

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

**LOK SABHA  
UNSTARRED QUESTION NO. 2301  
TO BE ANSWERED ON 13<sup>th</sup> FEBRUARY, 2026**

**ISSUES OF NURSES AND NURSING FACULTIES**

**2301: ADV. ADOOR PRAKASH**

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

- (a) whether the Government has noted the judgement of the High Court of Kerala which has directed the State Government and the Indian Nursing Council to ensure the salary of teachers in private nursing colleges as per the University Grants Commission(UGC) pay scale;
- (b) whether the Government has examined the judgement and has given any direction to the Indian Nursing Council, if so, the details thereof;
- (c) whether the Government is aware that the nurses working in the private sector are underpaid and overworked despite many directives of Courts and the Government; and
- (d) whether the Government is likely to take proactive measures for the betterment of working conditions including regularisation of pay of nurses in private sector in the country and if so, the details thereof?

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

(a) & (b) The issue relating to the payment of salaries to teachers in private nursing colleges in the State of Kerala has arisen in proceedings before the Hon'ble High Court of Kerala. The matter pertains to the implementation of Note (iv) of Regulation 5D of the Indian Nursing Council (Revised Regulations and Curriculum for B.Sc. Nursing Programme) Regulations, 2020.

The relevant court order has been made available by the Indian Nursing Council (INC) on its website for information and necessary action by all nursing institutions. As per the regulatory framework, the role of the State Government includes taking action, as deemed appropriate, against non-compliant private nursing colleges and forwarding its findings and recommendations to the INC for further consideration under the extant regulations.

The show-cause notices issued by the State Government of Kerala to certain private nursing colleges in this regard have been challenged before the Hon'ble High Court of Kerala in Writ

Petition No. 33548 of 2025 (Private Nursing College Management Association of Kerala vs. Union of India & Others) wherein interim orders have been passed.

(c) & (d) The working conditions of nurses, including pay and service-related matters, are governed by various Acts and Government orders which are framed to provide a conducive working environment to health professionals in order to enhance patient care and contribute substantially to the overall healthcare outcomes.

As per the directions of Hon'ble Supreme Court, a Committee of Experts was constituted under the Chairpersonship of Director General of Health Services to look into the working conditions and pay of nurses working in private hospitals and nursing homes. Based on inputs received from States/Union Territories and other stakeholders, the Committee submitted its recommendations (**Annexure**), which have been forwarded to all the States/Union Territories by the Central government.

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## Annexure

**Annexure referred to in reply to parts (c) & (d) of Lok Sabha Unstarred Q. No. 2301 for 13.02.2026**

**Ministry has written to States/Union Territories forwarding the following recommendations of the Committee.**

- I. 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.
- II. 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/ UTs for the similar corresponding grade.
- III. 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/UTs for the similar corresponding grade.
- IV. Salary given to private nurses should not be less than Rs. 20000/- pm in any case even for <50 bedded hospitals.
- V. 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.

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