

MINUTES OF THE 17TH GOVERNING BODY MEETING OF THE PERUNTHALAIVAR
KAMARAJ MEDICAL COLLEGE SOCIETY HELD ON 10.08.2018 AT 2.30 p.m IN THE
CHAMBER OF THE CHAIRMAN , PKMCS, CHEIF SECRETARY, PUDUCHERRY.

The following were present in the meeting

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| 1. Thiru. Ashwani Kumar
Cheif secretary | | Chairman |
| 2. Dr. V. Condavelou
Commissioner cum Secretary
to Govt. (Finance & Health) | | Member |
| 3. Dr. K.V. Raman
Director, DH&FWS | | Member |
| 4. Dr. G.Ragunathan
Dy. Director (PH) | | Member |
| 5. Dr. S. Mohankumar
Medical Supdt. (GH) | | Member |
| 6. Dr. S.Mahadevan
Dean Academics(PU) | | Member |
| 7. Dr. V. Govindaraj
Director, IGMC&RI | | Member Secretary |

AGENDA ITEM:

The Governing Body took up the agenda item No. 17.1 regarding "Draft Career Advancement Policy". The Director, IGMC & RI briefed about the career progression scheme prevalent in JIPMER, Delhi University, Professional Colleges under Government of Puducherry and Health Department, Government of Puducherry itself. It was noted that the career progression scheme is meant to address stagnation in promotion. All the officers can not be guaranteed promotion due to pyramidal structure of hierarchy and vacancies becoming more and more limited as one goes up the hierarchy. Career advancement scheme enables financial benefit when an officer fulfills the criteria but can not be promoted due to lack of promotional avenue / promotional vacancies i.e. the officer stagnates. Such schemes are already prevalent in the Government,- for

example, Assured Career Progression (ACP) / Modified Assured Career Progression (MACP). In fact, the Health Department, Government of Puducherry too has Dynamic Assured Career Progression (DACP) for the Doctors. This also covers Specialists possessing post graduate degree. Minimum qualification for Assistant Professor in the institute is also post graduate.

It was also noted that financial upgradation under ACP and MACP does not replicate the promotion norms- in terms of residency period in a particular grade before financial upgradation takes place. The residency period in feeder grade for financial upgradation under ACP / MACP / DACP is different than that for promotion as per Recruitment Rules. The institute is heavily depended on GIA from the Government of Puducherry. Career Advancement Scheme structure has also to be dependent on affordability in terms of available financial resources. For the sake of equity and financial affordability, it will be fair to structure Career Advancement Scheme for IGMC & RI on the pattern of DACP. As such, Governing Body approved CAS as follows:

- (i) Assistant Professors who are in the Pay Band PB3 Rs.15,600-39,000 with Grade Pay of Rs.6,600/- will be eligible to be placed in the Pay Band of Rs.37,400-67000 with Grade Pay of Rs.7,600/- ^{Stage II} after rendering 2 years of service subject to the fulfillment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee. He will be further eligible for financial upgradation from Grade Pay of Rs.7,600 to Grade Pay of Rs.8,700 ^(Stage III) in the Pay Band of Rs.37,400-67,000 after 6 years of service subject to the fulfillment of requirement of MCI on satisfying required API scores as assessed by a duly constituted Screening Committee.
- (ii) Associate Professor in the Pay Band of PB4 Rs.37,400-67000 with Grade Pay of Rs.8,700/- with 13 years of combined service of Assistant Professor and Associate Professor shall be eligible for financial upgradation to Grade Pay of Rs.10,000 in the Pay Band (PB 3) ^{PB4} Rs.37,400-67000 subject to the fulfillment of requirement of MCI and on satisfying required API scores as assessed by a duly constituted Screening Committee.

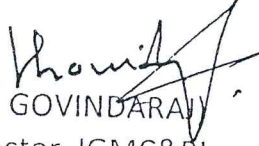
- (iii) 10% of the Professors in the Institution with a total of 23 years of teaching and research experience shall be eligible to be placed in the HAG and designated as Senior Professor on satisfying required API scores subject to the fulfillment of requirement of MCI and assessment of duly constituted Screening Committee.

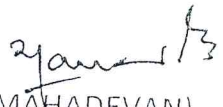
The financial upgradation under career progression will be done after approval of Screening Committee comprising of Chief Secretary, Secretary (Health), Director of Health Services and Director, IGMC & RI. The committee may also associate external experts if deemed fit.

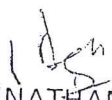
Other item with the permission of the Chair:

- 1) The Governing Body felt that existing manpower of Medical Officer / Super Specialists available in Indira Gandhi Government General Hospital and Post Graduate Institute (IGGGH&PGI), if they are otherwise fulfil MCI norms needs to be leveraged and may be utilized at Indira Gandhi Medical College and Research Institute. For this purpose, Superspeciality of IGGGH&PGI may be declared as Satellite Super Specialty Centre of IGMC&RI. IGMC & RI may explore the aforesaid leveraging with MCI.
- 2) The Governing Body agreed in principle to enhance the existing intake of students from 150 to 200. The Governing Body also resolved that incremental 50 seats may be earmarked for payment category seats for which higher fees may be charged. IGMC & RI may prepare a proposal indicating financial implications namely additional expenditure and additional revenue and place it before Governing Body expeditiously. After approval of Governing Body, the institute will take up with MCI for increase in seats.
- 3) Director informed that three posts of Associate Professor in the following departments in the Pay Band of PB-4 Rs.37,400-87,000 with Grade Pay of Rs.8700/- are required to fulfill the requirement of MCI.
 - (i) Pathology - 1 post
 - (ii) Ophthalmology - 1 post
 - (iii) Anesthesiology - 1 post

He also informed that other departments in the Institute already have adequate strength created as per MCI norms. Governing Body resolved to approve the creation of the aforesaid three posts.



(V. GOVINDARAJ)
Director, IGMC&RI
Member Secretary


(S. MAHADEVAN)
Dean (Academics)
Member


(G. RAGUNATHAN)
Dy. Director (PH)
Member


(S. MOHANKUMAR)
Medical Supdt. (GH)
Member


(K.V. RAMAN)
Director (DH&FWS)
Member


(V. CHANDEVELOU)
Commissioner cum
Secretary to Govt.
(Finance & Health)
Vice chairman


14/8/17
(ASHWANI KUMAR)
Chief Secretary / Chairman, PKMCS