

PROCEEDINGS OF THE STATE MISSION DIRECTOR, THIRUVANANTHAPURAM

Present : Keshvendra Kumar IAS

Sub:- Revision of salary for staff in NHM as per RoP 2018-19 – Approval of Executive Committee of State Health & Family Welfare Society – sanctioned – orders issued.

Read:- Minutes of the 31st Executive Committee meeting held on 19th June 2018

ORDER NO: NHM/6253/ADMIN1/2016/SPMSU, Dated, 16.07.2018

ORDER

Based on the approval in the RoP 2018-19 and the Executive Committee of State Health & Family Welfare Society in its 31st meeting held on 19th June 2018, sanction is accorded for revision for salary and increment as detailed below.

Increment for the current year will be 8% of the pay as on 31st March 2018. All contractual staff in NHM who have completed 1 year of service after getting the previous increment is eligible for getting next increment. The eligibility for next increment is on the 1st day of the month in which one year is completed after getting previous increment. Also, all contractual staff, who had joined NHM during 2017-18 and are completing 1 year in 2018-19 are eligible for first increment on the 1st day of the month in which 1 year is completed. Increment is to be released from April 2018. Staff are eligible for arrears for the period from April 2018 to till date too.

Further, as noted in the RoP 2018-19 and approved in the 31st Executive Committee of State Health & Family Welfare Society, staff in NHM are eligible for loyalty bonus @ 10% for those with > 3 years and 15% for those with > 5 years of service in NHM.

The increment and loyalty bonus are to be regulated as below.

Process	Experience	Increment date (increment of 8%)	Loyalty Bonus date
A	0 – 1 years (as on 31 st March 2018)	1 st day of the month in which the individual joined in the previous year (increment of 8% on pay drawn on 31 st March 2018)	Nil
B	1 - 2 years (as on 31 st March 2018)	1 st day of the month in which the individual had drawn increment in the previous year (increment of 8% on pay drawn on 31 st March 2018)	Nil
C	2 - 3 years (as on 31 st March 2018)	1 st day of the month in which the individual had drawn increment in the previous year (increment of 8% on pay drawn on 31 st March 2018)	10% loyalty bonus (on pay drawn as on 31 st March 2018) along with increment
D	3 - 4 years (as on 31 st March 2018)	1 st day of the month in which the individual had drawn increment in the previous year (increment of 8% on pay drawn on 31 st March 2018)	10% loyalty bonus (on pay drawn as on 31 st March 2018) on 3 rd April 2018.
E	4 - 5 years (as on 31 st March 2018)	1 st day of the month in which the individual had drawn increment in the previous year (increment of 8% on pay drawn on 31 st March 2018)	10% loyalty bonus (on pay drawn as on 31 st March 2018) on 3 rd April 2018. Additional 5% loyalty bonus (on pay drawn as on 31 st March 2018) on date of increment
F	More than 5 years (as on 31 st March 2018)	1 st day of the month in which the individual had drawn increment in the previous year (increment of 8% on pay drawn on 31 st March 2018)	15% loyalty bonus (on pay drawn as on 31 st March 2018) on 3 rd April 2018.