


**പതിമൂന്നാം കേരള നിയമസഭ**  
**അഞ്ചാം സമ്മേളനം**

നക്ഷത്ര ചിഹ്നമിടാത്ത ചോദ്യം നം.677.

13.06.2012-ൽ മറുപടിയ്ക്ക്

**സ്വകാര്യ മേഖലയിലെ നഴ്സുമാരുടെ സേവന-വേതന വ്യവസ്ഥകൾ**

ചോദ്യം		മറുപടി	
<p>ശ്രീ. കെ. സുരേഷ് കുറുപ്പ് ശ്രീ. രാജു എബ്രഹാം ശ്രീമതി. പി. അയിഷാ പോറ്റി ശ്രീമതി. കെ. എസ് സലീഖ</p>		<p>ശ്രീ. വി. എസ്. ശിവകുമാർ (ആരോഗ്യവും കുടുംബക്ഷേമവും ദേവസ്വവും വകുപ്പുമന്ത്രി)</p>	
(എ)	<p>സ്വകാര്യമേഖലയിൽ ജോലി ചെയ്യുന്ന നേഴ്സുമാരുടെ സേവന-വേതന വ്യവസ്ഥകൾ സംബന്ധിച്ച ബലരാമൻ കമ്മീഷൻ റിപ്പോർട്ടിലെ പ്രധാന ശുപാർശകൾ എന്തൊക്കെയാണ്;</p>	(എ)	അനുബന്ധമായി ചേർക്കുന്നു.
(ബി)	<p>പ്രസ്തുത റിപ്പോർട്ടിന്റെ അടിസ്ഥാനത്തിൽ ഇതുവരെ എന്തൊക്കെ നടപടികളാണ് കൈക്കൊണ്ടത്; എന്തൊക്കെ നടപടികളാണ് കൈക്കൊള്ളാൻ ഉദ്ദേശിക്കുന്നതെന്ന് വ്യക്തമാക്കാമോ;</p>	(ബി) & (സി)	പരിശോധിച്ചു വരുന്നു.
(സി)	<p>നേഴ്സുമാർക്ക് മിനിമം ശമ്പളം, മാനുവൽ സേവന-വേതന വ്യവസ്ഥ എന്നിവ ഉറപ്പാക്കാൻ നിയമ നിർമ്മാണം നടത്തുമോ?</p>		

  
 സെക്ഷൻ ഓഫീസർ

**RECOMMENDATIONS OF DR. Balaraman Committee Report**

1. The committee recommends that the Government may give strict directions to the hospitals to appoint candidates having prescribed qualification (General Nursing and Midwifery/B.Sc Nursing) and registration with Kerala Nurses and Midwives Council (KNMC) as nurses. Stringent action may be taken against hospital authorities violating these norms.
2. It is desirable to conduct a pre-registration examination by the KNMC for those who have completed their nursing program outside Kerala. The nursing council may be entrusted with this responsibility.
3. The Kerala Nurses and Midwives Council shall issue Identity Card for nurses with RN RM numbers
4. All private hospitals should ensure an organized nursing service department with a qualified and experienced Nursing Superintendent, an administrative office, ministerial staff, equipment, machinery, supplies, communication and documentation system
5. Those nurses having basic qualification may be appointed through a formal written examination, skill test and interview by an expert committee in nursing. The government may adopt steps to make policies of recruitment, selection and placement process of nurses in private sector through an authorized body under the Dept. of Health and Family welfare.
6. The hospital authorities may be directed to issue appointment order specifying the terms and conditions of service
7. Appointment of various nursing personnel such as Nursing officer, Nursing Superintendent, Nursing Supervisor, and Head Nurse may be strictly based on INC norms
8. Appointment of nursing personnel in higher cadre may be based on their qualification, years of experience and performance appraisal.
9. As per INC norms nurses with additional qualification in nursing, may be given weightage in terms of increment. For those with post basic diploma in specialty nursing of one year duration one additional increment, with basic/post basic B.Sc degree in nursing, two additional increments and with post graduate degree in nursing, three additional increments may be given.
10. Considering the existing reservation for admission to GNM programme by INC, twenty percent of the vacancies in a hospital may be filled with male nurses.
11. Availability of senior nursing personnel in each ward may be ensured for guidance and supervision of staff for safe practice and quality assurance.
12. Specific uniform code shall be maintained for all the nurses working in different private hospitals all over Kerala. All other category of hospital staff shall be prohibited from using similar uniform.

13. Urgent steps may be taken by the Government to review the existing job description of various categories of nursing personnel and made available for ready reference of the staff.
14. The eligibility of the nursing staff for the post of Head Nurse shall be minimum 8 years of clinical experience as staff nurse for Diploma nurses (GNM) and minimum 5 years of clinical experience as staff nurse for Graduate nurses.
15. State service rules may be followed for the nurses working in the private hospitals also with regard to regularization of service, declaration of probation, promotion, other service benefits and disciplinary procedures.
16. All institutions shall keep various records of all nursing staff which include personal, professional, health and service records in the Nursing Service Department.
17. The administration shall ensure a harmonious and conducive working environment in the hospital.
18. The nurse- patient ratio shall be maintained as per the INC norms.
19. Three shift systems with maximum 8 hours duty may be introduced immediately and implemented in a full fledged manner within a period of 3 months.
20. Weekly working hours of staff shall be limited to 48 hours and extra working hours may be documented and compensated either by leave or by extra emoluments.
21. The night duty shall be scheduled in such a way that each nurse is assigned not more than 6 days night shift per month with an eligible night off and weekly off
22. Leave benefits shall be ensured: Casual leave -12, Annual leave-12, Sick leave-12 and Public holidays-13 may be sanctioned for all category of nursing staff. Compensatory off shall be given whenever they are engaged on holiday duty.
23. Well equipped nurse's station with adequate supplies, equipment and personal protective equipment shall be made available in the wards for safe practice.
24. Adequate basic facilities such as safe changing room with dining and toilet facilities for male and female staff, sick room, transportation at odd hours of duty shifts, quarters and subsidized canteen facility shall be ensured for nursing staff.
25. All qualified and registered nursing personnel working in the private hospitals may be provided with a basic salary as proposed.

**Pay and other allowances proposed for different category of Nurses**

SL NO.	CATEGORY	BASIC PAY Rs.	INCREMENT Rs.
	Staff nurse	12900/-	250/-

	Senior staff nurse (3year experience)	13650/-	300/-
	Head Nurse	15180/-	350/-
	Deputy Nursing Superintendent	17740/-	400/-
	Nursing Superintendent	19740/-	450/-
	Nursing Officer	21360/-	500/-

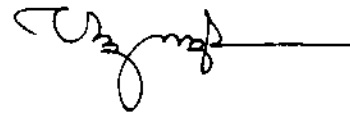
- Basic pay: The basic pay for all the category of nursing staff in all hospitals shall be same irrespective of the location/bed strength/classification of the hospital.
  - Dearness allowance: Based on consumer price index.
  - HRA and CCA: As per the location of the hospital and rate fixed by the government.
  - Uniform allowances: Rs.1000/- per annum
  - Bonus: one month salary for the nursing staff drawing basic salary up to Rs.15000/-
  - Festival allowance: Rs.1000/- annum for the nurse employee drawing basic salary above Rs.15000/- per month
  - Special/risk allowance-Rs.500/- per month.
  - Night shift allowance: Rs.50/- per night
  - Overtime allowance - Rs.150/- per hour.
26. Monthly salary shall be disbursed through banks before the 5<sup>th</sup> of every month.
  27. If nurses are eligible for ESI and EPF benefits they shall be enrolled on time and communicated to the concerned.
  28. Medical benefits - initial and annual medical checkup, investigations and treatment, protective vaccinations and maternity benefits may be extended to eligible candidates from the same institution free of cost.
  29. Incentives and rewards may be given for special achievements and outstanding performances
  30. Employee may be allowed to resign and relieve from the institution with one month prior notice.
  31. The hospitals shall appoint sufficient number of supporting staff such as nursing assistants, attenders, house keeping staff and other class IV employees and the nurses

shall be completely relieved from non-nursing activities to maintain smooth and efficient patient care services.

32. There shall be specific uniform with colour code prescribed for the supporting staff and they shall wear identity card while on duty.
33. The supporting staff shall be brought strictly under the purview of the Minimum Wages Act.
34. The different categories of supporting staff also require serious consideration with regard to job description, working conditions, medical benefits and remuneration.
35. Orientation/ induction program for 4-6 weeks shall be conducted for newly appointed staff nurses.
36. In-service education program shall be conducted on regular basis by the hospital for the nursing personnel for updating their knowledge and skills to ensure safe delivery of nursing care.
37. Opportunities may be given to attend 30 hours of in-service education per year which is mandatory for the renewal of registration every five years as prescribed by INC.
38. Regular performance appraisal shall be done for all the nursing personnel and supportive interventions and training arranged as required.
39. Bond and posting of nurses as trainee/observer without adequate remuneration is illegal and against INC norms. Such practices existing in some of the hospitals shall be stopped forth with.
40. Government may establish a system for ensuring the compliance to the above recommendations by the hospital authorities.
41. Registration of all health care institutions in the state may be made mandatory. The health care institutions which are under the Kerala Shops and Commercial Establishment Act 1960 and rules 1961 at present have to be brought under the purview of Clinical Establishment Bill which is under consideration of the Government.
42. Classify and Grade the private health care institutions, according to the facilities and services offered to the public.
43. Urgent steps may be initiated to amend Kerala Nurses and Midwives Council Act 1953, the draft of which is under review by the Government.
44. Legislation may be made at State and National level stipulating salary and service conditions of different category of nurses.
45. State and District level Grievance cell may be formed consisting of local members of the public, nurses' association representatives, senior nursing officials, government nominees, and nursing council representatives.
46. Action may be taken to cancel registration/affiliation against those hospitals who appoint staff nurses withholding original certificates, demanding deposits/bond and withholding

experience certificate which is against Hon. Supreme Court Verdict and Nursing Council/  
Government directions.

47. Urgent steps may be taken to wipe out unrecognized institutions conducting training and issuing fake certificates in nursing.
48. The Government may take necessary steps to establish a Nursing Directorate under the Department of Health and Family Welfare, as directed by the Govt. of India to streamline the administrative and academic control, service conditions, remuneration, and career prospects, moral and ethical behavior and practice standards of nurses.
49. The government may take an interim measure for declaring moratorium for the repayment of educational loan at least for one year or till a stable source of income is ensured, to the deserving candidates. The government may also consider waiving off such educational loans or reducing the EMI or make the loan interest free.
50. The committee strongly recommends that the income and expenditure in hospitals shall be properly accounted and audited.



Section Officer