

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

**RAJYA SABHA
UNSTARRED QUESTION NO. 912
TO BE ANSWERED ON 30th JULY, 2024**

**IMPROVEMENT IN THE WORKING CONDITIONS FOR NURSES IN THE
COUNTRY**

912: SHRI S NIRANJAN REDDY.

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

- (a) whether Government has issued any guidelines to improve the working conditions for nurses in the country, if so, the details thereof and if not, the reasons therefor;
- (b) the measures being taken to address long working hours, inadequate staffing, workplace safety, and the need for creches for nurses and other medical staff;
- (c) the initiatives to provide ongoing training and professional development for nurses, including the status of bridge courses in the National Health Policy for sub-centre and peripheral level services; and
- (d) whether digital health technologies are being employed to improve the working conditions and efficiency of nurses?

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

(a) to (d) Government ensures adequate working conditions for all health care personnel including nurses in various healthcare establishments and makes efforts to improve them. These working conditions 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. After examining information from States and other stakeholders, the Committee submitted its recommendations which was shared with states/UTs for making legislation/guidelines (**Annexed**).

The Ministry of Health & Family Welfare administers a Central Sector Scheme of "Development of Nursing services". Under this Scheme, a financial assistance of Rs. 2,28,500/- per course for a duration of 7 days for 30 participants is provided. Further, Nurses Registration and Tracking System (NRTS) has been implemented with aim to create live register of Nurses and 12.06 lakhs Nurses have been enrolled in NRTS.

Annexure referred to the reply to part (a) to (d) of Rajya Sabha Unstarred Question number 912 for answer on 30.07.2024

Annexure

Ministry has written to States/Union Territories forwarding the recommendation of the Committee.

- (a) 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.
- (b) 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.
- (c) 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.
- (d) Salary given to private nurses should not be less than Rs. 20000/- pm in any case even for <50 bedded hospitals.
- (e) 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.
- (f) 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.