

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.

Further as approved by the Committee, the following is also ordered.

1. A minimum salary for all category of staff for which financial liability for each post with reference to approval in RoP.
2. Loyalty bonus for staff for their total service put up in NHM albeit in different posts.
3. MIS Assistant is to be renamed as Junior Consultant (MIS).
4. DEO, State DEO, Admin Assistant, RIMS Assistant, Secretarial Assistant and allied posts are to be renamed as DEO.
5. District to revise salary for PG specialists wherever the availability is inadequate.
6. All administrative staff to be given a higher post on notional basis as and when they complete 8 years service in the same post in NHM.

DEO and allied posts : Sr.DEO

PRO and allied posts : Sr.PRO

Jr. Consultant: Consultant

Sr. Consultant: State officer


Dist. Accounts Officer: Sr. Dist. Accounts Officer

The pay regulation for those staff having pay less than minimum pay is as follows.

- Revise to minimum pay as on 3rd April 2018.
- Follow the pay revision process as explained in the previous table. After revision, higher pay (out of the two – minimum pay and revised pay) will be given to the employee.

Further, the situation wherein all staff in a particular category is given increment and loyalty bonus (when applicable) and has a pay which is lower than minimum proposed was placed in the committee. Hence, as decided by the Committee, for every year of service, Rs.100/- above the minimum pay will be given.

The order for minimum pay for each post will be issued separately.


Keshvendra Kumar IAS
State Mission Director

To

District Programme Managers, All districts

Copy To

1. State Programme Manager (NHM)
2. State Programme Manager (RCH)
3. Director (Finance), NHM
4. State Admin & HR Manager (NHM)
5. State Accounts Manager (NHM)
6. Sr.Accountant cum DEO (NHM)
7. File / stock file