

Regarding need for a comprehensive policy to ensure posting of Government employees at the same or nearby places of posting of their spouses-laid

SHRIMATI SUPRIYA SULE (BARAMATI): Guidelines from the Department of Personnel and Training have mandated that married central government employees be posted at the same or nearby stations, enabling them to lead a normal family life. However, no such spousal posting or transfer policy has been operationalised within AIIMS and other autonomous medical institutions under the MoHFW. RTI disclosures reveal that over 2,231 employees, between 2019-2024, have resigned from various AIIMS institutions, with 757 female employees obtaining No Objection Certificates to appear for recruitment examinations at centres closer to their spouses. The absence of a spousal posting mechanism has an adverse effect on women employees, forcing many to resign or forgo promotions to manage the long-term separation, which violates Articles 14, 15, and 16 of the Constitution. The prolonged separation from spouses and children also affects the emotional and mental well-being of healthcare workers. The continuous resignations lead to recurring staff shortages and increased workloads for existing staff, adversely impacting patient safety, hospital efficiency, and overall healthcare delivery. It also triggers a continuous cycle of recruitment, training, and orientation. Hence, the Ministry should issue a uniform spousal transfer policy. It may consider establishing a centralised transfer board and a uniform portal to streamline the process.