTI Act to supply the information and in case of default or dereliction on his part, the penal action is to be invoked against him only. The Appellate Authority is not the custodian of the information or the document. It is only a statutory authority to take a decision on an appeal with regard the tenability or otherwise of the action of the CPIO and, therefore, there is a conscious omission in making the Appellate Authority liable for a penal action under Section 20 of the RTI Act and if that be the scheme of the Act and the legislative intention, we see no error in the order passed by the learned writ Court warranting reconsideration."

**DECISION**

Keeping in view the facts of the case and submission made by the Respondent and in light of the decisions of the Hon'ble High Court, the Commission finds that as per the provisions of Section 20(1) of the RTI Act, 2005, this is a fit case for levying a penalty of Rs. 2,000/- on Dr. Shardul Chaubey, AR (RGSC), Mirzapur for not providing the information to the Appellant within the stipulated time frame as admitted by him during the hearing.

The FAA, Banaras Hindu University, Rajiv Gandhi South Campus, Mirzapur, is directed to recover the amount of Rs 2,000/- from the salary of Dr. Shardul Chaubey, AR (RGSC), Mirzapur on receipt of this order and remit the same by way of Demand draft drawn in favour of "Pay and Accounts Officer, CAT" payable at New Delhi and send the same to Dy. Registrar, (CR-II) email: [dyregcr2-cic@gov.in](mailto:dyregcr2-cic@gov.in), Room No. 106, First Floor, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067 within 30 days from the date of receipt of this order.

The Commission also instructs the Respondent to provide the information to the Appellant within a period of 15 days from the date of receipt of this order failing which penal action for non-compliance could be initiated.

Furthermore, it is evident that the implementation of the provisions of the RTI Act, 2005 is far from satisfactory. Thus, the Commission also instructs the Respondent Public Authority to



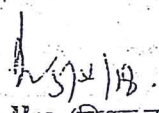
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convene periodic conferences/seminars to sensitize, familiarize and educate the concerned officials about the relevant provisions of the RTI Act, 2005 for effective discharge of its duties and responsibilities.

The Commission also directs the VC/Registrar to relook at the delivery mechanism in vogue in respect of the implementation of the RTI Act, 2005 and initiate corrective measures to remedy the same forthwith and ensure that the provisions of the RTI Act, 2005 were implemented in letter and spirit. It would be appropriate that the summary of all such decisions is brought to the notice of the Board of Governors of the University for their information.

Furthermore, it is appalling to note that the FAA had also not acted in accordance with the provisions of the RTI Act, 2005 and therefore is advised to be alert and cautious in the implementation of the RTI Act, 2005 with due diligence and care.

The Appeal stands disposed with the above direction.

  
Bimal Julka (बिमल जुल्का)

Information Commissioner (सूचना आयुक्त)

Authenticated true copy

(अभिप्रमाणित सत्यापित प्रति)

  
K.L. Das (के.एल.दास)

Dy. Registrar (उप-पंजीयक)

011-26182598/ kl.das@nic.in

दिनांक / Date: 05.10.2018



Copy to:

1. The Secretary, D/o Higher Education, M/o HRD, 127-C, Shastri Bhawan, New Delhi - 110001
2. The Vice Chancellor, Banaras Hindu University, Varanasi-221005
3. The Registrar, Banaras Hindu University, Varanasi-221005
4. Ms. Ramadevi Nimanpalli, Director (RGSC) and FAA, Rajiv Gandhi South Campus (RGSC), Banaras Hindu University, Barkachha BHU, Mirzapur-231001
5. DR to CR-II, Central Information Commission, CIC Bhavan, Baba Gangnath Marg, Munirka, New Delhi-110067

### ITEM 33

**TO CONSIDER** the proposal of Prof. Anand Mohan, Member, Executive Council preparing amendment in the provision 7 B (5) of the Statute of the Banaras Hindu University relating to the powers of the Vice-Chancellor.

### NOTE

Prof. Anand Mohan, Member, Executive Council vide his letter dated November 05, 2018 (**Appendix-33**) which is self explanatory, has pointed out some difference in the provision of Statute 7B(5) of the Banaras Hindu University vis-à-vis Central Universities Act 2009 [Section 27(7) of the Second Schedule] as well as other Central Universities e.g. Central University of Hyderabad (Section 39), University of Delhi [Section 11K, sub-section 2(f)] and Jawaharlal Nehru University (Section 55).

The extract of Central Universities Act 2009 and statutory provisions of other central Universities, are as under:

**1. Central Universities Act 2009:**

Section 27 (7) of the second schedule of the THE CENTRAL UNIVERSITIES ACT, 2009, states that "If the office of the Vice-Chancellor becomes vacant due to death, resignation or otherwise, or if he is unable to perform his duties due to ill-health or any other cause, the Pro-Vice-Chancellor shall perform the duties of the Vice-Chancellor:

Provided that if the Pro-Vice-Chancellor is not available, the senior-most Professor shall perform the duties of the Vice-Chancellor until a new Vice-Chancellor assumes office or the existing Vice-Chancellor resumes the duties of his office, as the case may be.

**2. Central University of Hyderabad:**

Section 39 of 1974 of THE UNIVERSITY OF HYDERABAD ACT says that "If the office of the Vice-Chancellor becomes vacant due to death, resignation or otherwise or if he is unable to perform his duties owing to absence, illness or any other cause, the Pro-Vice-Chancellor, shall perform the duties of the Vice-Chancellor until a new Vice-Chancellor assumes office or until the existing Vice-Chancellor attends to the duties of his office, as the case may be:

Provided that if a Pro-Vice-Chancellor is not available, the senior-most Professor shall perform the duties of the Vice-Chancellor.



### 3. University of Delhi:

As per Section 11 K, Section 2 (f) of Act of University of Delhi In an emergency, when neither the Vice-Chancellor nor the Pro-Vice-Chancellor nor the Director, South Delhi Campus nor the Dean of Colleges is able to act, to call a meeting of the Executive Council forthwith and to take its directions for the carrying on of the work of the University, It shall be the duty of the Registrar to act on behalf of Vice-Chancellor.

### 4. Jawaharlal Nehru University:

Though section 55 of the Jawaharlal Nehru University Act 1966, provides that If the office of the Vice-Chancellor becomes vacant, the functions of his office shall, until some person is appointed under Clause (1) to the vacant office, be performed by the Rector, and if there are two or more Rectors, by the senior most of the Rectors:

Provided that if there is no Rector, the Registrar shall carry on the current duties of the Vice-Chancellor and call a meeting of the Executive Council forthwith and take its directions for the carrying on of the work of the University.

The existing provision 7 B (5) of the Statute of the Banaras Hindu University is quoted as under:

**"If the office of the Vice-Chancellor becomes vacant, the function of his office shall, until some person is appointed under sub-section (1) to the vacant office, be performed by the Rector:**

**Provided that if there is no Rector, the Registrar shall carry on the current duties of the Vice-Chancellor and call a meeting of the Executive Council forthwith and take its directions for the carrying on of the work of the University."**

He has pointed out that the provision 7 B (5) of Statute of the Banaras Hindu University does not discriminate between the Vice-Chancellor 'being out of station' and office of the Vice-Chancellor being 'vacant'.

In view of the above, he has requested to consider amendment in the provision 7 B (5) of the Statute of the Banaras Hindu University.

The Executive Council may consider and decide.

DEPARTMENT OF ELECTRONICS ENGINEERING  
INDIAN INSTITUTE OF TECHNOLOGY  
(BANARAS HINDU UNIVERSITY)  
VARANASI-221005

APPENDIX- 33

Prof. Anand Mohan, SMIEEE, FIETE, FIE, LMISTE, LMPMA (India)

Member, Executive Council, BHU  
Institute Professor, IIT (BHU)

(former Director, National Institute of Technology, Kurukshetra-136 119, Haryana,  
& former Chairman, ASE Panel under ARMREB, DRDO, Ministry of Defence, Govt. of India, New Delhi)

(Mobile)9839055161 / 8930535511

Fax: 0542-2368428

e-mail: profanandmohan@gmail.com

Confidential / Important

November 05, 2018

30 (EC)  
12/11  
The Registrar &  
Secretary to the Executive Council  
Banaras Hindu University

Dear Sir,

On perusal of the University's Act and Statutes, I could observe the **disparity in Statute 7 B (5) of BHU** (copy enclosed) **vis-à-vis Central Universities Act 2009** [Section 27 (7) of the Second Schedule] as well as other Central Universities e.g. *Central University Hyderabad* (Section 39), *University of Delhi* [Section 11 K, subsection 2 (f)] and *Jawaharlal Nehru University* (Section 55). The copy of the extract of these example Universities is enclosed for ready reference.

Further, Statute 7 B (5) of our University does not discriminate between the Vice Chancellor 'being out of station' and office of the Vice Chancellor being 'vacant'.

In view of the above, I request you to place the matter before the 'Executive Council' for consideration in its forthcoming meeting scheduled on 26.11.2018 so that our Statute 7 B may be amended to make it similar to the provisions in other Central Universities.

I shall be grateful for kind necessary action in the matter.

Thanking you & with regards,

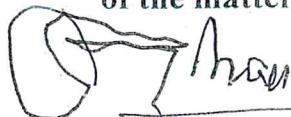
Yours faithfully,

(Anand Mohan)  
Member, Executive Council

Encl.: as above.

✓ Copy for information along with enclosure to:

The Hon'ble Vice Chancellor, Banaras Hindu University for kind consideration  
of the matter.



(Anand Mohan) 05/11/18  
Member, Executive Council



7. (1) The Chancellor shall be elected by the Court and Chancellor shall hold office for a term of three years :

Chancellor

Provided that the Chancellor shall, notwithstanding the expiration of his term, continue to hold his office until the election of his successor.

(2) If the office of the Chancellor becomes vacant, the functions of his office shall, until some person is elected under sub-section (1) to the vacant office, be performed by the Vice-Chancellor.

7A. (1) The Chancellor shall, by virtue of his office, be the Head of the University.

Powers of the Chancellor

(2) The Chancellor shall, if present, preside at convocation of the University for conferring degrees and at all meetings of the Court.

7B. (1) The Vice-Chancellor shall be appointed by the Visitor on the recommendation of a Selection Committee constituted by the Visitor for the purpose :

Vice-Chancellor

Provided that, if the Visitor does not approve of such recommendation, he may call for one or more fresh recommendations.

(2) The Vice-Chancellor shall be a whole-time salaried officer of the University.

(3) The Vice-Chancellor shall hold office for a term of three years from the date on which he enters upon his office and shall, on the expiration of his term of office be eligible for reappointment to that office for a Second term :

Provided that the Vice-Chancellor shall, notwithstanding the expiration of his term, continue to hold his office until his successor is appointed and enters upon his office.

(4) The emoluments and other terms and conditions of service of the Vice-Chancellor shall be prescribed by the Statutes.

(5) If the office of the Vice-Chancellor becomes vacant the functions of his office shall, until some person is appointed under sub-section (1) to the vacant office, be performed by the Rector :

Provided that if there is no Rector the Registrar shall carry on the current duties of the Vice-Chancellor and call a meeting of the Executive Council forthwith and take its directions for the carrying on of the work of the University.

## Extract of Relevant Statutes of other Central Universities

### 1. Central Universities Act 2009:

Section 27 (7) of the second schedule of the **THE CENTRAL UNIVERSITIES ACT, 2009**, states that “If the office of the Vice-Chancellor becomes vacant due to death, resignation or otherwise, or if he is unable to perform his duties due to ill-health or any other cause, the Pro-Vice-Chancellor shall perform the duties of the Vice-Chancellor:

Provided that if the Pro-Vice-Chancellor is not available, **the senior-most Professor** shall perform the duties of the Vice-Chancellor until a new Vice-Chancellor assumes office or the existing Vice-Chancellor resumes the duties of his office, as the case may be.

### 2. Central University of Hyderabad:

Section 39 of 1974 of **THE UNIVERSITY OF HYDERABAD ACT** says that “If the office of the Vice-Chancellor becomes vacant due to death, resignation or otherwise or if he is unable to perform his duties owing to absence, illness or any other cause, the Pro-Vice-Chancellor, shall perform the duties of the Vice-Chancellor until a new Vice-Chancellor assumes office or until the existing Vice-Chancellor attends to the duties of his office, as the case may be:

Provided that if a Pro-Vice-Chancellor is not available, **the senior-most Professor** shall perform the duties of the Vice-Chancellor.

### 3. University of Delhi:

As per Section 11 K, Section 2 (f) of Act of **University of Delhi** In an emergency, when neither the Vice-Chancellor nor **the Pro-Vice-Chancellor** nor the **Director, South Delhi Campus** nor the **Dean of Colleges** is able to act, to call a meeting of the Executive Council forthwith and to take its directions for the carrying on of the work of the University, It shall be the duty of the Registrar to act on behalf of Vice Chancellor.

### 4. Jawaharlal Nehru University:

Though section 55 of the Jawaharlal Nehru University Act 1966, provides that If the office of the Vice-Chancellor becomes vacant, the functions of his office shall, until some person is appointed under Clause (1) to the vacant office, be performed **by the Rector**, and if there are **two or more Rectors**, **by the senior most of the Rectors**:

Provided that if there is no Rector, the Registrar shall carry on the current duties of the Vice-Chancellor and call a meeting of the Executive Council forthwith and take its directions for the carrying on of the work of the University.