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 5th 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 5th 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.

.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. P. Singh)
Dy. Director/ Pay Commission-V
Railway Board

No.PC-V/2003/I/7/6/1 New Delhi, dated 23 .11.2015

Copy (with 40 spares) forwarded to ADAI (Railways), New Delhi.

For Financial Commissioner, Railways

No.PC-V/2003/I/7/6/1 New Delhi, dated 23 .11.2015

Copy forwarded to :-
1) The General Secretary, AIRF (with 35 spares)

:) The General Secretary, NFIR (with 35 spares)
3) The Members of the National Council, Departmental Council and Secretary, Staff Side, National Council, 13-C, Ferozeshah Road, New Delhi (with 90 spares)
4) The Secretary General FROA .
5) The Secretary, RBSS, Group 'A' Officers Association.
6) The President, Railway Board Group 'B' Officers' Association.
7) The Secretary General, All India RPF Association.
8) The Secretary, Railway Board Ministerial Staff Association.
9) The Secretary, Railway Board Class IV Staff Association.
10) Railway Board Promottee Officers Association, Room No, 341-C, Rail Bhawan.

for Secretary, Railway Board

Copy to:-

1. The GMs, N.F. Railway (Const.),CAO, SR (Const.) and CR (Const.)
2. FA & CAOs, All Indian Railways, PUs, NFR (Const.), SR (Const.) & CR (Const.)
3. The General Managers, RDSO, Lucknow
4. The General Manager and FA & CAO, Metro Railway/Calcutta
5. The CAO and FA & CAO, COFMOW/New Delhi
6. The General Manager and FA & CAO, CORE/Allahabad
7. The Director General, Railway Staff College/Vadodara
8. The CAO (Const.), MTP(R)/Mumbai
9. The CAO (Const.), MTP(R)/Chennai
10. The Director, CAMTECH/Gwalior-474020
11. The Director, IRICEN/Pune, IRIEEN/Nasik Road, IRIMEE/Jamalpur, IRISET/Secunderabad
12. The Managing Director, RITES, IRCON, IRFC, CONCOR, Executive Director, CRIS
13. The Chairman and Managing Director, KRC Limited/New Delhi
14. O/o Chief Project Administrator (Telecom), IRCOT Consultancy, Shivaji Bridge/New Delhi.
15. The Director (Movement), Railways/Calcutta
16. The Joint Director(Finance), RDSO, Lucknow
17. The Joint Director, Mil Rail, Ministry of Defence
18. The Joint Director, Iron & Steel, 3, Koila Ghat Street/Calcutta
19. Chief Mining Advisor, Ministry of Railways, Dhanbad, Bihar
20. The Chairman, RCC, Lok Sabha Secretariat/New Delhi
21. The Chairman, RCT/Delhi
22. The Chairman, RRT/Chennai
23. The Chairman, RRB/Ajmer, Ahmedabad, Allahabad, Bangalore, Bhopal, Bhubaneshwar, Chandigarh, Chennai, Calcutta, Jammu, Gorakhpur, Guwahati, Malda, Mumbai, Muzaffarpur, Patna, Ranchi, Secunderabad and Trivandrum
24. The Editor, 'Bhartiya Rail', Room No.469, Rail Bhawan.

25. The Editor 'Indian Railways', Room No.411, Rail Bhawan.
26. The Pay & Accounts Officer, Ministry of Railways (Railway Board)
27. The General Secretary, IRCA, DRM Office Complex, State Entry Road, New Delhi
28. The Chief Commissioner, Railway Safety/Lucknow
29. M/s Bahri Brothers, Lajpat Rai Market/Delhi
30. The Editor, 'Rail Rajbhasha', Rom No.543, Rail Bhawan
31. Rail Vikas Nigam Ltd., Plot No.25, Ist Floor, August Kranti Bhawan, Bhikaji Cama Place, R K. Puram, New Delhi-110066.
32. Adviser/SHPC, Room No. 539, Rail Bhawan, New Delhi.

(N.P. Singh)
Deputy Director, Pay Commission-V
Railway Board.

Copy to :-
PPSs/PSs/Sr. PAs/PAs to :-

MR, MSR, CRB, FC, MS, MT, ME, ML, MM, DG/RHS, DG/RPF, AM(B), AM(CE), AM(C), AM(C&IS), AM(Elec), AM(F), AM(Plg), AM(Projects), AM(Sig), AM(Mech), AM(PU), AM(RS), AM(T&C), AM(Telecom), AM(T), AM(Vig), AM(Works), AM(Staff), Adv(F), Adv(IR), Adv(L&A), Adv(Safety), Adv.(Infrastructure), Adv(Legal), Add. Chief Economic Adviser, Secretary, ED(Plg), ED(A), EDF(BC), EDCE(B&S), EDCE(G), EDCE(Plg), ED(Chg), ED(CC), ED(C&IS), ED(E&R), EDEE(Dev), EDEE(G), EDEE(RS), EDE, EDE(RRB), EDE(N), EDE(Res), EDF(C), EDF(E), EDF(S), EDF(B), EDF(RM), EDF(X)I, EDF(X)II, ED(H), ED(LM), ED(MIS), EDE(GC), EDT(MPP), EDME(Chg), EDME(Fr), EDME(Tr), EDME(TOT), EDME(Dev), EDME(W), EDPC-I, EDPC-II, ED(PP), ED(Proj)-DMRC, ED(RE), EDRE(S&T), EDRE(S), ED(Safety), ED(Sig), ED(S&E), EDRS(C), EDRS(P), EDRS(G), EDRS(S), EDRS(W), ED(TD), EDTrack(M), EDTrack(MC), EDTrack(P), ED(T&C), ED(CP), ED(PM), ED(PG), EDT(R), EDTC(FM), EDTT(M), EDTT(S), EDV(A), EDV(E), EDV(S), EDV(T), ED(W), JS, JS(G), JS(E), JS(C), DS(D), DS(G), DF(E), JDPG, DE(N), Dir(MPP), DE(G), DPC-I, DPC-II, JDFE, JDPC, JDE(N), JDE(P&A), JDE(GC), JDE(Gaz), JDE(W), JDE(GP), JDE(Res.) I, JDE(L), DDF(E) I, II & III, DDPC-V, DDPC-VI, DDE(P&A)II, DDE(P&A)III, USE(O)I, US(D&A) I & II, DDE(LR) I, II & III/Railway Board

Copy to :-
Cash - I, II, & III, Budget, E(P&A) I & II, E(G), E(NG) I & II, PC – III, PC-IV, PC-VI, E(Trg.), E(MPP), E(LR) I & II, F(E) - I, II & III, F(E) Special, Security (E), Accounts III, ERB - I, II, III, IV, V & D, G(Pass), G(Acc), E(Welfare), E(SCT), E(O) I, II III & III(CC), E(GR) I & II, E(GP), E(GC), PR, E(D&A), C&IS for posting the order on web-site.

*****