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PART-A

I. PURPOSE OF THE MANPOWER AUDIT :

Under an ever changing workplace environment, keeping dynamism alive is the primary job of the executive & to accomplish the same, periodical manpower audit becomes an effective tool. The Human resource audit not only helps to ascertain the status of the sanctioned strength, vacancies or recruitment but has to deal with the allied issues like updating of seniority list, recruitment rules, trainings & APRs also.

Pertinently the Finance Department has returned creation files with the advice to conduct 'manpower audit' of the existing sanctioned strength of the various Directorates of the Health Department and the Medical Education Institutes in line with the announcement made in the Budget session 2017-18.

Therefore the exercise of Manpower audit was taken up in right earnest in the month of March 2017 by the committee headed by Managing Director NHM. After basic exercise, the MD NHM submitted a Preliminary Report to the Department in the month of August 2017, the gist of which was incorporated in the Presentation made to the Hon'ble Chief Minister on 25th August 2017 during the review meeting of department of Health & Medical Education.

This effort of the department was appreciated by the Hon'ble Finance Minister very much. He observed that the Health & Medical Education was the first Department to undertake such an exercise.

However, further detailed department-wise exercise was conducted to ascertain and to verify the Category-wise Sanctioned Strength of the various Directorates & Medical Institutions with reference to the Budget Figures, No. of Vacancies and Steps taken to fill them either by Referral to the Recruitment agencies i.e. J&K PSC in respect of Gazetted Cadre posts and to the J&K Services Selection Board in case of Non-gazetted Cadre posts.

This was accordingly followed by series of meetings with the respective HODs & their Financial Advisors on 28-09-2017, 12-10-2017, 17-10-2017, 08-11-2017, 20-11-2017, 27-11-2017, 05-12-2017, 15-12-2017, 19-12-2017, 29-12-2017, 05-01-2018 & 11-01-2018 to tally the Category-wise figures of Sanctioned Strength Posts and Vacancies thereof. Finally on 11-01-2018 final touch was given & department wise sanctioned strength & vacancy position was firmed up.

II. METHODOLOGY ADOPTED FOR CONDUCTING THE MANPOWER AUDIT:

All HODs under the Administrative Department i.e. Director Health Services Jammu (DHSJ), Director Health Services Kashmir (DHSK), Director Family Welfare (DFW), Director Indian System of Medicine (ISM), Controller Drugs & Food Control Organization (DFCO) Principal GMC Jammu (PMCJ), Principal GMC Srinagar (PMCS), Principal Govt. Dental College Jammu (PGDCJ) and Principal Govt. Dental College Srinagar (PGDCS) were asked to furnish the details of Sanctioned Strength & Vacancies backed up with the available creation orders of these posts. The establishment budget as published by the Finance Department was taken as the bedrock document against which information submitted by the HODs was examined & compared. For the sake of clarity & convenience, various posts in the gazetted & non-gazetted were clubbed into broad categories based on their pay-band and grade pay. All the variations were scrutinized in detail & brought in line with the establishment budget.

The vacancies were compared vis-a-vis the Regular Duty Posts of the Directorates of the Health Services accounting for the Deputation, Training & Leave reserve posts. Subsequently, the number of vacancies referred to Public Service Commission in case of Gazetted & to Service Selection Board in case of Non-Gazetted was ascertained. The figures were cross examined with respect to the record available with the Department & respective recruitment agencies like J&K PSC & J&K SSB.

Final net vacancies were ascertained after tallying the figures of the already referred vacancies with recruitment agencies i.e. J&K PSC & J&K SSB, which needed to be referred to recruitment agencies as on date.

PART-B

MAJOR FINDINGS OF THE MANPOWER AUDIT AND ACTION TAKEN POST MANPOWER AUDIT:

(DEMAND NO.17-HEALTH AND MEDICAL EDUCATION DEPARTMENT-MAJOR HEAD-MEDICAL & PUBLIC HEALTH):

1. a. GOVT. MEDICAL COLLEGES JAMMU & SRINAGAR : GAZETTED CADRE:

- i.** It was noted that in Government Medical College, Jammu, out of 60 sanctioned posts of Professors only 53 were filled and 07 are vacant and out of 62 posts of Associate Professors, 46 are filled and 16 are vacant and out of 69 posts of Assistant Professors 43 are filled and 26 are vacant.
- ii.** Similarly, in Government Medical College, Srinagar, out of 71 sanctioned posts of Professors, 47 were filled and 24 are vacant. Similarly, against 79 posts of Associate Professors, 51 are filled and 28 are vacant and out of 106 posts of Assistant Professors 60 are filled and 46 are vacant.
- iii.** The vacant posts of Professors/ Associate Professors and the Assistant Professors have not been filled up on regular basis as yet as the JKPSCT have insisted that the bifurcation of teaching cadre of the Government Medical College, Jammu & Government Medical College, Jammu Srinagar which was done in the year 2006 by virtue of a Government Order No. 123-HME of 2006 dated 03.03.2006 has yet not been regularized/ legalized by issuance of SRO amending the earlier the J&K Medical Education (Gazetted) Services Recruitment Rules, 1979 issued vide SRO No.517 dated 19-09-1979.
- iv.** The case for issuance of SRO in this regard was taken up with the GAD and then with the Law Department and the amendment of the J&K Medical Education (Gazetted) Services Recruitment Rules, 1979 was done by issuing SRO 52 on 30-1-2018.
- v.** Thereafter Separate Draft Seniority Lists for the GMC Jammu & GMC Srinagar were drawn and which have been notified for inviting objections and the Department which have been received and are under examination of the Department. The Final Seniority Lists of the Teaching Faculty of the GMC / SSH Srinagar & GMC / SSH Jammu would be issued on 08-03-2018 which would enable the finalization of the pending DPCs for filling the long vacant posts of the Assistant Professors, Associate Professors and Professors in these Institutes and which is also necessary to meet the MCI requirement of teaching faculty in view of the additional allocation of MBBS sets to both the Govt. Medical colleges by the MCI in the year 2016-17.

1b. GMC JAMMU/GMC SRINAGAR : NON-GAZETTED CADRE:

- i. As far as Non-Gazetted Cadre of the Govt. Medical Colleges is concerned, it has been found that a large number of posts of the Non-Gazetted Cadre of the Medical Colleges/Associated Hospitals (both Promotion quota & Direct Recruitment quota) of the various Units like Radio-Diagnosis Units (Radiographers, Radiology Technicians, Technician Oncology, X-Ray Technicians, MRI Technicians etc.), Theatre Units (Theatre Supervisors, Theatre assistants, Cardio O.T. Technicians), Nursing Units (Matron, Assistant Matron, Sister Supervisor, Theatre Nurses, Sr. Staff Nurses, Nursing Supervisors, Jr. Staff Nurses etc.) Electric Units (Sr. Technicians, Electric Foreman, Sr. Electrician, Jr. Electricians & Lineman etc.) Gas Pipe Line (GPL) Units (GPL supervisor, GPL Mechanic, GPL Operator, Gas Mistry etc.) Laboratory Units (Tech. Supervisor, Tutor Technologist, Cyto-Technician, Lab Technologist, Blood Bank Technician, Microbiology Technician, Mycology Technician, etc.), Pharmacist Units (Tech Supervisor, Head Dispenser/Pharmacist, Medical assistant, etc.) & Catering & Telephone Units, etc. have been lying vacant which has been affecting the functioning of these important Institutions.
- ii. The reason for not holding the DPCs was the lack of the relevant recruitment Rules as a large number of posts had been created over a period of time without corresponding framing of the Non-Gazetted Recruitment Rules.
- iii. In fact, no formal Recruitment Rules has ever been framed for Health & Medical Education (Non-Gazetted) Service since the establishment of the first Govt. Medical College at Srinagar in the year 1959 and the establishment of Govt. Medical College Jammu in the year 1972. However, the recruitment method was prescribed in the year 2006 by issuing Govt. Order 26-HME of 2006 Dated 19-01-2006 to enable recruitment to the posts created in the Non-Gazetted Cadres of the two GMCs. However, new posts got created along the way and many promotion posts fell vacant which necessitated modification/amendment in the existing rules. Therefore, the Department got an exercise done by both the Principals of GMCs to propose necessary amendments.
- iv. And accordingly, the Govt. has issued G.O. 34-HME of 2018 dated 11-01-2018 to prescribe promotion method where it did not exist and which has facilitated holding of DPCs for long pending promotion cases. But unfortunately, the process has come to a halt due to the Circular issued by the GAD that in view of the matter of whether or not accord reservation in promotions being sub-judice in the Supreme Court, the reserved category posts against roster points are to be kept posts are to be kept vacant which has given rise to different interpretations / confusion amongst the DPC members.
- v. To quote an instance, the DPC for a large number of Non-Gazetted posts was held after issuance of the aforementioned G.O. 34-HME of 2018 dated 11-01-2018 of the Non-Gazetted Staff of the GMC Jammu but the final orders could not be issued due to difference in opinion of one member of the DPC i.e. the Administrator of the GMC Jammu with the other members. Now the recommendations of the said DPC have been

send to the GAD for guidance and necessary clarification. But this has caused resentment in the minds of those staff members whose promotions have been got held up and some of whom are at the verge of retirement.

2. SUPER SPECIALTY HOSPITALS of GMC JAMMU & GMC SRINAGAR:

- i. There are 15 posts of Professors in the SSHJ out of which only 01 in CVTS (Dr. Noor Ali) is in position and the remaining 14 are vacant.
- ii. There are 16 posts (now 15) of Associate Professors in SSHJ out of which only 02 are filled (01 Nephrology by Dr. S.K. Bali thru Lateral Entry & 01 in Cardiology by Dr. Sushil Kumar Sharma). *One post of Associate Professor (Cardio-Vascular & Thoracic Surgery) has been reduced to create 01 post of Assistant Professor in the same discipline vide G.O. 197 – HME of 2018 dated 22-03-2018.*
- iii. There are 16 (now 17) posts of Assistant Professors in SSHJ out of which only 07 are filled (01 in Neurosurgery by Dr. Haroon Salaria, 01 in Urology by Dr. Elias Sharma, 01 in CVTS by Dr. Ishtiyaq Ahmed Mir, 01 in Cardiology by Dr. Dharminder Kumar and 01 in Pediatric Surgery by Dr. Narinder Singh)
- iv. There are 21 Posts of Lecturers in the SSH Jammu out of which only 06 (now 07) posts have been filled_01 Plastic Surgery (Dr. Suhail Zahoor)_01 Neurosurgery (Dr. Furkan Ahmed Nazmi)_01 Neurology (Dr B.R. Kundal i/c Asstt Professor)_01 Nephrology (Dr. Imtiyaz Ahmad Wani)_01CVTS (Dr. Arvind Kohli)_01 Cardiology (Dr. Raj Lal Bhagat); and the remaining 15 Posts of Lecturers in the various disciplines of the Super Specialty Hospital Jammu are vacant which have been referred to the J&K Public Service Commission. ***Dr. Mohammad Hussain has been appointed as Lecturer (Medical Oncology) SSHJ vide G.O. 198-HME of 2018 dated 22-03-2018.***
- v. There are 14 Posts of Professors in SSH Srinagar out of which only 01 is filled by Dr. Showkat Kadla in the discipline of Gastroenterology and the remaining 13 are vacant.
- vi. There are 16 posts of Associate Professors in SSH Srinagar out of which none is filled.
- vii. There are 26 posts of Assistant Professors in SSH Srinagar out of which only 06 are filled as follows:
 - (i) Neurosurgery=01 by Dr. Syed Shafiq Alam
 - (ii) Paediatric Surgery=01 by Dr. Abdul Rashid Kumhar
 - (iii) Neurology =01 by Dr. Syed Sajad Nazir
 - (iv) Cardiology=03 (Dr. Khalid Mohiuddin, Dr. Bashir Ahmad Naikoo, Dr. Nazir Ahmad Lone)
- viii. There are 50 posts of Lecturers in the SSH Srinagar, out of which only 12 (*now 15*) are filled as follows:-
 - (i) Neurosurgery=01 by Dr. Humam Nisar,
 - (ii) CVTS=02 , namely, Dr. Mohit Arora (working in the SSH Jammu on deputation) & Dr. Ishtiyak Ahmed Mir)
 - (iii) Urology=01 (Dr. Tanveer Iqbal)
 - (iv) Nephrology=01 (Dr. Tajamul Hussain)
 - (v) Neurology=03 (Dr. Bashir Ahmed Sanaiye i/c *Assistant Professor, Dr. Fayaz Ahmed Khan, Dr. Bodh Raj SC)
 - (vi) *Pediatrics Specialty=*04 (01 Paediatric Ophthalmologist Dr. Tufela Shafi, 01 Paediatric Haematologist Dr. Altaf Ahmad Kambay, 01 Paediatric Nephrologist Dr. Mohammad

- Ashraf & 01 Paediatric Radiologist Dr. Nisar Ahmad Wani_*Dispute in Seniority as these posts belong to the Dept. of Paediatrics of the GMC Srinagar and not to the SSH Srinagar).
- (vii) ***Dr. Nissar Hussain Hamdani (OM) & Dr. Mudassar Hassan rather (RBA) have been appointed as Lecturers in Surgical Gastroenterology in SSHS vide G.O. No. 199-HME of 2018 dated 22-03-2018.***

- ix. **A SYNOPSIS of the Status of Total Referrals made to the J&K PSC since 2007-08 of all the posts of the Lecturers of the GMC & the SSHs, the Selections done by the PS & the Pendency with the J&K PSC of 136 Vacant posts of the Lecturers in the GMCs (51 of GMC Jammu and 85 of GMC Srinagar) & 51 vacant Posts of Lecturers in the Super Specialty Hospitals (15 of SSH Jammu & 36 of SSH Srinagar) is as under:-**

GOVT MEDICAL COLLEGE JAMMU & SSH JAMMU- NO. OF POSTS OF LECTURERS REFERRED TO THE JK PSC SINCE 2008						
S. NO	REFERENCE LETTER	DATE OF REFERRAL TO PSC	POSTS REFERRED	SELECTION MADE	PENDING WITH PSC	REMARKS FOR PENDING
1.	ME-GAZ/120/2007	02-12-2008	17	12	5	02 Anatomy, 02 Physiology, 01 Microbiology
2.	ME-GAZ/170/2008	22-12-2008	1	0	1	01 Clinical Psychologist
3.	ME-GAZ/193/96	16-10-2008	2	0	2	02 Epidemiologist
4.	ME-GAZ/51/2010	22-12-2010	1	0	1	01 Epidemiologist
5.	ME-GAZ/95/2011	16-03-2011	17	11	6	01 Surgical Gastroenterology, 01 Surgical Oncology, 01 Medical Gastroenterology, 01 Endocrinology, 01 Pulmonary Medicine, 01 Clinical Haematology,
6.	ME-GAZ/109/2009	17-08-2009	1	0	1	01 Medical Record Officer
7.		31-08-2012	1	0	1	01 Medical Record Officer
8.	ME-GAZ/150/2010	26-08-2010	54	49	5	01 Microbiology, 01 Paediatrics, 01 Pathology, 01 Dermatology, 01 Psychiatry
9.	ME-GAZ/155/2012	30-07-2012	31	25	6	01 Anatomy, 01 Cardiology, 01 Medicine, 02 Physiology, 01 Radio-diagnosis
10.		17-07-2013	8	4	4	01 Blood Bank, 01 Epidemiologist, 01 Health Educator-cum-Lecturer, 01 Statistician
11.		15-05-2014	1	0	1	01 Pathology
12.	ME-GAZ/187/2014	18-02-2016	14	7	7	01 Cardiothoracic Anaesthesiology, 01 Forensic Medicine, 02 Ophthalmology, 01 Orthopaedics, 01 Pathology
13.		11-04-2017	25	0	25	02 Anatomy, 02 Anaesthesiology, 01 CD & TB, 01 Dermatology, 05 Obstetrics & Gynaecology, 02 Paediatrics, 02 Pathology, 01 Pharmacology, 01 Physiology, 02 Radio-diagnosis, 01 Forensic Medicine, 01 CVTS, 01 Cardiology, 01 Neurosurgery, 01 Paediatric Surgery, 01 Urology
	TOTAL GMCJ & SSHJ		173	108	65	51 posts of GMC Jammu, 14 posts of Super Specialty Hospital Jammu

GOVT MEDICAL COLLEGE & SSH SRINAGAR - NO. OF POSTS OF LECTURERS REFERRED TO THE JK PSC SINCE 2007						
S. NO.	REFERENCE LETTER	DATE OF REFERRAL TO PSC	POSTS REFERRED	SELECTION MADE	PENDING WITH PSC	REMARKS FOR PENDING
1.	ME-	26-06-2007	39	38	1	01 Anatomy
2.	GAZ/139/2002-II	11-05-2010	13	12	1	01 Blood Bank
*3.		18-08-2010	51	45	6	01 Chest Diseases, 01 Forensic Medicine, 01 Microbiology, 01 Obstetrics & Gynaecology , 01 Ophthalmology & 01 Physiology
4.	ME-	18-10-2010	3	0	3	03 Clinical Psychology
5.	GAZ/155/2010	25-08-2011	8	7	1	01 Anaesthesiology
*6.		30-09-2011	51	45	6	01 Chest Diseases, 01 Forensic Medicine, 01 Microbiology, 01 Obstetrics & Gynaecology , 01 Ophthalmology & 01 Physiology
7.	ME-GAZ/95/2011	16-03-2011	43	16	27	04 Traumatology, 01 Paediatric Surgery, 01 Plastic & Reconstructive Surgery, 01 Cardiology, 02 Medical Gastroenterology, 01 Clinical Haematology, 03 Surgical Oncology, 03 Endocrinology, 03 Medical Oncology, 01 Medical Geriatrics, 02 Physical Medicine & Rehab, 02 Menopause & Geriatrics, 03 Sterility, Infertility & IVF
8.		18-10-2012	4	1	3	02 Neurology & 01 Gastroenterology
10.	ME-GAZ/188/2014	30-06-2015	18	15	3	01 Anaesthesiology, 01 ENT, 01 Pathology
11.		17-07-2013	7	5	2	01 Epidemiologist-cum-Lecturer, 01 Medical Officer-cum-Lecturer
12.	ME-GAZ/154/2012	15-06-2017	59	0	59	04 Anatomy, 04 Anaesthesiology, 01 Blood Bank, 01 CD & TB, 02 Dermatology, 02 ENT, 08 Obstetrics & Gynaecology, 05 Medicine, 01 Ophthalmology, 06 Orthopaedics, 03 Pathology, 03 Pharmacology, 01 Physiology, 01 Psychiatry, 02 Radio-diagnosis, 02 Radiotherapy, 06 Surgery, 02 S & PM, 01 Neurosurgery, 01 Paediatric Surgery, 02 Cardiology, 01 Urology
13.	ME-GAZ/187/2011	11-04-2017	7	0	7	02 Anatomy, 01 Orthopaedics, 01 Pathology, 01 Obstetrics & Gynaecology, 01 *Paediatric Microbiology
	TOTAL GMCS & SSHS		303	184	119	85 posts of GMC Srinagar & 34 posts of Super Specialty Hospital Srinagar

*Note:

Tabular Statement of the Sanctioned Posts, In-position Posts & Vacancies of both the Gazetted / Non-Gazetted Cadre of the GMC & Associated Hospitals & the SSH Jammu is annexed as [Annexure 1-Gaz & Annexure 1-Non-Gazetted](#) & that GMC Srinagar & Associated Hospitals & the SSH Srinagar are annexed as [Annexure 2-Gaz & Annexure 2-Non-Gazetted](#).

3. GOVERNMENT DENTAL COLLEGES JAMMU & SRINAGAR :

- i. It was observed that in the year 2007, 09 posts of Professors in the Pay Grade of Rs.14300-18300 (Pre-revised) & 01 post of Associate Professor (Anesthesia) were created vide Government Order No. 582-HME of 2007 dated 31.08.2007 each for Government Dental College (GDC) Srinagar and Indira Gandhi Government Dental College (IGGDC), Jammu for Non-Dental Medical Faculty of Anatomy, Physiology, Biochemistry, Pharmacology, Pathology, Microbiology, General Medicine, Anesthesia and General Surgery.
- ii. Later, 17 posts of Lecturers in the Pay Grade of Rs.8000-13500 (Pre-revised) were created each for GDC Srinagar and IGGDC Jammu vide Government Order No. 609-HME of 2007 dated 10.09.2007.
- iii. These 54 Posts (27 each in GDC Srinagar & IGGDC) have later been included in the Cadre Strength of the respective Disciplines of the Government Medical College Srinagar/ Jammu as deputation reserve posts vide G.O. No.103-HME of 2008 dated 14-10-2008.
- iv. It was thus observed that there was no promotional ladder for these Lecturers to reach Professor level as no post in the next two steps i.e. Assistant Professor and Associate Professor have been created in the Cadres of the Govt. Dental College cadre with the result the Lecturers borne on the cadre of Dental Colleges are being promoted against the posts of Assistant Professor and Associate Professor of the Medical College Cadre which has led to an anomalous situation.
- v. It was decided that the issue of providing them adequate promotional avenues as Assistant Professors/ Associate Professors shall be examined by the respective Principals of the Government Dental Colleges and a proposal thereof should be submitted to the Administrative Department.
- vi. But the respective Principals of the GMCs should delete these posts from the sanctioned strength of the 'regular duty posts cadre' of the Lecturers & Professors of the respective GMC- these 'Deputation Reserve' of the respective GMC's cadre.
- vii. It was, therefore, felt that an exclusive unit of 'Lecturer/ Professor' should be constituted of these posts of Dental College in the respective Departments of the concerned Medical College so as to tag them and distinguish them from the General Cadre of the Lecturers/ Assistant Professors/ Associate Professors/ Professors of the Medical Education dept.
- viii. And the vacancies which arise from time to time in this cadre of 17 Lecturers, 01 Associate Professors (Anaesthesia) & 09 Professors in each GDC should be referred to the JKPSC by the respective Principals of the Dental College for their filling being borne on their cadre and then be deputed to the respective GMCs for teaching BDS undergraduates in the non-Dental subjects in the respective Medical Colleges.

4. ABSTRACT : TOTAL MEDICAL EDUCATION INSTITUTES(ALLOPATHIC) IN THE STATE:

S. No.	Category of Health Institution	Sanctioned Medical Education Institutes		Total
		Jammu Division	Kashmir Division	
1	SKIMS, Soura, Srinagar	-	1	2
2	Govt. Medical Colleges	1	2	3
3	Super Specialty Hospitals	1	1	2
4	Associated Hospitals	4	7	11
5	Govt. Dental Colleges	1	1	2
	Total	7	12	19

***Note:**

Tabular Statement of the Sanctioned Posts, In-position Posts & Vacancies of both the Gazetted / Non-Gazetted Cadre of the Indira Gandhi Govt. Dental College Jammu annexed as [Annexure 3-Gaz & 3-Non-Gazetted](#) & that of Govt. Dental College Srinagar is annexed as [Annexure 4-Gaz & Annexure 4 Non-Gazetted](#).

5. ENGAGEMENT OF TEACHING FACULTY & PARAMEDICAL STAFF UNDER SRO 384 DATED 14-12-2009 IN THE MEDICAL EDUCATION INSTITUTIONS LIKE GMCs & GDCs TO TIDE OVER THE DEFICIENCY PENDING FORMAL SELECTION/ PROMOTION BY THE J&K PSC/ J&K SSB :

- i. However, the department has been engaging teaching staff as well as para-medical staff on 'academic arrangement basis' to meet the deficiency under SRO 384 of 2009 dated 14-12-2009 through an 'open selection process' to maintain adequate strengths as per the MCI guidelines. Under this SRO, both the Teaching Staff like Professors, Associate Professors, Assistant Professors, Lecturers, Registrars, Tutors, Demonstrators, and now even Medical Officers can be engaged for a period of one year extendable up to 06 years. Retired and Non-Government doctors / Para-Medical Staff only can be engaged under SRO 384. Serving government doctors or PSC selected candidates or serving Para-Medical Staff members cannot be engaged under this SRO.
- ii. As of now, in Govt. Medical College / SSH Srinagar, 35 MOs and 296 para-medical staff have been engaged under the SRO 384 which include 180 Jr. Grade Nurses, 07 ANMs, 05 Anaesthesia Technicians, 24 Anaesthesia Assistants, 21 Theatre Assistants, 17 Lab Assistants, 17 Pharmacists, 12 X-ray Assistants, 05 Sr. Radiotherapy Tech, 06 Jr. Radiotherapy Technicians, 01 Medical Physics Tech & 01 Dark Room Assistant.
- iii. Post Manpower Audit, interviews have been held for 75 posts of Lecturers in the GMC Srinagar on March 05 & 06 2018, under SRO 384 dated 14-12-2009 against which 50 candidates have been recommended by the Selection Committee headed by the Administrative Secretary Health & Medical Education to the Administrative Department for their appointment under SRO 384 dated 14-12-2009. Against this, 50 posts of Lecturers (05 in SSH Sgr & 45 in GMC Sgr) have been filled under 'academic arrangement' as per SRO 384 dated 14-12-2009 read with SRO 409 dated 19-09-2013 vide G.O. 185-HME of 2018 dated 16-03-2018.

- iv. Similarly, in the Govt. Medical College / SSH Jammu, 156 Teaching Faculty members 538 Para-Medical staff has been engaged under SRO 384. The Teaching Faculty engaged under SRO 384 include 03 Associate Professors, 05 Assistant Professors, 33 Lecturers, 23 Demonstrators, 74 Registrars, 17 Assistant Surgeons/MOs and 01 Sr. Medical Physicist.
- v. The Paramedical staff engaged in the Govt. Medical College / SSH Jammu include 344 Jr. Staff Nurses, 106 FMPHWs, 25 Sr. Lab Technicians, 11 Dialysis Technicians, 04 Jr. Lab Technicians, 04 X-Ray Technicians, 05 ECG Technicians, 05 Sr. Staff Nurses, 04 ECG Technicians, 09 Anaesthesia Assistants, 04 X-Ray Technicians, 03 Carpenters, 02 Gestetner Assistants, 01 Jr. Physiotherapist, 07 Medical Record Technicians, 01 Driver, 01 Sterilization Technician, & 02 Jr. Theatre Assistant.
- vi. In Indira Gandhi Govt. Dental College Jammu, 19 Teaching Staff members have been appointed under SRO 384 which include 08 Lecturers, 08 Registrars, 02 Tutors, & 01 Demonstrator.
- vii. Similarly, in Govt. Dental College Srinagar 25 Teaching Faculty members & 11 Para-medical staff have been engaged. The Teaching Faculty include 08 Lecturers, 12 Registrars & 05 Tutors and the Para-medical Staff include 05 Dental Lab Assistants, 02 Sr. Grade Nurses, 01 Lab assistant, 01 Chairside Assistant, 01 Jr. Dental Hygienist & 01 Jr. Dental Mechanic.
- viii. Post Manpower Audit, interviews have been held for 07 Posts (02 Assistant Professors & 05 Lecturers) in the GDC Srinagar on 06-03-2018 by the Selection Committee headed by the Administrative Secretary Health & Medical Education to the Administrative Department under SRO 384 dated 14-12-2009. The Select list of 07 candidates has been recommended for their appointment by the Principal GDC vide No. GDC/Estt/Gaz/File-54-A/1844 Dated 08-03-2017.
- ix. Post manpower Audit, the Principal GMC Jammu has invited application on 24-02-2018 for filling 19 Posts of GMCJ/SSH Jammu under SRO 384, the interviews for which shall be held shortly. Against this, 07 posts (02 Assistant Professors & 05 Lecturers) have been filled temporarily as per SRO 384 dated 14-12-2018 read with SRO 409 dated 19-03-20113 vide G.O. 184-HME of 2018 dated 16-03-2018.

PART-C

DEMAND NO.17 - MAJOR HEAD-2210-HEALTH AND PUBLIC HEALTH

1) DIRECTORATES OF THE HEALTH SERVICES DEPARTMENT OF JAMMU DIVISION & KASHMIR DIVISION INCLUDING LADAKH :

a. GAZETTED CADRE: DIR; BMOs/CMOs; CONSULTANTS; MOs; DENTAL SURGEONS

- i. As per the Manpower Audit & the Budget Establishment Figures, there are 879 sanctioned posts of the Consultants in the Pay Grade of (15600-39100) + GP 6600 in the Health Department; 446 in the Directorate of Health Services Kashmir & 433 in the Directorate of Health Services Jammu.
- ii. As per the Recruitment Rules, the posts of the Consultants in the Pay Grade of (15600-39100) + GP 6600 is to be filled 60% through Direct Recruitment from PGs and 40 % through promotion from Medical Officer Cadre with PG Degree.
- iii. In the year 2014, 377 vacancies of Consultants were found vacant; 202 in Kashmir Division and 175 in Jammu Division. 60% of these posts i.e. 226 posts of DR quota were referred to the JK PSC and got filled whereas the balance 151 Promotion Quota posts could not be fulfilled due to lack of updated Seniority List of the MOs which exist as backlog under Promotion Quota.
- iv. As on date there are 316 posts of Consultants in the State which include backlog of 151 Promotion Quota Posts leaving only as 165 as fresh vacancies. As per recruitment Rules 40 % of these 165 posts i.e. 66 posts are to be kept for filling under Promotion Quota and 99 posts of DR Quota are to be filled through direct recruitment. After manpower audit, 99 posts of Consultants belonging to the DR Quota have been referred to the J&K PSC for filling on 21-02-2018.
- v. As far as the filling of the total of 217 Promotion Quota posts of Consultants is concerned, the Department has now finalized the Seniority List of the Medical Officers which has been notified vide G.O.No.477-HME of 2017 dated 06-09-2017. The APRs & the Vigilance Clearance of the MOs in the zone of consideration is being obtained to put up their case to the JKPSC for holding DPCs to promote them as Consultants.
- vi. The Total Sanctioned Strength of the Medical Officers in the Directorates of the Health Services Dept. as per the SRO 325 dated 12-07-2013 is 3317 which includes 2764 Regular Duty Posts (MOs = 2742 & MOs School Health = 22) & 553 Reserve Posts (276 Leave Reserve Posts-10% ; 166 Training Reserve Posts-06% and 111 Deputation Reserve Posts-04%).
- vii. As per the Manpower Audit & the Budget Establishment Figures, there are 2823 Sanctioned Posts of Medical Officers in the State, 1427 in the Kashmir Division including Ladakh & 1396 posts of MOs in the Jammu Division. Against this, 1175 MOs are in position in the Kashmir Division & 1081 in Jammu Division totaling 2256 leaving a vacancy of 567 posts. Against this,

371 posts of Medical Officer (Allopathic) (State Cadre) had been referred to JK Public Service Commission vide letter No. HME/HRM/54/2013 dated 20.03.2017. The J&K PSC has completed the Selection process and notified the Select List of MOs on their Website on 30-01-2018 and the Dept. has received the said Select List dated 08-02-2018 formally on 12-02-2018.

- viii. It is pertinent to mention here that against Total Authorized/Sanctioned Strength of 3317 posts of MOs, only 2256 are in place leaving a deficiency of 1061 MOs against the 'Authorized/Sanctioned Strength' of MOs in the Health Department. Even if we account for the new selection of 371 MOs by the PSC recently in February 2018, still there is a deficiency of 690 Posts of MOs in the cadre which is adversely affecting the manning of the Regular Duty Posts of the MOs in the field.
- ix. The Abstract of the Gazetted Cadre of Consultants, MOs & Dental Surgeons of the Directorates of Health Services Jammu/Kashmir is as under:-

S. No.	Category	TSS as per SRO 325 dated 12-07-2013	Total Sanctioned Strength	In Position	Total Vacant	Promotion Quota (Incl. Backlog)	Direct Recruitment Quota
I.	SENIOR CONSULTANTS (15600-39100 + GP 7600)						
	Sr. Consultants Jammu Div.		25	15	10	10	Nil
	Sr. Consultants Kashmir Div.		22	17	05	05	Nil
	Sub-Total	60	47	32	15	15	Nil
II.	CONSULTANTS (15600-39100 +GP 6600)						
	Consultants Jammu Div.		433	246	187	119	69
	Consultants Kashmir Div.		446	317	129	98	30
	Sub-Total	838	879	574	316	217	99 DR posts referred to JKPSC on 21-02-2018
III.	MEDICAL OFFICERS (9300-34800 + GP 5400)						
a	Regular Duty Posts (RDPs)						Select List of 371 received from JKPSC on 12-02-2018. Balance 196 posts being referred
	Jammu Division		1427	1081	315	Nil	
	Kashmir Division		1396	1175	252	Nil	
	Sub-Total RDPs	2764	2823	2256	567		
b	Deputation Reserve (4%)	111	111	-	111		Not Utilized
c	Leave Reserve (10%)	276	276	-	276		Not Utilized
d	Training Reserve (6%)	166	166	-	166		Not Utilized
	Sub-Total	3317	3376	2256	*567/1061	Nil	*196 against RDPs which are being referred to the PSC
IV.	DENTAL SURGEONS						

	(9300-34800 + GP 5400)						
	Dental Surgeons Jammu Div.		239	210	29	Nil	82 posts of Dental Surgeons shall be referred to the PSC soon.
	Dental Surgeons Kashmir Div.		333	280	53	Nil	
	Sub-Total	524	572	490	82	Nil	82

- x. The Department is in the process of referring the remaining 196 vacancies of the MOs excluding the Deputation Reserve, Leave Reserve & Training Reserve vacancies to the JKPSA shortly.
- xi. However, a well-structured Cadre essentially has to consist of two distinct parts: (i) Regular Duty Posts which forms the Core Cadre and (ii) Reserves which should be utilized as per need of the Core Cadre to keep it fully manned. The Regular Duty Posts constitute the core of the Cadre and are meant for performing the functions for which the service has been constituted. It consists of both Permanent posts as well as Temporary posts which are likely to continue indefinitely. In our Dept. the Regular Duty posts & Reserves have been prescribed and structured only at the level of the Medical Officers which is the Entry level and the lynchpin of our Health Care Delivery System right from the PHC level up to the District Hospital level.
- xii. It has been observed that the Department has not been utilizing the Leave reserve, the Deputation Reserve or the Training reserve. With the result, the Core Cadre of Regular Duty Posts (RDP) has been depleted when RDP MOs proceed on deputation to Medical Education Department for doing tenure based Registrar-ship/ Demonstrator-ship or Tutor-ship or when they proceed for doing PG/Higher Studies or when they simply go on longer leaves.
- xiii. Therefore it has been observed that there is an urgent need to refer a portion these vacancies to the J&K PS for recruitment of MOs against these Reserves to replenish the Regular Duty Post cadre in consultation with the General Administration Department (GAD).
- xiv. Moreover, it has been felt that whenever vacancies occur in the RDP cadre of the MOs, these are referred to the PSC which takes time and until the Select Lists are obtained from the PSC posts these regular duty posts remain vacant. Moreover, when the Select List is finally received, it contains a large number of Selectees who would be either undergoing Registrar-ship or doing their Post-Graduation somewhere the various Medical Colleges of the State or the SKIMS or even outside the State. These candidates just submit their joining report but leave immediately to complete their Registrar-ships or PG courses in the respective GMCs / SKIMS. Thus the posts for which they had been selected though get filled technically but remain vacant physically and both the public and the Directorates of Health Services continue to suffer. It becomes neither feasible nor advisable to force the Selectees to abandon their Registrar-ships or PG Courses midway which would cause loss of these PG Seats and would also reduce the availability of Registrars suddenly which could lead to de-recognition of Certain UG/PG Courses of these Medical Colleges by the Medical Council of India.

- xv. Even in the latest Select List of issued by the J&K PSC on 08-02-2018 and received by the Dept. on 12-02-2018, there are 220 Selectees who are either doing their Registrar-ship in the various Medical Colleges as under :

S. No.	Name of the Medical College	Selectees undergoing Registrar-ship	Selectees undergoing PG	Total Selectees
1.	Govt. Medical College Jammu	12	35	47
2.	Govt. Medical College Srinagar	36	22	58
3.	SKIMS, Soura, Srinagar	31	53	84
4.	SKIMS Medical College, Bemina, Srinagar	19	02	31
	Total	98	112	220

- xvi. Thus finally, out of 371 Selectees only 151 would join and then also become available for manning the various New Type of PHCs in the field whereas the remaining 220 would simply block the 220 'regular duty posts' posts of the MOs which would remain technically occupied but physically unmanned for another 2 to 3 years prolonging the suffering of the department and ultimately of the poor people of the state. And this vicious circle would keep on repeating unless it is broken once and for all by operating the 'Reserves' of 553 posts of the MOs cadre i.e. the Deputation Reserve (4%) of 111 posts, Leave Reserve of (10%) of 276 posts & Training Reserve (6%) of 166 posts and adjust these 220 Selectees against the said 'Reserve' and fill the consequently released 'Regular Duty posts' by operating the Waiting List and referring back the remaining 'Regular Duty Posts' to the J&K PSC for fresh selection. But this would need concurrence of the Finance Department & consultation with the GAD. There would no financial implication of operating the reserves thus as these selectees who are working as Registrars would continue to get their salary/remuneration permissible under SRO 384 as Registrars as per G.O. 596-HME of 2017 dated 25-10-2017 and the Post Graduate Students would continue to get their stipend as G.O.597-HME of 2017 dated 25-10-2017 from their respective Govt. Medical College or from the SKIMS as per the rules of the latter.

- xvii. It is pertinent to mention here that out of the above mentioned 151 Selectees who are not undergoing either Registrar-ship or PG, some more could have cleared the 2018 NEET-PG exam and would be undergoing counselling with the BOPEE. The Department has anticipated such a situation and taken a view that such MO Selectees who would get selected for PG on the basis of NEET-PG 2018 after the Select list has been notified by the J&K PSC would be given the option either to join the J&K Health Services or to join PG Course and not both as they can exercise their option to do either at this moment and would have no claim to join the Health services like those who are already undergoing Registrar-ship or PG and thus have no free choice before them. It would not only secure their commitment to serve in the field but also release the PG seats for those who are in the PG waiting List.

- xviii. The Department also needs to amend the Recruitment Rules in the meanwhile to debar the candidates in the First and Second Year of their PG Courses/ Registrar-ship from applying for the posts of MOs advertised by the J&K PSC in future.
- xix. Besides the posts of Consultants & MOs, there are 81 sanctioned posts of Administrative Nature in the Department of Health like the posts of Chief Medical Officers/Medical Superintendents/Dy. Directors etc., out of which 72 are in position and only 07 are vacant. These 07 posts are being filled through promotion.
- xx. Similarly the Total Sanctioned Posts of the Dental Surgeons as per the SRO 325 is 524 whereas as per the Budget Establishment figure the posts of Dental Surgeons in the Health Dept. is 572. Against this 490 posts are filled leaving a vacancy of 82 posts of Dental Surgeons. These posts shall be referred to the PSC for filling soon.

b. NON-GAZETTED CADRE OF THE DIRECTORATES OF HEALTH SERVICES J/K:

- i. Abstract of the Non-Gazetted Cadre of Directorates of Health Services Jammu/Kashmir :

S. No	Pay Band Category		Total Sanctioned Strength	In Position	Total Vacant	Main Vacancies
I.	9300-34800 + GP 4600	AAO, Sr. Steno, Statistical Officer, Section Officer, Sr. Physiotherapist etc.				
		DHSJ	47	31	16	08 SOs & 08 Sr. Physio –to be filled by promotion thru DPC
		DHSK	59	41	18	03 AAO, 02 St. O, 01 SO, 06 Sr. Physio, & 06 Sister/Nursing Supervisor to be filled thru promotion
	Sub-Total		106	72	34	
	9300-34800 + GP 4300	BCG Surveillance Officer (BCGSO), Matron, Technical Supervisor, Zonal Leprosy Officer/Health Education Officer (ZLO/HEO), District Malaria Officer, Health Equipment Supervising/Service Engineer				
		DHSJ	26	06	20	06 BCG SO, 08 Matron, 01 ZLO/HEO, 02 DMO, 03 HES/Service Engineer posts to be filled
	Sub-Total		26	06	20	
II.	9300-34800 + GP 4200	Accountant, Statistical Assistant (St A), Health Educator (HE), Sanitary Inspector (SI), Sr./Head/Sup. Pharmacist, Sr. / Head / Sup. Lab Technician, Sr. Nurse, Chauffer, LHV, Jr. Physio, BB Tech, Sr./Head/Sup. Ophthalmology Technician (SOT), Field Inspector (FI), TB Health Inspector (HI)				
		DHSJ	1847	1481	366	02 Accountant, 02 Jr Steno & 02 Asst. Matron, 49 Health Educator (18 referred) , 14 Head Pharmacist, 32 SG Nurse, 07 Head Lab Tech, 10 Sup Lab Tech, 06 Head X Ray Tech, 19 ECG Technician, 08 Supervisor Theatre Technician, 17 Sr. Theatre Technician, 05 CHO, 06 Treatment Organizer, 06 BCG

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						Team Leader, 20 MI/SHI, 25 Sup Pharmacist, 38 Sr. Pharmacist, 15 Chauffer, 19 Jr. Physio, 12 Nursing Supervisor to be filled
		DHSK	1544	1219	325	06 Accountant, 12 SA, 28 HE, 10 SI (referred), 31 Head Pharmacist, 30 Sup. Pharmacist, 20 Sr. Pharmacist, 06 Sup/Sr. Theatre Technician, 06 SXT, 27 Sr. Lab Tech, 04 HDT, 03 SDT, 05 SN, 03 Treatment Organizer, 12 Chauffer, 07 Sup Oph. Tech (SOT), 15 LHV, 04 SXT, 11 Radiographer, 14 HLT, 18 Sup LT, 14 Jr. Physio, 10 BB Tech, 05 SOT, 02 Non-Med Supervisor to be filled
	Sub-Total		3391	2700	691	
III.	5200-20200 + GP 2800	Accounts Assistants				
		DHSJ	31	30	01	
		DHSK	29	10	19	
	Sub-Total		60	40	20	
IV.	5200-20200 + GP 2400	Medical Record Technician (MRT), Sr. Asst, JSA, Jr. Lab tech, JG Nurse, Jr. Lab/Dental/X-Ray/Oph/Theatre Technician, Jr. Pharmacist/ Jr. HI, Anesthesia Asst (AA), PMA/Med Worker, Electrician, Plumber, Generator Operator, General Storekeeper, Jr. Driver, Jr. Mechanic				
		DHSJ	2647	2201	446	39 Sr. Asst, 06 JSA, 105 JG Nurse, 77 Dental Tech, 12 Jr. Oph Asst, 23 Jr. Theatre Tech, 72 Jr. Jr. Pharmacist, 25 PMA, 13 Electrician, 09 Plumber, 12 Generator Operator, 02 Camp Coordinator, 13 Gen Storekeeper, 05 Jr. Mechanic to be filled thru Promotion & DR
		DHSK	2876	2304	572	06 MRT, 04 JSA, 16 SAs, 25 JHI, 29 JTT, 77 JDT (26 referred), 168 JSN (49 referred), 53 Anesthetist Asst (35 referred), 29 Tehvildar, 20 Jr. Oph. Assistant, 28 Sr. Driver, 09 H&FW Assistant, 20 JXT, 27 BHW, 22 PMA, 02 PH Surveyor
	Sub-Total		5523	4505	1018	
V.	5200-20200 + GP 1900	JA, FMPHW, MMPHW, BCG Tech, BHW, Superior Field Worker (SFW), Field Assistant (FA) Head Cook, Dhobi, Barber, Insect Collector, Gardner, Packer, Jr. Driver,				
		DHSJ	1430	1271	159	68 JA, 26 BCG Tech, 13 SFW, 03 FA, 07 Insect Collector, 06 Gardner, 02 Packer, 20 Jr. Driver to be filled
		DHSK	1237	958	279	144 JA (53 referred) , 16 FMPHW referred, 18 Jr. Driver, 81 MMPHW (22 referred) 12 BCG Tech, 04 Microscopist, 02 Refrigionist
	Sub-Total		2667	2229	438	
VI.	4440-7440 + GP 1650	18 Sr. Nursing Orderly & 06 Sr. Dhobi only in DHSK				
		DHSK	24	12	12	To be filled by the DHSJ thru Promotion by holding DPC
	Sub-Total		24	12	12	

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VII	4400-7440 + GP 1400	Cook, Gestetner Attendant, Disinfecter, **Aaya, Jr. Cleaner, Ward Boy,				
		DHSJ	93	57	36	20 Cook, 10 Aaya, 03 Jr. Cleaner to be filled
		DHSK	49	27	22	21 Cook, 01 Jamadar to be filled
	Sub-Total		142	84	58	
VII I.	4400-7440 + GP 1300	Field Worker (FW), FW Malaria (FWM), Chowkidar, Gardner, Class IV (All disciplines including Nursing Orderly) Safaiwala, Officer Orderly, **Aaya, *Generator Operator, Orderly, Female NO, Mashkies,				
		DHSJ	2680	1907	773	32 FW, 25 FWM, 49 Chowkidar, 477 Class IV, 183 Safaiwala & 03 Office Orderly to be filled
		DHSK	3222	2775	447	02 Gen Op., 07 Aaya, 18 Orderly, 21 Chowkidar, 152 NOs, 124 Safaiwala, 25 Helper, 04 Ward Boy, 05 Cleaner, 04 Jr. Dhobi (referred), 04 Watch & Ward, 10 Female Attendant, 10 Gardner, 03 Nursing Attendant, 04 Chest Carrier, 17 FW, 07 Mashkies, 01 Packer to be filled
	Sub-Total		5902	4682	1220	
	GT Jammu		8801	6984	1817	
	GT Kashmir		9040	7346	1694	
	GT J & K		17841	14330	3511	

- ii. There are 17841 Sanctioned posts in the Non-Gazetted Cadre of the Directorates of Health Jammu / Kashmir put together out of which 14330 are in position & 3511 are vacant. Out of the 3511 vacant posts, 1220 posts belong to Class-IV Category (4400-7440 +GP 1300)_773 in Jammu Division & 447 in Kashmir Division. These posts like Safaiwalas, Nursing Orderlies, Helpers, Chowkidars, Field Workers, etc. are now being filled by the respective Directorates after the manpower audit .
- iii. It is pertinent to mention here that after manpower audit, the DHSJ has on 03-03-2018 has issued instructions to all the Chief Medical Officers of the Jammu Division (except Reasi) vide his No. DHS/J/Es-5/19227-46 Dated 03-03-2018 to complete the selection process of the 229 Class-IV cadre which have been advertised way back in the year 2013.
- iv. Regarding the remaining 2291 vacant NG Posts, it is submitted that the department has already referred 257 posts DHSJ & 262 posts of DHSK to the J&K SSB totaling 519. After the manpower audit, the Department has referred another 91 NG Posts of the DHSJ to the J&K SSB for recruitment on 05-03-2018 which include 02 posts of Jr. Theatre Tech, 12 posts of Jr. Pharmacist, 29 posts of Jr. Nurse, 10 Posts of Jr. Dental Technician, 15 Posts of Jr. Assistants, 08 posts of Jr. Ophth. Technician, 07 posts of Plumber, 03 posts of Electrician, etc. Thus the total referred NG posts of DHSJ has become 348 against vacancy of 1044.
- v. There are certain NG posts which have been lying vacant since their creation for want of recruitment rules. To quote one instance, 12 posts of Generator Operator were created in the DHSJ under G.O. No.235-HME of 2010 dated 19-04-2010 but these could not be referred to the J&K SSB for want of recruitment rule. The Rules regarding these posts and many other such posts have been framed in consultation with the both the Directors Health Services.

Note:

Tabular Statement of the Sanctioned Posts, In-position Posts & Vacancies of both the Gazetted / Non-Gazetted Cadre of the Directorates of Health Services of the Jammu are annexed as Annexure 5-Gaz & Annexure 5-Non-Gazetted & that of the Directorates of Health Services of the Kashmir are annexed as Annexure 6-Gaz & Annexure 6-Non-Gazetted.

3. DIRECTORATE OF FAMILY WELFARE:

The Sanctioned Gazetted Cadre Strength of the Directorate of Family Welfare is 182 out of which 118 are in position and 64 are vacant which includes 07 posts of Gynecologists & 41 posts of Medical Officers which are being referred to the J&K PSC.

The Sanctioned Non-Gazetted Cadre Strength of the Directorate of Family welfare Dept. is 3341 out of which 2716 are filled and 625 vacant. The NG Cadre mostly comprises of the posts of ANMs/FMPHWs which is 1812. Out of 625 Vacant NG posts, 295 vacant posts including 151 Posts of ANMs/FMPHWs & 144 Class IV Posts have been referred to the J&K SSB for recruitment. 192 Posts belong to the Promotion Quota which are being filled by holding DPCs at the Directorate level. There are 138 posts in the Family Welfare Cadre which do not have Recruitment Rules and which are being framed.

Note:

Tabular Statement of the Sanctioned Posts, In-position Posts & Vacancies of both the Gazetted / Non-Gazetted Cadre of the Directorate of Family Welfare are annexed as [Annexure 8-Gaz](#) & [Annexure 8-Non Gazetted](#).

4. INDIAN SYSTEM OF MEDICINE (ISM) PUBLIC HEALTH INSTITUTIONS (PHI) & ISM EDUCATION INSTITUTES:

A. ISM GAZETTED CADRE:

- i. The Total Sanctioned Strength of the Medical Officers in the ISM Department as per the SRO 379 dated 12-12-2006 was 577 which comprises of 01 post of Director ISM, 02 posts of Deputy Directors, 02 posts of A-Grade Specialists, 02 posts of Assistant Directors, 02 posts of Assistant Controllers, 11 posts of Assistant District Medical Officers, 05 posts of B-Grade Specialists, 1 post of Medical Superintendent of the Govt. Ayurveda Hospital Jammu and 452 Posts of Medical officers (MOs) i.e. 244 posts of MOs (Unani), 178 posts of MOs (Ayurveda) and 30 posts of MOs (Homoeopathy).
- ii. 160 posts of Medical Officers were created vide G.O. No.381-HME of 2012 which increased the Total Sanctioned Strength of the MOs Cadre in the ISM Dept. from 452 to 612. However, the distribution of these 160 ISM posts into Ayurveda, Unani & Homoeopathy disciplines has not yet been done and most of them have been occupied by Unani stream doctors. In the year 2014, the Govt. created another 87 posts of MOs (One each for a Legislative Constituency) vide G.O No: 584 & 585-HME of 2014 dated 17-10-2014 which have been distributed into 50 posts of Ayurveda, 21 posts of Unani & 16 posts of Homeopathy which have been referred to the J&K PSC for recruitment as follows:
 - a. 66 posts of MOs (i.e. 50 posts of MOs Ayurveda 16 Posts of MOs Homeopathy) were referred to the J&K PSC on 12-10-2017 vide No. HME/HRM/87/2015
 - b. 39 posts of MOs Unani (which comprise 21 New Posts of Unani & 18 Old Posts) were referred to the J&K PSC on 06-02-2018 vide No. HME/HRM/87/2015
- iii. Thus the Total Cadre Strength of MOs in the ISM as on date is 699 out of which 551 are in place and 148 are vacant out of which 105 posts of MOs (50 Ayurveda, 39 Unani & 16 Posts of Homoeopathy) have been referred to the J&K PSC for recruitment as mentioned above.

B. ISM Non-Gazetted Cadre:

The Sanctioned Strength of the Non-Gazetted Cadre of the Directorate of ISM is 906 out of which 638 are in place and 268 are vacant. The Vacant posts include 157 posts of Jr. Pharmacists (5200-20200 + GP 2400) and 107 posts of Nursing Orderlies (4440-7440 + GP 1300). 56 vacant posts of Jr. Pharmacists have been referred to the J&K SSB for recruitment. 14 Class IV Posts have been referred to the J&K SSB for recruitment. 03 Class IV posts have been kept reserved for SRO 43 cases. 09 posts of Class IV have been reserved for regularization.

Note:

Tabular Statement of the Sanctioned Posts, In-position Posts & Vacancies of both the Gazetted / Non-Gazetted Cadre of the Directorate of Indian Systems of Medicine (ISM) are annexed as Annexure 7-Gaz & Annexure 7-Non Gazetted.

C. INDIAN SYSTEMS OF MEDICINE (ISM) MEDICAL EDUCATION INSTITUTES:

S. No.	Particulars	Ayurveda College Jammu	Unani College Ganderbal
1.	Central Scheme of Setting up Ayurveda & Unani Colleges (50:50 basis)		
2.	Estimated Cost of the Project in crores	25.80	32.50
3.	Executing Agency	J&K Housing Board	J&K Housing Board
4.	Date of Start	2010-11	2010-11
5.	Funds released ending 2016-17	18.69	21.00
6.	Allocation Under Capex for 2017-18	02.50	02.50
7.	Total Funds Released	21.19	23.50
8.	Physical Status	Structure Completed Finishing work in progress	Structure Completed Finishing work in progress
9.	Manpower Requirement	No Manpower has been sanctioned for the Ayurveda College Jammu despite the fact that the College has started training 50 BAMS students w.e.f. September 2017 by internal adjustment. <u>Proposal pending manpower audit.</u>	No Manpower has been sanctioned for the Unani College Ganderbal Srinagar where we plan to start training of 50 BUMS students w.e.f. September 2018 by internal adjustment. <u>Proposal pending manpower audit.</u>

PART-D

1. DRUGS & FOOD CONTROL ORGANIZATION :

- i. The Sanctioned Strength of the Gazetted Cadre of the Drug & Food Control Organization (DFCO) is 60 out which 45 are in place. Out of the 45 in position posts, only 14 are occupied on 'substantive basis', the remaining 34 are occupied on 'OPG' basis.
- ii. The Posts which have been occupied on 'substantive basis' are 02 posts of Presiding officers of the **02 Food Safety Appellate Tribunals** of Jammu / Kashmir; 01 post of Administrative Officer; 07 posts of Assistant Controller Drugs and 02 posts of Registrars of the 02 Food Safety Appellate Tribunals of Jammu / Kashmir and the 02 posts of Assistant Controller Food (PFA).
- iii. The Posts which have been occupied on 'OPG' basis are- 01 post of Controller, DFCO; 01 post of Deputy Controller; 02 posts of Drug Analysts; 08 posts of Assistant Controller Drugs; 08 posts of assistant Controller Food; 10 posts of Assistant Commissioner Food Safety and 01 post of Public Analyst. 02 posts of Assistant Commissioner Food Safety have been referred to the J&K PSC for recruitment.
- iv. The Sanctioned Strength of the Non-Gazetted Cadre of the Drugs & Food Control Organization is 368 out which 245 are in position and 122 are vacant. Vacant posts of Drug Inspectors, Food Inspectors, Lab Technicians / Lab Attendants have been referred to the J&K SSB for recruitment. 32 Posts in the GP 1300 Grade like Field Workers, Orderlies, Dispatch Riders and Chowkidars are being filled at the Directorate level.
- v. Out of the 245 in-position posts, 209 are occupied on 'substantive basis' and 36 on 'OPG' basis. Out of the vacant 122, only 86 posts are lien-free and 63 out of these 86 lien free posts have been referred to the J&K SSB for recruitment. Out of the remaining 23 lien-free vacancies, 12 posts have been referred to the General Administration Department for SRO 43 cases which include 07 posts of Field workers & 05 posts of Orderlies. 02 posts of Chowkidars have been referred to *District Administration for SRO 43 cases vide letter No. DFO/33/2182-84 dated 01-06-2012.
- vi. Out of the 22 vacant posts of Food Safety Officers (9300-34800+4300), 04 lien-free posts have been referred to the J&K SSB whereas the remaining 18 posts of Food Safety Officers are not lien-free as the persons appointed on substantive basis have been promoted on OPG' basis as Assistant Controllers (Drugs) & Assistant Controller (Food) whose DPC has been stayed by the Hon. High Court in a petition titled 'Khalida Ameen versus State & others'. Post manpower Audit, the department has filed an application for vacation of Stay before the HHC. The Case was listed on 27-02-2018 at HHC Srinagar. This was also brought to the notice of the double Bench of the Hon. High Court Srinagar on 28-02-2018 by the Administrative where he had been summoned by the Hon. High court to give his suggestions in improving the Food Safety scenario and for the effective implementation of the Food Safety & Standards Act in the State in a suo-moto PIL 03 of 2016.

Note:

Tabular Statement of the Sanctioned Posts, In-position Posts & Vacancies of both the Gazetted / Non-Gazetted Cadre of the Drugs & Food Control Organization are annexed as Annexure 9-Gaz & Annexure 9-Non Gazetted.

PART-E**1. THE EXISTING PUBLIC HEALTH INFRASTRUCTURE IN THE STATE OF JAMMU & KASHMIR AND GAPS-----INDIAN PUBLIC HEALTH SERVICES (IPHS) NORMS :**

For establishment of a health facility or upgradation of a health institution from one level to other, **Indian Public Health Standards (IPHS)**, recommended by the Ministry of Health & Family Welfare, Govt. of India are adopted by H&ME Department, which has defined a particular set of population required for opening/ upgradation of every type of a health facility.

These norms are reproduced here as under:

S. No.	Type of Health Facility	IPHS Population Norms for Plain areas	IPHS Population Norms for Hilly areas
1.	Sub District Hospital/ CHC	1,20,000	80,000
2.	Primary Health Center	30,000	20,000
3.	Sub Center	5,000	3,000

However, **as per the IPHS norms**, the H&ME Department is still facing dearth of health institutions to provide the required healthcare facilities in J&K State.

2. DEFICIENCY OF THE PUBIC HEALTH INSTITUTIONS (PHIs) AS PER THE IPHS NORMS :-

Taking into consideration the population of J&K State as per the Census, 2011, which is 125.49 lakh (Projected Population for 2018=143.24 Lakh), the details of required & deficiency health facilities are as under:

S. No.	Type of Health Facility	Requirement	Existing	Deficiency
1.	Sub District Hospital/CHC	159	88	69
2.	Primary Health Center	628	406	222
3.	Sub Center*	4183	2847	1336

3. EXISTING PUBLIC HEALTH INSTITUTIONS (PHIs) IN J&K:

i. Table of the *Category-wise Number of the Public Health Institutions in the J&K State

S. No.	Category of Health Institution (HI)	Sanctioned Health Institution in Jammu Division	Sanctioned Health Institution in Kashmir Division	Total in the State
1.	*District Hospitals	10	12 (including Leh & Kargil)	22
2.	**Sub District Hospitals/ Community Health Centers (CHCs)	41	47	88
3.	***Primary Health Centers (PHCs)	174	232	406
4.	New Type PHCs	272	325	597
5.	Sub-Centers	1379	1468	2847
6.	ISM Hospitals (50 Bedded)	01	01	02
7.	ISM Dispensaries (Old)	268	202	470
8.	ISM Dispensaries (New)	37	50	87
	Total			

4. TRUE PICTURE OF THE EXISTING PUBLIC HEALTH INSTITUTIONS :

- vii. 02 out of 10 Districts in Jammu Division i.e. the new districts which were created in the year 2007 by upgrading the existing Sub-districts, namely, Reasi & Samba still have SDH level Sanctioned Staff Strength as District Level Staff was created for only 02 New District of the Jammu division, namely, Kishtwar & Ramban.
- viii. Similarly, *03 out of the 10 Districts in Kashmir Division i.e. the new districts which were created in the year 2007 by upgrading the existing Sub-districts, namely, Bandipora, Ganderbal and Shopian still have SDH level Sanctioned Staff Strength as District Level staff was created for only 01 New District i.e. Kulgam in the Kashmir division.
- ix. **As far SDHs / PHCs are concerned, it is added that during the year 2002 following Institutions were established / upgraded involving creation of 140 posts:
- i) 05 New SDHs were converted to Maternity Hospitals ,(Safakadal Idgah, Watlar, Gulab Bagh, Khanmoh Pandrethan & Wayil) involving creation of 4 posts each of Assistant Surgeons ;
 - ii) 11 PHCs were upgraded as SDHs (07 in Kashmir Valley, namely, SDH Chhatergam, SDH Shangus, SDH Gousia Khayar, SDH DH Pora, SDH Kokernag, SDH Zachaldara & SDH Kralgund and 04 in Jammu Division, namely, SDH Marh, SDH Mahore, SDH Teryath & SDH Koteranka) involving creation of 6 posts of B-Grade Specialists (Consultants), 2 posts of Assistant Surgeons & 1 post of Dental surgeon for each SDH;
 - iii) 07 New PHCs were established (PHC Hari Ganwan in Kangan, PHC Bab Nagri in Kangan, PHC Nowpora Budgam, PHC Gole Gujral, PHC Khera, PHC Krimchi Mansar / Panchari & PHC Androth) involving creation of 01 Post of Assistant Surgeon each, 02 PHCs were set up by upgrading 02 ADs (AD Hapatnar, Anantnag & AD Ranipora) involving creation of 01 post of Assistant

Surgeon each 03 PHCs were created by upgrading existing Sub-Centres/MAC (SC Marhama, SC Khiram and MAC Kokeroosa) involving creation of 01 post each of an Assistant Surgeon and finally 1 additional Post of Assistant Surgeon was sanctioned for PHC Dharmari.

- iv) Besides, 01 New AD was established at Gogji Pathri & existing SC Gadigarh was upgraded as AD involving creation of 02 posts each of Assistant Surgeons. 02 new Allopathic Dispensaries were created and a Blood Bank were set up in district Pulwama. Moreover, 01 Blood bank was set up at DH Pulwama involving creation of 04 posts of Assistant Surgeons.
- v) All these creations involving 140 Posts were later held in abeyance. Only 6 posts of Specialist were later sanctioned for SDH. But remaining 134 posts have been kept in abeyance since 2002 which has made their functioning totally erratic and unsatisfactory for want of adequate Staff.

The proposal for restoration of these 134 posts has been submitted to the Finance Dept. The proposal has been returned again by the Finance Department vide their U.O No: A/82(2002)-Temp-07 dated 15-03-2017 with the following observation:

“All creation proposals be floated post the manpower audit, as announced in the Budget Session 2017-18”.

- x. Sanction was accorded to setting up of 826 Sub-Centres and to hiring of 676 ANMs in the first instance at the rate of Rs.12,000/- per month, as admissible, under the National Health Mission vide G.O. 584-HME of 2014 dated 17-10-2014.
- xi. Sanction was further accorded, vide G.O No: 585-HME of 2014 dated 17-10-2014 to the:-
- i. Upgradation of 371 Sub-Centres to the level of New Type Primary Health Centres (NTPHCs)
 - ii. Establishment of 87 New ISM Dispensaries;
 - iii. Creation of 371 posts of Medical Officers (Allopathic) in the Pay Band of Rs.9300-34800 +Grade Pay Rs.5400/-;
 - iv. Creation of 87 posts of Medical Officers (ISM) in the Pay Band of Rs.9300-34800 +Grade Pay Rs.5400/-;
 - v. Hiring of 1284 Casual workers to work as Nursing Orderlies or the newly upgraded/opened health institutions on the notified minimum wages, as under:-

(a). Upgradation of Sub-Centres to NTPHCs	:	371
(b). New ISM Dispensaries	:	87
(c). New Sub-Centres under NRHM	:	826
Total	:	1284
- xii. 371 posts of MOs (Allopathic) were referred to the J&K PSC for selection. The J&K PSC has furnished the Select List of 371 MOs which has been received in the Dept. on 12-02-2018 whereas the recruitment / selection of 87 Posts of MOs of ISM (50 Ayurveda, 21 Unani & 16 Homeopathy) in underway in the J&K PSC.
- xiii. Out of 826 sanctioned New Sub-Centres, 640 Sub-Centres have been set up partially till date by engaging one ANM per Sub-Centre from NHM side. However, as per the IPHS norms, the Essential Staff for Sub-Centre includes 01 ANM/Female MPHWH and 01 Male MPHWH and one Safai-Karamchari. Moreover, no Casual worker could be engaged for these new sanctioned health institutions due to ban on appointment of casual labourers.

- xiv. There is an Ayurvedic Hospital in Jammu with Bare Minimum Sanctioned Staff whereas the Unani Hospital Shalteng in the Kashmir Division does not have Sanctioned Staff for this at all though the building of the same stands constructed by the year 2014 at a cost of Rs.12.00 crore and thus this 50 Bedded Hospital has neither the Staff nor the equipment of a Unani Hospital.

5. SUPPLEMENTARY MANPOWER PROVIDED UNDER THE NATIONAL HEALTH MISSION PRIMARILY FOR MATERNITY & CHILD HEALTH SERVICES:

S. No.	Human Resource Category	Permissible	In-position	Gaps
I.	Specialists (Consultants)	85	41	44
IIa.	MO (MBBS)	701	540	161
IIb.	MO (Ayush) :			
	MO (Ayush) - <i>Facility Based</i>	473	447	26
	MO (Ayush) - <i>Mobile Health Team</i>	452	426	26
	MO (Ayush) Total	925	873	52
II.	MOs Total (MBBS+Ayush)	1626	1413	213
III.	Consultants + MOs	1711	1454	257
IV.	Paramedics			
	Paramedics - <i>Facility Based</i>	6045	5135	910
	Paramedics - <i>Mobile Health Team</i>	472	411	61
V.	Paramedics Total	6517	5546	971
VI.	GRAND TOTAL (III+V)	8228	7000	1228

6. OVERALL DEFICIENCY AS PER 'INDIAN PUBLIC HEALTH SERVICES' (IPHS) NORMS:

S. No.	HR Category	Required as per IPHS	Sanctioned	In Position	Posts Required to be filled	Posts required to be created as IPHS norms
1.	Specialists	896	612	284	284	75
2.	Staff Nurses	3193	1290	857	433	1903
3.	Paramedics	7456	7357	6037	1320	99

PART-F**PERFORMANCE OF THE HEALTH SECTOR IN COMPARISON WITH THE EXPENDITURE INCURRED ON THIS SECTOR IN THE J&K STATE (COST/BENEFIT ANALYSIS OF HEALTH & MEDICAL EDUCATION DEPARTMENT)**

i. Total Expenditure incurred for Health sector including Capital /Revenue and other CSS/ PMDP during the financial year 2017-18 is tabulated below:

S. No.	Particulars	Amount in Rs. In Crore
A.	PLAN BUDGET :	
1.	Total Resource Cap J&K State	26,265.29
2.	Out of Total resource, Share of the H&ME Department	793.01
3.	Percentage of the Share of the H&ME Department	3.0 %
B.	NON PLAN BUDGET :	Amount in Rs. In Crore
1.	Total Resource Cap J&K State	48,227.13
2.	Out of Total Resource, Share of H&ME Department	2715.73
3.	Percentage of the Share of the H&ME Department	5.63 %

*Thus the estimated per capita expenditure both plan & non-plan in health Sector comes to Rs. 3358.

ii. Against this, the Jammu & Kashmir has a population of 1.25 crores and the Department of Health & Medical Education has examined the patient load under different categories which is detailed as under:

Numbers

in Lakh

S. No.	Particulars	FY-2016-17 (No.in Lakh)	FY-2017-18 (up to ending February 2018)
1.	OPD	287.21	274.26
2.	IPD	11.21	11.70
3.	Major Surgeries	1.29	1.36
4.	Minor Surgeries	6.50	7.82
6.	Institutional Deliveries	1.67 (86%)	1.47

iii. It is important to mention that as per the 'National Sample Survey 2014' conducted by the Ministry of Statistics & Programme Implementation, GOI, the Private Health Sector provides 72% of Healthcare

Services in Rural areas and about 79% percent in Urban areas in the country. This is also true of our neighbouring State of Punjab which has very good & well-developed Private Health sector.

- iv. But in our State, nearly 97% of the Health Care needs (OPD/IPD) of the 143.24 Lakh population of the State are met by the Public Health Institutions as the Private Health Care sector has not developed in the State due to its geographical remoteness, security scenario and restrictive land laws and the Health Department would continue to be the main, nay, the sole provider of health services in the State and there is continuous need and demand for its expansion.
- v. The Hospital Management Information System (HMIS) data regarding Performance of Public Facilities versus Private Facilities is as under:

Indicator	Public	Private	% catered by Private	Public	Private	% catered by Private	Public	Private	% catered by Private
	2017-18 (ending Jan 2018)			2016-17			2015-16		
Deliveries	134947	11732	8.69	172166	13274	7/71	159373	12903	8.10
OPD	22250687	169889	0.76	23906675	174218	0.73	24272516	228010	0.94
IPD	836218	20325	2.43	988430	22358	2.26	1046075	34062	3.26

- vi. Though funds for raising / upgrading civil infrastructure for both the Health Services & Medical Education sector have been coming under various Centrally Sponsored Schemes and now also under Prime Minister's Development Plan (PMDP) for J&K, want of commensurate creation of posts of manpower to man these new Institutions has bred a culture of running the new Institutions whether these are New District Hospitals, SDHs/CHCs or PHCs or the Medical Institutions like new Medical Education Institutes like Ayurveda College or GNM/ANM Colleges etc. 'on internal adjustment basis' which has led to cannibalization/depletion of the Staff of the existing Public Health Institutions and has harmed both the Old as well as the New Institutions leading to public dissatisfaction and the weakening of the basic Health Care Delivery System.

PART-G

1. RECAPITULATION OF THE MANPOWER AUDIT & POST-AUDIT ACTION TAKEN ACCOUNT:

- i) After conducting the intensive exercise of manpower audit as above, the department has taken action to fill the vacant posts by referring the direct Recruitment quota posts to the concerned recruitment agencies, namely, J&K PSC & J&K SSB. The exercise to fill the vacant Promotion quota posts right from the Professors to the Assistant Professors in the Govt. Medical Colleges has been taken up in right earnest with the J&K PSC by removing a major hurdle regarding separation of seniority lists of GMC Srinagar & GMC Jammu by issuing SRO 52 on 30-01-2018.
- ii) As mentioned earlier, Post Manpower Audit, interviews have been held for 75 posts of Lecturers in the GMC Srinagar on March 05 & 06 2018, against which 50 candidates have been recommended to the Administrative Department for their appointment under SRO 384.
- iii) The matter has been taken up with the J&K PSC to fill the 187 posts of Lecturers belonging to the GMCs & the SSHs and which have been referred to them in the past expeditiously.
- iv) Similarly, in the Health Department 99 DR posts of Consultants have been referred to the J&K PSC on 21-02-2018 and steps have been taken to fill the 217 Promotion quota posts of Consultants through the J&K PSC. The Department is in the process of referring 196 vacancies of the regular duty posts of the MOs to the J&K shortly.
- v) Matter has been taken up with the J&K SSB to expedite recruitment of the pending 800 Non-Gazetted Posts referred to them in the past. Recruitment Rules have been framed and have been issued for the NG Cadre of Medical Education to facilitate filling of the Promotion quota posts and DPC has been in this regard in case of GMC Jammu but the final promotion orders have been withheld due to the Circular instructions of the GAD to keep the reserved quota posts as per reservation roster vacant pending Supreme Court decision on the issue of reservation in promotions. The exercise for the revision of the Recruitment Rules of the Subordinate Services of the Health Department which were notified vide SRO 20 dated 24-02-1992 has been completed and the final draft has been circulated to the concerned HODs for their vetting/ or additions and alteration. Copies of the available creation orders have been obtain to frame the Schedule-I of the Rues. The manpower audit has helped to finalize the number of the sanctioned posts which has been tallied with the approved establishment budget.

- vi) It has been observed that the existing sanctioned staff strength, even after all the vacancies of the department are filled up by the concerned recruitment agencies, is barely sufficient to run the health institutions in view of sustained increase of patient flow across the state.
- vii) There is an urgent need of creation of Staff for the 05 newly created districts whose so called DHs have the sanctioned Staff of only a SDH. There is an urgent need of creation of Staff for the New Ayurveda College where Classes of the first Batch of 50 BAMS students has already been started from September 2017 and for Govt. Unani College Ganderbal where first batch of 50 BUMS students is planned to be started from 2018.
- viii) Similarly, there is an urgent need of sanctioning staff for 06 ANM 05 GNM Schools out of which only 06 have been made barely functional by 'internal arrangement basis' which is not sustainable. No staff has yet been sanctioned for the proposed 10 Nursing Colleges in the State which is one of the biggest priority of the erstwhile as well as the present Chief Minister.
- ix) The state of J&K is severely short of Nursing Staff. Against a requirement of 3193 Nurses as per the IPHS Norms, there are only 1290 sanctioned posts of Staff nurses in the J&K state with a deficit of 1903 posts which need to be created. There is also an urgent need for creating Staff for the proposed Nursing Colleges to train requisite number of good quality Nurses in the State.
- x) The doctor patient ratio in Jammu & Kashmir is amongst the lowest in India. Compared to the doctor-patient ration of 1:2000 in India, J&K has one allopathic doctor for 3866 people against WHO norm of 01 doctor for 1000 population.
- xi) It is pertinent to re-iterate here that the all the following proposals of the department which have returned to the H&ME Dept. by the Finance Department for re-submission after conducting 'manpower audit' have been framed as per the IPHS, GOI CSS Guidelines and Norms and the Norms prescribed by the Indian Nursing Council / state Para-Medical Council at the barest minimum level.

2. It is therefore recommended that the following proposals of the Health & Medical Education Department (PART_G) be approved so that the requisite number of posts could be created to meet the public demand of quality health care services in the State :-

PART-H**IMPORTANT PROPOSALS RETURNED BY THE FINANCE DEPARTMENT FOR RE-SUBMISSION AFTER MANPOWER AUDIT:****1. CREATION OF POSTS FOR THE NEW DISTRICTS (REFERENCE: PART- E; ITEM NO.4):**

S. No.	Details	No. of posts / Financial Implication in Rs. in Lakh	Submitted to Finance Department vide No. & Date	Remarks
1.	<p><u>Creation of posts for 05 New District Hospitals created during the year 2007</u></p> <p>With the creation of eight new Districts in J&K State during the year 2007, a proposal for upgradation of their Sub District Hospitals to the level of District Hospitals was submitted to the Finance Department out of which only the creation in respect of the districts of <u>Ramban, Kishtwar and Kulgam</u> was approved. Whereas, staff in respect of other 05 DHs, namely, Ganderbal, Shopian, Bandipora, Reasi and Samba is still under consideration of the FD.</p>	<p>226 Posts</p> <p>Ganderbal=47,</p> <p>Shopian=48</p> <p>Bandipora=37</p> <p>Reasi=48</p> <p>Samba=46</p> <p>Annual Financial Implication= Rs.605.73 Lakh</p>	<p>HD/Plan/66/2013</p> <p>Dated 29-12-2016</p>	<p>The proposal has been returned again by the Finance Department vide their U.O No: A/82(2002)-Temp-07 dated 15-03-2017 with the following observation:</p> <p>“All creation proposals be floated post the manpower audit, as announced in the Budget Session 2017-18”</p>

The justification of the Proposal has been given at length at Page 23-24 of the Manpower Audit Report and is accordingly being re-submitted to the FD for concurrence/ approval.

2. CREATION OF STAFF FOR THE NEW AYURVEDA COLLEGE JAMMU & UNANI COLLEGE GANDERBAL (REFERENCE: PART- C; ITEM NO.4 C):

S. No.	Details	No. of Posts / Financial Implication in Rs. in Lakh.	Submitted to Finance Department vide No. & Date	Remarks
2.	<p>Setting up of Ayurveda Medical & Unani Medical Colleges in J&K State under CSS:</p> <p><u>“Establishment of Unani/ Ayurveda Colleges”</u> and creation of staff for ISM Department</p> <p>A proposal for creation of 446 posts for newly sanctioned Ayurveda & Unani Medical Colleges/ Hospitals was taken up with the Finance Department.</p>	<p>Posts = 446</p> <p>(Unani College Ganderbal=226 F.I.=Rs.692.76 L Ayurveda College Jammu=220 F.I.=Rs.697.98 L)</p> <p>Total Annual Financial Implication = Rs. 1390.74 Lakh</p> <p>(Building Infrastructure completed. Finishing in Progress. <i>First Batch 50 Students started in Ayurveda College Jammu from 2017 Session</i></p>	HD/Plan/55/15 dated 03-07-2015	<p>The proposal has been returned by the Finance Department vide their U.O No: A/150(2002)-A-779 dated 08-09-2015 with the following observation:</p> <p>“detailed justification be provided in the matter in view of huge financial implication involved”</p> <p>It is to mention here that both colleges are at advanced stage of completion. Department has already started a batch of 50 BAMS students in Ayurveda College Jammu which is being run in existing Ayurveda Hospital Jammu with Teaching Faculty through internal adjustment for the First Year. 2nd Year would not start if Staff not sanctioned. The Dept. is considering to start 1st academic session in Unani college Ganderbal from 2018 session.</p>

In view of the above and the justification given at para 4C of PART-C at Page No.20 and Para (vii) of PART-G at P-29, the proposal is re-submitted for concurrence and approval of the Finance Department.

3. ESTABLISHMENT OF INTELLIGENCE-CUM-LEGAL CELLS IN THE DRUGS & FOOD CONTROL ORGANIZATION:

S. No.	Details	No. of posts / Financial Imp.	Submitted to Finance Department vide No. & date	Remarks
3.	<p><u>Establishment of Intelligence-cum-Legal Cells at Divisional Level.</u></p> <p>For proper implementation of the J&K Drug Policy and recommendations of the Expert Committee, constituted by the Govt. of India under the chairmanship of Dr. R. A. Mashelkar to address the problem of sub-standard drugs, a proposal for establishment of Intelligence-cum-Legal cells at Divisional levels was taken up with the Finance Department.</p>	<p>14 posts Comprising of <i>Deputy Controller Drugs=01,</i> <i>Assistant Controller Drugs=1,</i> <i>Sr. Drugs Inspectors=2,</i> <i>Public Law Officer=1,</i> <i>Legal Assistant=1 & Driver=1</i></p> <p>Annual Financial Implication of Rs.46.00 lakh.</p>	HD/Plan/15/2013 dated 07-12-2016	<p>The proposal has been returned by the Finance Department vide their U.O No: A/67(2002)-928 dated 20-02-2017 with the following observation:</p> <p>“All creation proposals be floated post the manpower audit, as announced in the Budget Session 2017-18”</p>

Noe: The Proposal is being re-submitted after Manpower Audit as advised by the Finance Department vide their U.O No: A/67(2002)-928 dated 20-02-2017 for concurrence / approval.

4. UPGRADATION OF PHC KHALTSI & PHC NYOMA AS SDHs :

S. No.	Details	No. of posts / Financial Imp.	Submitted to Finance Department vide No. & date	Remarks
4.	<p>Upgradation of PHC Khaltsi & PHC Nyoma.</p> <p>Building infrastructure, as per the standards of SDH, is already in place at both the places. However, non-availability of requisite manpower is delaying the functioning of PHCs as SDHs.</p>	Creation of 44 posts (@ 22 posts each) with the Annual Financial implication of Rs. 112.77 lakh	Proposal submitted to the Finance Department vide No. HD/Plan/97-Imp/Leh Ladakh dated: 23-09-2016	<p>The proposal has been returned by the Finance Department vide U.O No: A/234(2002)-I-755 dated 19-04-2017 with the following observation:</p> <p>*“whether there exists any norm in the department for upgradation of health institution, if yes, Finance Department would like to have analysis of all existing health units”.</p>

* The query of the FD has been answered in the ‘Manpower Audit Document’ in detail. However, it is re-iterated that the creation of new Public Health Institutions is recommended Indian Public Health Services Norms. However, in geographically vast and very sparsely inhabited area like Ladakh , the IPHS population norms cannot be strictly applied for creation of health & family welfare facilities as they cannot be applied so when creating educational, social welfare or other public infrastructure facilities.

Therefore, the proposal Upgradation of PHC Khaltsi & PHC Nyoma is resubmitted to the Finance Department for approval / concurrence.

5. CREATION OF STAFF FOR 40-BEDDED HOSPITAL AT KASHMIRI MIGRANTS COLONY, JAGTI, NAGROTA:

S. No.	Details	No. of posts / Financial Imp.	Submitted to Finance Department No. & date	Remarks
5.	<p>Creation of Staff for 40-Bedded Hospital at Kashmiri Migrants Colony, Jagti, Nagrota. Jammu.</p> <p>Building infrastructure, as per the standards of SDH, is already in place at both the places. However, non-availability of requisite manpower is delaying the functioning of PHCs as SDHs.</p>	Creation of 53 posts with the Annual Financial implication of Rs. 166.66 lakh	Proposal submitted to the Finance Department vide No. HD/Plan/79/2015 dated: 20-10-2015.	The proposal has been returned by the Finance Department vide U.O No: A/132 (2002) - 1073 dated: 06-01-2016 with the advice to consider providing of health care facilities through internal arrangement basis

Regarding the query of the FD is concerned, it is re-iterated that it has been amply revealed during the manpower audit that the Dept. already has severe shortage of Consultants, Medical Officers, Nursing & Para-Medical Staff and therefore **the Dept. is not in a position to man this Hospital on temporary basis by internal adjustment.** In fact, there is no scope of internal adjustment to run this Hospital as withdrawing Consultants / MOs /PMS from other Institutions to man this Institution would raise public outcry in the affected areas. Therefore, there is an urgent need of creation of Staff for this Hospital as the building for the said Hospital has already stands constructed and Machinery & equipment worth Rs.3.00 crore stands already sanctioned half of which has already been spent.

Therefore, the proposal is resubmitted to the Finance Department for approval / concurrence for the creation of Posts for the 40-Bedded Kashmiri Migrant Colony Hospital Jagti, Nagrota, Jammu.

6. CREATION OF STAFF FOR THE NEW 05 GNM & 06 ANM SCHOOLS:

S. No.	Details	No. of posts / Financial Imp.	Submitted to Finance Department vide No. & date	Remarks
6.	<p>Establishment of 06 ANM and 05 GNM Schools in J&K State under CSS – “Strengthening of Nursing Services”</p> <p>11 ANM/GNM Schools have been taken up under Central Assistance at following locations:</p> <p><u>ANM SCHOOLS (6):</u> Kishtwar, Reasi, Ramban, Bandipora, Budgam and Shopian</p> <p><u>GNM SCHOOLS (5):</u> Akhnoor, Udhampur, Pulwama, Kargil and Kulgam</p>	<p>54 posts for 06 ANM Schools @ 9 Posts per ANM School</p> <p><i>(Principal=1, Nursing Tutor=5, Clerk=1, Warden=1, Driver=1)</i></p> <p>as per GOI Guidelines & 120 posts for 05 GNM Schools @ 24 Posts per GNM School</p> <p><i>(Principal=1, Vice Principal=1, Sister Tutor=14, Steno=1, Clerk=1, Librarian=1 Lab Attendant=1 Driver=1, Housekeeper/warden=3)</i></p> <p>G Total=174 Posts Annual Financial Implication= Rs.509.76 Lakh</p>	HD/Plan/103/2007 dated 27-01-2014	<p>The proposal is pending with the Finance Department from the last 03 years.</p> <p>The buildings for 11 ANM/GNM Schools have been completed but non availability of manpower is delaying the functioning of these schools in a proper manner.</p> <p>Presently, 06 ANM/GNM Schools have been made functional ‘on internal arrangement basis’.</p>

- a. **Regarding the query of the FD is concerned,** it is submitted that at present there are 19 Para-medical Institutes in the State, out of which are Divisional Level Institutes, i.e. AMT School, Bakshinagar, Jammu & the AMT School, SMHS, Srinagr with Intake Capacity of 570 & 450 respectively. Besides, there are 8 District Level AMT Schools, 4 each in Jammu & Kashmir division. These have been set up at Doda, Poonch, Kathua & Rajouri in Jammu division with intake capacity of 190 each & at Kupwara, Baramulla & Anantnag in Kashmir division with Intake capacity of 235 each. The AMT School of Leh is not functional and its staff has been diverted to the District hospital Leh.
- b. The AMT School at Jammu & Udhampur with Intake capacity of 190 each do not have sanctioned staff and have been running on ‘**internal adjustment basis**’ by deploying staff from local DH & other Public Health Institutions. The AMT School also does not have sanctioned staff but is running by diverting the

Staff of the Regional Family Planning Training Centre Sanatnagar, Srinagar and it has Intake capacity of 155.

- c. It is pertinent to mention here that 11 Para-Medical Institutes (06 ANM & 05 GNM) have been approved for the J&K State under “**Strengthening of Nursing Services**” Scheme. 01 ANM School each for Kishtwar, Reasi, Ramban, Bandipora, Budgam and Shopian & 01 GNM School each for Akhnoor Jammu, Udhampur, Pulwama, Kargil and Kulgam. The Buildings for these 11 ANM/GNM Schools have been completed. However, non-availability of manpower is delaying the functioning of these schools in a proper manner.
- d. Presently, 03 GNM Schools (Intake Capacity=60 Seats each) at Akhnoor , Kulgam & Pulwama & 03 ANM Schools (Intake Capacity=40 Seats each) at Reasi, Kishtwar & Bandipora have been made functional again ‘**on internal arrangement basis**’.
- e. Thus, there is an urgent need for creation / sanctioning of Staff for the 05 GNM & 06 ANM Schools as they won’t be able to get licensing from the Para-Medical Council in absence of Sanctioned staff and could jeopardize the career of 300 candidates already undergoing training there.
- f. **FOLLOWING TABLE GIVES A SYNOPSIS OF ALL THE GOVERNMENT PARA-MEDICAL INSTITUTES IN J&K STATE :-**

GOVERNMENT PARA-MEDICAL INSTITUTES-TOTAL INTAKE CAPACITY															
S. No	AMT/ANMT														Total Intake Capacity
A.	Sanctioned under Family Welfare	FM PHW	MM PHW	GNM	ME D ASS TT	LA B ASS TT	D-PHARMA	DENTAL ASST T	OTTECH	SANITARY INSP	XRAY TECH	OP TH ASS TT	ANESTHESIA ASSTT	ECG	
1	AMT School Bakshinagar, Jammu	0	0	160	100	160	0	30	0	30	60	30	0	0	570
2	AMT School, SMGS, Srinagar	0	0	200	50	50	0	50	0	50	50	0	0	0	450
3	ANMT Doda	50	0	0	20	20	0	20	15	0	30	20	15	0	190
4	ANMT Poonch	50	0	0	20	20	0	20	15	0	30	20	15	0	190
5	ANMT Kathua	50	0	0	20	20	0	20	15	0	30	20	15	0	190
6	ANMT Rajouri	50	0	0	20	20	0	20	15	0	30	20	15	0	190
7	ANMT Kupwara	50	0	0	20	20	0	20	0	0	30	20	15	15	235
8	ANMT Baramulla	50	0	30	20	20	0	20	15	0	30	20	15	15	235

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9	ANMT Anantnag	50	0	30	20	20	0	20	15	0	30	20	15	15	235
10	*ANMT Leh (Not-Functional-Staff deployed in DH)	0	0	0	0	0	0	0		0	0	0	0	0	0
B.	**Not Sanctioned , Functioning on 'internal adjustment basis'														
11	Jammu	50	0	0	20	20	0	20	15	0	30	20	15	0	190
12	Udhampur	50	0	0	20	20	0	20	15	0	30	20	15	0	190
13	Kangan (running with RFPTC staff)	45	0	0	20	10	0	10	15	0	15	10	15	15	155
C.	***CSS- Not Sanctioned , Functioning on 'internal adjustment basis'														
14	GNM Akhnoor, Jammu	20	0	20	10	10	0	0	0	0	0	0	0	0	60
15	GNM School Kulgam	20	0	20	10	10	0	0	0	0	0	0	0	0	60
16	GNM School Pulwama	20	0	20	10	10	0	0	0	0	0	0	0	0	60
17	ANM School Reasi	20	0	0	10	10	0	0	0	0	0	0	0	0	40
18	ANM School Kishtwar	20	0	0	10	10	0	0	0	0	0	0	0	0	40
19	ANM School Bandipora	20	0	0	10	10	0	0	0	0	0	0	0	0	40
	Grand Total	565	0	480	390	440	0	250	120	80	365	200	135	60	3320

g. DETAILED INFORMATION REGARDING THE EXISTING PARA-MEDICAL INSTITUTES IN THE J&K STATE :

As tabulated above, there are 02 AMT Schools at Provincial level and 08 ANMT Schools at District level.

The Sanctioned Staff Strength of the Government AMT School Jammu & the Government AMT School is as below:-

S. No.	Designation	Pay Band + GP	Sanctioned Strength		Remarks
			AMTS Jammu	AMTS Srinagar	
1.	Principal	15600-39100 + 7600	01	01	
2.	Principal Tutor	15600-39100 + 6600	01	01	
3.	Sr. Sister Tutor	15600-39100 + 5600	02	02	
4.	Hostel Manager	9300-34800 + 4600	01	01	
5.	Public Health Nurse	9300-34800 + 4600	03	01	02 posts need to be created for AMT Srinagar
6.	Sister Tutor	9300-34800 + 4300	10	09	
7.	Sanitary Inspector	9300-34800 + 4280	01	-	01 post need to be created for AMT Srinagar
8.	House Keeper	9300-34800 + 4280	01	-	01 post need to be created for AMT Srinagar
9.	Head Assistant	9300-34800 + 4200	01	01	
11.	Sr. Assistant	5200-20200 + 2800	03	01	
12.	Jr. Assistant	5200-20200 + 2400	01	01	
13.	Electrician	5200-20200 + 2400	01	-	01 post need to be created for AMT Srinagar
14.	Driver	5200-20200 + 2400	03	02	
15.	Library Assistant	5200-20200 + 1900	01	-	01 post need to be created for AMT Srinagar
16.	Jr. Plumber	5200-20200 + 1900	01	-	01 post need to be created for AMT Srinagar
17.	Library Attendant	4440-7440 + 1300	01	-	01 post need to be created for AMT Srinagar
18.	Cook	4440-7440 + 1400	06	04	02 posts need to be created for AMT Srinagar
19.	Cleaner	4440-7440 + 1400	02	01	
20.	Chowkidar	4440-7440 + 1300	07	07	

21.	Orderly	4440-7440 + 1300	05	03	
22.	Bearer	4440-7440 + 1300	04	04	
23.	Gardener	4440-7440 + 1300	01	-	01 post need to be created for AMT Srinagar
24.	Sweeper	4440-7440 + 1300	07	03	04 posts need to be created for AMT Srinagar
	Total AMT Schools		64	42	

h. Training Courses being run and the Intake Capacity of the two AMT Schools is as under:-

S. No.	Name of the Course	AMT School Jammu			AMT School Srinagar			G. Total
		Original Intake Capacity	Additi onal Intake Capaci ty	Revised Total Intake Capacit y	Original Intake Capacity	Addition al Intake Capacity	Revised Total Intake Capacity	
1.	GNM	80	80	160	100	100	200	360
2.	Medical Assistant	50	50	100	25	25	50	150
3.	X-Ray Assistant	30	30	60	25	25	50	110
4.	Laboratory Assistant	80	80	160	25	25	50	210
5.	Dental Assistant	15	15	30	25	25	50	80
6.	Ophthalmic Assistant	15	15	30	-	-	-	30
7.	Sanitary Inspector	15	15	30	25	25	50	80
	Grand Total	285	285	570	225	225	450	1020

- i.** 08 District-level ANM/Female Health Workers Training Schools were set up in the year 1989 - four each in Kashmir division & Jammu Division vide Govt. Order No.519-HME of 1989 Dated 05-07-1989. In Kashmir Division, these were set up in districts of Kupwara, Baramulla, Anantnag & Leh and in Jammu these were set up in districts of Doda, Poonch, Kathua & Rajouri. Following posts were sanctioned for each of these district level ANMT Schools:

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S. No.	Designation	No. of Posts	Pay Band	Present Pay Band +GP
1.	Nurse Officer (Principal)	1	1900-	15600-39100 +7600
2.	Warden	1	1550-2550	9300-34800+4300
3.	Sister Tutor	2	1550-2550	9300-34800+4300
4.	Public Health Nurse	4	1150-2055	9300-34800+4300
5.	Jr. Sanitary Inspector	1	900-1530	9300-34800+4300
6.	Ministerial Staff	1		5200-20200+1900
7.	Class-IV	6	900-1530	4440-7440+1300
	Total	16		

- j.** These posts are borne on the Major Head-2211-FW Establishment and are covered under J&K Health and Medical (Subordinate) Service Recruitment Rules. The Budget for these posts is being provided by the Directorate of Family Welfare.
- k.** Training Courses being run and the Intake Capacity of these 08 ANMT Schools is already given in the Table at para **6 f.** above.

**7. CREATION OF STAFF FOR 10 NEW NURSING COLLEGES IN J&K STATE UNDER CSS-
'STRENGTHENING OF NURSING SERVICES' SCHEME.**

1	2	3	4	5
7.	<p>Establishment of 10 New Nursing Colleges in J&K State under CSS – “Strengthening of Nursing Services”</p> <p>At Anantnag, Baramulla, Srinagar, Budgam & Sopore in Kashmir Division & At Basohli, Kishtwar, Udhampur, Jammu & Poonch</p>	<p>As per GOI Guidelines & 460 Posts for 10 Nursing Colleges @ 46 Posts per Nursing College :</p> <p>(Professor-cum-Principal=1 Associate Professor-cum-Vice Principal=1 Assistant Professor=4 Lecturer=5 Tutor/Clinical Instructor=9 Librarian=1 Library Assistant=2 Library Attendant=2 Statistical Officer=1 AAO=1 Warden=1 Hostel Manager=1 Head Assistant=1 Jr. Steno=1 Jr. Assistant=2 Driver=1 Computer Operator=1 Sr. Assistant=1 Gardener=1 Orderlies=3 Lab Attendants=2 Plumber=1 Electrician=1 Chowkidar=3)</p> <p>Total Financial Implication =Rs.16.30 Crore</p>	<p>HD/Plan/162/2015 dated 23-11-2015</p>	<p>The proposal has been returned by the Finance Department vide U.O. No. A/267(2002)-II-Part File-1133 Dated 01-04-2016 with the following Observations:</p> <p><i>i. Existing Sanctioned Strength of the ANMT Schools</i></p> <p><i>ii. Details of Norms of Nursing Colleges</i></p> <p><i>iii. Identify Surplus Posts;</i></p> <p><i>iv. Propose Bare Minimum</i></p> <p>The Funds for construction of New Nursing Colleges @ Rs.3.00 crore for Each nursing College have now been approved under PMDP and the work is likely to start in the coming months.</p>

- a. **4 Observations have been raised by the Finance Department while returning the proposal of the Dept. vide U.O. No. A/267(2002)-II-Part File-1133 Dated 01-04-2016. Regarding observation no. (i) i.e. ‘Existing Sanctioned Strength of the ANMT Schools’, the details have already been given at para 8 a to k.**
- b. **Regarding the observation no. (ii) & (iv) i.e. ‘Details of Norms of Nursing Colleges’ & ‘Proposing Bare Minimum Staff’ respectively, it is submitted that the norms of Staffing which have been adopted**

by the State Government while setting up the only one Government Nursing College having a capacity of 50 Bsc. Nursing seats are as below:-

- c. **The Staffing Pattern of the Only Nursing College in the J&K state** i.e. Nursing College SMHS Srinagar as per the Budget Establishment figures is as below:

S. No.	Designation of the Post	Pay Band + Grade Pay	No. of Posts
A.	Teaching Faculty		
1.	Professor-cum-Principal	37400-67000 + 8700	1
2.	Associate Professor-Vice Principal	15600-39100 + 7600	01
3.	Assistant Professor	15600-39100 +6600	07
4.	Lecturers	9300-34800 + 5400	09
5.	Deputy Director (Planning & Statistics)	9300-34800 + 5400	01
	Total Gazetted		19
B.	Superior Staff of Nursing College		
1.	Assistant Accounts Officer	9300-34800 + 4600	01
2.	Warden	9300-34800 + 4600	01
3.	Hostel Manager	9300-34800 + 4600	01
4.	Statistical Officer	9300-34800 + 4600	01
5.	Librarian	9300-34800 + 4600	01
6.	Librarian Assistant	9300-34800 + 4600	02
7.	Head Assistant	9300-34800 + 4200	01
8.	Tutor-cum-Instructor	9300-34800 + 4300	18
9.	Jr. Stenographer	9300-34800 + 4200	02
10.	Sr. Assistant	5200-20200 + 2400	02
11.	Junior Assistant	5200-20200 + 1900	05
12.	Computer Operator	5200-20200 + 1900	02
13.	Driver Grade-I	5200-20200 + 1900	03
	Total Superior Staff of Nursing College		40
C.	Inferior Staff of Nursing College		
1.	Library Assistant	4440-7440 + 1300	02
2.	Gardner	4440-7440 + 1300	02
3.	Orderlies	4440-7440 + 1300	06
4.	Lab Attendant	4440-7440 + 1300	08
5.	Electrician	4440-7440 + 1300	06
6.	Chowkidar	4440-7440 + 1300	06
7.	Plumber	4440-7440 + 1300	07
	Total Inferior Staff of Nursing College		36
	Grand Total Nursing College, SMHS Srinagar		95

d. However, the recommended Staffing Pattern for Faculty of a Basic B.Sc. Nursing College with Intake Capacity of 25-50 & 51-60 seats **as per the Indian Nursing Council norms is as under:-**

S. No.	Teaching Faculty	Intake Capacity 25 to 50	Intake Capacity 51-100
1.	Professor-cum-Principal	1	1
2.	Professor-cum-Vice Principal	1	1
3.	Associate Professor/ Reader	1	2
4.	Lecturer	5	10
5.	Tutor/ Clinical Instructor	14	28
6.	Total	22	42

e. A comparison of the Staffing Pattern of existing Nursing College SHMS Srinagar (Column 4), the Staffing Pattern as proposed by the Dept. (Column 5) and as recommended under the 'Indian Nursing Council' (Column 6) is as under:

Posts sanctioned for the existing 01 Nursing College Srinagar				Posts proposed by the Dept. per New Nursing College	Posts required as per INC Norms
1	2	3	4	5	6
S. No.	Designation of the Post	Pay Band + Grade Pay	No. of Posts	No. of Posts	
A. Teaching Faculty					
1	Professor-cum-Principal	37400-67000 + 8700	1	1	1
2	Associate Professor-Vice Principal	15600-39100 + 7600	1	1	1
3	Assistant Professor	15600-39100 +6600	7	4	2
4	Lecturers	9300-34800 + 5400	9	5	6
5	Deputy Director (Planning & Statistics)	9300-34800 + 5400	1	0	0
	Total Gazetted		19	11	10
B. Superior Staff of Nursing College					
1	Assistant Accounts Officer	9300-34800 + 4600	1	1	1
2	Warden	9300-34800 + 4600	1	1	1
3	Hostel Manager	9300-34800 + 4600	1	1	1
4	Statistical Officer	9300-34800 + 4600	1	1	1
5	Librarian	9300-34800 + 4600	1	1	1
6	Library Assistant	9300-34800 + 4600	2	2	2
7	Head Assistant	9300-34800 + 4200	1	1	1
8	Tutor-cum-Instructor	9300-34800 + 4300	18	9	9

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9	Jr. Stenographer	9300-34800 4200	+	2	1	1
10	Sr. Assistant	5200-20200 2400	+	2	0	0
11	Junior Assistant	5200-20200 1900	+	5	2	2
12	Computer Operator	5200-20200 1900	+	2	1	1
13	Driver Grade-I	5200-20200 1900	+	3	1	1
	Total Superior Staff of Nursing College			40	22	22
C.	Inferior Staff of Nursing College					
1	Library Assistant	4440-7440 + 1300		2	2	2
2	Gardner	4440-7440 + 1300		2	1	1
3	Orderlies	4440-7440 + 1300		6	3	3
4	Lab Attendant	4440-7440 + 1300		8	2	2
5	Electrician	4440-7440 + 1300		6	1	1
6	Chowkidar	4440-7440 + 1300		6	3	3
7	Plumber	4440-7440 + 1300		7	1	1
	Total Inferior Staff of Nursing College			36	13	13
	Grand Total Nursing College Srinagar			95	46	45

- f. Regarding FD's observation no. (iii) is concerned** i.e. 'identify surplus posts', it is submitted that in view of the detailed account of the sanctioned posts which has already been given above, there is 'no surplus' posts in the department for manning / running the New ANM/GNM/Nursing Colleges.
- g. The Files are accordingly resubmitted for approval / concurrence of the FD for the creation of posts for 06 New ANM schools, 05 New GNM Schools & 10 New Nursing Colleges in the State.**

8. COMMITMENTS OF THE HON. CHIEF MINISTER:

S. No.	Details	No. of posts / Financial Imp.	Submitted to Finance Department vide No. & date	Remarks
8.	Commitments of the Hon. Chief Minister: <i>i. Upgradation of PHC Sheeri Baramulla as SDH</i> <i>ii. Opening of Primary Health Centre at Lissar Muqam</i> <i>iii. Upgradation of SC Rakh-i-Arth Srinagar</i>	In light of the commitments made by the then Hon'ble Chief Minister during his visit to various areas of J&K State, a proposal for opening of Primary Health Centre at Lissar Muqam, Upgradation of Sub-Center Rakh-i-Arth Srinagar and Primary Health Centre Sheeri Baramulla to the level of Sub District Hospitals	Proposal taken up with Finance Department vide No. HD/Plan/78/2016 dated: 22-06-2016 for creation of 61 posts (26 posts for PHC Sheeri, 18 posts for Lissar Muqam & 17 posts for Rakh-i-Arth Srinagar.	Finance Department vide U.O No: A/267(2002)-II-572 dated: 20-09-2016 returned the proposal with the advice to consult Planning Development and Monitoring Department. Accordingly, the matter was taken up with the Planning Development and Monitoring Department which also desired additional information vide their U.O No: PD/2016-17/Coord-101/SF/62 dated: 30-02-2017.

In view of the detailed manpower audit, the proposals prepared as per the commitments of the Hon. Chief Minister be Re-submitted to the Finance Department for Concurrence/ Approval.