


**Minutes of the 94th Governing Body Meeting of SGPGIMS, Lucknow,
held on 04th August, 2021 at 12:00 Noon in the Office of the Chief
Secretary, Government of U.P. , Lok Bhawan, Sachivalaya, Lucknow**

**Agenda: Cadre restructuring for non-teaching employees/Officers of
SGPGIMS**

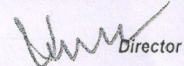
Agenda Item No.	Particulars	Deliberations & Resolutions
	Presence	Member present were as per Annexure-1
94.01	Welcome of the members of the Governing Body.	Governing Body welcomed all the members who participated in the Governing Body meeting on-line and offline.
94.02	Confirmation of the minutes of the 93 rd meeting of the Governing Body held on 16 th July, 2021.	The comments on the minutes of 93 rd Governing Body held on 16 th July 2021 are still awaited from the President.
94.03	Report on action taken on the points arising out of the 93 rd GB Meeting.	Approved minutes and the decisions of Governing body meeting held on 16 th July 2021 are still awaited. Once these are received from the President, they will be circulated to the concerned officials for compliance.
94.04	Director SGPGIMS, Prof RK Dhiman presented the background and need for the cadre restructuring. He also presented the over-view of the cadre restructuring plans proposed by the SGPGIMS. The Director apprised the Governing Body that the work-load of SGPGIMS has increased exponentially several times over the last 2 decades, as reflected in the increase of beds strength, number of OPDs, OTs, number of departments, new registrations, follow up patients, admissions, operations and investigations. The G.B. inquired if an exercise to	Before starting the deliberations, the Principal Secretary, Medical Education Sri Alok Kumar, IAS apprised the President that he has had multiple rounds of discussion with Director, CMS and JDA of SGPGIMS regarding cadre structuring which was last done in 2001 at SGPGIMS i.e. 2 decades ago. The President instructed the Finance Secretary of the State to examine the proposal at length, and calculate the financial burden on account of the restructuring of cadres at SGPGIMS within 2

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	ascertain the financial implications and any additional financial burden has been undertaken by the institute and Ministry of Finance, govt. of UP. Sri Sameer Verma, representing the ACS Finance, Government of UP informed that the proposal as part of agenda of the GB meeting was received only a few days before the meeting, and so the same has not yet been examined by their department.	week's time, which the representative of Finance department agreed to. ACS Finance / CMS
4.04-A	<p>Nursing Cadre: Proposal for restructuring of nursing cadre was discussed at length. Prof. Gaurav Agarwal, CMS apprised the Governing Body of the methodology adopted for formulation of nursing cadre, and calculation of the number of posts in this cadre, as per instructions from the 91st GB. He informed that as per information received from AIIMS New Delhi, the Staff Inspection Unit (SIU) norms are followed by them for determination of needs for nursing personnel. The same norms have been perused by SGPGIMS team to calculate the numbers, and detailed calculations and the proposal of restructured nursing cadre thus derived were presented. An alternative cadre structure based on the actual demands and justifications provided by the nursing staff association of SGPGIMS was also presented for consideration of the GB.</p>	<p>The GB observed that the overall numbers of nursing personnel proposed by SGPGIMS is justified and acceptable. However, it was decided that the institute must ensure that:</p> <ol style="list-style-type: none"> 1. The overall pyramidal system of nursing cadre followed by AIIMS must be maintained, i.e. the relative numbers of nurses in various levels from entry to senior most are in same proportions as they exist at AIIMS/ reflected in SIU calculations. 2. A reasonable number of nursing services may also be procured on outsourced basis at the entry level to ensure maintenance of nursing services in needs of exigencies. 3. The distribution of the various levels of nursing cadre needs to be rationalized as per SIU/AIIMS.

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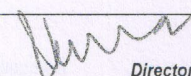
Director

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		<p>4. Need for nurses for the upcoming 500 -bedded Emergency and Renal Transplant Centre at SGPGIMS would be met from the proposed nursing cadre.</p> <p>Action: CMS</p>
94.04-B	<p>Hospital Attendants: The proposal of restructured cadre of hospital attendants was discussed next.</p>	<p>The GB expressed its satisfaction with the proposal and accepted the same.</p>
94.04-C	<p>Technicians' Cadres: Restructuring of the cadres of technicians (9 in number) was presented next, and extensively discussed. The need for specialised technicians' cadres was discussed, which are proposed to be carved out from the erstwhile common cadre of laboratory technicians.</p>	<p>After due deliberations, the proposed new cadre structure of the technician cadres was accepted by the Governing Body.</p> <p>On the issue of Cadre of Laboratory technicians, the GB opined that the institute should ensure reasonable degree of flexibility to depute/ post technicians in various areas of need.</p> <p>On the issue of proposed new cadre of Operation Theatre/ Intensive Care Unit/ interventional areas technicians, including an addendum to the minimum qualification that was shared with members, the GB instructed to ensure sufficient flexibility to be able to post the technicians in various areas of need.</p> <p>Action: CMS</p>

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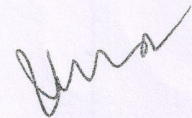
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94.04-D	<p>Administration cadre: Cadres of Administration, Finance and Accounts, Office Attendants, and Security were presented in detail by Prof. Rajneesh K. Singh, Joint Director Administration.</p>	<p>After due deliberations, the proposed new cadre structure of the Administration, Finance and Accounts, and Office Attendants were accepted by the Governing Body.</p> <p>With regard to the newly proposed cadre of Security, the GB agreed with the need for a few supervising officers for the outsourced security guards. However, the GB suggested that instead of creating a new cadre, the Institute should explore the possibility of taking such supervising staff on contract basis, preferably from retired military/ paramilitary personnel.</p> <p>Action: Director/CMS/JDA</p>

Due to the limited time available, the rest of proposals of cadre restructuring were deferred for the next meeting of GB, which the president instructed should be held over next few weeks, and shall be dedicated to the discussion on cadre re-structuring alone.

The Governing Body ended with a vote of thanks to the Chair



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