



नॉर्थ वेस्टर्न रेलवे एम्प्लॉईज यूनियन



NORTH WESTERN RAILWAY EMPLOYEES' UNION

Regd. Recongised & Affiliated to AIRF & HMS

PRESIDENT :

UMRAOMAL PUROHIT

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GENERAL SECRETARY :

MUKESH MATHUR

No. NWREU/JP/5/2013/423

Date: 15th October 2013

General Manager (P)

NWR-Jaipur

Sub:- **Advance Increment to the nursing staff possess.**

Ref:- i- **NWREU-PNM 49/2013**

ii- **Dy.CPO(HRD) Letter no 961 E/1/NWREU/Policy Dated 08-10-2013**

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The issue to grant advance increment to the staff working in nursing cadre has been raised in our PNM item 49/2013. The reply given under your letter dated 08-10-2013 is not supported with the provision given in the IREM part I, 1989 (reprint 2009) & (old print). In this regard NWREU would like to point out as under:-

1. As per para 160(2)(iii) of IREM-I 1989 edition (old print) the facility of granting advance increment was available only to the 'Staff Nurse'. The advance increment was to be granted in case of possess a degree in nursing at the time of recruitment or acquire subsequently. (Copy enclosed)
2. Later on it was extended to the posts of nursing sister, matron & chief matron.
3. Before implementation of recommendations of 6th pay commission the rate of increment was fixed. After then the increment is to be given@3% of basic pay (Pay Band +Grade Pay). Hence, clarification given by Railway board under their letter no PC-VI/2010/I/7/5/1 dated 14-03-2012 is limited to the rate of increment only. It dose not mean that facility of granting advance increment is not available for the present cases.
4. In the IREM 1989 part (reprint 2009), para 160(2)(iii) reads as under:- (copy enclosed)
(iii) Incentive: **Staff Nurses, Nursing Staff, Matrons and Chief Matrons** who possess at the time of recruitment or acquire subsequently a degree in Nursing will be granted two advance increments.
5. Copies of the information given by the various div. (under RTI) and orders issued by them are enclosed. These information/orders show that advance increments are being given to employee recruited even after 01-01-1996 and 01-01-2006 (copies enclosed)

Therefore it is evident that facilities of 2 advance increments to the nursing cadre staff is still available if they possess at the time of recruitment or acquire subsequently a degree in nursing. Kindly issue necessary instructions to all the divisions of NWR to grant advance increments accordingly.

(Mukesh Mathur)
General Secretary

Encl:- as above