

SOUTH CENTRAL RAILWAY

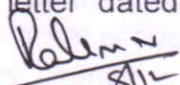
Headquarters Office.  
Personnel Branch/SC.  
Date: 8.12.2015

No.P(R)/359/V

ALL CONCERNED

PERSONNEL BRANCH SERIAL CIRCULAR NO. 140/2015

Copy of Board's letter No.PC-V/2003/1/7/6/1 dated 23.11.2015 is forwarded for information, guidance and necessary action. Board's letter dated 28.02.05 quoted therein was circulated under SC No.48/2005.

  
(K.Ravi Kumar)  
APO[E&HQ]

For Chief Personnel Officer

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Board's letter No. PC-V/2003/1/7/6/1 dated 23.11.2015 [RBE No. 148/2015]

*Sub: Admissibility of two additional increments (non-absorbable) in 5<sup>th</sup> CPC pay scales w.e.f. 01.01.96 to the Nursing staff possessing B.Sc. Nursing.*

*Ref: Ministry of Railway's letter of even number dated 28.02.2005.*

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Both the federations (AIRF & NFIR) have raised the issue regarding admissibility of two additional increments to the Nursing Staff possessing B.Sc. (Nursing) qualification. On this issue references have been received from a few Railways seeking clarification whether the Nursing staff possessing B.Sc. (Nursing) are entitled for the benefit of two additional increments after the implementation of 5<sup>th</sup> CPC pay scales w.e.f. 01.01.1996.

2. In this context it is stated that on implementation of Fourth CPC pay scales, Ministry of Health and Family Welfare in supersession of Ministry of Finance's OM dated 08.5.1975, issued OM dated 23.3.1988 issued instructions regarding grant of additional increments to Nursing Staff. The said OM provides for grant of two increments (non-absorbable) to the Nursing Staff holding B.Sc. Nursing as additional qualification w.e.f.

- (a) 1.10.1986 to those Nursing Staff in service who possess the Degree/Post Graduate Degree in Nursing as on that date;
- (b) the date of appointment to those who possess the Degree/Post-Graduate Degree in Nursing qualification, who are recruited after 01.10.1986;
- (c) the date of publication of result of the Degree/Post-Graduate Degree in Nursing for those in service who acquire the Degree/Post-Graduate Degree qualification after 01.10.1986.

2.1. The OM dated 23.3.1988 of Ministry of Health and Family Welfare further stipulates that only two additional non-absorbable increments will be admissible to a nurse in a particular grade where possession of such qualifications are not required as per Recruitment Rules and that grant of these increments are subject to the condition that the concerned Nursing Staff is not required to possess the qualification, for which the increment is claimed, as a condition of employment and that they have not been allowed a higher initial pay on account of the said qualification prior to or on or after 01.10.1986.

3. Subsequently, on implementation of Fifth CPC pay scales, the aforementioned Scheme regarding grant of two additional increments to the Nursing Staff holding B.Sc. Nursing as additional qualification was reviewed and in consultation with Ministry of Health and Family Welfare, it was decided to continue the Scheme. Necessary instructions in this regard were issued vide Board's letter dated 28.2.2005 (RBE No. 37/2005). Evidently, the said Scheme for grant of two additional increments has continued even after 01.01.1996 without any change in the terms and conditions as applicable earlier.

4. This has the concurrence of the Finance Directorate of the Ministry of Railways.

Sd/  
(N.P.Singh)Dy.Director, Pay Commission-V ] ]

INDEX No.1044 INCREMENTS	S.C.No.
Board have issued clarification regarding admissibility of two additional increments [non-absorbable] to the Nursing Staff holding B.Sc. Nursing as additional qualification.	140/2015