



**WESTERN RAILWAY**

**HEADQUARTER OFFICE,  
CHURCHGATE ,MUMBAI-400020**

**PS No. 098 /2024**

No.E(P&A)/85/33 Vol.V

Date:18.12.2024

All PHODs/HOD

All DRMs/CWMs/Unit In-Charges

C/-Gen Secretary WREU-GTR/WRMS-BCT

C/-ZS All India SC/ST Employee's Assn West Zone

C/-ZS All India OBC Employees association Mumbai

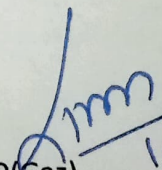
Sub:-Revision of rate of 'two' additional increments (non-absorbable) granted to Nursing Staff.

Ref:- Railway Board's letter PC-VII/2018/I/7/5/6(part) dated .10.2024

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A copy of Railway Board's letter PC-VII/2018/I/7/5/6(part) dated 28.10.2024) on above subject is forward herewith for information, guidance and necessary action please.

Encl:- As above.

  
APO(Gaz)

18/12/24  
For General Manager(E)



**GOVERNMENT OF INDIA (भारत सरकार)**  
**Ministry of Railways (रेल मंत्रालय)**  
**Railway Board(रेलवे बोर्ड)**

File No. PC-VII/2018/1/7/5/6(Part)

New Delhi, dated: .10.2024

The General Manager/CAOs(R),  
All Indian Railways & Production Units,  
(As per mailing list)

**Sub: - Revision of rate of 'two' additional increments (non-absorbable) granted to Nursing Staff.**

Consequent upon implementation of 7<sup>th</sup> CPC pay structure, there has been number of references from field units *inter-alia* seeking clarification on continuation/revision of rate 'two' additional increments (non-absorbable) granted to eligible Nursing Staff of Railways as per Para – 160 of IREM Vol.I 1989 (revised edition) and Board's letter RBE No. 33/2012 dated 14.03.2012 (F. No. PC-VI/2010/1/7/5/1).

2. The issue has been deliberated upon in detail in consultation with concerned directorate(s) taking into account certain recent judgments regarding grant of additional increments (qualification pay) to the nursing staff.

3. Now, it is clarified that the rate of 'two' additional increments granted to eligible nursing staff as per Para -160 of IREM Vol.I (Revised Edition - 1989) and as per Board's letter RBE No. 33/2012 will be revised in terms of 7<sup>th</sup> CPC pay structure as per the methodology of revision given in Ministry of Health & Family Welfare's Order No. F. No. Z. 28015/53/2017-N dated 12.11.2020 (*copy enclosed as Annexure-I*) **till such time the relevant provision in IREM will apply.** Except revision of rate of 'additional increments' there are no other changes in the scheme prevailing in Railways.

*Encl. As above*

Signed by

Sundeep Pal

Date: 28-10-2024 15:00:46

(Sundeep Pal)

Executive Director (Pay Commission)

Room No. 7/4<sup>th</sup> Floor,

Railway Board Office, COFMOW Building,

Tilak Bridge, New Delhi

Tele: 011-47845117

Email : [sundeep.p@gov.in](mailto:sundeep.p@gov.in)

**Copy to : PCPOs/All Indian Railways and Production Units.**



F.No.Z.28015/53/2017-N

Government of India  
 Department of Health & Family Welfare  
 Ministry of Health and Family Welfare  
 (Nursing Section)

Nirman Bhawan, New Delhi - 11.  
 Dated 12<sup>th</sup> November, 2020

**ORDER**

Subject: Revision of rates of Qualification Pay to the Nursing Staff working in Central Government Hospitals/Institutions under the M/o Health & Family Welfare and other Ministries/Departments- subsequent to 7th CPC - regarding.

Qualification Pay to the eligible Nursing Staff working in the Central Government Hospitals/ Institution under the Ministry of Health and Family Welfare and other Ministries/Departments was being granted as per instructions contained in this Department's OM No.Z.28016/8/87-PMS dated 23.03.1988, OM No. Z.28015/1/2000-PMS dated 23.12.2002, OM No.A.11017/4/2008-N dated 15.1.2010 (copies enclosed).

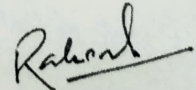
2. Consequent upon the implementation of CCS (RP) Rules, 2016, the matter regarding continuation of Qualification Pay and the quantum of the Qualification Pay to the eligible Nursing Staff working in the Central Government Hospitals/ Institutions under the Ministry of Health and Family Welfare and other Ministries/ Departments of the Government of India, was reviewed in consultation with Department of Personnel & Training and Department of Expenditure.

3. It has been decided to continue the scheme. The Qualification Pay in the form of one/two additional increment(s) (non-absorbable) in the applicable pay level of the Pay Matrix of 7<sup>th</sup> CPC, as specified in the Rule 9 of the CCS (RP) Rules, 2016, shall be applicable w.e.f. 01.01.2016 to the eligible nursing personnel after acquiring additional qualification which may be regulated in accordance with the existing terms and conditions stipulated in the M/o Health and FW OM No.A.11017/4/2008-N dated 15.1.2010 and letter No.Z.28015/53/2017-N dated 09.09.2019.

4. The method for grant of increments in the 7th CPC's Pay Matrix may be followed as per the similar stipulations given in DoPT O.M. No. 1/7/2017-Estt. (Pay-I) dated 24.07.2020 applicable to Stenographers of Subordinate Offices (copy enclosed).

5. This issues with the concurrence of the Department of Expenditure vide ID Note No.14-6/2018-E.III-A dated 13.10.2020.

Enclosures: as stated above



(Rakesh Kumar)  
 Deputy Director (Nursing)  
 Telefax: 23062939

1. All Central Government Hospitals/ Institution under the Ministry of Health and Family Welfare and other Ministries/ Departments of Government of India.
2. Joint Secretary (Pers.), Department of Expenditure, Ministry of Finance.
3. Joint Secretary(Estt.), Department of Personnel & Training, Ministry of Personnel, Public Grievances & Pensions.
4. Sanction Folder/ Guard File.
5. NIC for uploading a copy on the Ministry's web



F. No. 1/7/2017-Estt (Pay-I)  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
(Department of Personnel & Training)

North Block, New Delhi  
Dated the 24<sup>th</sup> July, 2020

OFFICE MEMORANDUM

Subject: Advance increments granted to Stenographers of Subordinate Offices on qualifying speed test in shorthand at 100/120 w.p.m., in the 7<sup>th</sup> CPC Scenario-reg.

In accordance with the provisions contained in Department of Expenditure's OM No. 7(31)E-III(A)/75 dated 04.10.1975 and this Department's OM No. 18/44/88-Estt.(Pay-I) dated 14.08.1989 and OM No. 1/9/98-Estt.(Pay-I) dated 30.01.2001, Stenographers of Subordinate Offices were granted one or two advance increments for qualifying speed test in shorthand at 100/120 wpm. This Department vide OM No. 18/44/88-Estt.(Pay-I) dated 07.12.2009 provided that these advance increments should be treated as pay for all purposes. Further, due to the introduction of Grade Pay and Pay Band system, consequent to the implementation of CCS (RP) Rules, 2008, this Department vide OM No. 1/1/2010-Estt.(Pay-I) dated 06.12.2012 had clarified the manner in which these advance increment(s) are to be computed.

2. Consequent upon the implementation of CCS (RP) Rules, 2016, the system of Pay Band and Grade Pay has been replaced by the Pay Matrix. The manner in which the advance increment(s) are to be computed and the guidelines for granting these advance increments to Stenographers of Subordinate Offices on qualifying speed test in shorthand at 100/120 w.p.m., in the 7<sup>th</sup> CPC Scenario, have been considered in this Department, in consultation with Department of Expenditure.

3. The President is pleased to decide that in supersession of all the existing orders/OMs/instructions/guidelines on the subject of granting the advance increment(s) to Stenographers of Subordinate Offices on qualifying speed test in shorthand at 100/120 w.p.m., w.e.f. 01.01.2016 the advance increments shall be regulated as under:

- (i) The stenographer who is recruited on the basis of speed test in the shorthand at 80 w.p.m. may be granted one advance increment on qualifying speed test in shorthand at 100 w.p.m. and one more advance increment on qualifying speed test in shorthand at 120 w.p.m. while in service. However, if a stenographer who is recruited on the basis of speed test in the short hand at 80 w.p.m. directly qualifies the speed test in shorthand at 120 w.p.m. while in service, he/she may be granted two advance increments.

*P. Balan*  
24/07/2020  
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- (ii) The stenographer, who is recruited on the basis of speed test in the shorthand at 100 w.p.m., may be granted one advance increment on qualifying speed test in shorthand at 120 w.p.m. while in service.
- (iii) These speed tests shall be conducted by properly constituted Authorities including Departmental Authorities.
- (iv) These advance increments shall be granted from the date of passing the test.
- (v) These advance increments shall not be absorbed in future increments and the date of next increment after the grant of these advance increments shall remain the same. No option for fixation of pay from the Date of Next Increment shall be available/allowed for fixation of pay on account of these advance increments.
- (vi) The amount of these advance increments shall be treated as a separate element in addition to the basic pay and it should be counted as pay for all purposes. Further, once these advance increments are taken into account for the purpose of fixation of pay on promotion or being placed in a higher scale on grant of MACP or due to revision of Pay Scale or Pay Structure etc., these advance increments no longer continue as a separate element.
- (vii) In respect of the stenographers, who become eligible for grant of these advance increments consequent upon the implementation of CCS (RP) Rules, 2016, they may be granted one/two advance increments (as the case may be) in the vertical Level, in which the Government Servant is placed on the date of passing the test, as illustrated below:

(a) For granting two advance increments:

1	Due date of grant of next annual increment : 01.07.2017	Grade Pay	2400	2800
2	Date of qualifying proficiency Stenography Test : 25.04.2017	Levels	4	5
3	Basic Pay in pay Matrix, on the date of qualifying proficiency Test : 30100 [Level 5]	1	25500	29200
4	Value in pay Matrix, after grant of two advance increments : 31900 [Level 5]	2	26300	30100
5	Separate Element: 31900-30100= 1800/-	3	27100	31000
6	Basic Pay as on 25.04.2017= 30100 + 1800 (Separate Element); DNI will remain the same i.e. 01.07.2017.	4	27900	31900
7	Basic Pay on 01.07.2017 (DNI)= 31000 + 1800 (Separate Element)	5	28700	32900
		6	29600	33900
		7	30500	34900
		8	31400	35900
		9	32300	37000
		10	33300	38100

*(Signature)*  
21/07/2020  
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(b) For granting one advance increment:

	Grade Pay	2400	2800
1	Levels	4	5
2	1	25500	29200
3	2	26300	30100
4	3	27100	31000
5	4	27900	31900
6	5	28700	32900
7	6	29600	33900
8	7	30500	34900
9	8	31400	35900
10	9	32300	37000
	10	33300	38100

1	Due date of grant of next annual increment : 01.01.2018
2	Date of qualifying proficiency Stenography Test : 10.09.2017
3	Basic Pay in pay Matrix, on the date of qualifying proficiency Test : 34900 [Level 5]
4	Value in pay Matrix, after grant of one advance increments : 35900 [Level 5]
5	Separate Element: 35900-34900= 1000/-
6	Basic Pay as on 10.09.2017= 34900 + 1000 (Separate Element): DNI will remain the same i.e. 01.01.2018.
7	Basic Pay on 01.01.2018 (DNI)= 35900 + 1000 (Separate Element)

(viii) Benefit of these advance increments will not be treated as an anomaly for the purpose of stepping of pay of seniors.

4. In their application to the employees of Indian Audit and Accounts Department, these orders are issued after consultation with the Comptroller & Auditor General of India, as mandated under Article 148(5) of the Constitution.

5. Hindi Version will follow.

*Rajeev Bahree*  
24/07/2020  
(Rajeev Bahree)

Under Secretary to the Government of India

To  
All Ministries / Departments of Government of India.

Copy also forwarded to:

1. The Comptroller & Auditor General of India.
2. Secretary General, Supreme Court of India.
3. Controller General of Accounts / Controller of Accounts, Ministry of Finance.
4. Union Public Service Commission / Lok Sabha Sectt. / Rajya Sabha Sectt. / Cabinet Sectt. / Central Vigilance Commission / President's Sectt. / Vice-President's Sectt. / Prime Minister's Office / Niti Aayog.
5. Governments of all States and Union Territories.
6. Department of Personnel and Training (AIS Division) / JCA / Admn. Section.
7. Secretary, National Council of JCM (Staff Side), 13-C, Feroz Shah Road, New Delhi.
8. All Members of Staff Side of the National Council of JCM / Departmental Council.
9. All Officers / Sections of Department of Personnel and Training / Department of Administrative Reforms & Public Grievances / Department of Pensions & Pensioners' Welfare / PESB.
10. Joint Secretary (Pers), Department of Expenditure, Ministry of Finance.
11. Additional Secretary (Union Territories), Ministry of Home Affairs.
12. JD (OL), DoPT, North Block, New Delhi- for Hindi version of this OM.

*Rajeev Bahree*  
24/07/2020  
(Rajeev Bahree)

Under Secretary to the Government of India



Government of India  
Ministry of Health & Family Welfare  
Nursing Section

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Nirman Bhavan, New Delhi  
Dated September, 2019

To,  
The Secretary General,  
AIGNF, Dr. RML Hospital,  
New Delhi

Subject: Clarification regarding continuation of Qualification Pay to the Nursing Staff - regarding

Sir,

I am directed to refer to your letter No.A.I.G.N.F./35/2018 dated 11.06.2018 on the subject mentioned above and to furnish the following clarification obtained from DoPT:

- i. Those Nursing Officer who has joined with GNM (Diploma) before August, 2014 and has acquired B.Sc/B.Sc.(Hon)/Post Basic B.Sc in Nursing prior to August, 2014 [i.e. date of amendment of RRs] may be eligible for QP, as these Nursing Officer were recruited on the basis of the extant guidelines before August, 2014 [i.e. date of amendment of RRs], according to which the basis requirement, as per then RRs, was GNM(Diploma).
- ii. However, those who have been recruited prior to August, 2014 [i.e. date of amendment of RRs] and have attained the B.Sc/ B.Sc.(Hon) B.Sc in Nursing after August, 2014 [i.e. date of amendment of RRs] may **not** be eligible, as by the time they had acquired the said qualifications the RRs had been amended.
- iii. Those Nursing Officer who has joined after August, 2014 [i.e. date of amendment of RRs] with B.Sc/B.Sc(Hon)/ Post Basic B.Sc in Nursing may **Not** be eligible for QP, as according to the extant guidelines issued by MoHFW on this subject, the QP is not granted on recruitment to the post for the qualification acquired is an essential qualification as per RRs.

Yours faithfully,

Digitally signed by CHANDAN KUMAR  
Date: Fri Sep 06 17:17:40 IST 2019  
Reason: Approved

( Chandan Kumar )  
Under Secretary to the Govt. of India  
Tele. No. - 011-23061342

**Copy to:**

The Director General, ESI Corporation, Hqrs. Office, Panchdeep Bhawan, CIG Road,  
New Delhi



New Delhi, the 23rd March, 1988.

OFFICE MEMORANDUM

Subject:- Revision of the rate of Qualification Pay to the Nursing Staff.

The undersigned is directed to say that the question of grant of additional increments to the Nursing Staff has been under consideration of Government. In supersession of Ministry of Finance (Department of Expenditure) O.M.No.F,5(11)/E.III(A)/75, dated the 8th May, 1975, the President is now pleased to grant additional increment (not absorbable) to the Nursing Staff working in the Central Govt. Hospitals/Institutions under the Ministry of Health and Family Welfare to the extent indicated below:

(a) One increment (Not-absorbable) will be granted to the Nursing personnel holding the following Post Certificate Diploma of 10 months duration or any other 10 months Diploma Course designed and approved by the Indian Nursing Council from time to time :-

- i) Diploma in Nursing Education and Nursing Administration.
- ii) Diploma in Psychiatric Nursing.
- iii) Diploma in Paediatric Nursing.
- iv) Diploma in Public Health Nursing.

This will take effect from :-

(a) 1.10.1986 to those Nursing Staff in service who possess any of these Diplomas.

(b) the date of appointment to those who possess the diploma who are recruited after 1.10.1986; and.

(c) the date of publication of results of the post certificate Diploma in Nursing for those in service who acquire the post certificate diploma qualification after 1.10.1986.

2. Two increments (Not-absorbable) will be granted to the Nursing Staff possessing the following qualifications :-

- i) B.Sc. (Hons.) Nursing  
B.Sc. Nursing/Post-Basic/Post Certificate B.Sc. Nursing.
- ii) Post Graduate degree in Nursing i.e. Master in Nursing (M.Sc. Nursing).

This will take effect from :-

(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 qualifications after 1.10.1986.

3. Only two additional non-absorbable increments will be admissible to a nurse in a particular grade where possession of such qualification are not required as per Recruitment Rules.

4. These increments will be granted subject to the condition that the concerned Nursing Staff are not required to possess Diploma/Degree/Post Graduate Degree in Nursing indicated at paras 1 and 2 above, as a condition of their employment and also that they had not been allowed a higher initial pay on account of their possessing those qualifications prior to or on or after 1.10.1986.

5. These orders issue with concurrence of Department of Personnel and Training and Ministry of Finance vide their Dy. No.617/00-Pay-I, dated 7.3.1988 and 1162/E.111/88 Dated the 21st March, 1988 respectively.

( G.G.K. MAIR )

Under Secretary to the Govt. of India

To

Off. General of Health Services (Nursing Section), with 100 copies  
New Delhi.



Z-28015/1/2000-PMS

Ministry of Health & Family Welfare  
Department of Health

Nirman Bhavan, New Delhi - 110011

Dated, the 23<sup>rd</sup> December 2002.

2324

OFFICE MEMORANDUM

Sub: Qualification Pay to the Nursing Staff - Regarding.

The undersigned is directed to say that vide this Ministry's OM No. Z-28016/8/87-PMS dated 23<sup>rd</sup> March, 1988, the Nursing Staff working in the Central Government Hospitals/ Institutions under the Ministry of Health and Family Welfare was sanctioned additional increments (non absorbable) for attaining additional qualifications to the extent indicated below:

One increment to the Nursing Staff holding the following Post Certificate Diploma of 10 months duration or any other 10 months Diploma Course designed and approved by the Indian Nursing Council from time to time: -

- (i) Diploma in Nursing Education and Nursing Administration;
- (ii) Diploma in Psychiatric Nursing;
- (iii) Diploma in Pediatric Nursing;
- (iv) Diploma in Public Health Nursing;

(b) Two increments to the Nursing Staff possessing the following qualifications: -

- (i) B.Sc. (Hons.)/ B.Sc./Post Basic B.Sc./Post Certificate B.Sc. in Nursing;
- (ii) Post Graduate degree in Nursing i.e., M.Sc. (Nursing);

2. The above benefit is effective from: -

- (i) 01-10-1986 to those Nursing Staff who were already in service and possessed any of these qualifications;
- (ii) The date of appointment to those who were recruited after 01-10-1986 and possessed these qualifications at the time of appointment; and
- (iii) The date of publication of results for those in service who acquired the relevant qualification after 01-10-1986

3. Only two additional non-absorbable increments are admissible to a Nurse in a particular grade where possession of such qualifications is not required as per Recruitment Rules.

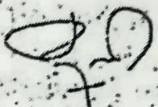
4. The grant of the aforesaid increments is subject to the condition that the concerned Nursing Staff is not required to possess the qualification, for which the increment is claimed, as a condition of employment and that they have not been allowed a higher initial pay on account of the said qualifications prior to/ on/ or after 01-10-1986.



5. These orders were issued in supersession of Ministry of Finance OM NO F. 5(11)/E.III(A)/75 dated 8<sup>th</sup> May 1975, and with the concurrence of Department of Personnel and Training vide their Diary No: 617/88-Pay-I dated 07-03-1988 and Ministry of Finance vide their Diary No. 1162/E.III/88 dated 21<sup>st</sup> March 1988.

6. The above scheme has been reviewed by the Ministry of Health and Family Welfare in consultation with the Department of Personnel and Training in the light of the two OMs No: 1/2/89-Estt.(Pay-I) dated 31<sup>st</sup> January 1995 and 9<sup>th</sup> April 1999 and it has been decided to continue the scheme.

7. This issues with the concurrence of the Department of Personnel and Training vide their U.O. No: 19/5/2002-Estt.(Pay-I) dated 18<sup>th</sup> November 2002.

  
(RAJESH BHUSHAN)  
DIRECTOR

1. The Directorate General of Health Services (Nursing Section), Nirman Bhavan, New Delhi with 100 Spare Copies;
2. All Central Government Hospitals/ Institutions under the Ministry of Health & Family Welfare.



(5)

No.A.11017/4/2008-N  
GOVT. OF INDIA  
MINISTRY OF HEALTH & FAMILY WELFARE  
(NURSING SECTION)

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Nirman Bhawan, New Delhi.  
Dated the 15<sup>th</sup> Jan. 2010 .

**OFFICE MEMORANDUM**

Subject:- Qualification Pay to the Nursing Staff - Regarding.

.....

The undersigned is directed to say that vide this Ministry's O.M. No. Z.28016/8/1987-PMS, dated 23rd March, 1988, the Nursing Staff working in the Central Government Hospitals/Institution under the Ministry of Health and Family Welfare and other Ministries/Departments were sanctioned additional increments (non absorbable) for attaining additional qualifications to the extent indicated below:

(a) One increment to the Nursing Staff holding the following Posts Certificate Diploma of 10 months duration or any other 10 months Diploma Course designed and approved by the Indian Nursing Council from time to time:-

- (i) Diploma in Nursing Education and Nursing Administration;
- (ii) Diploma in Psychiatric Nursing;
- (iii) Diploma in Pediatric Nursing;
- (iv) Diploma in Public Health Nursing;

(b) Two increments to the Nursing Staff possessing the following qualifications:-

- (i) B.Sc. (Hons.)/B.SC./Post Basic B.Sc./Post Certificate B.Sc. in Nursing;
- (ii) Post Graduate Degree in Nursing i.e., M.Sc (Nursing);

2. The above benefit is effective from: -

- (i) 01-10-1986 to those Nursing Staff who were already in service and possessed any of these qualifications;
- (ii) The date of appointment to those who were recruited after 01-10-1986 and possessed these qualifications at the time of appointment; and
- (iii) The date of publication of results for those in service who acquired the relevant qualification after 01-10-1986.

3. Only two additional non-absorbable increments are admissible to a Nurse in a particular grade where possession of such qualifications is not required as per Recruitment Rules.



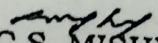
4. The grant of the aforesaid increments is subject to the condition that the concerned Nursing Staff is not required to possess the qualification, for which the increment is claimed, as a condition of employment and that they have not been allowed a higher initial pay on account of the said qualifications prior to/ on/ or after 01-10-1985.

5. These orders were issued, in super-session of Ministry of Finance O.M. No. F.5(11)/E.III(A)/75, dated 8th May, 1975, and with the concurrence of Department of Personnel and Training vide their Diary No. 617/88-Pay-1, dated 07-03-1988 and Ministry of Finance vide their Diary No. 1162/E.III/88, dated 21st March, 1988.

6. The above scheme was reviewed by the Ministry of Health and Family Welfare in consultation with the Department of Personnel and Training in the light of the two OMs No. 1/2/89-Estt.(Pay-1), dated 31st January, 1995 and 9th April, 1999 and it was decided to continue the scheme.

7. The above scheme has been further reviewed after revision of pay scales of nurses on implementation of 6th Central Pay Commission order. It has been decided to continue the scheme in the present format with the slight change that the increment to be granted will be 3% of the basic pay of the nursing staff concerned.

8. This issues with the concurrence of the Integrated Finance Division of Ministry of Health and Family Welfare vide Dy. No. 3816/AS&FA, dated 15-10-2009.

  
(C.S. MISHRA)  
UNDER SECRETARY TO GOVT. OF INDIA

1. All Central Government Hospitals/Institution under the Ministry of Health and Family Welfare and other Ministries/Departments.
2. Nursing Adviser, Ministry of Health and Family Welfare, Nirman Bhawan, New Delhi
3. Sanction Folder/Guard File.