



RESIDENT DOCTORS ASSOCIATION

ALL INDIA INSTITUTE OF MEDICAL SCIENCES BHOPAL

Office: Ground floor, College building, AIIMS Bhopal - 462020 (Email: rdaiimsb@gmail.com)

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Dr. Vikas Vijayan (Co-Sport Secretary)

Dr. Nikhil Nair (Grievance Committee Head)

No- RDA/ AIIMS Bhopal – 19/26

Date- 06/04/26

To,
The Dean Academics
AIIMS Bhopal

(Through Proper Channel)

Subject: Representation regarding continuation of Academic Leave as a separate entitlement and non-adjustment against Earned Leave for Resident Doctors

Respected Sir,

On behalf of the Resident Doctors' Association (RDA), AIIMS Bhopal, we respectfully submit this **representation regarding the recent administrative interpretation suggesting adjustment of Academic Leave against Earned Leave**, particularly in view of the concern raised about the provision of encashment of Earned Leave at the completion of residency.

At the outset, we would like to sincerely thank the administration for its continued support toward Resident welfare and academic activities. The present representation is submitted in continuation of earlier communications from the RDA on the same issue, **with the objective of respectfully requesting reconsideration of the current position in the larger academic interest of postgraduate training at AIIMS Bhopal.**

Academic Leave forms an essential component of structured postgraduate medical training and is fundamentally different in purpose and intent from Earned Leave.

While Earned Leave is meant to provide residents with rest, recovery from continuous clinical responsibilities, and management of personal contingencies, Academic Leave enables participation in conferences, workshops, thesis-related presentations, examinations, and academic forums that directly contribute to professional development and institutional academic visibility.

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With respect to the concern that Earned Leave is encashable at the end of tenure and therefore Academic Leave may be adjusted within it, **we humbly submit that the objective and utility of Academic Leave cannot be equated with the financial benefit associated with leave encashment.** Academic Leave is **not a compensatory privilege** but an **academic necessity aligned with postgraduate training requirements and institutional academic growth.** Adjustment of Academic Leave against Earned Leave effectively results in residents foregoing structured academic participation in exchange for a future monetary provision, which serves an entirely different purpose and cannot substitute academic exposure.

Furthermore, it may kindly be appreciated that conferences, paper presentations, workshops, and academic engagements undertaken by resident doctors **contribute directly to enhancing the academic profile, research visibility, and national representation of AIIMS Bhopal.** In this context, Academic Leave should be viewed not merely as an individual benefit but as an institutional academic investment.

It is also respectfully submitted that in several Institutes of National Importance like AIIMS Delhi and premier government medical institutions across the country, **Academic Leave continues to be maintained as a distinct category** separate from Earned Leave for resident doctors. Maintaining similar provisions at AIIMS Bhopal would ensure parity with national academic training standards and support the institute's commitment to excellence in postgraduate education.

Additionally, postgraduate medical training is inherently academic in nature and requires periodic participation in scholarly activities outside routine clinical duties. Restricting Academic Leave within the limits of Earned Leave may inadvertently discourage academic participation, conference presentations, and dissemination of research work by residents, which could affect both individual academic progress and institutional academic output.

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It may also be respectfully highlighted that Academic Leave is availed strictly with departmental permission and for defined academic purposes and therefore does not constitute discretionary leave comparable to routine personal leave categories. Retaining it as a separate academic provision would therefore be consistent with its intended objective within postgraduate training.

In view of the above considerations, the Resident Doctors' Association humbly requests the administration to kindly reconsider the current interpretation and allow us availing of Academic Leave as a separate entitlement without adjustment against Earned Leave, in the interest of strengthening the academic environment and maintaining institutional parity with other Institutes of National Importance.

We remain hopeful for a favorable resolution of this matter at the institutional level. However, given the academic importance of this issue for postgraduate training and resident welfare, the Association may be constrained to respectfully place this matter before higher competent authorities, if required, for further guidance and clarification.

We sincerely hope for your kind consideration and a positive decision in this regard.

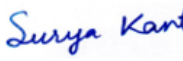
Thanking You & Regards

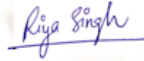
Resident Doctors' Association (RDA)
AIIMS Bhopal 2026-27


Copy to:

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2. DDA, AIIMS Bhopal
3. Associate Dean Students' Welfare, AIIMS Bhopal
4. Medical Superintendent, AIIMS Bhopal


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