

Fair deal for Nurses: TNAI efforts bring dividends

The Trained Nurses Association of India (TNAI) has finally had its say.

That truth triumphs has been vindicated by Government of India, Ministry's order No. Z-29011/15/2013-N dated 24.02.2016 agreeing to the pro-nurses recommendations drafted and presented by the Committee (with TNAI as Member) in its latest advisory dated 20 September 2016 to all Principal/ Chief Health Secretaries of States/ UTs.

To recapitulate, in 2011 TNAI filed a case in Supreme Court regarding the welfare of nurses by enhancing the salary structure and working conditions of the nurses. Consequently, in 2013 the Supreme Court issued a notice to Union of India and all the state governments. On 29 January 2016, the apex court ordered Government of India to set up a Committee to investigate the working conditions and salary structure of nurses working in private hospitals. A Committee was formed on 24 February 2016 to study and submit its recommendations.

The first meeting of the Committee was held on 18 April 2016 under the chairpersonship of Dr. (Prof.) Jagdish Prasad, DGHS.

As per the Committee decision, TNAI conducted a survey of various states/UTs regarding working conditions and salary structure of nurses working in Private Hospitals all over the country and submitted its report to the Committee.

The report, based on the information collected from various states and collated, and presented in the second meeting of the Committee on 30 June 2016 at the office of DGHS in Nirman Bhawan, New Delhi, revealed glaring anomalies in pay of Nurses and their pathetic working condition. It suggested concrete action to be taken to uplift the nurses' standard of working conditions.

Recommendations of the committee constituted in compliance of Hon'ble Apex Court Judgment dated 29.01.2016 in W.P. (C) 527/2011, vide Ministry's order No. Z-29011/15/2013-N dated 24.02.2016

1. Salary:

In case of more than 200-bed hospital, salary given to private nurses should be at par with the salary of State Govt. nurses given in the concerned State/UT for the similar corresponding grade.

In case of more than 100-bed hospital, salary given to private nurses should not be more than 10% less in comparison of the salary of State Govt. nurses given in the concerned State/UT for the similar corresponding grade.

In case of 50-100 bedded hospital, salary given to private nurses should not be more than 25% less in comparison of the salary of State Govt. nurses given in the concerned State/UT for the similar corresponding grade.

Salary given to private nurses should not be less than Rs. 20,000/- p.m. in any case even for less than 50-bedded hospitals.

2. Working conditions:

Working conditions viz., leaves, working hours, medical facilities, transportation, accommodation etc. given to nurses should be at par with the benefits granted to State Govt. nurses working in the concerned State/UT.

3. Steps should be taken by all States/UTs for formulating legislation/ guidelines to be adopted for implementation of the above recommendations in case of Nurses working in private hospitals/institutions.