



National Federation of Indian Railwaymen

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Affiliated to :

Indian National Trade Union Congress (INTUC)
International Transport Workers' Federation (ITF)

SRES

No. I/2/2019

Dated: 19/03/2020

The Secretary (E),
Railway Board,
New Delhi

Dear Sir,

Nursing-Staff

84/B

Sub: Denial of minimum pay of the pay band (VI CPC) to the Senior Nursing Superintendents (Nursing Sisters) on Railways-reg.

- Ref: (i) NFIR's PNM Agenda Item No. 13 sent to Railway Board on 29/05/2019.
(ii) NFIR's letter No. III/SECRMC/4 dated 09/12/2019.

Federation vide its letter dated 09/12/2019 invited kind attention of Railway Board to NFIR's PNM Agenda Item No. 13 wherein specific cases of denial of minimum pay in the 6th CPC pay structure (Pay in Pay Band + Grade Pay) to Senior Nursing Superintendents (previously known as Nursing Sisters) working in the Central Hospital of South Central Railway, Lallaguda were highlighted as example. The Federation through the PNM Item requested the Railway Board to issue suitable clarification to the Zonal Railways to grant minimum pay of Rs. 18750 (as on 01/01/2006) as per fitment table to the Senior Nursing Superintendents promoted as such prior to 01/01/2006 from the post of Staff Nurse, but however the clarificatory instructions covering these cases have not yet been issued by the Board.

Further to the points brought out in the NFIR's PNM Agenda Item No. 13 citing the names and particulars of Nursing Personnel appointed from open market prior to 01/01/2006 as Staff Nurse and subsequently promoted as Nursing Sister also prior to 01/01/2006, the Federation brings to the notice of Railway Board the following situations emerged wherein Junior Nursing Personnel have been drawing higher pay than their seniors not only in the recruitment grade pay (GP 4600) but also in the higher grade pay (GP 4800):-

- Staff Nurse "A" got appointed on or after 01/01/2006 with the pay fixation as per fitment table in GP 4600/-, while by which date, her senior who got promoted to the post of Nursing Sister GP 4800/- got pay fixation which happened to be less than her junior (Staff Nurse of GP 4600). Both the staff are direct recruitees to the post of Staff Nurse.
- The Staff Nurse appointed in GP 4600, post 01/01/2006, got promoted as Nursing Sister GP 4800/- draws higher pay than her senior Nursing Sister GP 4800/-. The senior Nursing Sister's pay has been less than her junior who had initially joined as Staff Nurse. The peculiar situation in the instant case is that the juniors recruited with entry grade pay post January, 2006 continued to draw higher pay while their seniors (also direct recruits) got promoted to next higher grade pay of GP 4800.

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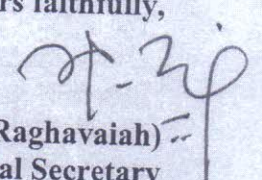
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The situation as mentioned above is prevailing almost on all Zonal Railways and Zonal Administrations are not willing to rectify this, stating that the Federation may take up the issue at Railway Board's level for the purpose of getting clarification issued. In view of this, NFIR PNM Agenda Item No. 13 was sent to Railway Board on 29th May, 2019 but Federation feels sad to state that there has been no response even after lapse of 10 months.

NFIR, therefore, urges upon the Railway Board to consider the facts highlighted above and issue clarificatory instructions allowing pay fixation to the senior Nursing Superintendent (formerly designated as Nursing Sister) as mentioned in the PNM agenda with retrospective effect duly taking into consideration the reality that their juniors who had joined post 01/01/2006 as Staff Nurse and further promoted to GP 4800 continue to draw higher pay not only in the entry level post of GP 4600 but also in the promotion post of GP 4800 in comparison with their seniors.

Yours faithfully,


(Dr. M. Raghavaiah)
General Secretary

Copy forwarded to the Executive Director/PC-II, Railway Board, DFCC Building, Pragati Maidan, Metro Bhavan, New Delhi for information and necessary action please.

Copy to the General Secretaries of affiliated Unions of NFIR.

Copy to the General Secretary, WRMS, Mumbai Central with reference to the papers sent by Smt. Avani Ozha of WRMS, Rajkot.

Media Centre/NFIR.