

PROCEEDINGS OF THE FIRST EB MEETING
OF VSS INSTITUTE OF MEDICAL SCIENCES & RESEARCH [VIMSAR],
On September 22-2017 At 12.30pm At Metu Hall
VIMSAR, Ayurvihar, Burla, Sambalpur, Odisha-768017

Members Present:

1. Prof. Dr. Aswini Kumar Pujahari. Director, VIMSAR
2. Sri Surajit Das. Additional Secretary to Govt., Health & Family Welfare Dept., Govt. of Odisha.
3. Sri Gadadhar Nandi. Joint Secretary, Finance Department, Govt. of Odisha
4. Prof. Sidhartha Das. Dean & Principal, SCB Medical College, Cuttack
5. Dr. Umakanta Sathpathy. Joint Director of Medical Education & Training, Odisha
6. Prof. E. Saibaba Reddy. Hon'ble Vice-Chancellor, VSS University of Technology, Burla
7. Dr. Bikash Ranjan Hota. Consultant Surgeon, Sambalpur
8. Dr. Rabi Narayan Tripathy. Consultant Surgeon, Bargarh
9. Sri Bhagabat Prasad Nanda. Social Worker, Sambalpur
10. Dr Shankar Prasad Pati. Retd. Prof. of Physics, Sambalpur University, Sambalpur
11. Prof. Sabita Mohapatra. Head of the Department, Pharmacology, VIMSAR.
12. Prof. Kailash Chandra Agrawalla. Head of the Department, Pathology, VIMSAR
13. Prof. Barsa Tudu. I/C-Dean, VIMSAR.

Members Absent:

1. Vice Chancellor, Biju Patnaik University of Technology [BPUT], Rourkela.
2. Dean & Principal, MKCG Medical College, Berhampur.

Proceedings:

The meeting started with the Director, vimsar in the chair. Quorum was confirmed and the meeting was called to order. The chairman welcomed the members and delivered the introductory remarks. The agenda of the meeting was placed before the meeting by Prof. Sabita Mohapatra, EB member on direction by the Chair. The items in the agenda were taken up serially, vividly deliberated upon and the following resolutions were adopted unanimously.

1. Finalization of Site & Plan for New Super-Speciality Block: post-facto approval of decisions taken by the Director

The Site and the Building Plan Outlay for the Superspeciality Block of the institute Under GOI- PMSSY-phase-III project near the main hospital campus as proposed to and approved by the central govt. agency is ratified. The matter was urgent as there was every likelihood of the project being shifted out from vimsar to another institute at Ranchi due to delay in allocation of Land in time. This action needed slight modification of the plan by reducing the east- west length and increasing the north-south direction. EB ratified this construction. Few members asked about the patch of land, where it was proposed as alternate site for the superspecialits hospital near NAC college. It was proposed and later ratified that the patch of land of about 7 acres near NAC College be handed over to VIMSAR for school of paramedical sciences, dental college and school of pharmaceutical sciences amongst others.

2. Disciplinary action against institute employees; post-facto approval of Decisions taken by the Director

The order of the Director towards suspension of one Assistant Professor in Orthopaedics on ground of engagement in private practice during duty hours neglecting official duty was discussed.

As Director is not the appointing authority the suspension order is to be revoked and the action proposed is to be communicated to the government for consideration.

EB again opined that the confusion in cadre discipline at institute level may be addressed duly with appropriate amendments in the statutes.

The action of the Director towards counselling and reprimanding of one Associate Professor in Radio-diagnosis for engagement in private practice during duty hours, one nursing staff for accepting bribe and one office clerk for accepting bribe was ratified. EB recommended departmental proceedings to be initiated against the alleged bribe takers.

3. Delegation of power to Director

The Director highlighted that he is not yet authorised to spend a single paisa from the institute fund. As such the director is entitled to have all financial power at par with the DMET, Odisha vide section-7(x) of first statute which reads:

"Institute Director is the Head of Department for purposes of rules in the account code, the fundamental and supplementary rule and other rules of govt in so far as they are applicable or may be applicable to the conduct of the business of the institute."

As of now, the DMET Odisha continues to be the Head of Account concerning financial affairs of the institute. The Additional Secretary-HFW and the Joint Secretary-Finance Department assured the EB that necessary orders to the effect will be issued shortly, before ensuing Puja Holidays with clarifications on transaction limit for the office of the Director, Dean, MS and HoDs defined in terms of recurring and non-recurring expenditure.

Further in terms of sanction of leave and in terms of Annual PAR Comments [Performance Appraisal Report] of staff working at the institute the Director be vested with same power at par with DMET and necessary executive orders be issued to that effect by the govt. The Additional Secretary was requested to take up the matter urgently.

4. Conduct of First Examinations By Institute as an Unitary University And Approval Of Fees.

EB ratified to start the university as soon as possible so that our the first university examination under VIMSAR will be conducted commencing from the First Professional MBBS Examination of June-2018 and all subsequent examinations of all courses and batches will be conducted under VIMSAR.

The Director will initiate immediate steps for appointment of officers like Registrar and Controller of Examination besides the requisite support staff. Pending due selection, suitable institute faculty shall be nominated by the Director to officiate these posts. EB authorised the Director to revise/fix different fees related to examination and university affairs at par with other Universities after due concurrence from Academic Council.

5. Provision of a transit guest house at the state capital for institute use

To cater to the need of the institute for air transit stay of examiners/guest speakers and for vimsar officials on transit duty at the capital, two rooms at the State Guest House at Bhubaneswar shall be earmarked for the institute. The GB [President of the Institute] should be moved for further ratification.

6. Opening of New Courses and increase in Admission Capacity of present courses

EB formally approved the proposal of the institute to open 65 new courses in superspeciality, broad speciality and paramedical streams during the ensuing academic session's subject to fulfilment of the standard in terms of manpower and infra.

1. Increase in admission capacity of existing courses :

a. MBBS seats shall be increased to 200.

b. PG seats shall be increased in select departments Like :

1.MD-Pathology;2.MD-Community Medicine;3.MD-Radiodiagnosis;

4.MS-Orthopaedics 5.others as feasible with the availability of the faculties. New courses approved to open are as follows.

2. Broad Speciality Courses: [MD/MS-10]:

1.MD-Psychiatry;2.MD-Radio-therapy; 3.MD-Emergency Medicine;4.MD-

Immunohematology & Blood Transfusion;5.MD-Family Medicine;6.MD-

Geriatrics;7.MS-Traumatology & Surgery;8.MD-Hospital Administration;9.MD-

Health Administration;10.MPH-Master of Public Health (Epidemiology).

3. Super speciality Courses :[DM/MCh][total of 17]:

1.DM-Cardiology;2.DM-Nephrology;3.DM-Neurology;4.DM-Endocrinology; 5.DM-

Clinical Haematology; 6.DM-Medical Gastroenterology;

7.DM-Medical Oncology; 8.DM-Neonatology; 9.DM-Clinical Immunology and

Rheumatology; 10.MCh-Cardio-vascular & Thoracic Surgery; 11.MCh-

Neurosurgery;12.MCh-Urology;13.MCh-Surgical Gastroenterology; 14.MCh-

Paediatrics Surgery;15.MCh-Plastic & Reconstructive Surgery; 16. MCh-

Surgical Oncology; 17.MCh-Gynecological Oncology

4. Bachelor & Other Allied Courses [8]:

1.BDS-Bachelor of Dental Surgery[50 seats];2.M.Sc.-Nursing[10

seats];3.B.Sc.-Nursing[40 seats];4.P.B.B.Sc.-Nursing[40seats];5.M.

Pharm;6.B. Pharm;7.D. Pharm;8.BPT-Bachelor of Physiotherapy.

5. Paramedical Courses [30]:

1.Diploma In MRI Technology;2.Diploma In Nursing Administration;3.Diploma

In Operation Theatre Technology;4.Diploma In Respiratory

Technology;5.Diploma in Physiotherapy;6.Diploma in Care of

HIV/AIDS;7.Diploma In Public Health Nutrition;8.Diploma in Dialysis

Technology;9.Diploma In Radiation Therapy Technology;10.Diploma In Hospital

Administration & Management;11.Diploma In Medical Records

Technology;12.Diploma In Anaesthesia Technology;13.Diploma In Audiometric

Technology;14.Diploma In Orthopaedic Technology;15.Diploma In Integrated

Geriatric Care;16.Diploma In ECG Technology;17.Diploma In

Neurotechnology;18.Diploma In ECHO Technology;19.Diploma In Cardiac Care

Technology;20.Diploma In Dental Technology;21.Diploma In Ophthalmic

Assistance;22.Diploma In ICU Care Technology;23.Diploma In Blood Bank

Technology;24.Diploma in Mother & Child care;25.Certificate In EEG

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Technology;26.Diploma in Home Based Health Care;27.Certificate In Emergency & Trauma Care Technology;28.Certificate In TMT Technology;29.Certificate In CAT Scan Technology;30.Certificate in Urology Techniques.

It was stressed by the board that the paramedical courses may be started by the institute so that they can be used by other medical colleges and districts hospital since such training courses are not running at present.

7. VIMSAR Cadre for Nursing & Non-Teaching Staff

The Director apprised the EB that the cadre status of all other staff working at the institute apart from Teaching Medical College faculty have not yet been finalised.

As per suggestion of the Additional Secretary-HFW EB recommended that government be requested to declare by an executive order that all the staff belonging to different cadres and serving at the institute at present may be declared as vimsar cadre provisionally; this shall include nursing teachers, nursing staff at hospital and all other non-teaching staff.

8. Approval for Creation Of Posts In Institute

(a)Gr-A Posts:

The Director placed the proposal to EB for creation of new posts for new disciplines and courses to be opened. He further emphasized that some additional posts be created in each departments to optimise manpower requirement in terms of admission capacity and work load at the institute. He proposed a new cadre of Additional Professor to be created in the teaching cadre. EB opined that the new rank is not MCI approved and hence additional posts be created in the approved ranks of Professor, Associate Professor, Assistant Professor, Senior Residents and Tutors only as per need.

In exercise of power vide section-21(2)-(k) of the VIMSAR Act EB approved the new posts to be created in teaching cadre as detailed in table-1 & 2. The Additional Secretary, HFW opined that the proposal be placed before the govt.with detailed justifications for approval.

Sl	Departments	Prof. [P]	Assoc Prof. [AoP]	Asst. Prof. [AP]	Sr. Res /Tr. [SRTR]	Present Sanctioned Posts [P/AoP/AP/SRTR]	Staff Present	Vimsar cadre
1	Cardiology	1	1	2	3	1/1/2/3	1-1-0	0-1-0
2	Urology	1	1	2	2	1/1/1/2	0-0-1	0-0-0 [ad-1]
3	Nephrology	1	1	2	2	0/1/2/2	0-1-2	0-0-0
4	Neurology	1	1	2	3	1/1/1/1	1-0-0	0-0-0
5	Neurosurgery	1	1	2	3	1/1/1/1	1-1-1	0-0-1
6	Haematology (Clinical)	1	1	1	2	0	-	-
7	Haematology (Pathology)	1	1	1	2	0	-	-
8	Endocrinology	1	1	1	2	0	-	-

9	Clinical Immunology and Rheumatology	1	1	1	2	0	-	-
10	Medical Gastroenterology	1	1	1	2	0	-	-
11	Surgical Gastroenterology	1	1	1	2	0	-	-
12	Paediatric Surgery	1	1	1	2	0	-	-
13	Plastic & Reconstructive Surgery	1	1	2	2	0	-	-
14	Geriatric Medicine	1	1	2	2	0	-	-
15	Fetal Medicine	1	1	2	2	0	-	-
16	Surgical Oncology	1	1	2	3	0	-	-
17	Medical Oncology	1	1	2	3	0	-	-
18	Radiation Oncology	1	1	2	3	0	-	-
19	Family Medicine	1	1	2	3	0	-	-
20	Hospital Administration	1	1	2	3	0	-	-
21	Neonatology	1	1	2	3	0	-	-
22	Cardio-vascular & Thoracic Surgery [CTVS]	1	1	2	3	0	-	-
23	Gynaecological Oncology	1	1	2	3	0	-	-
Total		23	23	39	57	5-5-6-9	3-3-4	0-1-1 [ad-1]

The Director also proposed a new system of Junior Residency in the institute. EB deliberated upon it and decided that such cadre may not be so useful in terms of sharing the work load. It will incur expenses as well. As such they are working as tutors in non-clinical departments. In clinical departments there are PGs as Junior Residents.

Sl	Departments & Proposed/ Present	Prof. [P]	Asso. Prof. [AoP]	Asst. Prof. [AP]	Sr. Res./ Tutor	Present Sanctioned Posts	Present Vacancy	Vimsar cadre
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	[PG seats]				[SR]	[P/AoP/ AP/SR-TR]		
1	Emergency Medicine[2]	0	1	3	6	1-1-1-1	0-0-0	0-0-0
2	Family Medicine[2]	1	1	1	2	0	-	-
3	Immunohematol ogy & Blood Transfusion[2]	0	1	1	5	1-1-1-1	0-1-0	0-1-0
4	Geriatrics[2]	1	1	2	2	0	-	-
5	Traumatology & Surgery[2]	1	1	2	5	0	-	-
6	Hospital Administratio n[2]	1	1	1	2	0	-	-
7	Health Administratio n[2]	1	1	1	2	0	-	-
8	Master of Public Health Epidemiology] [2]	1	1	2	2	0	-	-
9	Anatomy [4]	1	1	1	1	1-4-5-4	1-4-3	1-3-0 [ad-3]
10	Physiology[2]	1	1	1	1	1-4-5-4	1-1-5	0-2-1 [ad-4]
11	Biochemistry[4]	1	1	1	1	1-2-6-4	1-2-6	0-0-2 [ad-2]
12	Pathology[2]	1	1	1	2	1-5-14-6	1-5-7	1-3-5 [ad-2]
13	Microbiology [4]	1	1	1	2	1-3-3-4	1-1-0	0-1-0
14	Pharmacology [7]	1	1	1	1	1-3-5-3	1-3-5	0-2-2 [ad-2]
15	FMT[2]	1	1	1	1	1-2-2-3	1-2-2	0-0-1 [ad-1]
16	Community Medicine [2]	1	1	2	2	1-3-6-4 [LMO-2]	1-3-5	0-3-4 [ad-1]
17	General Medicine[20]	4	2	1	7	4-6-15-9	2-5-13	2-5-6 [ad-5]
18	Dermatology[3]	1	1	0	0	1-1-2-2	0-1-2	0-0-1 [ad-1]
19	Pulmonary Medicine[4]	1	1	1	2	1-1-2-2	1-2-1	1-1-1
20	Psychiatry [2]	1	1	0	0	1-1-2-1	0-1-1	0-0-1
21	Pediatrics[9]	5	2	3	5	1-3-9-7	1-3-7	1-3-0 [ad-5]

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22	Gen. Surgery[18]	5	2	1	4	3-6-15-12	3-14-13	1-1-5
23	Orthopaedics[2]	4	2	3	3	1-3-7-7	1-3-6	1-1-2 [ad-2]
24	ENT[3]	1	1	1	2	1-1-2-2	1-1-2	1-1-2 [ad-1]
25	EYE[6]	1	0	0	2	1-2-6-2	1-2-6	1-2-5 [ad-1]
26	Dentistry[0]	0	1	1	0	1-1-2-5	1-0-2	1-0-2
27	OG[10]	3	0	0	5	2-5-14-5	1-4-8	0-3-5 [ad-3]
28	Ansth' Logy[10]	3	3	4	10	2-4-11-15	2-4-9	0-3-2 [ad-5]
29	Rad-diagnosis[2]	1	2	3	8	1-3-4-6	1-3-1	0-1-0 [ad-1]
30	Radiotherapy[2]	0	1	0	3	1-1-2-0	0-1-1	0-1-0 [ad-1]
	Total	44	35	40	88	31-66-147-110	23-66-105	11-37-47 [ad-40]

(b) The Director apprised the EB about a few [Listed below] Assistant Surgeons working at the institute against vacant faculty positions for a decade or more on the plea of court order. He further reported that most of them are busy in private practice and are too irregular in duty. A detailed proposal shall be sent to the Govt. in Health & FW Department for taking appropriate decision.

EB authorised the Director to take appropriate steps for vacating the stay order and a detailed proposal shall be submitted to Government for taking appropriate decision.

(c-I). Creation Of Posts in Nursing Teaching Cadre

The Director informed that the institute has already submitted application to Nursing Council of India for opening of new courses in Nursing from the session 2018-19. As such teaching posts need to be created as per the INC standard to face inspection during the next 2-3 months this year. The EB resolved that 28 required posts be created as detailed in table-3 below with prior approval of Government and appointment process be initiated soon at institute level to fill up the present and created vacancy.

Course	Posts				
	Principal/ Vice- Principal/ Professor	Associate Professor	Assistant Professor	Clinical Instructor/ Tutor	Principal Tutor
	Required /Sanctioned/ posts to be created/ Current Vacancy	Required/ Sanctioned/ posts to be created/ Current Vacancy	Required/ Sanctioned/ posts to be created/ Current Vacancy	Required/ Sanctioned/ posts to be creation/ Current Vacancy	Required/ Sanctioned/ posts to be created/ Current Vacancy
1.MSc[10]	1/0/0	1/0/0	3/0/0	-----	-----
2.BSc[40]	2/0/0	2/0/0	3/0/0	10/0/0	-----

3.PBBSc[40]	-----	0/0/0	2/0/0	4/0/0	-----
4.GNM[100]	-----	-----	-----	30/30/13	1/1/0
Total	3/0/3/0	3/0/3/0	8/0/8/0	44/30/14/13	1/1/0/0

(c-II) Creation Of Posts In Nursing Services Cadre

The Director proposed that with increase in patient load and sanctioned bed strength, the work force in the nursing services cadre in the institute hospital need to be increased. EB approved the proposal for new posts to be created as detailed in table-4 below. However the Additional Secretary-HFW opined that the proposal be placed before the government with due justification for approval and financial provision at the earliest.

Post	Total Posts Required	Present Sanctioned Post	Present Vacancy	New Posts To Be Created
1.Nursing Superintendent [Chief Matron - Nursing]	0	0	0	1
2.Dy. Nursing Superintendent [Matron -Nursing]	2	1	0	1
3.Asst. Nursing Superintendent [Asst. Matron - Nursing]	25	2	0	23
4.Nursing Sister	56	28	2	28
5.Staff Nurse	1236	698	26	538
Total	1320	729	28	591

(d) Creation of Posts in Non-Teaching & Paramedical Cadre

EB approved the proposal of new posts to be created as detailed in table-5 below. However the Additional Secretary-HFW commented that the proposal be placed before the government with due justification for approval and financial grant.

Sl	Post	College Sanctioned/ Present	Hospital Sanctioned/ Present	Posts To be created	Total institute posts proposed
1	Statistician	1/0	2/0	1	4
2	Chemist	1/0	0/0	0	1
3	Epidemiologist	1/0	0/0	0	1
4	Asst. Veterinary Surgeon	1/1	0/0	0	1
5	Clinical Psychologist	1/1	0/0	1	2
6	Jr. Demonstrator	33/29	0/0	7	40
7	Artist/Modeller	2/1	0/0	1	3

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8	Photographer [Artist-cum- photographer]	1/0	0/0	1	2
9	Medical Social Worker	2/0	0/0	0	2
10	Matron, Ladies Hostel	1/1	0/0	1	1
11	Asst. Matron, Ladies hostel	0/0	0/0	10	10
12	Mitra -Gents hostel [caretaker-sr]	0/0	0/0	1	1
13	Asst. Mitra -Gents hostel [caretaker-jr]	2/1	0/0	8	10
14	Physical Training Instructor[sr]	1/1	0/0	0	1
15	Physical Training Instructor[jr]	1/1	0/0	0	1
16	Multipurpose Health Supervisor	3/2	0/0	0	3
17	Media Maker	2/2	0/0	0	2
18	Driver, Heavy Vehicles	2/1	6/2	4	12
19	Driver, Light Vehicles	2/1	0/0	4	6
20	Mechanic	2/1	0/0	1	3
21	Electrician	1/1	0/0	2	3
22	Museum Technician	1/1	0/0	9	10
23	Gas fireman	1/1	0/0	0	1
24	Higher Grade Specimen collector	1/1	0/0	0	1
25	Jr. Gr. Diarist- cum-Jr. Gr. Dispatcher	1/1	0/0	0	1
26	Modeller	1/0	0/0	0	1
27	Museum Assistant	1/1	0/0	9	10
28	Gas man	1/0	0/0	1	2
29	Treasury Sarkar	1/1	0/0	0	1
30	Lab. Attendant	6/3	12/3	10	28
31	Pharmacist	0/0	31/28	29	60
32	Radiographer Sr.	0/0	2/2	2	4
33	Radiographer Jr.	1/1	12/6	22	35
34	Lab Technician Sr.	0/0	12/12	10	22
35	Lab Technician Jr.	7/7	22/20	31	60
36	MPHW-F	0/0	4/2	2	6
37	Ophthalmic Assistant	0/0	1/1	2	3
38	Rehabilitation Assistant	0/0	1/1	0	1
39	Health Educator	2/0	1/1	0	3

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40	LHV	0/0	1/0	0	1
41	Steward	0/0	1/0	2	3
42	Asst Steward	0/0	2/2	6	8
43	Sanitary Supervisor	0/0	1/1	0	7
44	Class IV	110/70	364/181	218	692
45	Asst Section officer (Junior Clerk)	27/7	10/9	23	60
46	Section Officer/Cashier (Senior Clerk)	5/4	8/7	8	20
47	Senior Section Officer (Head Clerk)	1/1	1/1	4	6
48	Establishment Officer	1/1	1/1	2	4
49	Senior Pharmacist	0/0	0/0	Promotional	Promotional
50	Head Pharmacist	0/0	0/0	Promotional	Promotional
51	Store Superintendent	0/0	0/0	Promotional	Promotional
52	Dispensary Superintendent	0/0	0/0	Promotional	Promotional
53	Chief Pharmacist	0/0	0/0	Promotional	Promotional
54	Technical Officer Lab	0/0	0/0	Promotional	Promotional
55	Senior Technical Officer Lab	0/0	0/0	Promotional	Promotional
56	Chief Technical Officer Lab	0/0	0/0	Promotional	Promotional
57	Technical Officer Radiographer	0/0	0/0	Promotional	Promotional
58	Chief Technical Officer Radiographer	0/0	0/0	Promotional	Promotional
60	Asst Administrative Officer	0/0	0/0	2	2
61	Asst. Store officer	0/0	0/0	2	2
62	Private Secretary	0/0	0/0	6	6
63	Junior Accounts Officer	0/0	0/0	2	2
64	Asst Public Relation Officer	0/0	0/0	1	2
65	Medical Record Officer	0/0	0/0	1	1
66	Personal Assistant	0/0	0/0	3	3
67	Institute Manager [College/ Hospital Administrator]	0/0	0/0	4	7
68	Guest House manager	0/0	0/0	1	1
69	Cook	0/0	0/0	2	2
70	Data entry operator	0/0	0/0	20	20
71	Chief Dietician	0/0	0/0	1	1
72	Senior Dietician	0/0	0/0	1	1
73	Asst Dietician	0/0	0/0	3	3
74	Chief Librarian[gr-A]	0/0	0/0	1	1

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75	Librarian[gr-A]	1/1	0/0	1	1
76	Deputy Librarian[gr-B]	1/0	0/0	4	5
77	Assistant Librarian [gr-B]	1/0	0/0	4	17
78	Computer programmer/engineer	0/0	0/0	2	2
79	Biomedical engineer	0/0	0/0	1	1
80	Mechanical engineer	0/0	0/0	1	1
Total		231/144	492/279	494	1217

9. Administrative integration at Institute office set up and Cadre Restructuring

The different designations of Ministerial Staff in the office of the Director VIMSAR shall be as per the Directorate of Medical Education & Training, Odisha pattern. The other category of non teaching staff shall be per the MCI guidelines.

The EB approved the proposal unanimously.

10. Approval for revision of pay scales and allowances for institute staff.

The Director pleaded for a revision in the pay scale of all Gr-A, B, C cadres of employees of the institute in line with AIIMS, New Delhi so as to attract more candidates. But the govt. representatives suggested that proposal for Institutional Incentive with due justification for faculties only may be submitted to Government; They pointed out that, as such every staff may enjoy the pay revision with reference to the seventh pay commission recommendation at par with Government including Medical College Teachers.

EB decided that all teaching faculty at VIMSAR may be given Institutional Incentive at par with KBK Medical colleges so as to retain more doctors. EB proposed the following rates of incentive to be placed before the govt for approval.

TYPE OF INCENTIVE	MONTHLY RATE PROPOSED	REMARKS
1. Institute Incentive	Professor- 1.5 Lakh; Assoc. Prof- 1.25Lakh; Asst. Prof.- 1.0 Lakh;	New Medical Colleges at Koraput and Balangir vide state govt. Circular No. 2070/dt.17.08.2017 are allowed @ Rs.1.25L, 1.0L & 0.75L for Prof, Assoc Prof & Asst Prof respectively per month.
2. Pre Clinical and Para Clinical Discipline Incentive [Anatomy, Physiology, Biochemistry, Pharmacology, FMT, Pathology, Microbiology, Community Medicine]	Professor/ Associate Prof./Asst. Prof- Rs.30,000	New Medical Colleges at Koraput and Balangir vide state govt. Circular No. 2070/dt.17.08.2017 are allowed @ Rs.20,000/month
House Rent Allowance	@ 20%	State govt allows @ 20% at Cuttack-Bhubaneswar vs @ 10% at Burla.

When the Director pleaded for Conference allowance, the EB opined that the institute may pay for only high quality research and its publications and shall place for funds in its budget accordingly.

The EB approved that to encourage trained manpower, the Director is allowed to give permission to institute staff and faculty for Training to extramural centres with conditions as may be fixed by the institute after due scrutiny by an institute committee.

The Director highlighted about scarcity of consultants in superspeciality disciplines since Long and pressed that unless the pay package is attractive no one will join here. EB approved the proposal for a revised rate of remuneration for such appointments as follows and requested the Director VIMSAR to move a proposal to the Govt. accordingly.

11. Selection and Appointment for vacant posts [Gr. A, B & C]

The Director presented the vacancy status in the teaching cadre and emphasized upon prompt steps for its filling up. The EB agreed that the institute shall take appropriate steps to fill up the existing regular vacancy in Gr-A Posts keeping in mind the subsequent vacancy that may arise after withdrawal of OMES cadre staff from the institute.

All entry level posts will be filled up by open recruitment procedure.. The EB approved that the selection will be as per 'OMES Rule -2013' Detailed guidelines will be framed by the Selection Committee with prior approval of Govt. EB approved the proposal.

The vacancies in the posts of an Associate Professor and Professors will be filled up via Promotion by Institute Selection Committee as per rule based on Performance Appraisal Report, Teaching Experience and Publications as per OMES-2013 Rule.

Assessment Promotion Scheme[APS] be introduced for all teaching staff of the institute in which all eligible teachers shall apply and be screened by Academic Performance Index once a year to be promoted to senior posts irrespective of vacancy in the higher rank. Director will prepare detailed guidelines for the same and send to Govt. for approval. EB approved the proposal.

Re-employment on contractual/deployment basis posting be adhered to in vacant teaching posts in Super Speciality disciplines [present or newly created]. The upper age limit for applicants shall be 70 yrs. The posting shall be for 1 year renewable by a year each time for further periods.

The posts of Senior Residents and Tutors be filled up as per institute guidelines at par with Govt guidelines on contractual basis.

Vacancy positions in other cadres in Gr-B & C will be filled up as per Govt guidelines.

Reservation policy may not apply to any contractual posts engaged on temporary basis in the teaching cadre.

EB approved the proposals.

12. Re-allocation of teaching staff on institute pay roll who are on Long leave or are working on deputation elsewhere

EB took cognisance of the fact that 11 doctors are on the pay roll of vimsar even though they are on Long unauthorised Leave or are engaged elsewhere on deputation orders by the government. Two of them who have been issued suspension order by the Director may be recommended for appropriate action at govt. Level.

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The Additional Secretary-HFW agreed to shunt all of them out so that the resulting vacancy can be filled up.

EB approved of the suggestion. (List B)

1. Prof. Santosh Kumar Behera, Ex-Dean-VIMSAR., Working as OSD at DMET office, drawing pay against Dean, Vimsar post.
2. Prof. Sonamali Bag, Ex-Director,VIMSAR , Working as OSD at HFW Dept. Odisha Secretariat. Drawing pay against Medical Superintendent's Post.
3. Prof. AK Mohanty, Pediatrics, Absent since Long.
4. Prof. KN Padhiary, General Medicine, Absent since Long.
5. Prof. Sashikant Mohapatra. General Medicine., Absent since Long.
6. Prof. SS Mishra, Neuro-Surgery, Absent since Long.
7. Dr. Rupa Das. Associate Professor, Pathology, Absent since Long.
8. Dr. Narayan Chandra Mallick. Associate Professor, Pathology, Absent since Long.
9. Dr. BN Mallick. Associate Professor, General Surgery, Absent since Long.
10. Dr Anil Kumar Goel. Assistant Professor, Pediatrics, Resigned from service, application pending with govt, Absent since Long. Still placed as a vimsar cadre in recent notification.
11. Dr. PK Sahu. Assistant Professor, Pediatrics. Left. Absent immediately after joining. Still finds a place in vimsar cadre notified by govt. recently.

13. Provision of Retirement benefits for institute employees

The Director informed the members about the apprehension in some quarters of the institute employees about their entitlement of retirement benefits under the institute vis-vis that under the state govt. The govt. representatives in the EB clarified that the benefits will as such be as per the state govt. rule and cannot be different for the institute; The relevant sections in the first statutes shall be amended to include:

"The institute shall follow the prevailing state govt. rule as regards pension, provident fund, insurance and other retirement benefits due to its employees will include the preceding service period under the state govt in totality. As such the retirement benefits of all institute employees will be disbursed and handled at AG-Odisha as is the practice for other state govt. employees."

EB approved the proposal.

14. Appointment of Dean and Medical Superintendent

(a) Dean

EB accepted the resignation of Prof. BK Dutta, Dean and Principal. EB approved the proposal of the Director for appointment of Prof. Manoj Kumar Mohapatra [general medicine] with administrative experience of over 10 years as 'In-charge Dean' of VIMSAR in addition to his departmental responsibility. As such the post shall be re-designated as 'Dean' instead of 'Dean & Principal'. The process of appointment of a permanent Dean may be initiated by the Selection Committee. As such the first statute is silent on the detailed selection procedure and hence may be amended with due procedure to incorporate detailed guidelines for the same.

EB approved the proposal.

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(b) Medical Superintendent

EB accepted the resignation of Prof. BM Mishra, the Medical Superintendent. EB approved the proposal of the Director for appointment of Prof. Sapan Kumar Murmu [paediatrics] with administrative experience of over 10 years as 'In-charge Medical Superintendent' of VIMSAR in addition to his departmental responsibility. The process of appointment of a permanent Medical Superintendent may be initiated by the Selection Committee. As such the first statute is silent on the detailed selection procedure and hence may be amended with due procedure to incorporate detailed guidelines for the same.

EB approved the proposal.

15. Appointment of other officers of the institute

EB approved the creation of posts of full time and part-time institute officers as per provisions of the statutes and approved the proposal of the Director to temporarily appointment suitable faculties to officiate in the full time essential posts for a temporary period of one year. The selection committee is directed to initiate due process to fill up these posts at an early date with approval of government.

List of officers appointed: [List-C]

1. Deputy Director-Prof. Sabita Mohapatra, Professor & Head-Pharmacology
2. Registrar- Dr. Sadhu Charan Panda, Associate Professor, Community Medicine.
2. Deputy Registrar-Dr. Mamata Sar, Associate Professor, Anatomy.
3. Controller of examinations-Dr Bhabagrahi Rath-Associate Professor in Pharmacology.
4. Asst. Controller of Examination-Dr. Kulwant Lakra, Asst. Professor, Community Medicine.
5. Associate Dean-Dr. Prakash Chandra Panda, Associate Professor-Pediatrics
6. Assistant Medical Superintendent-Dr. Benudhar Pandey, Assistant Professor-OG
7. Comptroller of Finance -The Dy. Secretary, Finance informed the EB that such an officer has already been nominated for posting at VIMSAR shortly.
8. Other Officers [as defined in the statutes]-

The proposal was placed before EB for creation of many other full time posts for the institute [environment officer, security officer, public relation officer, procurement officer, Law officer, Estate officer, etc.] as per provisions of the statutes. The govt. representatives suggested the posts be part-time besides creation of a few posts of Hospital Administrators/ Managers in Gr-B cadre to share the responsibilities.

16. Institute Campus Concept

The Director informed the members that as of now the institute has no records of rights or Patta for an inch of its Land. There are alien buildings and Land patches within the institute campus often contributing to traffic, security and administrative problems. He proposed that all the alien lands and buildings should be handed over to a unified VIMSAR campus. Moreover additional land may be allotted for VIMSAR for building up the new projects like Dental School, Paramedical School, Paramedical Hostel, School of Pharmaceutical Sciences, a Residential Colony amongst others.

EB approved the single campus concept and suggested that GB [President of the Institute] may be moved to allow for the transfer the alien properties and

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also to expedite issue of records of rights of the land in favour of the institute. The components which shall be proposed for transfer to the institute will include the Hirakud guest house, Other land & bungalows located within the perimeter of the institute campus, an additional land areas as proposed near the new Burla ring road and near the NAC college.

17. Revision of sanctioned beds and units at institute hospital

The Director presented that the sanctioned beds and units and special care beds in the hospital needs to be revised to accommodate floored patients and to allow for use of expanded floor space in newly opened buildings as well as to comply the MCI standard to open new courses.

EB approved the proposal to be submitted to Govt for taking appropriate decision.

18. Approval of Free investigations and treatment for institute students and for research

Students of the institute shall be offered free investigations and treatment available at the institute. The concession shall apply to research subjects as well. The proposal was approved by EB. However EB disagreed for inclusion of all institute staff in the scheme on the ground that they all are entitled for medical reimbursement as such.

19. Finance & Grant:

(a) Institute Grant for VIMSAR

The EB discussed on a one time Institute grant to nurture the budding institute in its infancy stage. EB asked the director to prepare and present to the govt. a comprehensive proposal of 250-300 crores to govt. The Govt representatives assured to take appropriate steps.

(b) Institute Grant and Authority in for Building Maintenance

As of now state govt agencies Like PWD, PHD & GED are in-charge of the maintenance of all buildings of the institute. Govt grants are directly received by them. The institute is often kept in dark as regards the work done and the expenses incurred. The director proposed that the grant be directly given to the Institute and the job being done by institute by appointing its own maintenance experts and manpower for a better yield. The EB did not accept the proposal.

(c) Institute Corpus fund

A corpus fund may be sanctioned to help the institute handle on-site expenses in its initial years out of the interest earned from the deposited fund and Director may move a proposal to Govt.

(d) University Initiation fund

To pick up as a new university set up a special onetime grant may be sanctioned and Director may move a proposal to Govt.

(e) Additional Grant to meet regular expenses on outsourced services

Every month the user's fund is drained out to meet regular expenses on the outsourced services at the Institute Like Security, Laundry and Sanitation. EB opined that Director may move a proposal to Govt for special provision for these expenses and the user fund be spared to meet the original needs related to patient care.

(f) Institute Procurement and Purchase Policy and deLink from OSMCL

The Director presented problems faced in procurement and supply of institute needs in terms of equipments, instruments, drugs and other Logistics due to erratic and often delayed supply by OSMCL. In last three years only 40% of

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indented items have been supplied .He asked that the institute be allowed to have its own procurement power and policy and be delinked from OSMCL. The govt. representatives disapproved the proposal.

20. Condemnation and Quarter Allotment Rule of the Institute

The Director highlighted the problem faced in condemnation of articles and in allotment of quarters in the institute campus. He asked for approval of a set of rules for the same. The govt. representatives opined that such rules already exist in govt. guidelines and the institute shall refer to them to formulate its own rule and to implement it. Regarding unauthorised encroachment of many institute quarters, the EB suggested to take the help of the District Collector for the eviction following due procedure.

21. Approval of Constitution of Committees of the Institute

Different Committees of the institute constituted for smooth administration are proposed by the Director and the EB gave its formal approval. EB further authorised the Director to effect changes and notify constitution of new committees as per need and get its post-facto approval in the next EB meeting.

1. Institute Finance Committee;

[a]EB nominated two its members to be members of the Finance Committee as follows:

1. Dean, VIMSAR, EB member
2. Dr. Bikash Ranjan Hota, EB Member.

[b]Two Govt. Representatives - request be placed by the Director, VIMSAR to the State Govt. for to nominate the following two suggested members:

1. District Treasury Officer, Sambalpur.
2. Instead CDMO, a financial person may be nominated.

2. Institute Selection Committees ;

EB approved the constitution of the Three Selection Committees of the Institute [selection committee-I: for Professors and Associate professors; selection committee-II: for teachers other than Professors and Associate professors; selection committee-III: for non-teaching staff] as per provisions of section-27-1 of the VIMSAR act and section-7-xiii of the first statutes and recommended that two experts may be included in the committee who shall be nominated by the Director from case to case basis.

3. Institute Academic Council;

The EB approved the Academic Council as proposed by the Director. He is to request to the GB [president of the institute] to nominate two representatives to the council.

22. Approval of Novel Concepts and Proposals for the institute

The Director elaborated upon a lot of novel concepts to be implemented at VIMSAR in a phase wise manner so that the institute gets a new shape towards conforming into a centre of excellence. EB pressed that VIMSAR be awarded one center for Sickle Cell Institute which is under active consideration of the Govt. of India since it is located at the center of the sickle cell belt of Odisha and adjoining states and has been consistently serving the ailing patients for over the last two decades. EB resolved that the Director shall initiate and pursue the proposal. EB approved concepts and projects which included simulation Lab, Robotic Surgery, Modular OT, Sleep Laboratory, in-vitro

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fertilization, roof top solar project, RO plant for each hostels, Washing machine at each hostel, central messing facility for all hostels, Battery-Patient-Cart in the hospital, Bus for patients from remote areas, Utility Store in each hostel, vehicle pass and entry-exit regulation in campus, payment ward, patient admission folder, student uniform, VIMSAR certificates with unique 8layered security features, Campus bank amongst others effect changes and form. EB suggested to implement in a phase wise, priority wise.

23. Proposal for Byelaws and Amendments

The institute is required to formulate byelaws, regulations and ordinances. Further, the first statutes need amendments as per need and feedback. The EB asked the Director to constitute an Institute Level task force to study and prepare a comprehensive proposal for the same and present it in the next EB meeting for consideration and approval.

The Meeting Concludes

The five hour long meeting ended with felicitation of ALL members of the historic first EB meeting and a formal vote of thanks to all the members and the Chair by Dr Kailash Agrawal, Prof and Head pathology and EB member.

APPROVED

Prof. Aswini Kumar Pujahari.

DIRECTOR, VIMSAR

Ayurvihar, Burla/Dated the 26th September 2017

.....
Sri Surajit Das.
Additional Secretary to
Govt., Health & Family
Welfare Dept., Govt. of
Odisha.

.....
Sri Gadadhar Nandi.
Deputy Secretary, Finance
Department, Govt. of
Odisha

..... 22/10/17
Prof. Sidhartha Das.
Dean & Principal, SCB Medical
College, Cuttack

..... 25.10.17
Dr. Umakanta
Sathpathy.
Joint Director of
Medical Education &
Training, Odisha

..... 25/10/17
Prof. E. Saibaba Reddy.
Hon'ble Vice-Chancellor,
VSS University of
Technology, Burla

..... 24.10.17
Dr. Bikash Ranjan Mota.
Consultant Surgeon, Sambalpur

.....
Dr. Rabi Narayan
Tripathy.
Consultant Surgeon,
Bargarh

.....
Sri Bhagabat Prasad
Nanda.
Social Worker, Sambalpur

.....
Dr Shankar Prasad Pati.
Retd. Prof. of Physics,
Sambalpur University,
Sambalpur

.....
Prof. Sabita
Mohapatra.
Head of the Department,
Pharmacology, VIMSAR

..... 25/10/17
Prof. Kailash Chandra
Agrawalla.
Head of the Department,
Pathology, VIMSAR

.....
Prof. H.O.D.
Prof. Harsa Tudu.
I/C-Dean, VIMSAR