

A) 5.3.3 Availability of Manpower in HCIs under the jurisdiction of MEDD

The availability of manpower in HCIs in the State under the jurisdiction of MEDD during 2018-19 to 2021-22 is shown in Table 5.4.

Regarding table 5.4 the details of vacancy position regarding posts in Group- A & Group- B in Government Medical Colleges and associate Hospitals till 31.12.2022 is mentioned below.

		<b>Post Position in Directorates Subordinate Organizations</b>				
<b>Sr. No</b>	<b>Designation</b>		<b>Sanctioned Post</b>	<b>Filled Post</b>	<b>Vacant Post</b>	<b>vacancy percentage</b>
1	Director		01	0	01	100
2	Joint Director (Medical / Dental and Nursing)		06	02	04	66
3	Dean (Medical / Dental)	Medical	23	18	05	21
		Dental	3	2	01	33
4	Professor (Medical /Dental / Nursing )	Medical	490	385	105	21
		Dental	46	24	22	47
		Nursing	03	00	03	100
5	Associate Professor (Medical /Dental /Nursing )	Medical	1126	970	156	13
		Dental	80	58	22	27
		Nursing	09	00	09	100
6	Chief Administrative Officers		22	12	10	45
7	Assistant Professor (Medical /Dental /Nursing )	Medical	1765	968	797	45
		Dental	125	45	80	64
		Nursing	20	08	12	60
8	Medical Officer		429	0	429	100
9	Administrative officer (Group B)		73	28	45	61
10	Pharmacist		22	10	12	54
11	Biochemist		48	18	30	62
12	Group- C (Technical / Non-technical / Nursing)	Technical	4264	2551	1713	40
		Non-technical	1213	582	631	52
		Nursing	13540	8870	4670	34
13	Group D		9543	5569	3974	41
<b>Total</b>			<b>32851</b>	<b>20120</b>	<b>12731</b>	<b>39</b>

It is submitted that due to retirement, voluntary retirement, and other similar reasons the teaching staff posts in the Government Medical Colleges and Hospitals under the Directorate, Medical education and research, Mumbai are continuously falling vacant. It is specifically submitted that initially there was Government restrictions on filling vacancies therefore it was difficult to recruit teachers as per criteria of National Medical Council.

Also, new government medical colleges have been created by the government and new posts have been created in these institutions.

The Government has taken following steps to fill up vacant posts in various cadres

1. The teaching faculty (i.e. Dean, Professor, Associate Professor, Assistant Professor) requisition for 1207 posts has been sent to MPSC to fill up vacancy by nomination

2. Out of 1207 posts the 327 candidates were not available in various subjects
3. The MPSC had sent recommendation of 785 eligible candidates to Government for posting; out of these 785 candidates the Government has given posting to 260 candidates and 127 posting proposal has been submitted for approval of Competent Authority. As well as documents scrutiny for 398 candidates is under process.
4. In 95 cases recommendation from MPSC is still awaited.
5. As well as for vacant posts in promotion the Government had submitted proposals to General Administrative Department for 325 posts in Dean, Professor, Associate Professor. Out of which for 36 posts eligible candidates are not available.
6. General Administrative Department has sent recommendation for 288 posts out of which 263 posting orders have been issued and 25 proposals has been submitted for approval of Competent Authority.
7. It is further submitted that Government has directed to fill up vacant posts on contract basis for cadre of Professor and Associate Professor till the availability of regular candidates by promotions and nomination vide Government Resolution dated 09.02.2022. According to GR dated 9.2.2022 remuneration has given as follows

Professor	Rs.1,85,000 to Rs. 2,30,000/-
Associate Professor	Rs. 1,65,000/- to Rs. 2,10,000/-

8. As per Government Resolution dated 31.12.2020, remuneration for Assistant Professor and Medical Officers is as follows

Assistant Professor	Rs.1,00,000 to Rs. 1,10,000/-
Medical Officers	Rs. 75000 to Rs. 90,000/-

9. It is submitted that in Administrative Officer cadre DPC meeting had been completed and proposed select list regarding 19 candidates has been submitted for approval of General Administrative Department. As well as requisition for 26 posts had been sent to MPSC to fill up vacancy by nomination.
10. It is submitted that requisition for 09 posts of Chief Administrative Officer, 429 posts of Medical Officers, 12 posts for Pharmacists, 18 posts of Biochemists had been sent to MPSC to fill up vacancy by nomination .
11. Regarding the vacant post of paramedical and nursing staff it is submitted that process of recruitment of posts of class 3 under Medical Education Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.
12. Department have submitted requisition letter to M.P.S.C. for filling 499 posts of class 3 non-technical (Clerical) under D.M.E.R, AYUSH and Mental health Institute.
13. The recruitment of class 4 will be carried by District level committee. The directions have been given to all Deans to submit their requisition to concerned District collector.

B) 5.3.4 Availability of manpower in selected HCIs

**Table no. 5.5**

Sr. No.	Name of District	Sanctioned posts	Filled posts	Vacant posts	% of vacant posts
1	Aurangabad	2850	1627	1223	42

2	Chandrapur	899	338	561	62
3	Jalgaon	926	253	673	72
4	Kolhapur	1363	836	527	38
5	Mumbai	6503	4631	1872	28
6	Nanded	1407	888	519	36
7	Pune	3067	2143	924	30
	Total	17015	10716	6299	37

#### 5.3.4 Availability of manpower in selected HCIs

Sr.	Para	Comments
1	In Grant Government Medical College and Sir J.J.Group of Hospitals, Mumbai, 44 per cent posts of Professors and Associate Professors were lying vacant. The sanctioned post of Medical Officer (Group B) was 34, against which only one post was filled-in, leaving a vacancy of 33 posts as of March 2022. The shortage in the cadre of Nurses was 22 per cent.	<p>In Grant Government Medical College and Sir J.J.Group of Hospitals, Mumbai there are 46 posts of Professors are sanctioned; out of which 33 posts are filled and 13 posts are vacant. In case of Associate Professors cadre there are 124 posts are sanctioned out of which 86 posts are filled and 38 posts are vacant.</p> <p>It is specifically submitted that the procedure of filling vacant posts in Professor, Associate Professor cadre through nomination and DPC is in process. In addition it is submitted that till the availability of candidates in regular form; vacant posts are filled on Contract basis as per G.R. dated 9.2.2022 by D.M.E.R.</p> <p>In case of Medical Officer cadre in Grant Government Medical College and Sir J.J.Group of Hospitals, Mumbai, A total of 24 posts of Medical Officers have been sanctioned and 22 posts have been filled on a temporary basis as per the authority given to the Dean vide Government Decision dated 01.07.2010. In addition it is specifically mentioned that Advertisement for 429 posts of Medical Officers is published by M.P.S.C.</p> <p>In case of staff nurse in Grant Government Medical College and Sir J.J.Group of Hospitals, there are 2035</p>

		<p>sanctioned posts of staff nurse. out of which 1703 posts are filled. Regarding the vacant post of nursing staff, process of recruitment of posts of class 3 under Medical Education Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.</p>
2	<p>There were no permanent posts of Superintendent and Deputy Superintendent in St.George Hospital, Mumbai and was perated with the help of staff of Sir J.J.Group of Hospital, Mumbai. All the five sanctioned posts of Assistant Professors and four posts of Medical Officer (Group B) were lying vacant while the vacancy in the cadre of Nurses was 23 per cent.</p>	<p>It is submitted that initially officers under Public department were working on the posts of Medical Superintendent and Deputy Superintendent in Government Hospitals under the Directorate. After repatriation of their services to the parent institution, the said posts have been filled with additional charge of Professors/Associate Professors in the concerned institutes. The procedure of making recruitment rules of the Medical Superintendent cadre is going on. After notifying the said Recruitment rules the department will fill vacancies of Medical Superintendent cadre. It is submitted that Advertisement for 884 posts of Assistant professor is published by M.P.S.C &amp; Candidate recommendations are being received from M.P.S.C.</p> <p>In Nursing cadre, there are 11665 sanctioned posts of staff Nurse, out of which, 7691 posts are filled. MOU will be signed in this monts between Directorate of Medical Education and T.C.S. to fill up 3974 vacant posts. It includes vacant posts of St.George. Regarding the vacant post of nursing staff, process of recruitment of posts of class 3 under Medical Education</p>

		Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.																
3	The sanctioned strength of all the cadres of medical and non-medical staff of Cama and Albless Hospital, Mumbai was 969 posts, against which only 698 post were filled-in, leaving a shortage of 271 posts (38 per cent). In respect of six sanctioned Group A posts (Superintendent, Deputy Superintendent, Professor, Associate Professor), the post of Professor was only filled. The Hospital was running without regular Superintendent and Deputy Superintendent and the said posts were operated additionally with the help of Associate professors from Grant Medical College, Mumbai.	In cama and Albless Hospital, Mumbai there are 5 posts of Group A officers out of which 1 post is filled.																
4	In Rajshree Chhatrapati Shahu Maharaj Government Medical College and Chhatrapati Pramilatai Raje Hospital, Kolhapur, 38 per cent post of Professors, 37 per cent posts of Associate Professors and eight per cent posts of Assistant Professors were vacant. The post of Tutors for non-clinical subjects was not sanctioned till date (September 2022). This resulted not only in violoation of the norms of National Medical Commission but also hardships to the medical students.	<p>In Rajshree Chhatrapati Shahu Maharaj Government Medical College and Chhatrapati Pramilatai Raje Hospital , the vacancy position is as follows</p> <table border="1"> <thead> <tr> <th>cadre</th> <th>sanctioned</th> <th>filled</th> <th>vacant</th> </tr> </thead> <tbody> <tr> <td>Professor</td> <td>25</td> <td>15</td> <td>10</td> </tr> <tr> <td>Associate professor</td> <td>47</td> <td>25</td> <td>22</td> </tr> <tr> <td>Assistant Professors</td> <td>77</td> <td>42</td> <td>35</td> </tr> </tbody> </table> <p>It is specifically submitted that the procedure of filling vacant posts in Professor, Associate Professor cadre through nomination and DPC is in process.</p>	cadre	sanctioned	filled	vacant	Professor	25	15	10	Associate professor	47	25	22	Assistant Professors	77	42	35
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		as well as Government has directed to fill up vacant posts on contract basis for cadre of Professor and Associate Professor till the availability of regular candidates by promotions and nomination vide Government Resolution dated 09.02.2022.
5	In Government Medical College and Hospital (GMC&H) Jalgaon, the posts of Dean, Medical Superintendent and Deputy, Medical Superintendent were vacant since June 2020 and held additional by Professor, Pharmacology and Associate Professor, Medicine respectively. Further, as against 191 posts pertaining to paramedical staff, only 39 posts were filled. Audit also noticed the out of 456 sanctioned posts of nurses, only four posts were filled. Though, Dean, GMC&H requested Commissioner, DMERS from time to time for filling the vacancy either through direct recruitment or promotion/transfer. However, no action was taken till date (October 2022).	<p>In Government Medical College and Hospital (GMC&amp;H) Jalgaon, additional charge for the post of Dean had been given to Professor. It is submitted that initially officers under Public department were working on the posts of Medical Superintendent and Deputy Superintendent in Government Hospitals under the Directorate. After repatriation of their services to the parent institution, the said posts have been filled with additional charge of Professors/Associate Professors in the concerned institutes. The procedure of making recruitment rules of the Medical Superintendent cadre is going on. After notifying the said Recruitment rules the department will fill vacancies of Medical Superintendent cadre.</p> <p>Regarding the vacant post of nursing staff, process of recruitment of posts of class 3 under Medical Education Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.</p>
6	In GMC&H, Nanded, the post of Dean was lying vacant since July 2021 and was held by Professor, Department of Surgery, Further, one post of Civil Surgeon and eight posts of specialist	The post of Dean of Government Medical College, Nanded has been filled by promotion and the concerned Dean had been given the additional charge of the post of Director, Medical Education and

	doctors such as Paediatrician, general surgeon, ENT, Anaesthetic and Psychiatrist were vacant.	Research by the Government.																
7	In Poddar Ayurveda College, Worli as against 161 sanctioned posts of Professor/Assistant professor/technicians etc., only 119 posts were filled in. Posts of professors and readers in various Departments were vacant during the period 2017-18 to 2021-22. The sanctioned post of 161 was for an intake capacity of 100 students for undergraduate courses. Though the intake capacity of the college was increased (since 2019) from 100 to 125 students, no additional posts were sanctioned.	---																
8	In Government Medical Ayurveda College and Hospital, Nanded, the post of Dean was lying vacant since May 2019. The overall sanctioned strength of manpower in Ayurveda College and Hospital was 295. Audit observed that the overall vacancy in the hospital was 27 per cent ranging from 12 per cent (paramedical) to 51 per cent (Nursing).	--																
9	In B.J.Medical College, Pune, 24 per cent posts of Professor, 20 per cent posts of Associate Professor, 23 per cent posts of Assistant Professor and 53 per cent post of Tutors were vacant. In an important department like surgery, the two sanctioned posts of Professor and eight posts of Assistant professor (as against 15 sanctioned posts) were vacant. Similarly, in the Medicine department, as against the two sanctioned posts of Professors, eight sanctioned posts of Associate Professor and 15 sanctioned posts of Assistant professors only one post of Professor, five posts of Associate Professors and seven posts of Assistant Professor were filled.	In B.J.Medical College, Pune, the vacancy position is as follows <table border="1" data-bbox="820 1368 1433 1675"> <thead> <tr> <th>cadre</th> <th>sanctioned</th> <th>filled</th> <th>vacant</th> </tr> </thead> <tbody> <tr> <td>Professor</td> <td>35</td> <td>26</td> <td>09</td> </tr> <tr> <td>Associate professor</td> <td>60</td> <td>40</td> <td>20</td> </tr> <tr> <td>Assistant Professors</td> <td>157</td> <td>69</td> <td>88</td> </tr> </tbody> </table>	cadre	sanctioned	filled	vacant	Professor	35	26	09	Associate professor	60	40	20	Assistant Professors	157	69	88
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<p>Further audit observed that the Medical Council of India (MCI) recognized (February 1989), BJMC, Pune for three-year super speciality Post Graduate course of Magister Chirurgiae (M.Ch.) in Cardiovascular and Thoracic surgery (CVTS) with intake capacity of one seat. As per MCI norms for Super Speciality, there shall be minimum of three faculty members, one Professor, one Associate Professor and one Assistant Professor each with requisite Post Graduate qualification and experience.</p>	
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## 5.5 Availability of manpower in selected HCIs

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1	<p>Government of Maharashtra decided (March 2012) to establish Level II Trauma Care Centre (TCC) in campus of Sasoon General Hospital, Pune and Chhatrapati Pramilatai Rajee Hospital, Kolhapur. As per the operational guidelines for level II TCC issued under 11<sup>th</sup> five year plan (2007-12) by Government of India the manpower requirement was 101 personnel. However, MEDD, GoM sanctioned (June 2019) only 37 posts in various cadres for TCC at Pune and Kolhapur. Audit noticed that as against the sanctioned 37 posts in various cadre only nine posts in various cadres were filled. Thus, even after a lapse of more than eight years of establishment, TCCs were running with only 10 per cent manpower.</p>	<p>With reference the seat position of Trauma Care Centre, Pune and Kolhapur is as below.</p> <p style="text-align: center;"><b><u>Trauma Care Centre, Pune</u></b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">sr.</th> <th style="text-align: center;">Name of Post</th> <th style="text-align: center;">Sanctioned Posts</th> <th style="text-align: center;">Filled Posts</th> <th style="text-align: center;">Vacant Posts</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">Professor</td> <td style="text-align: center;">3</td> <td style="text-align: center;">2</td> <td style="text-align: center;">1</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">Associate Professor</td> <td style="text-align: center;">3</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td style="text-align: center;">3</td> <td style="text-align: center;">Assistant Professor</td> <td style="text-align: center;">3</td> <td style="text-align: center;">0</td> <td style="text-align: center;">3</td> </tr> </tbody> </table> <p style="text-align: center;"><b><u>Trauma Care Centre, Kolhapur</u></b></p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">sr.</th> <th style="text-align: center;">Name of Post</th> <th style="text-align: center;">Sanctioned Posts</th> <th style="text-align: center;">Filled Posts</th> <th style="text-align: center;">Vacant Posts</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">Professor</td> <td style="text-align: center;">3</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> </tr> <tr> <td style="text-align: center;">2</td> <td style="text-align: center;">Associate Professor</td> <td style="text-align: center;">3</td> <td style="text-align: center;">2</td> <td style="text-align: center;">1</td> </tr> <tr> <td style="text-align: center;">3</td> <td style="text-align: center;">Assistant Professor</td> <td style="text-align: center;">3</td> <td style="text-align: center;">0</td> <td style="text-align: center;">3</td> </tr> </tbody> </table>	sr.	Name of Post	Sanctioned Posts	Filled Posts	Vacant Posts	1	Professor	3	2	1	2	Associate Professor	3	1	2	3	Assistant Professor	3	0	3	sr.	Name of Post	Sanctioned Posts	Filled Posts	Vacant Posts	1	Professor	3	1	2	2	Associate Professor	3	2	1	3	Assistant Professor	3	0	3
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Report of CAG on public Health Infrastructure and Management of Health Services in Maharashtra

Sr. No.	chapter no. and Name	para no.	A.G.para Detail	Compliance /remarks
1	5.3 Availability of Manpower in HCIs under the jurisdiction of MEDD		<p>The availability of manpower in the state and selected HCIs of selected districts under the jurisdiction of PHD, MEDD and Municipal Corporations is discussed in succeeding paragraphs.</p> <p>overall vacancy in all the posts in the state under the jurisdiction of PHD has remained at 30 per cent from 2017-18 to 2021-22. The number of sanctioned posts under PHD had increased by six per cent during 2017-18 to 2021-22 while the number of men-in-position increased by five per cent. Audit noticed that the vacancy in the civil surgeon cadre in the state was 36 per cent, while the vacancy in the District Health officer cadre was 50 per cent. Further thought the vacancy in the post of Medical officer (Group-A), was four per cent in the State, Audit noticed inter-district disparity in the vacancy of Medical officer (Group-A) as there was excess Medical officer (Group-A) in six districts (Raigad, sangali, Ratangiri, Nshik, Jalgaon and Ahmednagar) in 28 districts there was shortfall while in one district there was no shortfall. The maximum shortfall was in Mumbai district (25 per cent) and Gondia district (24 per cent)</p>	<p>1.Regarding the vacant post of paramedical and nursing staff it is submitted that process of recruitment of posts of class 3 under Medical Education Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.</p> <p>2. Department have submitted requisition letter to M.P.S.C. for filling 499 posts of class 3 non-technical (Clerical) under D.M.E.R, AYUSH and Mental health Institute.</p> <p>3.The recruitment of class 4 will be carried by District level committee. The directions have been given to all Deans to submit their requisition to concerned District collector.</p>
2	5.3 Availability of manpower in selected HCIs	1	<p>In Grant Government Medical College and Sir J.J.Group of Hospitals, Mumbai, 44 per cent posts of Professors and Associate Professors were lying vacant. The sanctioned post of Medical Officer (Group B) was 34, against which only one post was filled-in, leaving a vacancy of 33 posts as of March 2022. The shortage in the cadre of Nurses was 22 per cent.</p>	<p>Regarding the vacant post of nursing staff, process of recruitment of posts of class 3 under Medical Education Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.</p>

3	5.3	2	<p>There were no permanent posts of Superintendent and Deputy Superintendent in St.George Hospital, Mumbai and was perated with the help of staff of Sir J.J.Group of Hospital, Mumbai. All the five sanctioned posts of Assistant Professors and four posts of Medical Officer (Group B) were lying vacant while the vacancy in the cadre of Nurses was 23 per cent.</p>	<p>In Nursing cadre, there are 11665 sanctioned posts of staff Nurse, out of which, 7691 posts are filled. MOU will be signed in this monts between Directorate of Medical Education and T.C.S. to fill up 3974 vacant posts. It includes vacant posts of St.George. Regarding the vacant post of nursing staff, process of recruitment of posts of class 3 under Medical Education Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.</p>
4	5.3	5	<p>In Government Medical College and Hospital (GMC&amp;H) Jalgaon, the posts of Dean, Medical Superintendent and Deputy, Medical Superintendent were vacant since June 2020 and held additional by Professor, Pharmacology and Associate Professor, Medicine respectively. Further, as against 191 posts pertaining to paramedical staff, only 39 posts were filled. Audit also noticed the out of 456 sanctioned posts of nurses, only four posts were filled. Though, Dean, GMC&amp;H requested Commissioner, DMERS from time to time for filling the vacancy either through direct recruitment or pomotion/transfer. However, no action was taken till date (October 2022).</p>	<p>Regarding the vacant post of nursing staff, process of recruitment of posts of class 3 under Medical Education Department is in progress. For that purpose department appointed T.C.S. vide G.R. dated 24.11.2022 to conduct Computer Based Test and Commissioner, Directorate, Medical Education And Drugs Department has been authorised to conduct the said exam.</p>

वै.शि.व औ.द्र.वि. /वैसेवा-4

लेखा व दक्षता कार्यासनाच्या दि. 12.01.2023 रोजीच्या पत्राच्या

अनुषंगाने सादर.

2. वैद्यकीय शिक्षण विभागाच्या लेखापरीक्षण बाबींसंदर्भात माहिती उपलब्ध करून देण्याबाबत लेखादक्षता कार्यासनाने दि. 23.11.2022 रोजीच्या पत्रान्वये कळविले होते. त्यानुसार विभागाच्या दि. टिप्पणीन्वये सदर माहिती लेखा व दक्षता कार्यासनास माहिती उपलब्ध करून देण्यात आली आहे. परंतु Exit conference on the performance Audit report on public health infrastructure and management of health services in Maharashtra या विषयाच्या अनुषंगाने दि.12.1.2023 रोजी महालेखाकार कार्यालयामध्ये बैठक पार पडली. उपरोक्त बैठकीत दिलेल्या निर्देशाच्या अनुषंगाने लेखा व दक्षता कार्यासनाने माहिती मागविली आहे.

3. वैसेवा-4 कार्यासनाची व परिचर्या कार्यासनाची माहिती लेखा व दक्षता कार्यासनाने उपलब्ध करून दिलेल्या विहित नमुन्यात पृ.51/- प.वि. वर सादर करण्यात आली आहे. सदर माहिती लेखा दक्षता कार्यासनास पाठविण्यास हरकत नसावी.

अ.स. (वैसेवा-4) (श्री.धोंडे)

उ.स. (वैसेवा-4) (श्रीम.सुळे)

उ.स. (लेखा व दक्षता) (श्री.सासुलकर)

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14. The teaching faculty (i.e. Dean, Professor, Associate Professor, Assistant Professor) requisition for 1207 posts has been sent to MPSC to fill up vacancy by nomination
15. Out of 1207 posts the 327 candidates were not available in various subjects
16. The MPSC had sent recommendation of 785 eligible candidates to Government for posting; out of these 785 candidates the Government has given posting to 260 candidates and 127 posting proposal has been submitted for approval of Competent Authority. As well as documents scrutiny for 398 candidates is under process.
17. In 95 cases recommendation from MPSC is still awaited.
18. As well as for vacant posts in promotion the Government had submitted proposals to General Administrative Department for 325 posts in Dean, Professor, Associate Professor. Out of which for 36 posts eligible candidates are not available.
19. General Administrative Department has sent recommendation for 288 posts out of which 263 posting orders have been issued and 25 proposals has been submitted for approval of Competent Authority.
20. It is further submitted that Government has directed to fill up vacant posts on contract basis for cadre of Professor and Associate Professor till the availability of regular candidates by promotions and nomination vide Government Resolution dated 09.02.2022. According to GR dated 9.2.2022 remuneration has given as follows

Professor	Rs.1,85,000 to Rs. 2,30,000/-
Associate Professor	Rs. 1,65,000/- to Rs. 2,10,000/-

21. As per Government Resolution dated 31.12.2020, remuneration for Assistant Professor and Medical Officers is as follows

Assistant Professor	Rs.1,00,000 to Rs. 1,10,000/-
Medical Officers	Rs. 75000 to Rs. 90,000/-

22. It is submitted that in Administrative Officer cadre DPC meeting had been completed and proposed select list regarding 19 candidates has been submitted for approval of General Administrative Department. As well as requisition for 26 posts had been sent to MPSC to fill up vacancy by nomination.
23. It is submitted that requisition for 09 posts of Chief Administrative Officer, 429 posts of Medical Officers, 12 posts for Pharmacists, 18 posts of Biochemists had been sent to MPSC to fill up vacancy by nomination .

D) 5.3.4 Availability of manpower in selected HCIs

**Table no. 5.5**

Sr. No.	Name of District	Sanctioned posts	Filled posts	Vacant posts	% of vacant posts
1	Aurangabad	2850	1627	1223	42
2	Chandrapur	899	338	561	62
3	Jalgaon	926	253	673	72
4	Kolhapur	1363	836	527	38
5	Mumbai	6503	4631	1872	28
6	Nanded	1407	888	519	36
7	Pune	3067	2143	924	30
	Total	17015	10716	6299	37

5.3.4 Availability of manpower in selected HCIs

Sr.	Para	Comments
1	In Grant Government Medical College and Sir J.J.Group of Hospitals, Mumbai, 44 per cent posts of Professors and Associate Professors were lying vacant. The sanctioned post of Medical Officer (Group B) was 34, against which only one post was filled-in, leaving a vacancy of 33 posts as of March 2022. The shortage in the cadre of Nurses was 22 per cent.	In Grant Government Medical College and Sir J.J.Group of Hospitals, Mumbai there are 46 posts of Professors are sanctioned; out of which 33 posts are filled and 13 posts are vacant. In case of Associate Professors cadre there are 124 posts are sanctioned out of which 86 posts are filled and 38 posts are vacant. It is specifically submitted that the procedure of filling vacant posts in Professor, Associate Professor cadre through nomination and DPC is in process. In addition it is submitted that till the availability of candidates in regular form; vacant posts are filled on Contract basis as per G.R. dated 9.2.2022 by D.M.E.R.

		<p>In case of Medical Officer cadre in Grant Government Medical College and Sir J.J.Group of Hospitals, Mumbai, A total of 24 posts of Medical Officers have been sanctioned and 22 posts have been filled on a temporary basis as per the authority given to the Dean vide Government Decision dated 01.07.2010. In addition it is specifically mentioned that Advertisement for 429 posts of Medical Officers is published by M.P.S.C.</p>
2	<p>There were no permanent posts of Superintendent and Deputy Superintendent in St.George Hospital, Mumbai and was perated with the help of staff of Sir J.J.Group of Hospital, Mumbai. All the five sanctioned posts of Assistant Professors and four posts of Medical Officer (Group B) were lying vacant while the vacancy in the cadre of Nurses was 23 per cent.</p>	<p>It is submitted that initially officers under Public department were working on the posts of Medical Superintendent and Deputy Superintendent in Government Hospitals under the Directorate. After repatriation of their services to the parent institution, the said posts have been filled with additional charge of Professors/Associate Professors in the concerned institutes. The procedure of making recruitment rules of the Medical Superintendent cadre is going on. After notifying the said Recruitment rules the department will fill vacancies of Medical Superintendent cadre. It is submitted that Advertisement for 884 posts of Assistant professor is published by M.P.S.C &amp; Candidate recommendations are being received from M.P.S.C.</p>
3	<p>The sanctioned strength of all the cadres of medical and non-medical staff of Cama and Albles Hospital, Mumbai was 969 posts, against which only 698 post were filled-in, leaving a shortage of 271 posts (38 per cent). In respect of six sanctioned Group A</p>	<p>In cama and Albles Hospital, Mumbai there are 5 posts of Group A officers out of which 1 post is filled.</p>



	posts (Superintendent, Deputy Superintendent, Professor, Associate Professor), the post of Professor was only filled. The Hospital was running without regular Superintendent and Deputy Superintendent and the said posts were operated additionally with the help of Associate professors from Grant Medical College, Mumbai.																	
4	In Rajshree Chhatrapati Shahu Maharaj Government Medical College and Chhatrapati Pramilatai Raje Hospital, Kolhapur, 38 per cent post of Professors, 37 per cent posts of Associate Professors and eight per cent posts of Assistant Professors were vacant. The post of Tutors for non-clinical subjects was not sanctioned till date (September 2022). This resulted not only in violation of the norms of National Medical Commission but also hardships to the medical students.	<p>In Rajshree Chhatrapati Shahu Maharaj Government Medical College and Chhatrapati Pramilatai Raje Hospital , the vacancy position is as follows</p> <table border="1"> <thead> <tr> <th>cadre</th> <th>sanctioned</th> <th>filled</th> <th>vacant</th> </tr> </thead> <tbody> <tr> <td>Professor</td> <td>25</td> <td>15</td> <td>10</td> </tr> <tr> <td>Associate professor</td> <td>47</td> <td>25</td> <td>22</td> </tr> <tr> <td>Assistant Professors</td> <td>77</td> <td>42</td> <td>35</td> </tr> </tbody> </table> <p>It is specifically submitted that the procedure of filling vacant posts in Professor, Associate Professor cadre through nomination and DPC is in process. as well as Government has directed to fill up vacant posts on contract basis for cadre of Professor and Associate Professor till the availability of regular candidates by promotions and nomination vide Government Resolution dated 09.02.2022.</p>	cadre	sanctioned	filled	vacant	Professor	25	15	10	Associate professor	47	25	22	Assistant Professors	77	42	35
cadre	sanctioned	filled	vacant															
Professor	25	15	10															
Associate professor	47	25	22															
Assistant Professors	77	42	35															
5	In Government Medical College and Hospital (GMC&H) Jalgaon, the posts of Dean, Medical Superintendent and Deputy, Medical Superintendent were vacant since June 2020 and held additional by Professor, Pharmacology and Associate Professor, Medicine respectively. Further, as against 191	In Government Medical College and Hospital (GMC&H) Jalgaon, additional charge for the post of Dean had been given to Professor. It is submitted that initially officers under Public department were working on the posts of Medical Superintendent and Deputy Superintendent in Government Hospitals under the																

	posts pertaining to paramedical staff, only 39 posts were filled. Audit also noticed the out of 456 sanctioned posts of nurses, only four posts were filled. Though, Dean, GMC&H requested Commissioner, DMERS from time to time for filling the vacancy either through direct recruitment or promotion/transfer. However, no action was taken till date (October 2022).	Directorate. After repatriation of their services to the parent institution, the said posts have been filled with additional charge of Professors/Associate Professors in the concerned institutes. The procedure of making recruitment rules of the Medical Superintendent cadre is going on. After notifying the said Recruitment rules the department will fill vacancies of Medical Superintendent cadre.
6	In GMC&H, Nanded, the post of Dean was lying vacant since July 2021 and was held by Professor, Department of Surgery, Further, one post of Civil Surgeon and eight posts of specialist doctors such as Paediatrician, general surgeon, ENT, Anaesthetic and Psychiatrist were vacant.	The post of Dean of Government Medical College, Nanded has been filled by promotion and the concerned Dean had been given the additional charge of the post of Director, Medical Education and Research by the Government.
7	In Poddar Ayurveda College, Worli as against 161 sanctioned posts of Professor/Assistant professor/technicians etc., only 119 posts were filled in. Posts of professors and readers in various Departments were vacant during the period 2017-18 to 2021-22. The sanctioned post of 161 was for an intake capacity of 100 students for undergraduate courses. Though the intake capacity of the college was increased (since 2019) from 100 to 125 students, no additional posts were sanctioned.	---
8	In Government Medical Ayurveda College and Hospital, Nanded, the post of Dean was lying vacant since May 2019. The overall sanctioned strength	--

	of manpower in Ayurveda College and Hospital was 295. Audit observed that the overall vacancy in the hospital was 27 per cent ranging from 12 per cent (paramedical) to 51 per cent (Nursing).																	
9	<p>In B.J.Medical College, Pune, 24 per cent posts of Professor, 20 per cent posts of Associate Professor, 23 per cent posts of Assistant Professor and 53 per cent post of Tutors were vacant. In an important department like surgery, the two sanctioned posts of Professor and eight posts of Assistant professor (as against 15 sanctioned posts) were vacant. Similarly, in the Medicine department, as against the two sanctioned posts of Professors, eight sanctioned posts of Associate Professor and 15 sanctioned posts of Assistant professors only one post of Professor, five posts of Associate Professors and seven posts of Assistant Professor were filled. Further audit observed that the Medical Council of India (MCI) recognized (February 1989), BJMC, Pune for three-year super speciality Post Graduate course of Magister Chirurgiae (M.Ch.) in Cardiovascular and Thoracic surgery (CVTS) with intake capacity of one seat. As per MCI norms for Super Speciality, there shall be minimum of three faculty members, one Professor, one Associate Professor and one Assistant Professor each with requisite Post Graduate qualification and experience.</p>	<p>In B.J.Medical College, Pune, the vacancy position is as follows</p> <table border="1"> <thead> <tr> <th>cadre</th> <th>sanctioned</th> <th>filled</th> <th>vacant</th> </tr> </thead> <tbody> <tr> <td>Professor</td> <td>35</td> <td>26</td> <td>09</td> </tr> <tr> <td>Associate professor</td> <td>60</td> <td>40</td> <td>20</td> </tr> <tr> <td>Assistant Professors</td> <td>157</td> <td>69</td> <td>88</td> </tr> </tbody> </table>	cadre	sanctioned	filled	vacant	Professor	35	26	09	Associate professor	60	40	20	Assistant Professors	157	69	88
cadre	sanctioned	filled	vacant															
Professor	35	26	09															
Associate professor	60	40	20															
Assistant Professors	157	69	88															

5.5 Availability of manpower in selected HCIs

Sr.	Para	Comments
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1 Government of Maharashtra decided (March 2012) to establish Level II Trauma Care Centre (TCC) in campus of Sasoon General Hospital, Pune and Chhatrapati Pramilatai Rajee Hospital, Kolhapur. As per the operational guidelines for level II TCC issued under 11<sup>th</sup> five year plan (2007-12) by Government of India the manpower requirement was 101 personnel. However, MEDD, GoM sanctioned (June 2019) only 37 posts in various cadres for TCC at Pune and Kolhapur. Audit noticed that as against the sanctioned 37 posts in various cadres only nine posts in various cadres were filled. Thus, even after a lapse of more than eight years of establishment, TCCs were running with only 10 per cent manpower.

With reference the seat position of Trauma Care Centre, Pune and Kolhapur is as below.

**Trauma Care Centre, Pune**

sr.	Name of Post	Sanctioned Posts	Filled Posts	Vacant Posts
1	Professor	3	2	1
2	Associate Professor	3	1	2
3	Assistant Professor	3	0	3

**Trauma Care Centre, Kolhapur**

sr.	Name of Post	Sanctioned Posts	Filled Posts	Vacant Posts
1	Professor	3	1	2
2	Associate Professor	3	2	1
3	Assistant Professor	3	0	3

लेखादक्षता कार्यासनाच्या दि. 23.11.2022 च्या पत्राच्या अनुषंगाने सादर,

2. सदर पत्रान्वये महालेखाकार कार्यालयाकडून प्राप्त झालेले मुद्दे पाठविण्यात आले आहेत. तसेच सदर मुद्दे तपासून कार्यासनाशी संबंधित मुद्द्यांबाबत माहिती लेखा व दक्षता कार्यासनास सादर करण्याबाबत कळविण्यात आहे. त्या अनुषंगाने आयुक्त, वैद्यकीय शिक्षण व संशोधन, मुंबई यांच्या कार्यालयाकडून दि.23.11.2022 च्या पत्रान्वये माहिती मागविण्यात आली आहे.
3. संचालनालयाकडून प्राप्त माहिती तसेच कार्यासनांत उपलब्ध असलेल्या माहिती आधारे शासकीय वैद्यकीय महाविद्यालयातील अधिष्ठाता, प्राध्यापक, सहयोगी प्राध्यापक, सहायक प्राध्यापक, वैद्यकीय अधिकारी, मुख्य प्रशासकीय अधिकारी, प्रशासकीय अधिकारी, औषधनिर्माता, जीवरसायनशास्त्रज्ञ या संवर्गासंबंधित माहिती पृ /प.वि. वर सादर करण्यात आली आहे. मान्यते अंती लेखादक्षता कार्यासनास उपलब्ध करून देण्यात येईल

**क.अ.(वैसेवा-3/श्री.साळुंखे)**

**अ.स.(वैसेवा-1,2/श्री.देशमुख)**

**स.स.(वैसेवा/श्री.पाटणकर)**

**उ.स.(लेखादक्षता) (श्री. सासुलकर)**