

**PROCEEDINGS OF THE FINANCE COMMITTEE MEETING OF INSTITUTE OF NEPHRO-UROLOGY, BANGALORE HELD ON 10.10.2013 AT 3.30 P.M. UNDER THE CHAIRMANSHIP OF SRI. I.S.N PRASAD I.A.S. PRINCIPAL SECRETARY TO GOVERNMENT, FINANCE DEPARTMENT IN ROOM NO 255, THE CHAMBERS OF PRINCIAL SECRETARY TO GOVERNMENT, FINANCE COMMITTEE, VIDHANA SOUDHA, BANGALORE – 560 001.**

**MEMBERS PRESENT:**

- 1. SRI. I.S.N PRASAD, I.A.S**  
PRINCIPAL SECRETARY  
TO GOVERNMENT,  
FINANCE DEPARTMENT  
VIDHANA SOUDHA,  
BANGALORE – 560 001.
  
- 2. SRI. SHANKARAI AH,**  
DIRECTOR OF PLANNING (M & E)  
ON BEHALF OF PRINCIPAL SECRETARY  
TO GOVERNMENT,  
PLANNING DEPARTMENT,  
M.S. BUILDING, BANGALORE.
  
- 4. DR. G.S. VENKATESH,**  
DIRECTOR OF MEDICAL EDUCATION,  
ANANDA RAO CIRCLE,  
BANGALORE – 560 029.
  
- 5. DR. G.K. VENKATESH,**  
DIRECTOR,  
INSTITUTE OF NEPHRO-UROLOGY,  
BANGALORE – 560 002.

**SPECIAL INVITEES:**

- 1. SRI. ANANDAMURTHY,**  
M/S B.C. ANAND & COMPANY,  
CHARTERED ACCOUNTANTS,  
CHICKPET,  
BANGALORE – 560 002.

**ABSENTEE'S**

SECRETARY TO GOVERNMENT  
HEALTH & FAMILY WELFARE  
DEPARTMENT (MEDICAL EDUCATION)  
VIDHANA SOUDHA, BANGALORE – 560 001.

The Director, Institute of Nephro-Urology welcomed the Chairman & members and requested the Chairman to preside over and to conduct the meeting.

The following subjects were discussed and the decisions are recorded under the subjects.

**1. To confirm the proceedings of the Previous Finance Committee Meeting held on 12.01.2012.**

**Decision of the Committee:**

The proceedings of the previous Finance Committee Meeting held on 12.01.2012 were read and confirmed. The report of the action taken on the earlier Finance Committee decisions were noted.

**2. To consider and recommend for approval of the Governing Council the Budget estimates of the Institute of Nephro-Urology for the year 2012-13 and 2013-14.**

The Budget estimates of the Institute of Nephro-Urology for the year 2012-13 and 2013-14 alongwith actuals for the year 2010-11 approved estimates for the year 2011-12 and the revised estimates for the year 2011-12 are furnished, an amount to the tune of Rs. 2113.00 Lakhs under receipts and expenditure heads have been proposed for the year 2012-13 which includes Rs. 1713 Lakhs under revenue and Rs. 400 Lakhs under capital head.

The Budget Estimates for the year 2013-14 alongwith actuals for the year 2011-12 estimates for the year 2012-13 and the revised estimates for the year 2012-13 are furnished, an amount to the tune of Rs. 2350 Lakhs under receipts and expenditure heads have been proposed for the year 2013-14 which includes Rs. 1950 Lakhs under revenue and Rs. 400 Lakhs under capital head.

The Budget estimates have been prepared comparing the previous year receipts and expenditure. However, increase of expenditure is shown for the year 2012-13 and 2013-14 under the following sub-heads.

The details are as follows:-

**Revenue:**

**1) Pay & Allowances:**

Rs. 690.10 Lakhs towards financial year 2012-13 and Rs. 863.00 Lakhs towards financial year 2013-14 is shown under the sub-head to meet the expenditure towards pay and allowances including anticipated DA for all category posts alongwith AICTE Scale for the teaching staffs and also for the newly sanctioned posts which are under the process of recruitment and some of the posts have already been filled.

- 2) **Drugs and Chemicals** :- For the financial year 2012-13 Rs. 300 Lakhs (Rupees Three Hundred Lakhs only) and 2013-14 Rs. 400 Lakhs has been proposed for the procurement of Drugs and Chemicals to meet the demand as there is increase in Out-patient, In-patient, Dialysis and Major & Minor Operations and Kidney Transplantations when compare to the previous year.

Sl. No.	Particulars	2007	2008	2009	2010	2011	2012	March 2013
1.	Out Patients	22844	36204	28703	41916	41985	53905	15585
2.	In Patients	950	2092	3386	4480	4170	4657	1164
3.	Dialysis	1424	6602	8299	11083	11688	13195	3120
4.	Major Operations	1224	1193	1693	2155	2225	2553	676
5.	Minor Operations	1621	2858	3357	4059	3650	4790	1319
6.	Kidney Transplantations	-	-	05	13	13	27	8

- 3) **Equipment and Apparatus** :- Rs. 300 Lakhs (Rupees Three Hundred Lakhs only) towards the financial year 2012-13 and Rs. 200 Lakhs towards the financial year 2013-14 for the procurement of Medical Equipments.

The following equipments are purchased in the financial year 2012-13.

Sl. No.	Name of the Equipments	Quantity	Amount Rs.Ps.
1.	Patient Shifting Roller	2 Nos.	6720.00
2.	Hand Switch and Cable Assembly Mobile X-Ray Machine	5 Nos.	32420.00
3.	Fumigation Machine	2 Nos.	47000.00
4.	BPL Monophasic Defibrillator	2 Nos.	220500.00
5.	SLED Machines	2 Nos.	1815100.00
6.	Multiparameter Montior	6 Nos.	352800.00
7.	Dialysis Machines	25 Nos.	16364985.00
8.	Refrigerators	5 Nos.	97700.00
9.	Pulse Oximeter	10 Nos.	304500.00
10.	Medical Ultrasonic Cleaner	1 No.	87535.00
11.	Anaesthesia Work Station	1 Nos.	2457866.00
12.	Digital Copier with Printer	1 No.	148307.00
13.	Syringe Pump	8 Nos.	254888.00
14.	Computerised Radiography System	1 No.	1804800.00
15.	Electronic Weighing Machine	1 No.	10813.00

16.	Automated Scrub Station	1 No.	866773.00
17.	Trinocular Research Microscope	1 No.	1490000.00
		<b>Total :</b>	<b>26362707.00</b>

The following equipments have been proposed to procure in the current year which is necessary to develop the departments with modern facilities.

The details of the equipments, quantity and approximate expenditure are as follows:-

<b>Sl. No.</b>	<b>Name of the Equipments</b>	<b>Quantity</b>	<b>Approx. Amount Rs.Ps.</b>
1.	Outpatient Bladder Scan Machine	1 No.	3.00 Lakhs
2.	Patient Communication System	1 No.	10.00 Lakhs
3.	E.T.O Steriliser for CSSD Department	1 No.	20.00 Lakhs
4.	Open Surgical Instruments	1 Set	50.00 Lakhs
5.	Camera for Trinocular Research Microscope	1 No.	8.00 Lakhs
6.	Dialysis Re-processing machine	2 Nos.	10.00 Lakhs
7.	Vaccum Pump and Air-compressor	1 Set.	10.00 Lakhs
		<b>Total :</b>	<b>111.00 Lakhs</b>

- 4) **Computerization**:- In the Finance Committee meeting held on 31.08.2010 it was resolved to procure HMIS at a total cost of Rs. 50 Lakhs (Rupees Fifty Lakhs only) and the same was approved in the Governing Council meeting held on 23.06.2011. The HMIS Software has already been procured in this Institute through a private agency i.e., M/s. Infolife India Pvt. Ltd, afterwhich different modules have been added to the existing software as and when required. The Institute has also purchased hardware equipments and updated the systems on a regular basis. The existing hospital management system is not a full fledge system. Hence, after a meeting at the level of the Secretary, Medical Education it has been decided to get a full fledge hospital management system through NIC. Therefore, an allocation of Rs. 75 Lakhs (Rupees Seventy Five Lakhs only) is provided in the above mentioned budget.

**Capital:**

**Construction of Annex Building:**

The existing bed strength of the Hospital is only 159, the OPD, IPD, and dialysis patient attendance is increasing from year to year. Therefore, there is a necessary for a separate building to accommodate Dialysis Unit, Lab and other allied facilities. Hence, Rs. 400 Lakhs (Rupees Four Hundred Lakhs only) is proposed under capital head.

**Decision of the Committee:**

After detailed discussion, the Committee noted the Budget Estimates for the year 2012-13 amounting to the tune of Rs. 2113.00 Lakhs which includes Rs. 1713.00 Lakhs under Revenue account and Rs. 400 Lakhs under Capital account and Budget Estimates for the 2013-14 amounting to the tune

of Rs. 2350.00 Lakhs which includes Rs. 1950.00 Lakhs under Revenue account and Rs. 400 Lakhs under Capital account and the same was recommended for approval of the Governing Council subject to the review of the budget as per the immediate resources available and the remaining budget approval may be taken up after receiving the funds.

3. **To consider and recommend for approval of the Governing Council the Auditor’s report and the audited statement of accounts of INU for the year 2011-12 & 2012-13 furnished by M/s. B.C. Anand & Co., Chartered Accountants, Bangalore.**

Sri. Ananda Murthy, Chartered Accountant representing M/s. B.C. Anand & Co., presented the Audited statement of accounts and auditor’s report of Institute of Nephro-Urology for the year 2011-12 & 2012-13, and said that the accounts maintained are satisfactory.

**Decision of the Committee:**

After detailed discussion, the committee approved the audited statement of Accounts and the Audit report of Institute of Nephro-Urology for the year 2011-12 & 2012-13 furnished by M/s. B.C. Anand & Co., Chartered Accountant’s and resolved to recommend for approval of the Governing Council.

4. **To consider and recommend for approval of the Governing Council to ratify the sanction of expenditure Rs. 1,92,959/- for the celebration of “World Kidney Day held on 08.03.2012”.**

The Director, explained about the World Kidney Day Celebration held on 08.03.2012, to create an awareness among the people regarding the kidney related diseases. The Hon’ble Minister of Medical Education was the Chief Guest of this function. And a pilot project of “Peritoneal Dialysis Treatment” was launched. A large section of dignitaries as well as specialists from the nephrology department also attended the function and awareness camp. The expenditure involved in the organizing this world kidney day function is as follows:

<b>Sl. No.</b>	<b>Particulars</b>	<b>Amount in Rs.</b>
1.	Sound System	4000.00
2.	Flower Decoration	34000.00
3.	Stage, Shamiyana etc.,	65941.00
4.	Printing	3439.00
5.	Video	10000.00
6.	Breakfast, Coffee, Tea and Lunch	75579.00
<b>Total :</b>		<b>192959.00</b>

**Decision of the Committee:**

After detailed discussion, the Committee approved the above expenditure and recommend for approval of the Governing Council.

**5. To consider and recommend for approval of the Governing Council for the purchase of Medical Equipments.**

The Director explained about the necessity of following medical equipments for use in the institute. The details are as follows.

<b>Sl. No.</b>	<b>Name of the Equipments</b>	<b>Quantity</b>	<b>Approx. Amount Rs.Ps.</b>
1.	Outpatient Bladder Scan Machine	1 No.	3.00 Lakhs
2.	Patient Communication System	1 No.	10.00 Lakhs
3.	E.T.O Steriliser for CSSD Department	1 No.	20.00 Lakhs
4.	Open Surgical Instruments	1 Set	50.00 Lakhs
5.	Camera for Trinocular Research Microscope	1 No.	8.00 Lakhs
6.	Dialysis Re-processing machine	2 Nos.	10.00 Lakhs
7.	Vaccum Pump and Air-compressor	1 Set.	10.00 Lakhs
	<b>Total :</b>		<b>111.00 Lakhs</b>

**Decision of the Committee:**

After detailed discussion, the Committee decided to recommend the proposal of procurement of above said equipments within the available budget for approval of the Governing Council.

**6. To consider and recommend for approval of the Governing Council to accord permission for inviting e-tenders for Annual maintenance of Medical Oxygen Gas pipeline systems with manpower (Round the clock).**

The Director, informed the committee that the Medical Oxygen Gas is very much essential for the patients in emergency ward, O.T. and General Wards. At present maintenance of Medical Oxygen Gas Pipeline System is being done under A.M.C without Man-Power at the cost of Rs. 26472/- per annum. Whenever there is a problem in blockage in the pipeline system such blockages at the manifold as well as in the pipeline will have to be attended to and got rectify immediately.

Since, at present such issues have to be brought to the notice of the A.M.C holder and by the time the service personnel come and rectify the problems it takes from above anywhere between 6 to 24 hours. In the other institutes like Victoria Hospital, PMSSY and Bowring and Lady Curzon Hospitals Medical Oxygen Pipeline System is being maintained with manpower round the clock. Therefore, it is proposed to introduce man-power for maintaining the Medical Oxygen Pipeline System in the Institute. The Approximate expenditure would be Rs. 2,16,000/- per annum. Hence, Permission may be accorded to invite e-tender for the said services.

**Decision of the Committee:**

After detailed discussion, the Committee decided to recommend the proposal for approval of the Governing Council.

- 7. To consider and recommend for approval of the Governing Council to take up the construction of the annex building at a total cost of Rs. 35,63,00,000/- (Rupees Thirty five Crores Sixty Three Lakhs only) and providing the funds.**

The Director explained about the proposal of Annex Building. The details of which are as follows:

The building committee in its meeting held on 21.09.2012, resolved that the appointment of Architect may be taken up freshly. As the earlier appointment had to be reconsidered because of legal issues. Thereby, an advertisement dtd. 27.09.2012 was published in the leading newspapers calling for services of the Architect to the construction of the Annex Building. The juries for the selection of Architect as per the council of Architect norms was also reconstituted. Thereafter, 20 no. of applications were received. The newly constituted jury examined the proposals and shortlisted 6 nos. of architects to submit their concept plans and drawings. Only 3 Architects submitted their concept plans and drawings. And these architects also gave a presentation about the drawings and plans they are submitted. Afterwhich, the jury in the selection of architect met again and finalise on the plans of one architect i.e., Mr. Anirban Das. This decision of the jury was approved by the building committee in its meeting held on 15.01.2013. Thereafter, the Government has also issued an order bearing No. Akuka 49 MSF 2013, dtd. 07.03.2013, for appointing one Sri. Anirban das as the architect for the construction of the annex building. As on day the detailed plans and estimation cost as per the KPWD SR rates of 2013 are being workout by the appointed Architect.

The Architect in his letter dtd. 27.04.2013 submitted a preliminary plan and cost as per the CPWD norms. Based on the proposals of the Architects it was decided to construct an annex building of an area of 59500 Sq.ft. which includes Basement, Ground Floor and Four Floors. The project is proposed to be completed 3 stages. In the first stage the construction of building at a total cost of Rs. 16,84,00,000/- (Rupees Sixteen Crores Eighty Four Lakhs only) has been indicated in the line estimates towards the civil construction. In the second stage the additional requirement for the buildings like Air conditioning, electrical works, water supply sanitation, lift, Solar Panels, Interiors etc., for which an additional cost of Rs. 6,29,00,000/- (Rupees Six Crores Twenty Nine Lakhs only) is indicated. In the third stage the furniture's, equipment & the staff to be recruited are proposed at a cost of Rs. 12,50,00,000/- (Rupees Twelve Crores Fifty Lakhs only). The total cost of the project in all the three stages would come to around Rs. 35,63,00,000/- (Rupees Thirty Five Crores Sixty Three Lakhs only).

For the construction of building in first stage the estimate drawn is Rs. 16,84,00,000/- (Rupees Sixteen Crores Eighty Four Lakhs only) & the Institute has made a provision of Rs. 4,00,00,000/- (Rupees Four Crores only) in the budget estimate out of the amount available through the institution internal resources.

A separate proposal shall be submitted to the Government to allocate Rs. 5,00,00,000/- (Rupees Five Crores only) as an additional budget grants. The Institute has also decided to approach other government or non government organizations for donations for the construction of the said project.

It is also proposed before the finance committee that the institute may approach government financial institutions for a loan for which the government could stand as surety to complete the project at the earliest.

The construction of building is proposed to be completed in 24 (Twenty four) months and approval is sought from the Finance Committee for the total cost of the project amounting to Rs. 35,63,00,000/- (Rupees Thirty Five Crores Sixty Three Lakhs only) and to accord sanction for starting the construction in the first stage at a cost of 16,84,00,000/- (Rupees Sixteen Crores Eighty Four Lakhs only) for which we have provided Rs. 4,00,00,000/- (Rupees Four Crores only) as on date in the budget provision.

**Decision of the Committee:**

After detailed discussion the committee decided to approve the above proposal and issued directions to submit the proposal of obtaining loans from financial institutions to the Finance Department.

The committee also directed the institute to resubmit the proposal of approval of Architect to the Finance Department.

And recommended the above said decisions for approval of the Governing Council.



**8. To consider and recommend for approval of the Governing Council for the implementation of Honorary consultation fees of Ultrasound investigations and to enhance the monthly basis honorarium of all other consultants.**

The Director explained about the appointment of institute honorary consultants in the different faculties whenever necessary. At present the consultants are paid on a monthly basis. The Honorarium is paid at the discretion of the director which is subject to not more than Rs. 29500/- per month.

In some departments particularly radiology it has become very difficult to obtain their services on a monthly basis. Therefore, it is proposed that the consultants in radiology department for the purpose of Ultrasound scanning may be paid on a case wise basis. The proposed fees to be paid are as follows: Rs. 70/- per case during the working hours 9.00 A.M. to 4.00 P.M. and Rs. 100/- per case after the normal working hours.

The consultants who are appointed otherwise are paid much more in other teaching institute like Bangalore Medical College and Research Institute which is very much attached to this institute.

Therefore, it is proposed to enhance the monthly basis of payment from Rs. 29,500/- (Rupees Twenty Nine Thousand Five Hundred only) to a maximum of Rs. 45,000/- (Rupees Forty Five Thousand only) per month. The exact amount and terms and conditions to be fixed shall be at the discretion of the director.

**Decision of the Committee:**

After detailed discussion, the committee approved the entire proposal and recommended the same to be placed before the Governing Council.

**9. To consider and recommend for approval of the Governing Council the fees paid to the Transplant surgeon, who assists in all the Kidney Transplantation cases.**

The director briefed about the performance of the kidney transplantations and necessity of the expert transplant surgeon services. As per the Governing Council approval the director had been given the powers of appointing consultant surgeons.

The director thereby appointed Dr. Dilip Jawali, Senior Urologist and Transplant Surgeon as a consultant and transplant surgeon to assist the team of surgeons as an expert. Since, this is a totally specialized work the services so rendered shall have to be paid on a case wise basis. Therefore, it is proposed to fix Honorarium of Rs. 10,000/- per transplantation performed in this institute.

**Decision of the Committee:**

After detailed discussion, the committee approved the proposal subject to condition maximum 10 cases per month and recommended the same to be placed before the Governing Council.

**10. To consider and recommend for approval of the Governing Council to create Additional 3 (Three) Medical Social Worker posts.**

The Director, informed about the requirement of Medical Social Workers to the Institute of Nephro-Urology. The Institute deals with large number of Renal Failure patients whose illness has a significant bearing on their families. Their social life becomes almost akin to the cancer patients. The counseling to these patients and their families are for a very long duration and in multiple sessions. The work of the Medical Social Worker also includes counseling to the families of Renal Transplant patients, Brain-dead patients, Peritoneal dialysis patients and Kidney Failure Patients. The medical social workers has to also monitor and maintain the implementation of different Governmental schemes like Kidney Suraksha Yojana, Chief Minister Medical Relief Fund, Yeshasvini, Vajapeye Arogyashree Scheme, Suvarna Arogya Scheme etc., He has to also facilitate in monitoring the MOU's this institute enters with other governmental and autonomous institutions in the treatment of their employees.

The state level Human Organ Transplant committee which is an independent body also has its sessions in this institute. The posts of Manager and Office Assistants in this body has been falling vacant most of the times. The Staff in the Medical Social Worker Department are coping up with this additional burden also.

The comparative statistics of the increase in the Outpatient, Inpatient, Dialysis, Major Operations, Minor Operations and Renal Transplantations are as follows:

Sl. No.	Particulars	2007	2008	2009	2010	2011	2012	Till (March 2013)
1.	Out Patients	22844	36204	28703	41916	46115	53905	15585
2.	In Patients	950	2092	3386	4480	4591	4657	1164
3.	Dialysis	1424	6602	8299	11083	12627	13195	3120
4.	Major Operations	1224	1193	1693	2155	2450	2553	676
5.	Minor Operations	1621	2858	3357	4059	4023	4790	1319
6.	Kidney Transplantations	-	-	05	13	16	27	8

In view of all the above facts it has been proposed to enhance the existing cadre strength of the medical social workers in the institute from 3 to 6.

The annual expenditure involved for creation of above posts is shown in the statement below:-

Sl. No	Name of the Post	No. of Posts to be created	Pay Scale	Average Pay (per person)	Average Monthly Pay & allowances (per person)	Approx. Annual Expenditure (3 Personnel)
1.	Medical Social Worker	03	21600-40050	30825.00	27864.00	10,03,104.00

**Decision of the Committee:**

After detailed discussion, the proposal for creating 3 (Three) posts of Medical Social Workers to the Institute of Nephro-Urology in the pay scale of 21600-40050 was approved and recommended the same for placing before the Governing Council.

**11. To consider and recommend for approval of the Governing Council for creation of additional 6 (Six) Lab Technician posts.**

The director informed about the requirement of Lab Technicians to the Institute of Nephro-Urology. The emergency and other facilities work round the clock and patients normally come in a critical status due to the tertiary nature of kidney failure. Hence, it has become very essential to provide 24 hours lab facilities and to give immediate reports to the patients at all times. The Lab is also been provided with additional modern lab equipments which cannot be monitored with the existing cadre strength of 6 (Six) Lab technicians.

In view of the above reasons approval is sought for enhancing the existing cadre strength by an additional 6 (Six) lab technicians.

The annual expenditure involved for creation of above post is shown in the statement below:-

Sl. No	Name of the Post	No. of Posts to be created	Pay Scale	Average Pay (per person)	Average Monthly Pay & allowances (per person)	Approx. Annual Expenditure (6 Personnel)
1.	Lab Technicians	6	14550-26700	20,625.00	19,220.00	13,83,840.00

**Decision of the Committee:**

After detailed discussion, it was recommended to take only three (3) posts of Lab Technicians to the Institute of Nephro-Urology in the pay scale of 14550-26700 was approved and recommended the same for placing before the Governing Council.

**12. To consider and recommend for approval of the Governing Council to create 5 (Five) X-Ray Technician posts.**

The director explained about the requirement of X-Ray Technicians to Institute of Nephro-Urology. The radiology facilities are working round the clock only on an emergency call basis. And

new radiology equipments like Computer radiography, Mobile C-Arm, etc., have been added to the existing equipments and procurement of C.T. Scanner is in process which will require additional manpower. The flow of outpatients as well as in-patients has also increased in the institute.

The existing cadre strength of 5 X-Ray technicians are insufficient and therefore, approval is sought for enhancing the existing cadre strength by an additional 5 (Five) X-Ray technicians to provide round the clock facilities and for bedside investigations by the radiology department.

The comparative statistics of the increase in the Radiology Procedures / investigations are as follows:

Year	I.V.P	K.U.B	R.G.U	M.C.U	CHEST	OTHERS	ULTRA SOUND	Urodynamic	ESWL
2007	349	1040	240	186	871	95	3014	-	-
2008	516	1339	410	331	1860	112	5141	175	-
2009	695	1554	486	442	3153	200	7777	270	33
2010	742	1824	533	480	4145	293	8063	574	224
2011	656	1743	619	613	4709	300	8148	914	210
2012	611	1892	622	571	5118	303	8596	437	337

The annual expenditure involved for creation of above posts is shown in the statement below:-

Sl. No	Name of the Post	No. of Posts to be created	Pay Scale	Average Pay (per person)	Average Monthly Pay & allowances (per person)	Approx. Annual Expenditure (5 Personnel)
1.	X-Ray Technicians	5	14550-26700	20,625.00	19,220.00	11,53,200.00

**Decision of the Committee:**

After detailed discussion, the proposal for creating 5 (Five) posts of X-Ray Technicians to the Institute of Nephro-Urology in the pay scale of 14550-26700 was approved and recommended the same for placing before the Governing Council.

**13. To consider and recommend for approval of the Governing Council to create 3 (Three) Plumber posts.**

The director explained about the necessity of plumbers to Institute of Nephro-Urology. The Institute is 159 bedded super-speciality hospital having with almost 100% bed occupancy. At present we have only one plumber working in general shift on outsource basis. The plumber has to look after all the Water Pipeline, Taps, sink and other leakages on daily basis. He will also attend water supply, sump services and monitor the sump motor on/off maintenance. Whenever there is a problem in blockage in the pipeline system such blockages at the toilets as well as in the pipeline will have to be attended to and got rectify immediately. Since, there is a single plumber round the clock rectification of

service is not possible and most of the times breakages, blockages and even operation of sump tanks happens during late night or early morning hours. Hence, providing 24 hours service in this essential department is very much essential.

In view of all the above facts it has been proposed to create 3 (Three) plumber posts and permission may be accorded to appoint them on outsource basis.

The annual expenditure involved for creation of above posts is shown in the statement below:-

Sl. No	Name of the Post	No. of Posts to be created	Pay Scale	Average Pay (per person)	Average Monthly Pay & allowances (per person)	Approx. Annual Expenditure (3 Personnel)
1.	Plumber	03	9600-14550	12075/-	12784/-	460224/-

**Decision of the Committee:**

After detailed discussion, the Committee decided that the creation of the posts of plumber is not necessary but to take up these essential services through the process of tendering from a qualified plumbing service agency and recommended the same for placing before the Governing Council.

**14. To consider and recommend for approval of the Governing Council to create 15 (Fifteen) Group ‘D’ Posts in the Security and Maintainance section.**

The director briefed about the necessity to create additional Group ‘D’ posts to this institute. At present, we have 100 Group ‘D’ posts and these posts have been allocated under different categories as per the requirement of the institute. Persons on outsource basis through agency are working against these posts as stated below:

Sl. No.	Name of the Service	No. of personnel’s
1.	Security Services	17
2.	House Keeping	45
3.	Ayah & Ward Boy	37
4.	Ayah & Ward boy Supervisor	1
<b>Total :</b>		<b>100</b>

The above said Group ‘D’ personnel’s are divided into three shifts. Majority of patients availing Nephrology services are unfit even to walk. Further, these patients when admitted require the assistance of Group ‘D’ for all their activities. These patients need to be moved frequently in Wheel Chairs and Stretchers for their investigations, treatments etc.,

Due to the shortage of said posts we are unable to provide Group ‘D’ Services while shifting the patients in the ambulance to other hospitals for various investigations which are not available in our

institute. And also there is no manpower to operate Battery operated cart / Ambulance to shift the patients to other hospitals in the campus.

The Institute has three floors having nearly 30 different working areas. Atleast one security personal for each department has to be provided. With the existing strength of security personnel, we are unable to provide security services to all the departments.

While obtaining the services under the category of house-keeping as well as Ayah and Ward Boy, it has been observed that majority of these category of workers almost of about 90% of them have been females. The requirement of male attendants among these Group ‘D’ Post is very essential for shifting of the patients, attending the lift, Ambulance Services and for attending to office duties etc.,

Therefore, the existing cadre strength is not sufficient to meet the demand. The necessity of Group ‘D’ (Particularly Male) has been assessed and there is a need for 15 (Fifteen) more Group ‘D’ Staffs in security and maintenance department to overcome the difficulties. Therefore, it is proposed to create 15 (Fifteen) Group ‘D’ Posts.

The annual expenditure involved for creation of above posts is shown in the statement below:-

Sl. No	Name of the Post	No. of Posts to be created	Pay Scale	Average Pay (per person)	Average Monthly Pay & allowances (per person)	Approx. Annual Expenditure (15 Personnel)
1.	Group ‘D’ Posts	15	9600-14550	12075/-	12784/-	2301120/-

**Decision of the Committee:**

After detailed discussion, the Committee decided that creation of these Group ‘D’ Posts is not essential but to obtain the services through outsourcing service agencies and recommended the same for placing before the Governing Council.

- 15. To consider and recommend for approval of the Governing Council to fill up the “Group-C” sanctioned vacant posts on outsourcing basis.**

The director informed that the “Group-C” sanctioned vacant posts may have to be filled up temporarily on immediate basis.

At present these vacancies in the nursing department and other paramedical staffs are being appointed on a stipendary basis as per the approval of the Finance Committee as well as Governing Council in their previous resolutions.

Likewise the group ‘C’ posts of all other departments will also have to be filled up as there services are also essential to the institute.

**Decision of the Committee:**

After detailed discussion, the Committee directed to submit the proposal to Finance Department with the details of the “Group-C” posts sanctioned, working and vacant .

**16. To consider and recommend for approval of the Governing Council to accord permission of Uniform Allowance for administrative and other staffs working in the Institute of Nephro-Urology, Bangalore.**

The Director explained that the Institute of Nephro-Urology is a superspeciality autonomous institute, dealing in diseases related to Urology and Kidney related diseases. The Institution is developed on the lines of providing special care for the poor and needy patients. As the institution is progressing it has been found necessary that a sense of recognition and discipline among the staff has to be developed as in the corporate hospitals. The front office staffs, Medial Social Workers and other administrative staffs are required to liaison with the public and guide them. Hence, by providing uniforms to these staffs it will help the patients in differentiating and recognizing the staffs of the hospital. Therefore, it is proposed to introduce the wearing of uniforms to all the staffs. This policy is being followed in the Institute of Diabetology which is another Government sponsored Autonomous Institute.

It is proposed make a wearing of uniforms compulsory and the institute will identify the uniform to be worn by the different category of staffs the cost of which shall be borne by the employees only. And the institute shall pay them only a uniform allowance of Rs. 400/- per month as in case of the staff nurses as per the government order.

The no. of staffs required to be paid such allowance would be around 40 members. The Annual Expenditure is as follows:

<b>Sl. No</b>	<b>Particulars</b>	<b>No. of Administrative Staffs</b>	<b>Average Expenditure (per person)</b>	<b>Approx. Annual Expenditure</b>
1.	Uniform Allowances	40	400.00 per month	192000.00
<b>Total :</b>				<b>1,92,000.00</b>

**Decision of the Committee:**

After detailed discussion the committee decided to defer the proposal.

**17. To consider and recommend for approval of Governing Council, for the implementation of Time Bound promotion to the teaching staffs of this institute as per the Government Order No. HFW 4 MMC 2010, Bangalore Dtd. 16.12.2011.**

The director explained about the Government Order No. HFW 4 MMC 2010, Bangalore Dtd. 16.12.2011 which has accorded permission to sanction Time Bound promotion to all the teaching staffs working in the Autonomous institutions under the control of Medical Education Department.

This Time Bound Promotion is applicable to the Teaching Staffs on the completion of five years service in their present post and as per their qualifying under the MCI norms. In case vacancies at the next higher level is not vacant the Government in the above said order as stated that the such teaching staff may be given only the benefit of the higher scale.

**Decision of the Committee:**

After detailed discussion, the committee decided to implement the **Time Bound promotion to the teaching staffs of this institute** as per **the Government Order No. HFW 4 MMC 2010, Bangalore Dtd. 16.12.2011** with prospective effect and recommended the same for approval of the Governing Council.

- 18. To consider and recommend for approval of the Governing Council to ratify the orders issued in regard to performing concurrent duties along with their Superspeciality Post Graduate studies.**

The Director briefed about the following Tutors in Urology working in this institution namely

- 1) Dr. C.S. Manohar,
- 2) Dr. Shivakumar.V
- 3) Dr. Sanjay R.P.

were selected for higher studies in MCh., (Urology) by the Rajiv Gandhi University of Health Sciences, under the in-service quota (Karnataka). And later on allocated to study in our institute only.

As per Rule 31-A of KCSRs, it has been directed that In-service students who are deputed for higher studies shall have to be paid their salaries and allowances as if they had been working in the institution. In view of the above, all the institution in the medical education department have been following the procedures of giving concurrent duties to the students studying as well as working in the same institution.

Likewise, the above mentioned three students who were earlier working as Tutors in this institute were given concurrent duties of the institution alongwith pursuing their studies by the director of our institution.

**Decision of the Committee:**

After detailed discussion, the committee approved the proposal and recommended the same to be placed before the Governing Council.



- 19. To consider and recommend for approval of the Governing Council to obtain a bond from the super-speciality students selected for studying in this institute through all India Entrance Examination under the In-service quota (Karnataka) and who are already working in this institution.**

The director explained about the In-service students coming from other departments are required to give a bond to serve the government / parent department for a period of 10 years. He also further brought to the notice of the committee that a new Government Order No: Akuka 321 MMC 2013, Dtd. 07.08.2013 has been issued by the Department of Health & Family Welfare Services (Medical Education), Vikasa Soudha, Bangalore for the In-service candidates coming under the Medical Education Department, wherein, the said candidates are required to give a bond to serve the Government until superannuation failing which they would be required to give a sum of Rs. 30,00,000/- as penalty. This Government Order has been issued with retrospective effect.

At present, there are in-service students who hail from our institute and selected as in-service candidates (Karnataka) to undergo their higher studies in our institution only. On completion of their studies there is no obligation on part of these students towards the institution / government. Although, the Institution / Government not only invests a lot of money on their studies and training. The salary being paid to the students for the three years of their study is Rs. 47,258/- x 36 months totaling Rs. 17,01,288/- during the entire period of their study.

**Decision of the Committee:**

In view of the above facts that was brought before the committee it was decided that the recent Government Order No. Akuka 321 MMC 2013, Dtd. 07.08.2013 issued by the Department of Health & Family Welfare Services (Medical Education), Vikasa Soudha, Bangalore may be implemented as it is and the same to be placed before the Governing Council.

- 20. To consider and recommend for approval of the Governing Council to obtain a bond from the super-speciality students selected for studying in this institute through all India Entrance Examination under the general quota.**

The director explained that the institute is a pioneer institution running superspeciality courses like M Ch., (Urology) and DM (Nephrology) in the Governmental sector. The Medical Council of India has allocated 6 (Six) M Ch., Urology seats and 2 (Two) DM Nephrology seats to this institution.

The students are selected on all India Basis through an entrance examination, and thereafter the Rajiv Gandhi University of Health Sciences allots the seats to different institutes on the basis of their merit. The students are selected in two categories.

- (1) All India Quota (General)
- (2) In-service Quota (Karnataka).

The Students under the In-service Quota (Karnataka) are required to give a bond to serve the Government/Department for a period of 10 years after completion of their studies.

The students who are coming under the category of All India quota (General) and obtaining seats in the Governmental sector do not have any obligations towards the Institution / Government at present. In case of these students also the Institution / Government incurs a lot of expenditure on their studies as well as training aspects. These students are also paid a stipend of Rs. 30,000/- per month for the entire period of their studies which totals to around Rs. 10,80,000/-.

Therefore, it was proposed to obtain a bond from the students who are selected in All India General Quota to serve the institution/government for a period of two years after the completion of their studies, failing which they will have to reimburse a sum of Rs. 5,00,000/-.

### **Decision of the Committee:**

After detailed discussion, the committee decided to modify the proposal as follows:

A Bond for serving the institute or the government for a period of 2 years may be obtained from the said candidates failing which they shall have to pay a sum of Rs. 30,00,000/- to the institute as in case of the In-service candidates. The above decision is recommended for placing before the Governing Council for approval.

### **ADDITIONAL SUBJECTS:**

#### **21. To consider and recommend for approval of the Governing Council for the creation of 2 (Two) additional posts of Associate Professors in the Department of Urology of this Institute.**

The director explained the committee that the Institute at present has 6 (Six) Seats in the Super-Speciality subject of MCh., Urology. Further, an additional 2 (Two) Seats from BMC&RI in the same subject are also being trained in this institute as per the Memorandum of Understanding between Institute of Nephro-Urology and BMC&RI.

Since, the 2 (Two) Seats of BMC&RI were not fulfilling the MCI norms a meeting was held on 17.06.2013 under the Chairmanship of Secretary, Health & Family Welfare Department (Medical Education).

In the proceedings of the meeting it was resolved that the 2 (Two) seats of BMC&RI should be transferred to I.N.U has the entire Department of Urology lock, stock & Barrel had been merged with the Institute of Nephro-Urology as per Government Order HFW 327 MSF 2006, Bangalore Dtd. 05.04.2007. (Copy of the Proceedings Enclosed)

In view of the above, at present the Institute would be having 8 seats of MCh., Urology.

As per the Guidelines of Medical Council of India (Copy Enclosed) in each teaching unit of 2 students a minimum of three faculty members with requisite post graduate qualification and experience

– One Professor, One Associate Professor / Reader and One Assistant Professor / Lecturer are mandatory.

The Institute at present has 5 (Five) Sanctioned Posts of Professors, 2 Posts of Associate Professors and 9 Posts of Assistant Professors of which all the 5 Posts of Professors and 2 Posts of Associate Professors have been filled up. Further, in the post of Assistant Professors 2 Doctors are working as on date.

To fulfill the MCI Norms an additional 2 posts of Associate Professors shall have to be created and filled up as per the existing cadre and recruitment rules of the Institute.

The annual expenditure involved for creation of above posts is shown in the statement below:-

Sl. No	Name of the Post	No. of Posts to be created	Pay Scale	Average Pay (per person)	Average Monthly Pay & allowances (per person)	Approx. Annual Expenditure (2 Personnel)
1.	Associate Professor of Urology	2	46400-76000	61200.00	105169.00	2524056.00

#### **Decision of the Committee:**

After detailed discussion, the proposal for creating 2 (Two) posts of Associate Professor of Urology to the Institute of Nephro-Urology in the pay scale of Rs. 46400-76000 was approved and recommended the same for placing before the Governing Council.

22. **To consider and recommend for approval of the Governing Council for the implementation of NPA to the In-service Post Graduate Students of this institute as per the Government Order No. HFW 96 MME 2013, Bangalore Dtd. 25.04.2013.**

The director informed that the Government in its Order No. HFW 96 MMC 2013, Bangalore Dtd. 25.04.2013 has accorded permission to sanction Non-practicing allowance (NPA) to the In-service Post Graduate Students who are on deputation for higher education at Autonomous institutions which comes under the control of Medical Education Department.

#### **Decision of the Committee:**

After detailed discussion, the committee decided to recommend the implementation of Non-practicing allowance (NPA) to the In-service Post Graduate Students of this institute as per the Government Order No. HFW 96 MME 2013, Bangalore Dtd. 25.04.2013 and recommended the same for approval of the Governing Council.

23. **To consider and recommend for approval of the Governing Council for the implementation for reimbursement of Tuition Fees paid by the In-Service Post Graduate Students of this institute as per KCSR Appendix 2A Rule 8D.**

The Director briefed about the letter No. HFW 101 RGU 2012, Bangalore Dtd. 22.04.2013 of Secretary to the Government, Health & Family Welfare Department, (Medical Education) addressed to Director, Medical Education, in which directions are given to reimburse the Tuition fees for the In-service Post Graduate Students who are selected for super-speciality courses at Institute of Nephro-Urology at the rate which has already been approved by the Governing Council of the institute.

The tutors working in this institution who are selected for higher studies at this institute under in-service quota are requesting to reimburse the tuition fees which have been paid by them at the time of their admission to the Super-speciality courses at this institute. As per the letter no ME/MSR/PG-1/INS/2012-13, Dtd. 30.11.2012 of Directorate of Medical Education, Ananda Rao Circle, Bangalore in which it is stated that the Tuitions fees for the In-service Post Graduate Students who are selected for the first time to the super-speciality courses may be refunded as per KCSR Appendix 2A Rule 8D.

### **Decision of the Committee:**

After detailed discussion, the committee decided to the implementation of reimbursement of Tuition Fees paid by the In-Service Post Graduate Students of this institute as per KCSR Appendix 2A Rule 8D and recommended for approval of the Governing Council.

#### **24. To consider and recommend for approval of Governing Council, for the appointment of Nursing Superintendent on Contract Basis.**

The Director briefed the committee that the Institute has 3 posts of Nursing Superintendent Grade-II. As per the existing Cadre and Recruitment rules of the Institute they are to be filled up by the way of promotion or through deputation from the Department of Health and Family Welfare. As the Institute had started newly and we could not get immediate candidates for the above post. These posts had been filled up on the basis of re-appointment of retired nurses under rules 313(B) of the KCSR. At present Two (2) Nursing Superintendents No.1) Smt R.Jayalakshmi & 2) Smt.Kamini.A.S are working in the Institute.

Since, the re-appointment of Sri R. Jayalakshmi was under rules 313(B) of the KCSR as per the above rule having attained the age of 65years. The tenure of the above mentioned employee had to be terminated on 31-08-2013.

Thereafter, since this institution was just six years old and after going through the service record of Smt R. Jayalakshmi, who had done a commendable job not only in her earlier Governmental service but also during period she had served in this Institute. Therefore it was felt necessary that her services to this Institute for another few years is very essential. A proposal was sent to the Hon'ble Chief Minister of Karnataka and the Chairman of the Governing Council through the proper channel recommending for appointing her on a consolidated salary of Rs.20,000/- (Rupees Twenty Thousand only) per month for a period of 3years (Contract Basis) with effect from 01-09-2013 under Rule 15 of the KCSR General Recruitment Rules.

This proposal from the Institute had been approved by the Hon'ble Chief Minister of Karnataka and the Chairman of the Governing Council of this Institute.

The above subject is brought to the notice of Finance Committee for recommending and to ratify the above action taken by the institute.

**Decision of the Committee:**

The Committee noted the action taken by the institute in the above subject also decided to place the subject for ratification of the Governing Council.

**25. To consider and recommend for approval of Governing Council, for the implementation of Government Order No. HFW 144 KVM 2013, Bangalore Dtd. 31.05.2013 regarding up-gradation of posts of Assistant Professors and Associate Professors temporarily.**

The Director explained to the committee regarding the Order issued by the Government with regard to temporarily promote the teaching staffs in case of the requirement of enhancement of seats as and when required which was issued in the Government Order No. HFW 144 KVM 2013, Bangalore Dtd. 31.05.2013 by the Department of Health and Family Welfare (Medical Education).

**Decision of the Committee:**

The Committee decided to implement the above Government Order and recommended the same for approval of the Governing Council

Thereafter, the meeting concluded thanking all the members present.

**Sd/-  
I.S.N PRASAD I.A.S.,  
CHAIRMAN,  
FINANCE COMMITTEE,  
INSTITUTE OF NEPHRO-UROLOGY,  
BANGALORE.  
& PRINCIPAL SECRETARY,  
FINANCE DEPARTMENT,  
VIDHANA SOUDHA, BANGALORE.**

"ಪ್ರತಿ"

ನಿರ್ದೇಶಕರು  
ನೆಫ್ರೋ-ಯುರಾಲಜಿ ಸಂಸ್ಥೆ  
ಬೆಂಗಳೂರು.