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GOVERNMENT OF INDIA (BHARAT SARKAR)
MINISTRY OF RAILWAYS (RAIL MANTRALAYA)
(RAILWAY BOARD)

IMMEDIATE
CAT CASE

No.E(NG)I-87/PM10/4

New Delhi, dated 16.11.1987.

The General Manager,
Central Railway,
Bombay.

Sub: Cadre of Family Welfare Organisation -
absorption of Public Health Nurses in
the Medical Department.

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Reference your Railway's letter No.HPB/666/R/MD/FW
dated 9.10.1987 on the above subject.

2. It is noted that the allotment of scale Rs.1640-2900 to Public Health Nurses (since redesignated as Nursing Sisters) in the Family Welfare Organisation is a serious lapse on the part of the Railway Administration. The Board desire that responsibility for this lapse may be fixed and appropriate action taken.
3. So far as contesting the application filed by Public Health Nurses is concerned, the Railway Administration may inter-alia submit the following in their reply:-
- i) The allotment of grade Rs.1640-2900 to Public Health Nurse was an omission.
 - ii) The Public Health Nurses in question were recruited in the Family Welfare Organisation in scale Rs.455-700(RS) which scale has been replaced by scale Rs.1400-2300 as a result of implementation of 4th Pay Commission's recommendations w.e.f. 1.1.86. They were accordingly entitled to be replaced in the revised scale of Rs.1400-2300 w.e.f. 1.1.86 and not in scale Rs.1640-2900.
 - iii) The instructions contained in Board's letter No.PC-III/79-Standardisation/3 dated 19.6.85 re-designating the Public Health Nurses in the Family Welfare Organisation as Nursing Sisters clearly stipulated that the re-designation was without any change in their pay scales, method of recruitment, seniority and avenues of promotion. In view of this, the re-designation of Public Health Nurses as Nursing Sisters in the Family Welfare Organisation did not make them

entitled to scale Rs.1640-2900 which scale was applicable to Nursing Sisters in the Medical Department as distinct from the Nursing Sisters in the Family Welfare Organisation.

(iv)

The Public Health Nurses had no avenue of advancement in the Family Welfare Organisation. It was a concession extended to them to absorb them in the Grade of Staff Nurse in the Medical Department which (Grade) itself was higher than the Grade enjoyed by them as Public Health Nurses in the Family Welfare Organisation, even on bottom seniority. Their absorption in this manner as Staff Nurse in the Medical Department opened to them an avenue of advancement to higher Grades in the Nursing Cadre, which, as brought out above, was not otherwise available to them while being in the Family Welfare Organisation.

(v)

The Nursing Sisters' Grade in the Medical Department, which has been allotted the revised pay scale of Rs.1640-2900 pursuant to recommendations of the 4th Pay Commission, is an intermediate grade in the Nursing Cadre and filled entirely by promotion from amongst Staff Nurses in the lower Grade of Rs.1400-2600. The absorption of these Public Health Nurses straightaway in this intermediate grade will be detrimental to the promotion prospects of Staff Nurses in the lower Grade.

(vi)

Since these Public Health Nurses had been working in the Family Welfare Organisation right from the date of their appointment and the job discharged by them is not the same as expected of a regular Staff Nurse in the Nursing Hospitals, their absorption as Staff Nurse on bottom seniority is subject to their being found suitable in a screening which should include scrutiny of their service records. In this background they cannot be absorbed straightaway as Nursing Sisters in Medical Department which is the next higher Grade in the Nursing Cadre which they would get when it is due to them after working as Staff Nurses in the lower Grade Rs.1400-2600 after they have been found suitable for absorption as such.

4. In case, during the course of the hearing, the Tribunal insist on absorption of Public Health Nurses in Grade Rs.1640-2900 and interpolation of their seniority with Nursing Sisters in the Medical Department for further advancement, it may be appropriately submitted for consideration of the Tribunal that in that case, the scale may be allotted to them only as personnel to them which they will hold till such time they turn for promotion in that Grade in the normal course based on their seniority in the Staff Nurses' Grade and in no case they should be allowed interpolation of seniority with Nursing Sisters in the Medical Department and that they should be treated as having been absorbed only in the Grade of Staff Nurse on bottom seniority.

5. Please acknowledge receipt.

(K.B.LALL)

Jt. Director, Estt.(N)/Rly. Board