



संजय गांधी स्नातकोत्तर आयुर्विज्ञान संस्थान, लखनऊ,  
SANJAY GANDHI POSTGRADUATE INSTITUTE OF MEDICAL SCIENCES,  
RAE BARELI ROAD, LUCKNOW, U.P (INDIA)

No. 10016 /PGI/DIR/DC/2016, File RSD No.2303/16 Dated 27.07.2016

**OFFICE MEMORANDUM**

In pursuant to the order of Hon'ble High Court, Lucknow Bench dated 14-03-2016, passed in W.P. no. 5362 (M/B) of 2016 (PIL)], Himanshu Hemant Gupta v/s State of U.P. & others, the following shall be applicable forthwith:-

1. A **Permanent Negotiating Machinery (PNM)**, comprising of the following officers is constituted as under:

• Additional Director	Chairman
• Chief Medical Supdt.	Member Secretary
• Medical Supdt.	Member
• Executive Registrar	Member
• Joint Director (Administration)	Member
• Finance Officer	Member
• One representative of the respective cadre	Member
2. The **functions** of the above constituted PNM shall be as under:
  - (a) The said Committee will stand duly authorized to resolve any sudden incident which either disrupts or has the potential of disrupting the smooth functioning of the Institute.
  - (b) The said Committee will take a decision one way or the other, in any matter brought to its knowledge or coming before it in any manner whatsoever, within a maximum period of fifteen days of the matter coming up before it or coming to its knowledge. The period of thirty days is the outer limit and within the said period of fifteen days also, the Committee shall always remain cognizant of relative urgency of each matter, and the exigency of each situation and the matter will be processed most expeditiously and if required on day to day basis.
  - (c) Unless the period of thirty days is extended with the consent of all the parties, or a substantial number of them, those disputes which are not resolved by the PNM within fifteen days, would be referred to the Director for onward action.
  - (d) It is however clarified that the PNM would not be empowered to entertain or decide any issue relating to policy matters, including those involving recruitment, promotion, pay scales and service conditions etc. of all doctors/officers/employees and others working in the Institute.
3. The following **code of conducts** shall be abide by all the doctors/officers/employees and others working in the Institute:

- (a) No doctor/officer/employee and others working in the Institute will cease work for any reason whatsoever or disrupt the work, or aid, or abet such disruption or cessation;
- (b) No use of loud speakers or shouting of slogans, demonstrations, Dharna within the campus.
- (c) No gate meetings or protest meetings of any kind whatsoever are to be held within the radius of 500 Mtrs. from the boundary of the Hospital;
- (d) No interference in any official work.
- (e) No resort to any disruptive activity.
- (f) All Trade Union activities will be carried outside the campus;
- (g) Any violation will result into disciplinary and other actions;


All concerned are required to ensure strict compliance of the above and respective doctors/officers/employees and others working in the Institute shall submit their issues, if any to the Member Secretary of the above stated PNM.

These orders are issued with the approval of the Director and shall be effective forthwith.

  
**(Prof. P.K. SINGH)**  
CMS

Copy to the following for information and necessary action:

1. All the officers of above stated Permanent Negotiating Machinery (PNM),
2. Director
3. Dean
4. All HoDs
5. HoD, Biostatistics & Health Informatics kindly ensure uploading this office memorandum in the website of the Institute
6. CAO, Hospital Admin.
7. SAO, Establishment
8. SAO, Law
9. All Faculty Members through notice boards and website
10. All Senior & Junior Residents through notice boards and website
11. All officers & employees and others working in the Institute through notice boards and website
12. All Associations/Unions/Sangh/Forum/Mahasangh
13. All Notice Boards

  
**(Prof. P.K. SINGH)**  
CMS