

**GOVERNMENT OF INDIA  
MINISTRY OF HEALTH AND FAMILY WELFARE  
DEPARTMENT OF HEALTH AND FAMILY WELFARE**

**LOK SABHA  
UNSTARRED QUESTION NO. 3497  
TO BE ANSWERED ON 16<sup>TH</sup> MARCH, 2018**

**WORKING CONDITION OF NURSES IN PRIVATE HOSPITALS**

**3497. SHRI B. SENGUTTUVAN:**

Will the Minister of **HEALTH AND FAMILY WELFARE** be pleased to state:

- (a) whether the Government is aware that the working condition of the nurses employed in the private and Government hospitals across the country is pathetic and if so, the details thereof;
- (b) whether the Supreme Court has directed the Ministry to fix the salary of the Nurses in accordance with the recommendations of the expert panel within six months and if so, the details thereof;
- (c) whether any Expert Panel has been constituted to look into the grievances such as pay & allowances, working condition and other benefits/facilities in respect of nurses working in private hospitals, nursing names etc, and if so, the details thereof along with the terms of reference;
- (d) whether there have been agitations on the part of the nurses in various parts of the country demanding better service conditions and if so, the details thereof; and
- (e) the time by which the Ministry would constitute the expert panel and fix the salary and perks of the nurses employed in private hospitals across the country?

**ANSWER  
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND  
FAMILY WELFARE  
(SMT. ANUPRIYA PATEL)**

(a) & (b): Hon'ble Supreme Court vide their judgement dated 29<sup>th</sup> January, 2016 in Writ Petition (C) No. 527/2011 directed Ministry of Health and Family Welfare to look into the grievances of nurses working in private hospitals/institutions by forming a committee.

(c) to (e): In compliance of Hon'ble Supreme Court's direction, Ministry of Health and Family Welfare constituted a committee vide order No. Z.29011/15/2013-N dated 24<sup>th</sup> February, 2016. Recommendation of the committee has been sent to States/UTs for making legislation/guidelines. Recommendations of the Committee are at **Annexure**.

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**Annexure**

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

Committee examined all the information collected from various States, All India Govt Nurses Federation (AIGNF) and Trained Nurses Association of India (TNAI) and felt that adequate salary and basic facilities are not provided to nurses employed in private hospitals/nursing homes. Their pay and working condition is really pathetic and some steps are required to be taken to uplift the standard of working conditions in respect of nurses. After deliberations and discussions, the committee has made following recommendations:

1. Salary:

- In case of >200 bedded hospitals, 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 >100 bedded hospitals, 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 hospitals, 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.20000/- pm in any case even for <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/UTs.

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.

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