

# OPERATION THEATRE TECHNOLOGISTS

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## Overview of OT Technology

Memorandum of OT Technical Staff which was submitted to 6<sup>th</sup> CPC

# 1. INTRODUCTION

The Operation Theatre Technical Staff concerned with Department of Anaesthesiology, Critical Care & Surgery, who are giving routine as well as emergency services to the whole hospital. Operation Theatre Technologist is an important member of the Operation Theatre team and plays a key role in the Operation Theatre. **Operation Theatre Technical Staff are not only concerned with equipments/ instrument but also with the patient's Life & Health in many ways.** These Technologists provides services in **Life Saving & Critical Places** i.e. Intensive Care Unit, Emergency O.T., Oxygen Manifold Plant Room, Operation Theatres, CSSD, Casualty, Disasters etc. They also include staff in sterilization services. Operation Theatre Technologists comprise of Operation Theatre Assistants, Technicians, Sr. Technicians/Technical Asstts., Supervisors, Technical Officers etc.

The Operation Theatre Technical Staff are working in various Central Govt., Delhi Govt., State Govt., DHS, Municipal Corporations, ESI's Hospitals and Hospitals of the Indian Railways and Ordnance Factories. The details of Operation Theatre Technical Staff in some Hospitals / Organizations is as follows:

Name of the Hospital / Organization	O.T. Assistant	O.T. Technician	O.T. Tech.Asstt. / Sr. O.T.Tech.	O.T. Tech. Officer/ Supervisor	TOTAL
RML	40	5	5	-	<b>50</b>
Safdarjang	110	45	10	4	<b>169</b>
AIIMS	149	82	24	6	<b>261</b>
LHMC	6	13	2	-	<b>21</b>
K.S. Hospital	8	8	4	1	<b>21</b>
DHS's Hospitals	53	16	-	-	<b>69</b>
MCD's Hospitals	60	36	8	2	<b>106</b>
ESI's Hospitals	78	37	9	3	<b>127</b>
Delhi Govt.' Hospitals	250	90	50	20	<b>410</b>
<b>TOTAL</b>	<b>754</b>	<b>332</b>	<b>112</b>	<b>36</b>	<b>1234</b>

(\*as per best of our knowledge)

## 2. ROLE, IMPORTANCE & RESPONSIBILITIES OF

# **OPERATION THEATRE TECHNOLOGISTS IN HEALTH SERVICES:**

## **2.1 General**

Operation Theatre is a place where treatment of human being is done by the Surgery. The technique which apply for an operation before, during and after surgery is called Operation Theatre Technology. Operating Rooms or Operation Theatre Block is one of the important special Department of the Hospital. An Operating room is particular room where the Surgery and the Surgical procedures are conducted. All the categories of staff working in the unit are provided with changing rooms where ordinary clothes can be changed for Theatre garments of clothing covered with clean gowns, caps and overshoes before entering the Operation Theatre. Any cross traffics for people / other staff are strictly avoided.

**Nature of work of Operation Theatre Technical Staff is highly specialized, sophisticated and very sensitive. All anaesthesiological procedure including monitoring care of patient is urgent and continuous in nature needs services by trained persons. The O.T. Technical Staff is delivery quality services to all surgical patients with least complication and infection rates.**

## **2.2 Working Places of Operation Theatre Technical Staff:**

### **(i) Routine working Places**

- General Surgery Operation Theatre
- Orthopaedic Operation Theatre
- Obst. & Gyane. Operation Theatre
  
- CTVS (Cardio Thoracic Vascular Surgery Operation Theatre (Cath Lab).
- Neuro Surgery Operation Theatre & Cath. Lab.
- Uro Surgery Operation Theatre & **(Robotic Surgery)**
- Ophthalmology Operation Theatre
- PAC (Pre-anaesthesia check up clinic)

- ITU ( Inhalation Therapy Unit)
- Gamma Knife Surgery
- Plaster Room
- E.N.T. Operation Theatre
- Central Sterilization Supply Department
- Pain Relief Clinic
- Burn & Plastic Operation Theatre
- Dental & Maxio-facial Operation Theatre

**(ii) Emergency working Places**

- Intensive Care Unit (ICU)
- Emergency Operation Theatre
- Casualty & Emergency
- Medical Gases Manifold Room
- Cardiac Care Unit (CCU)
- If there is need of intubation our technical staff goes to the wards, casualty, nursery etc.
- Mobile O.T.
- P.M. House
- Labour Room
- Trauma Centre
- Disaster

**(iii) Exceptional working Places**

- MRI, CT Scan & ECT
- Research Room

**2.3 Services provided by Operation Theatre Technical Staff**

**(i) Routine Services:**

- The O.T. Technical Staff works in various types routine Operation Theatres like General Surgery, Orthopaedic Surgery, Obst. & Gynae, Cardiac Surgery, Neuro Surgery, Urology, Ophthalmology, ENT, Operation Theatres.
- Preparation of
  - Anaesthesia trolley
  - Operation Theatre & Equipment
  - Setting up of sterile trolley
- All important and emergency drugs to be kept ready.
- Check and clean the Anaesthesia Apparatus, Medical gases cylinders, Laryngoscope, airways, Endotracheal tubes, connections.
- Check & upkeep O.T. Light, O.T. Table, Diathermy machine, Suction Machine, Electric points for proper functioning.
- Check the central oxygen and other medical gases supply to the Operation Theatre.
- Positioning the patient as per surgery requirement i.e Laparotomy, Nephrectomy or Kidney Transplant, Liver Transplant, Lithotomy, Cholecystectomy, Bronchoscopy & Oesophagoscopy Positions, Position for Cerebellar Operations and High Laminectomy etc.
- Adjust the shadow less lamp or spot light in position, table during operation
- Attach the suction apparatus and see that it is in working condition.
- Loading and unloading of the sterilizers and setting up the articles at the proper place and from clean work area to sterile storage area.
- Check the breathing system for leakage, knicks, damage etc.
- Check cuff of the endotraheal cuff tubes for leakage etc.
- They assist the anesthesiologist in providing drugs, I.V. fluids, blood transfusion, preparing drugs, helping hand .
- O.T. Technical staff also helping hand to the surgeon in providing necessary equipment during the surgery.

- O.T. Technical staff suppose to assist the doctors in procedures and equipment setting in Operation work and Anaesthesia Work done in various Operation Theatres for Routine work as well as Emergency work.
- O.T. Technical staff assist Anaesthesia side and surgical side.
- They also assist the anaesthesiologist helping hand during intubation's/ extubation and during various anaesthetic procedures like percutaneous tracheostomy, cannulations, endotracheal suctioning, CVP lines, Arterial lines, etc.
- Central Sterilization Supply Department : CSSD Deptt. is looking after the regular supply of sterilized items to all medical & surgical wards apart from giving services to routine, emergency, ICU & Operation Theatres. Maintenance of complete record of Sterilized material in CSSD. Various types of sterilization are done in CSSD like Autoclaving, Boiling, Chemically, Dry heat, ETO, Fumigation, Gamma, Heat Sterilization etc.
  - High Pressure / High Temperature / High Vacuum Steam Sterilizers / Autoclaves are operated by the this staff.
  - ETO- The Ethylene Oxide Gas sterilizers the items which can not be sterile on high temperature sterile as pace maker, octopus / cath. lab catheters and other sensitive goods.
  - Gamma: all the rubber goods sterile by gamma sterilization.
  - All powder's and other instrument can be disinfected by dry heat.
  - **Chemically** ; Cidex, Savlon, Dettol are use to disinfect of the bronchoscope, airway etc.
- Pain Relief Clinic both type of post operated and pre-operated patients are treated in the pain clinic.
- Acupuncture therapy also given to the patient in pain clinic.
- O.T. Technical staff the most essential staff in O.T. Team. Any surgery cannot be done without the O.T. Technical Staff.
- **Fumigation** ; Disinfected the Operation Theatres, ICU by the fumigation with potassium, formalin dehydration and the new technique.
- If any mistake is done by O.T. Technical staff the patient can get hazard.
- Taking and handing over of shifting duty and emergency service.

- Minimal Invasive Surgery ( Laparoscopy, Robotic Surgery, Endo-Urology, Gamma Knife, Sygmidoscopy, Broncoscopy) work with surgeon as a surgical assistant.
- Work at P.M. House; Preparation Life saving Drug, look after Life saving parameters like Resuscitation Kit, transport ventilators, cardiac monitor, suction machine, ECG Machine, Defibrillator etc.

**(ii) Exceptional Services:** Some exceptional services also provided by the Operation Theatre Technical Staff in many hospitals/institutions.

- All equipments and instruments of minimal invasive surgery, cardiac care accessories and CSSD/Manifold room to teach B.Sc. Nursing students and M.ch doctors.
  - To give training what is the uses of equipments
  - How to operate.
  - Maintaining of equipments

Lay out & Location of an Operation Theatre : It must be installed in the centre place of the hospital so that the patients can be transferred to various wards / room easily.

- 20 x 22 sq.feet
- Wall air tide
- Humidity 50% to 60%
- Operation Theatre temperature 18<sup>0</sup> to 22<sup>0</sup> C.
- O.T. Area should be disinfected and sterile
- Pre-operative patient's room
- Post-operative Recovery room for patients
- Male & Female changing room.
- Changing room for Doctors, Nurses, O.T. Technical Staff & Class IV.

**(iii) Emergency Services:**

- **Intensive Care Unit** : The ICU is the pulse of the hospital and an index to the high level care of the critically ill patients of whole hospital. The most serious patients are admitted in the ICU from various specialties like Medicine, Paediatrics, Surgery, Gynae, Orthopaedic, respiratory diseases, CVA, Trauma, Poisoning and serious post-operative patients etc in ICU. The job and responsibilities of O.T. Technical Staff are very important in the ICU. The following duties performed by the O.T. Technical Staff in the ICU.
  - Ventilators : Operate in day to day maintenance & operation of the ventilators both ( Invasive / non invasive type) which is essential ingredient of ICU for artificial respiration of the patient.
  - Suction & Nubilzier: Involved in round the clock suction (endotracheal & oral) and also nebulization of the patient admitted in ICU.
  - Hypothermia Machine: Operate the Hypothermia mattress useful in febrile patients as and when needed.
  - Responsible for the different mode of delivery of Oxygen to the patients in ICU.
  - The various procedure performed in ICU like central Venus line placement, spinal tap and patient's intubations & extubation.
  - Moreover we are responsible for the proper sterilization and maintenance of all sophisticated & costly equipment of the ICU.
  - We are also involved in the proper position of the critically ill patient to avoid any bed sore.
  
- **Emergency Operation Theatre:** The Operation Theater Technical Staff provided services around the clock in the whole year in the Emergency O.T. Many type of surgery done the Emergency Operation Theatre like Laprotomy, Appendices, Tracheotomy, Head Injury, L.S.C.S., Stab Injury, all body accidental surgery, foreign body removal, Gas Gangrene Amputation etc.



- **Casualty & Emergency:** The hospital receives a significant number of patients that fall under the category of casualties and emergencies – Accidents and Trauma, Medical and Surgical emergencies, Gynecological and Obstetric cases including women with impending deliveries, Paediatrics emergencies. The O.T. Technical Staff give services to both Casualty and Emergencies departments function round the clock and offer high-class resuscitation services in addition to management of the critically ill patients whenever they called for ICU & CCU.

The casualty and Emergency wards are spacious, well laid out and equipped with the state of the art equipment including D.C. defibrillators, Transport Ventilator and have centralized suction and Oxygen supply mechanisms. It is looked after by O.T. Technical Staff. It is therefore necessitates the physical presence of a trained technical person round the clock to ensure dependable, uninterrupted supply of life saving oxygen and suction to the serious patients and maintenance of resuscitation equipment in the casualty otherwise the same can be hazardous, dangers and the patient's life can be lost.

- **Manifold Rooms (Oxygen & Medical Gases Plant Room):** Manifold Room is a network of Central Source of Medical Gases, Cylinders, Liquid Vessels, Air compressors, Vacuum System etc. The Medical Gases pipelines system distributing medical gases, compressed air & vacuum from Central Source to whatever they are required in the whole hospital.

The work of Manifold Room which supplies Central Oxygen and Central Suction ( Most important Life Saving equipment) to each and every bed of the hospital is highly technical. It works under the extremely high pressure upto 2000lb/sq inch and dealing with several bulk Oxygen cylinder and electrical Suction equipment. The services are in the nature of Life Saving Services for serious and critically ill patients. This work requires the physical presence of technical staff for constant vigilance and monitoring round the clock to avoid any accident/mishap.

It is an extremely responsible technical job, which runs under very high pressure. The same requires maintenance and prompt attention round the clock in the event of sudden leakage of oxygen due to bursting and cutting of pipelines, fire, explosion etc.

**Disasters:**

- There are growing number of natural like earthquakes, drowning and man made calamities like bomb blasts and roadside accidents in which O.T. Technical Staff give full cooperation.
- SARS - Severe Acute Respiratory Syndrome a very infectious and life threatening pandemic disease came from China to India. As per the National Infectious diseases alert, the O.T. Technical Staff provided full medical coverage.

**(iv) National Programme:**

The various National Programme related to Operative services in which O.T. Technical Staff participated:

- Family Planning.
- Blindness Control Programme:
- Motiabind Mukti Abhiyaan
- National Infection Diseases Control program
- Duties and responsibilities in War Time (National and International)
- Coverage of National Function as 26<sup>th</sup> January & 15<sup>th</sup> August
- Coverage of VVIP, Chief Guest ,ambulance with Mobile O.T. and life saving equipment

**2.4 Risk Factors of working in an Operation Theatre**

- Working in the care of patient, we come in contact of highly infectious environment which is loaded with highly virulent and multi drug resistant bacteria.
- In ICU, we are directly connected to the patients with serious communicated diseases like Infections, TB, HIV, Hepatitis, Pseudomonades, gas gangrin, Titarus etc.
- Ethylene oxide-Neuro toxic : Smallness gas, very harmful to body and develop the skin cancer.
- Chemically:
  - Lysol for sharp instruments sterilization.

- Fumigation highly harmful for body and breathing.
- Cidex for Laparoscopic instrument
- Carbolic Acid for carbolization of Operation Theatres and Anaesthesia's equipment & corrogative tubes etc.
- Biogases
- Halothane
- Isoflorane
- Electricity: We are operating with the equipments of high risk from electricity & voltage to our body like High Pressure & High Speed Sterilizers, C. ARM machine, Diathermy machines, Electric Suction Machine, Ventilators, Pulse oxymeter and many electric devices.
- In Manifold Room, we works under the extremely high pressure and dealing with several bulk oxygen cylinders and Vacuum pump. It can explode if costly norms are compromised.
- Radiation from C-ARM machines during surgery.
- Radiation from X-Ray machines during surgery and ICU, when X-Ray are advised for the patient on ventilator & Operation Table ; we are responsible for the purpose in order to carry out the procedure.

## **2.5 JOB DESCRIPTION**

### **(i) Operation Theatre Assistant**

Operation theatre Assistant is the backbone of Operation Theatre procedures. His roll in Operation Theatre Services is very essential. His duties are as under:

- Checks the following Machines and Equipments before starting the operation :
  - Checks the Oxygen Central Pipe Line, Oxygen Cylinders Nitrous Cylinders, CO2 Cylinders etc.
  - Checks the Suction Machines, Boyles Apparatus, ECG Monitors/Multi-Purposes Monitors, Diathermy, All Lighting Points, Ceiling Light, Side Lights

and all other Machines which are to be used during the operation. If he says O.K. only then the operation may be started.

- Pre-operative Duties.
  - When the patient comes in O.T. for operation, checks his casesheet, his name, C.R.No., Blood Group and what operation is to be done.
  - Checks the denture of the patient, if the denture is artificial he ask the patient to remove the denture, if the patient is wearing any ornaments he ask the patient's relative to remove the ornaments.
  - Checks whether the patient is given premedation or not.
  - Has the P.A.C. been done and the patient is fit for operation.
- Ensure optimal pressures so that regular supply of oxygen and suction is available round the clock (24 hours) as life saving measure for serious and critically ill patients.
- Regular check out the Medical Gases Pipelines as there may be blockage due to vomits, blood etc.
- Helping in procedure like endotraheal intubations, nebulizer of patients and assistance in vascular cannulations, percutaneous tracheotomy.
- Attends to emergency calls in concerning to hospital.
- Work under the doctors in the best interest of patient's care.

**(ii) Operation Theatre Technician**

- Maintenance of ventilatory equipments and records.
- Conduct regular physical verification equipments.
- Ensure that proper and regular supply of oxygen and suction is maintained round the clock as life saving measure in serious and critically ill patients of different specialties.
- Fumigation of ICU, OTs. Etc.
- Ensure repair / replacement of tail pipes connected to bulk cylinders.
- Proper electrical fittings as per operation theatre standards with proper earthing. Maintenance of proper O.T. temperature and humidity by proper central air conditioning.
- Scavenging system for elimination of anaesthetic gases.

- To verify the integrity of breathing system and oxygen supply pre anaesthetic check of the apparatus is most essential-check:-
  - Functioning of the anaesthesia machine
  - Functioning of the oxygen analyzer.
  - Breathing systems for leaks, kinks, damages etc.
  - Functioning of the taryngoscope and suction appartus.
  - Cuff of the the endotracheal tube for leaks etc.
  - Properly fitting endotracheal connectors to connect endotracheal tube with the anaesthesia machine and correct assembly of the breathing system.
  - Working of disconnection alarm, if ventilator is being used.
- Ensure repair and replacement of flow meter / ward suction units in different wards so that these are regularly used by the staff of various categories round the clock.
- Involved in expert handling and maintenance of ventilatory equipments including regular cleaning of filters, provision of adequate pipelines pressure.
- Helps the anesthesiologist helping hand during intubation's/ extubation and during various anaesthetic procedures like percutaneosos trachestomy, cannulations , endotracheal suctioning etc.

**(iii) Operation Theatre Technical Assistant / Senior. O.T. Technician**

- Overall incharge of manpower and equipment to run the plant smoothly.
- Ensure the regular service and annual contract service (AMC) of all the equipment in concerned place.
- Liaison with S.O. Electrical & Works for smooth functioning of Medical Gases Pipelines.
- Ensure the availability of stationery and furniture in the concerned place.
- Observe that the equipment in manifold room are regularly checked and serviced. If any thing goes out of order, causing leakage of oxygen or poor / non-functioning of Medical Gases Pipelines & get it repaired immediately, so that proper supply of gases does not disturbed.
- Checks the Stock-Books, Log-Books of all concerned Anaesthesia Departments.
- Supervise the proper use & care of the equipments supply in the deptt.

(iv) **Operation Theatre Technical Officer / O.T. Supervisor**

- Supervision of all Technical Staff and maintenance of records.
- Supervisees the proper use and care of the equipments and supplies in the deptt.
- Maintains safety of the ICU & OTs. equipment.
- Makes duty roster of O.T. Technical Staff shift wise.
- Reinforces the principle of good management in collaboration with the team.
- Physical Verification of all O.T.'s, PAC, Pipe Line, CSSD, Resuscitation Ward under Anaesthesia.
- Takes round of all O.T.'s, Pac, Gas Plant Pipe Lines, CSSD, I.C.U., Anaesthesia Workshop for the smooth functioning of all the Departments.
- Supervision of store & maintenance.

**Future vision:**

**Operation Theatre Sr. Technical Officer**

- Supervise the OT/CSSD technical staff posted in all OT's/Gas Plants ICU/CSSD/Neuro Surgery etc.
- Makes the annual requirements for all the O.T.'s and other Deptt. under Anaesthesia.
- Look after A.M.C. of Equipments installed in Anaesthesia Deptt. and all the bills related to the Deptt. are verified by them.
- Follows doctor rounds and coordinate between the Consultant and all Technical Staff.
- Attend to workshop time to time another hospitals and deliver lecture also in advance technology.

**Operation Theatre Chief Technical Officer**

- Responsible to the Head of the Deptt / Institution
- Assists to the Head of the Deptt / Institution for planning & organizing the new thing in the Operation Theatre.

- Responsible for the Audit Parties.
- Responsible for organize all classes Workshops and other activities held in anaesthesia Departments.
- Involved in the teaching and training to the O.T. Technical Staff.
- Over all responsible for the technical staff administration.
- Give regular training to Asstts. and sensitize to special care required in critical places.
- Participates in the formation of O.T. Technical Services, philosophies, objectives & policies.

In the modern era of Medical Science, Operation Theatre Technology are going to adopt Hi-tech technology. These posts are necessary for better services & achievements.

## **2.6 CADRE CLASSIFICATION:**

- I) Operation Theatre Assistant (Entry Level )
- II) Operation Theatre Technician
- III) Operation Theatre Technical Assistant / Senior O.T. Technician
- IV) Operation Theatre Technical Officer / O.T. Supervisor
- (V) Operation Theatre Sr. Technical Officer
- (VI) Operation Theatre Chief Technical Officer

- I) Operation Theatre Assistant (Entry level post)
  - a) B.Sc. in O.T. Technology or 10+2 with training O.T. Technology from recognized institute or Matriculation from recognized institute with 2 years experience.

OR

For departmental candidate – Matriculation with 5 years practical experience in O.T. Technology.

- II) Operation Theatre Technician

- a) 100% promoted by 3 years experience as Operation Theatre Assistant.

- III) Operation Theatre Technical Assistant / Senior O.T. Technician

- a) 100% promoted by 3 years experience as Operation Theatre Technician.
- IV) Operation Theatre Technical Officer /Operation Theatre Supervisor
  - a) 100% promoted by 3 years experience as Operation Theatre Technical Assistant /Senior O.T. Technician.
- (V) Operation Theatre Senior Technical Officer
  - a) 100% promoted by 3 years experience as Operation Theatre Technical Officer/O.T. Supervisor
- (VI) Operation Theatre Chief Technical Officer
  - a) 100% promoted by 3 years experience as Operation Theatre Senior Technical Officer

**Note: B.Sc. in O.T. Technology will not be affected / implemented for the existing staff and in the case of promotion.**

### **3. ANOMALIES & DISPARITIES IN EXISTENCE**

There were so many anomalies in 5<sup>th</sup> CPC and this generated resentment and frustration among the Technical Staff.

- 3.1 Poor pay scale compared to the qualification and job content.
- 3.2 Lack of promotion avenues and lucrative opportunities.
- 3.3 In part B of 5 CPC, not upgraded the pay scale of senior posts of O.T. Technical Staff.
- 3.4 The period of ACP scheme is not justified because ones already crossed that scale before a long period of 12 or 24 years.
- 3.5 Some additional qualification imposed on existing Staff.
- 3.6 Junior post recommended more pay scale than senior post.  
In some hospitals pay scale of O.T. Technician is Rs.5000-8000/- but senior post (i.e. O.T. Technical Assistant & O.T. Supervisor) drawing Rs. 4500-7000/-.
- 3.7 Same post & nature of work gets different pay scale.



Pay scale of Operation Theatre Assistant

AIIMS	Rs.4500-7000
Central Govt's Hospital	Rs.3050-4590
MCD	Rs.3200-4900

According to the Constitution of India “ Every citizen has equal Rights”. But in light of above, it is not as per the Right of Equality given to the citizen.

## 4. PROPOSAL FOR UNIFORMITY

To remove the anomalies and disparities for uniformity in the pay scale and posts, the following is submitted for your kind consideration and earnestly requested for recommendations.

### 4.1 Proposed Pay Scale & Designation

#### (I) Operation Theatre Assistant

	Present Pay Scale	Pre-revised demand
Central Govt.	3050-4590	Rs. 4500-7000
Delhi Govt.	3050-4590	
MCD	3200-4900	
ESI	3050-4590	
AIIMS	4500-7000	
Proposed name of Post		<b>Operation Theatre Assistant</b>

#### (II) Operation Theatre Technician

	Present Pay Scale	Pre-revised demand
Central Govt.	5000-8000	
Delhi Govt.	5000-8000	

MCD	4000-6000	Rs. 5500-9000
ESI	4000-6000	
AIIMS	5000-8000	
Proposed name of Post		<b>Operation Theatre Technician</b>

(III) Operation Theatre Technical Assistant / Senior O.T. Technician

	Present Pay Scale	Pre-revised demand
Central Govt.	4500-7000	Rs. 6500-10500
Delhi Govt.	4500-7000	
MCD	4500-7000	
ESI	4500-7000	
AIIMS	5000-8000	
Proposed name of Post		<b>Operation Theatre Technical Assistant</b>

(IV) Operation Theatre Technical Officer / O.T. Supervisor

	Present Pay Scale	Pre-revised demand
Central Govt.	5500-9000	Rs. 8000-13500
Delhi Govt.	6500-10500	
MCD	5000-8000	
ESI	5500-9000	
AIIMS	5500-9000	
Proposed name of Post		<b>Operation Theatre Technical Officer</b>

(V) Operation Theatre Senior Technical Officer

New demanded <b>Operation Theatre Senior Technical Officer</b>	Pre-revised demand
	Rs. 10000-15200

(VI) Operation Theatre Chief Technical Officer

	Pre-revised demand
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<p>New demanded <b>Operation Theatre Chief Technical Officer</b></p>	<p>Rs. 12000-16500</p>
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#### **4.2 PROMOTIONAL AVENUES**

A Time Bound Assessment Promotion Policy may be introduced on the lines of Central Scientific & Industrial Research (CSIR), Defence Research and Development Organisation (DR&DO), etc.

The up-gradation from Level I to VI Level may be allowed on completion of 5 years of service at each level by 100% promotion or under the Time Bound Assessment Promotion Scheme.

## **5. DEMANDS**

#### **5.1 Remove all anomalies and disparities before 6<sup>th</sup> CPC considered us.**

# Justification: There are many instances of disparities in the pay scales, promotional avenues and adverse service conditions of various categories of Health Employees, working under different hospitals / institutions. These factors are bound to generate strong unrest among the Operation Theatre Technical Staff, which may cause ultimate breakdown of the Health Services / Management consequently increasing sufferings to the poor patients.

#### **5.2 Better Pay Scale & Allowances with upward mobility as per nature of work & most essential responsibility.**

#### **5.3 Time bond promotions after drawing a scientific policy or cadre review with financial benefit.**

# The duties and responsibilities of O.T. Technical Staff are very important and life saving in nature and also more comparison to office work, hence better

ruminations and higher promotional avenues should be provided to technical persons. This will result in quality improvement in technical assistance leading to better patient's care and good results in their working places.

#### 5.4 **Demand for new Allowances:**

Operation Theatre Technical Staff are exposed to the various health hazards at the place of work, so demands following allowances:

- i. O.T. Allowance
- ii. Radiation Allowance
- iii. Hazardous Allowance

# Fundamental Rule 25(a) (c) provides that an employee who has to perform hazardous nature of duties and work under hazardous conditions is entitled to special pay. The professional hazards to Medical Technologists have already been explained in the preceding paras. Therefore, we humbly urge the 6<sup>th</sup> Pay Commission to recommend special pay as Hazardous Allowance of minimum Rs. 2000 p.m.

- iv. Non Practicing Allowance (N.P.A.)

# It is pointed out that the Medical professionals are entitled to N.P.A. No doubt, the private practice by the Medical professional is banned. But it is equally banned for the profession of Medical Technologists otherwise they are competent to do private practice after duty hours and earn more. As such they are subjected to great injustice and discrimination.

In view of the above it is urged that the Operation Theatre Technologists who are competent and eligible for private practice be paid 25% of their Pay as N.P.A.

5.5 **No Contract Job** : The work for which these posts were sanctioned is of permanent & continuing nature. It is therefore demand No Contract / Part time / Flexi time of these posts. The services provided by this staff is concerned with the life saving & critical.

5.6 **Provision of in-service Training / Diploma / Degree etc.**

5.7 **The classification of posts as per pre-revised demanded pay scale is given below for uniformity at National Level of this cadre.**

It is

Existing Name	Proposed Name	Pre-revised Demand
Operation Theatre Assistant	Operation Theatre Assistant	Rs. 4500-7000
Operation Theatre Technician	Operation Theatre Technician	Rs. 5500 – 9000
Operation Theatre Technical Assistant / Senior O.T. Technician	Operation Theatre Technical Assistant	Rs. 6500 – 10500
Operation Theatre Technical Officer / O.T. Supervisor	Operation Theatre Technical Officer	Rs. 8000 – 13500
New demanded	Operation Theatre Senior Technical Officer	Rs. 10000 – 15200
New demanded	Operation Theatre Chief Technical Officer	Rs. 12000 – 16500

earnestly requested that make uniformity in the pay scale and designation. It is also requested that recommended pay scale should be mentioned according to these posts above.

**Prayer:**

**It is humbly requested and suggested that one representative from each categories ( i.e. O.T. Technologists, Laboratory Technologists, Radiology, Pharmacists , etc.) may also be called for explanation and justifications.**

**Submitted by OT Technical Staff Association of AIIMS-ESI-MCD**