



Physical Medicine & Rehabilitation (PMR) and Geriatrics are now functional, enhancing the institution's capacity to address diverse medical and rehabilitative needs.

New facilities, such as a approx 200 bedded Trauma Centre has also been functional since August 2025. The institution has grown to create new facilities such as Mother & Child Care Centre. The current staff includes 2528 regular employees and 1827 outsourced workers. The framework to create these post started two years ago and struggling to manage the increased workload from rising patient numbers and complex administrative tasks. Despite of set up of huge patient care institution, the creation of posts were very short in number.

In addition, numbers of patients have increased. During the last 10 years, the number of OPD, Emergency & Indoor admissions have increased manifolds as follows:-

Year	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
<b>OPD</b>	633885	676756	735764	788243	214065	262599	509284	623605	653668	672714
<b>Emg</b>	141705	135885	131539	133716	98809	83693	88007	106856	123682	131087
<b>IPD</b>	58103	58359	57984	57779	30911	34804	43325	50335	51171	50402
<b>Bed Strength</b>	789	810	840	897	967	980	1010	1017	1020	1072
<b>Major</b>	16622	18201	18360	18263	6811	7843	12696	14419	14688	12850
<b>Minor</b>	39014	38933	45557	65820	12460	27867	65122	79407	86925	53697

It is submitted that CCS rules have been implemented in Chandigarh w.e.f. 01.04.2022 vide notification No. G.S.R. 230(E) dated: 29.03.2022 by Ministry of Home Affairs, Govt. of India. In all central Govt. Medical institution, SIU (Staff Inspection Unit) norms are applicable in respect of staffing in Nursing Cadre. The total bed strength of GMCH is 1182 beds including 154 beds in GMCH South Campus in Sector-48, Chandigarh. Besides this additional 251 bedded Mother & Child care centre (expected to be functional in year 2026) are under construction. Once this block become functional, bed strength of GMCH will reach 1536. When remaining 294 posts of Nursing Cadre are to be sanctioned, it will solve the discrepancy between the number of posts available in the feeding cadre and number of promotional posts which exist at present. Nursing Officers recruited since long are still working as Nursing Officers after completing more than 20-25 years of service in GMCH-32, Chandigarh. Many of them have not been promoted due to non-availability of promotional posts in the cadre. This is a constant cause of dissatisfaction among Nursing Cadre in GMCH and main cause of high level of attrition. Every year GMCH loose experienced Nursing Staff to other institutions where they got better opportunities for promotion. This leads to shortage of experienced Nursing Staff which affects the quality of patient care. It is also a source of administrative problems as GMCH has to carry out recruitment process at

regular intervals to fill posts which falls vacant due to resignations. Filling up of vacant posts is a very lengthy and complicated process.

Despite these advancements, the administrative wing has not been expanded proportionately. The existing administrative framework, established over 14-20 years ago, struggles to handle the increased workload, which encompasses managing service records, legal matters, academic matters, procurement and financial transactions. Historical data shows a significant rise in OPD visits, emergency admissions, and inpatient admissions, further stressing the current administrative setup.

It is pertinent to mention here that the Ministry of Health & Family Welfare (MoH&FW) initially created/continued 1,470 posts in the year 2009 across various categories. Since that time, the creation of new positions has continued, with 1149 additional posts being added across different departments. This ongoing expansion is driven by increased bed capacity, expanded educational programs, and a higher patient volume, which collectively necessitate a strengthened administrative framework to manage these growing responsibilities effectively. To cope with the Establishment of various categories as well as purchase and academic initially more branches are required to be established to deal the establishment, recruitment and personnel matters of faculty, Nursing, Paramedical and other staff to avoid litigation at the later stage. However, only 08 nos. of posts of Ministerial Cadre( PA-2, Supdt Gr-II-3, Sr. Asst-3) have been created in the year 2025 since from the year 2009.

It is submitted that there is no Supervisory Technical Officer available in the department to supervise the work being done by the Senior Optometrist and Optometrists, B.Sc. Ophthalmic Techniques students which is necessarily required for the efficient & smooth functioning of the department and to manage the important aspect of school of Optometry in the department. The creation of post of Optometry Officer has thus been justifiably proposed as officer would be responsible for management. To prevent stagnation amongst the Optometry cadre in the Department of Ophthalmology and retain skilled optometrists in this institution as well as betterment of the incumbent, students and patient care. Finally, promoting work-life balance through flexible arrangements contributes to a dynamic and fulfilling work environment, encouraging optometrists to grow within the institution.

It is pertinent to mention here that the quest of management of additional work by readjustment of existing staff has been examined and it is found impossible to cope up the increase workload as no re-adjustment from the existing paramedical and ministerial staff can be made. It is also mentioned here that to prevent stagnation amongst the Administrative/technical/ Ministerial cadre in this institution as well as betterment of the incumbent, students and patient care. Finally,

promoting work-life balance through flexible arrangements contributes to a dynamic and fulfilling work environment, encouraging to grow within the institution.

The following remaining 355 nos. of posts are essentially required to run the GMCH/ Mental Health Institute/Trauma centre as well as to fulfill NMC/INC/ SIU norms and to deal the establishment, recruitment, personnel and the other affairs of the staff as increased manifold and in the academic interest of the institute as the 50 MBBS seats have been increased to 150 MBBS seats:-

Sr. No.	Name of post & Pay Level	No. of post proposed	No. of posts agreed by DoE	Filled	Vacant	Remaining post
1	Chief Nursing Officer (Level-12)	01	01	00	01	00
2	Nursing Superintendent (Level-11)	01	01	00	01	00
3	Assistant Nursing Superintendent (Level-9)	49	04	04	00	45
4	Senior Nursing Officer (Level-8)	275	97	97	00	178
5	Deputy Nursing Superintendent (Level-10)	6	02	00	02	04
6	Nursing Officer/Staff Nurse (Level-7)	67	00	00	00	67
7	Private Secretary (Level-9)	02	00	00	00	02
8	Personal Assistant (Level-6)	07	02	02	00	05
9	Senior Scale Stenographer	04	00	00	00	04
10	Superintendent Grade-I (Level-9)	04	00	00	00	04
11	Superintendent Grade-II (Level-6)	03	03	03	00	00
12	Senior Assistant (Level-6)	14	03	03	00	11
13	Clerk (Level-2)	25	00	00	00	25
14	Driver (Level-3)	03	00	00	00	03
15	Assistant Programmer (Level-6)	03	00	00	00	03
16	Computer Operator (Level-6)	03	00	00	00	03
17	Optometry Officer (Level-8)	01	00	00	00	01
18	Senior Optometrist (Level-7)	02	02	02	00	00
	<b>Total</b>	<b>470</b>	<b>115</b>	<b>111</b>	<b>04</b>	<b>355</b>

Out 115 newly created post 111 no of post has been filled up and the process for filling up remaining vacant 04 post has been initiated and same will be filled up finalized shortly.

The main objective is to re-consider the above said proposal and expedite the approval for the remaining posts pending for creation in the interest of the patient care and for smooth functioning of the institute.

In the light of the above, you are requested to look into the matter on priority and re-consider the proposal for creation of remaining 355 Nos. of posts of Paramedical/Nursing and Ministerial staff and convey the approval of the Competent Authority at the earliest, in the interest of patient care and the academic interests of this institute.

*Raj Kaur*  
Director, 06/03/26

Medical Education & Research,  
Chandigarh Administration

Dated, Chandigarh the

10 MAR 2026

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A copy is forwarded to the following Sh. Bhartendu Shandliya, Chief Liaison Officer-cum-Resident Officer (Chandigarh Administration), # 21-B, Telegraph Lane, Harish Chandra Mathura Lane, K.G. Marg, U.T, Guest House, New Delhi-110001. Spare Copy.

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