



UNITED DOCTORS FRONT(UDF)

A Public Charitable Trust (Regd.)

A Registered NGO | Enlisted with NITI Aayog, Government of India

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संगच्छध्वं संवदध्वं

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Ref.No. - udfbharat/2526/98-100

To
Honourable CM, Uttarpradesh
DM, Varanasi
Police Commissioner, Varanasi

Subject: Regarding appropriate action in view of the suicide attempt by a JR-1 at IMS, BHU, Varanasi on 12 March 2026

Respected Sir,

We have come to know about the recent suicide attempt by a first year Junior Resident at Department of Surgery, Institute of Medical Sciences, BHU, Varanasi on 12 March 2026. The incident has deeply shaken the medical community and highlights serious issues related to workplace harassment, excessive workload, and an unhealthy work environment in the hospital.

We respectfully request you to consider on following steps to ensure a healthy environment in the hospital as below –

1. Since the attempt to suicide is a police case under BNS, it should be enquired by the local police instead of any internal committee comprising of the officials subject to be enquired themselves. Therefore, we demand to dissolve the internal enquiry committee and a proper enquiry by any senior police officer subject to examination by the court only.
2. This is unfortunate to see some conspiracy to tag the suicide attempt with any personal reasons. We strongly condemn such defaming of the concerned resident or her family members by referencing alleged interpersonal issues or past psychiatric history, when clearly the inciting event was toxicity, abuse and the exploitative work culture prevailing in the department.
3. The concerned authority of the Department of General Surgery should be held accountable, and appropriate disciplinary action must be taken. It is deeply concerning that such incidents occurred under their supervision, and the prevailing toxic work culture was allegedly normalized in the department, culminating in two separate suicide attempts within a span of five days.
4. Implementation of 'Work to Rule' as per 1992 Residency Scheme, (48 hours duty per week with a mandatory week off) issued by Ministry of Health and Family Welfare, Govt. of India. Month or week wise fixed and humane working hours duty roster shall be provided to us, with clear mention of timing and weekly off.
5. Maintenance of the data of the duty hours of all resident doctors since joining and it shall be provided to the residents every month or week.
6. The IMS has signed an MOU with AIIMS for its upgradation in 2018. Therefore, IMS shall also frame its duty hours order as issued by AIIMS on 21.08.2025, which is same as the 1992 residency scheme.

Thanking you

Dr. Lakshya Mittal

Chairperson

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