



दक्षिण रेलवे/SOUTHERN RAILWAY

No.P(R)524/P/Fixation/Vol.VI

प्रधानकार्यालय/ Headquarters Office  
कार्मिक शाखा/ Personnel Branch  
चेन्नै/Chennai - 600 003  
दि./ Dated: 19 -01-2016

आर बी ई सं/RBE No.148 / 2015

पी बी सी सं/ PBC No.225 / 2015

All PHODs / DRMs / CWMs / CEWE / CAO / CPM / Dy.CPOs / Sr.DPOs /  
DPOs / SPOs / WPOs / APOs of HQ / Divisions / Workshops / other Units,  
etc.,

(As per mailing list -'A' )


विषय/Sub: Admissibility of two additional increments (non-  
absorbable) in 5<sup>th</sup> CPC pay scales w.e.f. 01-01-1996 to  
the Nursing Staff possessing B.Sc. Nursing.

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A copy of Railway Board's letter No.PC-V/2003//7/6/1 dated 23-11-  
2015 (RBE No. 148 / 2015) on the above subject is enclosed for information,  
guidance and necessary action.

Railway Board's letter No.28-02-2005 referred therein has been  
circulated under PBC No. 36 / 2005.

संलग्न/Encl: as above

  
(B.INDOMATHY)  
Asst. Personnel Officer/M&E  
कृते मुख्य कार्मिक अधिकारी  
For Chief Personnel Officer

प्रतिलिपि/Copy to : The Genl Secy / SRMU  
The Genl Secy / AISCSTREA  
The Genl Secy / AIOBCREA

The Genl Secy / NFIR

GOVERNMENT OF INDIA/भारत सरकार  
MINISTRY OF RAILWAYS/रेल मंत्रालय  
(RAILWAY BOARD)/रेलवे बोर्ड

S.No.PC-V/508  
No.PC-V/2003/I/7/6/1

RBE No.148/2015  
New Delhi, dated 23.11.2015

**The General Manager,  
All Indian Railways and Production Units  
(As per mailing list)**

**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.**

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 Bsc. 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 1-10-1986;*

*(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 1-10-1986.*

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.

(This disposes off NWR's D.O. letter No.600 E/5/FPIIncrement)/NG/Policy dated 05-02-2015, WCR's letter No. पमरे /का.मुख्या /1340/ई. डी./सतर्कता प्रकरण /कोटा dated 20-2-2015 and DLW's letter No. 30/7/63ई/(स्कूल) चयन भाग-7 dated 06-5-2015.)

  
(N. R. Singh)

Dy. Director/ Pay Commission-V  
Railway Board