



Estt. Srl. No. 112/2023  
RBE No- Nil

**EAST COAST RAILWAY**  
प्रधान मुख्य कार्मिक अधिकारी का कार्यालय/  
Office of the Principal Chief Personnel Officer  
रेल सदन, द्वितीय तल, भुवनेश्वर - 751017  
Rail Sadan, IInd Floor, Bhubaneswar-751017

ECoR/Pers/R/Fixation.

Date:06.10.2023

**ALL PHODs/CHODs,  
DRMs/CWM/CAO &CPM,  
East Coast Railway, Bhubaneswar.**

**Sub: Fixation of pay of Sr. Nursing Superintendent (erstwhile Nursing Sister) vis-à-vis Nursing Superintendent (erstwhile Staff Nurse) in terms of Railway Services (Revised Pay) Rules, 2008 – Clarification reg.**

A copy of Railway Board's Letter No. PC-VI/2020/RU-NFIR/3, dated 05.10.2023 on the quoted subject is forwarded herewith for information guidance and necessary action.

**Digitally Signed by PENTA  
RADHA KRISHNA  
Date: 06-10-2023 18:26:22  
Reason: Approved**

Encl: As above,

**( Penta Radhakrishna )  
Assistant Personnel Officer(HQ)  
For Principal Chief Personnel Officer**

**Copy to:-**

1. Secy. to GM & AGM,
2. Chairman-RRB&RRC-BBS,
3. Dy. CPOs /Sr. DPOs, DPOs/SPOs, WPO/APOs of Personnel Department
4. General Secretary's- ECoRSC & ECoRSU.

**GOVERNMENT OF INDIA  
MINISTRY OF RAILWAYS  
RAILWAY BOARD**

PC-VI/2020/RU-NFIR/3

New Delhi, dated: 05.10.2023

**The General Manager (P)  
All Zonal Railways/PUs,  
(as per the mailing list)**

**Sub: Fixation of pay of Sr. Nursing Superintendent (erstwhile Nursing Sister) vis-a-vis Nursing Superintendent (erstwhile Staff Nurse) in terms of Railway Services (Revised Pay) Rules, 2008 – Clarification reg.**

Under the regime of 6<sup>th</sup> CPC pay structure, the basic pay of Nursing Superintendent {erstwhile Staff Nurse (in GP 4600)} directly recruited on or after 01/01/2006 was fixed in terms of provisions contained in Rule 8 of RS(RP) Rules, 2008 granting the DR entry pay as prescribed in Section II of Part A of the First Schedule of RS(RP) Rules, 2008. Subsequently, in terms of instructions issued vide Board's letter dated 12.10.2018 (**RBE No.158/2018**), those Staff Nurse who were appointed to railway services prior to 01/01/2006 had also become eligible for the above mentioned DR entry pay.

2. As regards to the Sr. Nursing Superintendent {erstwhile Nursing Sister (in GP Rs.4800)} who were already in service as on 01/01/2006, their initial basic pay in 6<sup>th</sup> CPC was to be fixed in terms of provisions contained in Rule 7 of RS(RP) Rules, 2008. Adopting this methodology for calculating the revised pay of Sr. Nursing Superintendent (erstwhile Nursing Sister); certain anomalous situation had cropped up where the pay of Sr. Nursing Superintendent so arrived turned out to be lesser than the minimum basic pay as recommended for their junior/ feeder post of a directly recruited Nursing Superintendent (erstwhile Staff Nurse).

3. A number of references had been received in this Ministry from various quarters seeking clarification regarding pay fixation methodology in the aforesaid anomalous situation wherein the junior post of Nursing Superintendent (erstwhile designated as Staff Nurse) is drawing more pay than the senior post of Sr. Nursing Superintendent (erstwhile Nursing Sister).

4. The matter has been examined in consultation with the nodal Ministry on pay related matters i.e. Ministry of Finance, who has clarified that fixation of pay of Sr. Nursing Superintendents in 6<sup>th</sup> CPC pay structure is to be done strictly in terms of provisions contained in Rule 7 of RS(RP) Rules, 2008.

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5. Further, Ministry of Finance has also not agreed to this Ministry's proposal to atleast allow stepping up of pay of Sr. Nursing Superintendent at par with that of directly recruited Nursing Superintendent stating that anomaly in context of stepping up of pay arises when a junior and a senior employee hold the same post in same pay scale and the junior starts to draw higher pay then the senior. However, in the instant case, Sr. Nursing Superintendent and Nursing Superintendent were drawing pay in different posts and different pay scales before and after 1.1.2006, thus, no anomaly exists in such a scenario.

6. Accordingly, all Zonal Railways/PUs are hereby advised to process such cases duly taking into consideration the above clarification.

Signed by

Sundeep Pal

Date: 05-10-2023 17:33:56

**(Sundeep Pal)**

**Executive Director, Pay Commission**

**Railway Board**

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