

REPORT

OF

*the Committee to Study the General Service Conditions
of Employees in Private Hospitals and Dispensaries in
Vidarbha and to Advise the Government regarding their
wages and other related matters.*

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and other related matters**

**Appointed by the Government of Maharashtra, Industries
and Labour Department vide Resolution No. IDA. 1369/
LAB-II, dated 1st January 1970.**

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**REPORT OF THE COMMITTEE TO STUDY THE GENERAL SERVICE
CONDITIONS OF EMPLOYEES IN PRIVATE HOSPITALS
IN VIDARBHA**

CHAPTER I

INTRODUCTION

(The Committee—Constitution and Terms of Reference)

Constitution of the Committee

1.1. The Government of Maharashtra in the Industries and Labour Department, by its Resolution No. IDA. 1369/LAB-II, dated 1st January 1970 (See Annexure 1), constituted this Committee to study the general service conditions of employees in private hospitals and dispensaries in Vidarbha, and to give advice to the Government on the question of wages of such employees and other related matters.

1.2. The membership of the Committee so constituted underwent changes as a result of two subsequent resolutions of the Government of Maharashtra of even number, one dated 10th February 1970 (See Annexure 2) and the other dated 31st March 1970 (See Annexure 3).

1.3. The Committee, as finally reconstituted by the last mentioned resolution of the Government of Maharashtra, consisted of the following persons :—

Chairman

Dr. (Smt). Sushila Balraj, M.L.A., Dhantoli, Nagpur.

Representatives of Employees

- (1) Shri B. R. Choudhari, General Secretary, Rashtriya Hospital Employees Union, Somwar Bazar, Sitabuldi, Nagpur.
- (2) Shri Madhukar Ingale, General Secretary, Vidarbha Dawakhana Karmachari Sangh, Amravati.

Representatives of Employers

- (1) The President, Indian Medical Association, Nagpur Branch, Nagpur.
- (2) The President, Indian Medical Association, Amravati Branch, Amravati.

Secretary

Shri R. P. Powar, Assistant Commissioner of Labour, Nagpur.

Terms of Reference

1.4. The terms of reference of the Committee, as extracted from the original resolution of the Government of Maharashtra dated 1st January 1970 (Annexure 1), read as follows:—

“...to study the general service conditions of employees in private hospitals and dispensaries in Vidarbha and to advise Government regarding their wages and other related matters, if any.”

1.5. In terms of the said resolution, therefore, the function of the Committee is to study the general service conditions of employees in private hospitals and dispensaries only. The jurisdiction of the Committee extends to the Vidarbha Region of Maharashtra, consisting of the revenue districts of Buldhana, Akola, Amravati, Yeotmal, Wardha, Nagpur, Bhandara and Chanda. The Committee has been charged with the duty of rendering advice to the Government on the question of wages of employees in private hospitals and dispensaries in Vidarbha and on other related matters, if any.

Time Limit for the Submission of the Report to the Government

1.6. The Government of Maharashtra, by its original resolution dated 1st January 1970 (Annexure 1), had directed that the Report of the Committee should be submitted to it within six months of the date of the said resolution, i.e. on or before 30th June 1970. However, at the request of the Committee, the Government of Maharashtra was pleased, from time to time, to grant extensions in the time limit set for the submission of the Report to it. Ultimately, the Committee was given time upto 30th September 1971 for the submission of this Report to the Government.

CHAPTER II

COLLECTION OF DATA—METHOD AND PROCEDURE

Questionnaire—Preparation

2.1. In order to conduct the study entrusted to it, it was necessary for the Committee to be in possession of the relevant data relating to the general service conditions of employees in private hospitals and dispensaries in Vidarbha. After due deliberations, it was decided that such data could best be collected through the circulation of a questionnaire among the various private hospitals and dispensaries within the jurisdiction of the Committee, practicing Allopathic, Ayurvedic, Unani or any other system of medicine.

2.2. The Committee was of the opinion that the organizational and economic pattern of hospitals and dispensaries owned by individuals was likely to be different from that of hospitals and dispensaries owned by institutions, charitable or otherwise. It was, therefore, decided that one type of Questionnaire (See Questionnaire A—Annexure 4) should be sent to hospitals and dispensaries owned by individuals and another (See Questionnaire B—Annexure 5) to hospitals and dispensaries owned by institutions.

2.3. The Committee considered it desirable to get a picture of the expectations of employees in private hospitals and dispensaries, as regards their general service conditions. Consequently, it was decided to circulate a questionnaire (See Questionnaire C—Annexure 6) among the various Trade Unions of such employees functioning within the jurisdiction of the Committee.

2.4. The Committee was also of the view that a comparison between the general service conditions of employees in private hospitals and dispensaries and those of employees in hospitals and dispensaries owned by the Government and various Local Authorities would prove to be helpful. Accordingly, a questionnaire (See Questionnaire D—Annexure 7) was designed to be circulated among hospitals and dispensaries owned by the Government and various Local Authorities.

Questionnaire—Circulation

2.5. The circulation of these questionnaires had to await the preparation of a list of private hospitals and dispensaries in Vidarbha alongwith a list of Trade Unions of employees employed therein ; a task which was by no means easy. The preparation of a list of Trade Unions of employees in such hospitals and dispensaries was no problem, since such a list could be readily obtained from the Office of the Deputy Commissioner of Labour, Nagpur.

2.6. However, the Committee had to encounter a good deal of difficulty in drawing out a list of private hospitals and dispensaries in Vidarbha, not to speak of the time lost therein. An approach was made to various branches of the Indian Medical Association and different Municipal Councils and

Committees in Vidarbha to get the relevant information regarding private hospitals and dispensaries within their respective jurisdictions. Ultimately, the Committee had to rest satisfied with the list of private hospitals and dispensaries which emerged largely out of the information furnished by these authorities.

2.7. Once the list of private hospitals and dispensaries in Vidarbha and of Trade Unions of employees in such institutions was ready, the circulation of the proper questionnaire among them was only a question of time. On the basis of the lists so prepared, Questionnaire A (Annexure 4) was issued to 633 private hospitals and dispensaries owned by individuals, Questionnaire B (Annexure 5) to 13 private hospitals and dispensaries owned by institutions, Questionnaire C (Annexure 6) to 8 Trade Unions of employees employed in such hospitals and dispensaries and Questionnaire D (Annexure 7) to 36 hospitals and dispensaries owned by the Government and different Local Authorities, located at various places in Vidarbha.

The Volume of Data Collected

2.8. The number of questionnaires issued to various hospitals, dispensaries and trade unions in Vidarbha, as against the number of replies received in return, is to be seen in Table No. 1 below :—

TABLE NO. 1

	Private hospitals and dispensaries owned by individuals	Private hospitals and dispensaries owned by Institutions	Trade Unions	Hospitals and dispensaries owned by Government and Local Authorities	Total
Number of questionnaires issued.	633	13	8	36	690
Number of questionnaires replied.	89	9	3	12	113

Table No. 1 discloses that the response evoked by the circulation of the questionnaires has not been encouraging, except in the case of private hospitals and dispensaries owned by Institutions.

Oral Evidence

2.9. The Committee was of the opinion that the data made available to it through the circulation of questionnaires would have to be supplemented by oral evidence to be recorded by it at some places of importance in Vidarbha. The Committee, therefore, held meetings at Nagpur, Akola, Amravati, Bhandara and Tumsar for recording oral evidence at these places.

2.10. Office-bearers of the Branches of the Indian Medical Association at Akola and Bhandara appeared and deposed before the Committee. At Tumsar, where no Branch of the Indian Medical Association is in existence, some members of the medical profession appeared before the Committee and gave evidence in their individual capacities. A good number of employees in private hospitals and dispensaries from Nagpur, Akola and Amravati came forward to give evidence before the Committee.

Visits

2.11. During the tours undertaken by it for the purpose of recording oral evidence, the Committee visited some private hospitals and dispensaries to make an on-the-spot study of general service conditions of employees employed therein.

2.12. It must be mentioned here that the meetings of the Committee for recording evidence at various places were invariably preceded by publicity in Local Papers at such places, in order to enable various interested parties to appear and give evidence before the Committee.

CHAPTER III
ANALYSIS OF DATA

Preliminary

3.1. As seen in Chapter II, questionnaires were issued to 646 private hospitals and dispensaries, out of which 633 were owned by individuals and 13 by institutions. In reply, however, information was received only from 89 hospitals and dispensaries of the former type and 9 of the latter, making up a total of 98. Even the replies so received revealed that some of the questionnaires had been inadequately answered, leaving deficiencies in the information furnished. Such deficiencies have been pointed out at appropriate places in this Chapter. The analysis of data which follows is based on the information contained in the 98 questionnaires which were returned to the Committee after being duly or partly filled in.

3.2. A break-up of these hospitals and dispensaries, according to the existence or absence of indoor beds in them, is given in Table No. 2 :—

TABLE No. 2

	Number of Private Hospitals and Dispensaries		Total
	Owned by Individuals	Owned by Institutions	
With Indoor Beds	6	7	13
Without Indoor Beds	83	2	85
Total	89	9	98

Number of Employees—Occupation-wise

3.3. From the available information it is seen that 254 employees are employed in private hospitals and dispensaries which have replied to the questionnaires sent to them. Out of them, 69 are employed in private hospitals and dispensaries owned by individuals, while 185 are employed in those owned by institutions. Table No. 3 shows the number of employees employed in those hospitals and dispensaries, occupation-wise.

TABLE NO. 3

Serial No.	Number of Employees Occupation-wise	Number of Employees employed in Private Hospitals and Dispensaries		Total
		Owned by Individuals	Owned by Institutions	
1	Accountants	Nil	7	7
2	Compounders	28	11	39
3	Dressers	7	4	11
4	Nurses/Midwives	7	56	63
5	Dais	8	5	13
6	Clerks/Typist/Telephone Operators ..	1	12	13
7	Bill Collectors	2	1	3
8	Cooks	Nil	10	10
9	Attendants including Ward-Boys, Peons, Watchmen, Sweepers, Gardners and Washermen.	16	64	80
10	Laboratory and X-Ray Technicians ..	Nil	9	9
11	Ambulance Drivers	Nil	6	6
Total ..		69	185	254

3.4. Table No. 3 shows that the occupations of Compounders and Attendants provide for the bulk of the employment in private hospitals and dispensaries owned by individuals. The same can be said about the occupations of Nurses and Attendants in the case of private hospitals and dispensaries owned by institutions.

The Existing Wage Structure

3.5. A distribution of employees in private hospitals and dispensaries owned by individuals, wage-wise and occupation-wise, is given in Table No. 4:—

TABLE No. 4

Serial No.	Number of Employees Occupation-wise	Consolidated Wages in Rupees Per Month. (Private Hospitals and Dispensaries owned by Individuals)						Total
		30 to 50	51 to 70	71 to 90	91 to 110	111 to 130	131 to 150	
1	Compounders ..	3	2	12	3	1	2	23
2	Dressers ..	2	2	3	Nil	Nil	Nil	7
3	Nurses/Midwives ..	Nil	2	Nil	2	Nil	Nil	4
4	Dais ..	2	2	Nil	Nil	Nil	Nil	4
5	Clerks ..	Nil	1	Nil	Nil	Nil	Nil	1
6	Attendants, including Ward-Boys, Peons, Sweepers and Washermen	4	5	2	1	Nil	Nil	12
	Total ..	11	14	17	6	1	2	51

The information contained in Table No. 4 relates to only 51 of the 69 employees employed in those private hospitals and dispensaries owned by individuals which have replied to the questionnaires. This deficiency must be attributed to the fact that many of the questionnaires have been inadequately answered. Table No. 4 reveals that, out of the 51 employees in question, 42 are being paid wages at a rate varying between Rs. 30 and Rs. 90 per month.

3.6. A similar distribution of employees in private hospitals and dispensaries owned by institutions is given in Table No. 5.

TABLE No. 5

Consolidated wages in Rupees per month
(Private Hospitals and Dispensaries owned by Institutions)

Serial No.	Number of Employees Occupation-wise	30	51	71	91	111	131	151	201	251	More	Total	
		to 50	to 70	to 90	to 110	to 130	to 150	to 200	to 250	to 300	than 300		
1	Accountants ..	..	..	..	..	..	1	2	..	..	1	4
2	Compounders ..	..	..	1	..	..	2	1	1	..	..	5
3	Dressers ..	..	..	..	..	1	1	..	..	..	..	2
4	Nurses/Midwives ..	..	..	..	..	1	1	2	4	3	..	11
5	Dais ..	..	..	..	..	1	1	..	..	..	..	2
6	Clerks/Typists ..	..	..	..	..	1	1	2	1	..	..	5
7	Cooks ..	..	..	2	..	3	..	..	..	..	..	5
8	Attendants, including Ward-boys, Peons, Watchmen, Sweepers and Gardners.	2	1	7	10	..	..	..	..	..	..	20
9	Laboratory and X-Ray Technicians.	..	..	..	..	..	..	2	..	1	..	3
10	Ambulance Drivers ..	..	..	..	..	..	3	..	..	..	..	3
Total		..	2	4	7	17	9	6	10	3	1	1	60

Though, as seen from Table No. 3, 185 employees are employed in private hospitals and dispensaries owned by institutions, Table No. 5 furnishes information only regarding 60 of the said 185 employees. This deficiency in Table No. 5, as in the case of Table No. 4, is the result of insufficient information being furnished in answer to questionnaire.

Hours of Work

3.7. Information regarding hours of work in various private hospitals and dispensaries is contained in Table No. 6.

TABLE No. 6

Hours of Work	Number of Private Hospitals and Dispensaries		Total
	Owned by Individuals	Owned by Institutions	
Upto 8 Hours	33	9	42
More than 8 and upto 9 Hours	1	Nil	1
More than 9 Hours	4	Nil	4
Total	38	9	47

3.8. It must be mentioned here that 51 private hospitals and dispensaries owned by individuals, out of those 89 which have replied to the questionnaire, have not given any information about the hours of work of their employees. Yet, the data contained in Table No. 6 is sufficient to warrant the conclusion that working-hours of employees in private hospitals and dispensaries, whether owned by individuals or institutions, do not generally extend beyond eight hours a day. Private hospitals and dispensaries, where employees are required to work for more than eight hours a day, may be regarded as exceptions to the rule.

Weekly Holiday

3.9. Even as regards weekly holidays, 51 of the 89 private hospitals and dispensaries owned by individuals, which have replied to the questionnaire, have failed to furnish any information. The available data in this regard is tabulated in Table No. 7.

TABLE No. 7

Number of Weekly Holidays	Number of Private Hospitals and Dispensaries		Total
	Owned by Individuals	Owned by Institutions	
Nil	6	1	7
1/2 Day	10	1	11
1 Day	22	6	28
1 1/2 Days	Nil	1	1
Total ..	38	9	47

Earned Leave

3.10. Information regarding the provision for earned leave in various private hospitals and dispensaries is contained in Table No. 8.

TABLE No. 8

Amount of Earned Leave per year.	Number of Private Hospitals and Dispensaries		Total
	Owned by Individuals	Owned by Institutions	
Upto 14 days	1	Nil	1
15 to 20 days	2	5	7
21 days or more	2	3	5
	5	8	13

3.11. It must be admitted that the data in question as regards private hospitals and dispensaries owned by individuals is too scanty to lead to any conclusions. However, it may be said in the case of private hospitals and dispensaries owned by institutions that most of them provide for earned leave of at least 15 days in a year for their employees.

Casual leave

3.12. Casual Leave, varying between 8 and 14 days in a year, is being allowed to employees in 6 private hospitals and dispensaries, of which 3 are owned by individuals and 3 by Institution. Another hospital of the latter type allows Casual Leave upto 7 days in a year to its employees. Information in this regard has not been furnished by the other private hospitals and dispensaries which have replied to the questionnaire.

Provident Fund

3.13. Out of the 9 private hospitals and dispensaries owned by institutions, which have replied to the questionnaire, 7 have a scheme of Contributory Provident Fund for their employees. The rate of contribution in the case of these employees varies from institution to institution, and ranges from 6 per cent of their basic wages to 8 per cent of their total wages. None of the private hospitals and dispensaries owned by individuals have mentioned the existence of a scheme of Provident Fund for their employees.

Gratuity

3.14. Out of all private hospitals and dispensaries which have replied to the questionnaire, only 3 hospitals owned by institutions have mentioned the existence of a scheme of Gratuity for their employees. However, even in the case of those 3 hospitals the exact formula under which Gratuity is payable to employees is not known.

Bonus

3.15. Bonus is being paid to employees in 5 hospitals and dispensaries owned by individuals, while in 4 others it is given to employees in the form of a Diwali Gift. The available information reveals that such Bonus or Diwali Gift is not based on any formula but is paid on an ad hoc basis, from time to time. Only 2 hospitals owned by institutions have been paying Bonus to their employees, it being based on the terms of the agreements between the said hospitals and their employees.

Uniforms

3.16. A distribution of private hospitals and dispensaries, according to the number of sets of Uniforms supplied to their employees per year, occupationwise, is shown in Table No. 9.

TABLE No. 9

Serial No.	Occupations	Number of Private Hospitals and Dispensaries according to the Number of sets of Uniforms supplied per year.			
		1 Set	2 Sets	3 Sets	4 sets
1	Nurses	1	2	..	1
2	Dais .. ..	..	2	..	1
3	Sweepers	1	3	..	..
4	Watchman .. ..	..	1	..	..
5	Gardners .. ..	..	1	..	..
6	Cooks .. ..	..	1	..	..
7	Peons .. ..	..	3	..	..
8	Ambulance Drivers	1	2	..	..

Many occupations of employees in hospitals and dispensaries, which are usually supplied with uniforms, do not find a place in Table No. 9 for want of availability of data.

Financial Position of Hospitals and Dispensaries

3.17. The available data shows that none of the private hospitals and dispensaries owned by institutions has earned a profit in the recent past. Such a position can be explained away by merely pointing out that most of such hospitals and dispensaries, if not all of them, are being run for charitable purposes and not for profit.

3.18. A distribution of private hospitals and dispensaries owned by individuals, according to the average net profits earned by them per year, during the five years ending with the year 1968-69, is contained in Table No. 10.

TABLE No. 10

Serial No.	Average Net Profit Per year in Rupees	Number of Private Hospitals and Dispensaries.
1	0 to 1,000	14
2	1,001 to 2,000	3
3	2,001 to 3,000	7
4	3,001 to, 4000	5
5	4,001 to 5,000	1
6	5,001 to 10,000	5
7	Above 10,000	1

3.19. Table No. 10 shows that, out of the 89 private hospitals and dispensaries owned by individuals which have replied to the questionnaire, only 36 have made a mention of their financial position. Even the figures furnished by these 36 hospitals and dispensaries, as regards their income and expenditure from year to year, cannot be taken at their face value and will have to be accepted with caution, to say the least. This is particularly so in view of the fact that it is not a practice with such hospitals and dispensaries to maintain elaborate accounts about the income earned or expenditure incurred by them.

CHAPTER IV

DELIBERATIONS AND RECOMMENDATIONS

Preliminary

4.1. It must be borne in mind that this Committee has been appointed "to study the general service conditions of employees in private hospitals and dispensaries in Vidarbha and to advise Government regarding their wages and other related matters, if any." (See Annexure 1). A study of the general service conditions of employees is contained in Chapter III of this Report. What remains to be done now is the formulation of recommendations to the Government regarding the wages of such employees and other related matters.

4.2. Considerable time and attention have been devoted by the Committee to the interpretation of the words "wages and other related matters, if any", appearing in the Resolution of the Government of Maharashtra, dated 1st January 1970 (Annexure 1), by which this Committee has been constituted. This had to be done in order to ensure that the Committee confined itself to its Terms of Reference and did not transgress them in any way. Ultimately, the words in question have been interpreted to mean wages and other matters related thereto, provided that the relationship between such other matters and wages is direct and proximate, and not remote and far-fetched. Consequently, in making recommendations to the Government the Committee has confined itself to matters pertaining to wages of employees in private hospitals and dispensaries in Vidarbha, their hours of work, payment of extra wages to them for over time work and weekly holidays.

Concepts of 'Wage'

4.3. Article 43 of the Constitution of India, inter alia, lays down that the State shall endeavour to secure to all workers work, a living wage, and conditions of work ensuring a decent standard of living. A 'Living Wage' may be defined as the wage required to meet the normal needs of an average employee, regarded as a human being living in a civilized society. Thus a living wage is a wage sufficient to provide an employee with, not only the absolute essentials of food, shelter and clothing, but also a condition of frugal comfort and provision for evil days, estimated by current standards.

4.4. While the concept of a 'Living Wage' is at one end of the scale of wages, that of a 'Minimum Wage' is at the other. A 'Minimum Wage' may be defined as a wage required to meet the bare physical needs of an employee and his family for food, shelter and clothing. Thus, a minimum wage approximates to a bare subsistence wage, while remaining above it. It is of importance to note that in the fixation of such a wage for employees the paying capacity or financial position of the employer is not material.

4.5. A 'Fair Wage' lies some where between the minimum wage and the living wage. While a living wage for employees remains an ideal to be attained, a fair wage can be described as a step towards the progressive realisation of that ideal. While the lowest limit of a fair wage is the minimum wage, its upper limit is set by the capacity of the employer to pay. Within the limitations so prescribed, a fair wage must approximate to the living wage as far as is practicable. It must be realised that in the fixation of a fair wage for employees the paying capacity or the financial position of the employer is a factor to be reckoned with.

Wages

4.6. As seen in Chapter III (3.17), none of the private hospitals and dispensaries owned by institutions has earned a profit in the recent past. Similarly, if the data furnished by private hospitals and dispensaries owned by individuals and tabulated in Table No. 10 of Chapter III (3.18) were to be taken at its face value, it would have to be conceded that their financial position was also far from satisfactory. However, as has been already pointed out, the figures furnished by private hospitals and dispensaries owned by individuals, as regards their financial position, have to be treated with caution, since it is not a practice with such hospitals and dispensaries to maintain elaborate accounts of their income and expenditure. In the absence of such accounts, the Committee did not make any attempt to verify the accuracy of the statements made by these hospitals and dispensaries as regards their financial position, since such an attempt would have proved to be abortive.

4.7. It must be reiterated that in fixing a fair wage for employees the paying capacity or the financial position of the employer is an important factor to be taken into consideration. In the absence of reliable and authentic data relating to the paying capacity or financial position of private hospitals and dispensaries in the present case, the Committee is of the view that an attempt to recommend a fair wage for employees in such hospitals and dispensaries will be an exercise in futility. Consequently the Committee has decided to restrict itself to the recommendation of a minimum wage for such employees, the quantum of which will not have to depend upon the paying capacity or financial position of hospitals and dispensaries in which such employees are employed.

4.8. In recommending minimum rates of wages, for various classes of employees in private hospitals and dispensaries the Committee has taken into consideration the duties and responsibilities attached to posts held by such employees, occupation-wise. The existing wage structure in relation to such posts, as reflected in Tables Nos. 4 and 5 (Chapter III, 3.5 and 3.6) has also been taken into account. While giving a thought to the bare physical needs of employees in private hospitals and dispensaries, and their families, the Committee did not lose sight of minimum rates of wages fixed by the Government of Maharashtra, from time to time, for different Scheduled Employments under the Minimum Wages Act, 1948.

4.9. After giving an anxious consideration to various aspects of the problem, the Committee feels that minimum rates of wages fixed by the Government of Maharashtra for various classes of employees in Shops and Commercial Establishments, through Notification No. MWA.4268/90053/LAB-III, dated 24th March 1971, are capable of being adopted by private hospitals and dispensaries in Vidarbha, with minor variations.

4.10. The Committee recommends that, for the purpose of determination of wages, occupations in private hospitals and dispensaries in Vidarbha be classified into three classes, Skilled, Semiskilled and Unskilled, according to the nature of work involved. The actual division of occupations into these three classes may be as follows :—

(1) *Skilled*.—Nurses, Midwives, Laboratory Technicians, X-Ray Technicians and Compounders (provided such Nurses, Midwives, Laboratory Technicians, X-Ray Technicians and Compounders possess Diplomas or Certificates recognised by the Government of Maharashtra.).

(2) *Semiskilled*.—Nurses, Midwives, Laboratory Technicians, X-Ray Technicians, Compounders, Dais and Dressers (provided such Nurses, Laboratory Technicians, X-Ray Technicians, Compounders, Dais and Dressers, though without a Diploma or Certificate recognised by the Government of Maharashtra, have experience of at least three years, Accountants, Clerks, Typists, Telephone Operators, Ambulance Drivers and Cooks.

(3) *Unskilled*.—Ward-boys, Peons, Attendants, Bill Collectors, Watchmen, Gardeners, Washermen, Swepeers, and all oher employees not specifically classified.

4.11. While it would be desirable to have uniform minimum rates of wages, class-wise, for employees, in private hospitals and dispensaries all over Vidarbha, it would be unwise to ignore the variation in the workload of such employees, from place to place. Simultaneously, the difference between the cost of living at thickly populated places like Nagpur, Akola and Amravati, and at other smaller places must be borne in mind while recommending minimum rates of wages for employees in private hospitals and dispensaries at such places. To meet the problem created by such local variations, the Committee recommends that the area consisting of the eight revenue districts of Vidarbha (Buldhana, Akola, Amravati, Yeotmal, Wardha, Nagpur, Bhandara and Chanda) be divided into three Zones along the following lines:—

Zone I.—The area within the jurisdiction of the Municipal Corporation of Nagpur.

Zone II.—Areas within the jurisdiction of the Municipal Councils of Amravati and Akola.

Zone III.—All other areas of Vidarbha not falling in Zone I or Zone II

4.12. The Committee recommends that employees in private hospitals and dispensaries in Vidarbha be paid wages at rates which will not, in any case, be less than the minimum rates of wages shown against each Zone and each class of employees in Table number 11 below.

TABLE NO. 11

Serial No.	Class of Employees	Minimum Rate of Wages in Rupees per Month		
		Zone I	Zone II	Zone III
1	Skilled	175	160	150
2	Semi-skilled	140	130	115
3	Un-skilled	105	95	80

Various occupations of employees will fall into the three classes, Skilled, Semi-skilled, and Un-skilled, as recommended in Paragraph 4.10 above. The Committee has refrained from recommending minimum rates of wages for employees holding posts of Matrons, Sister Tutors, Pharmacists etc. It is expected that private hospitals and dispensaries having such posts will provide them with salaries which will be appreciably higher than minimum rates of wages prescribed for the skilled class of employees.

4.13. The question of linking the above mentioned minimum rates of wages with the cost of living index has been considered at length. While it is not unreasonable to expect an increase in the cost of living to be partially neutralised by a corresponding rise in wages, it must be remembered that wages in private hospitals and dispensaries in Vidarbha are sought to be regulated for the first time. Considering the existing wage structure of employees in such hospitals and dispensaries, and the benefit that may accrue to them as a result of minimum rates of wages which are being presently recommended, the Committee feels that the question of linking such wages with the cost of living index may be shelved for the present. For the same reasons, the Committee has refrained from recommending incremental wage scales for the employees in question.

Hours of Work and Spreadover

4.14. In considering the question of hours of work of employees in private hospitals and dispensaries in Vidarbha, the prevailing practice in that regard will have to be taken into account. The analysis of data contained in Chapter III (3.8) reveals that hours of work of employees in such hospitals and dispensaries, with a few exceptions, do not extend beyond eight hours a day. Even considering the nature of work to be performed by employees in hospitals and dispensaries, it is reasonable to expect that they should not be normally required to work for more than eight hours a day.

4.15. The Committee, therefore, recommends that hours of work of employees in private hospitals and dispensaries in Vidarbha should not extend beyond eight hours a day. It may be mentioned here that the minimum rates of wages recommended above (4.12) are based on the assumption that such employees would be required to work for only upto eight hours a day, and not more.

4.16. The question of limiting the spreadover of hours of work has also been considered. However, considering the nature of services to be rendered by private hospitals and dispensaries, and the customs and practices prevailing at present, the Committee feels that it would be neither practicable nor desirable to place a limitation on the spreadover of hours of work, at present.

Extra Wages for Overtime Work

4.17. Though the normal working-hours of employees in private hospitals and dispensaries may not extend beyond eight hours a day, situations may arise in which some of them may be called upon to work beyond such normal hours in exceptional circumstances. In such circumstances, whenever an employee is required to work beyond his normal hours of work, it would be only fair and equitable to compensate him adequately for the extra work put in by him. The Committee recommends that an employee, who is required to work for more than eight hours in any particular day, be paid extra wages, at twice the normal rate, for the hours of work put in by him in excess of eight hours, a part of an hour being treated as one hour.

Weekly Holiday

4.18. Table No. 7 in Chapter III (3.9) shows that employees in a majority of private hospitals and dispensaries in Vidarbha are allowed a holiday or days of rest, every week. The utility and importance of a weekly holiday or day of rest are too well-known to need any emphasis. The Committee recommends that employees in all private hospitals and dispensaries in Vidarbha be allowed a holiday or day of rest, every week, which may be permitted to be staggered. The Committee further recommends that, if in exceptional circumstances an employee is required to work for all the seven days in a particular week, he be paid wages at twice the normal rate for the extra day of work put in by him.

Miscellaneous

4.19. While the Committee has made recommendations regarding wages, hours of work, extra wages for overtime work, and weekly holidays of employees in private hospitals and dispensaries in Vidarbha, problems of Earned Leave, Provident Fund, and Gratuity for such employees have been left alone. In answer to the questionnaire sent to them, Trade Unions of such employees have suggested that each such employee may be allowed earned leave at least 21 days in a year. They have also suggested the introduction of a scheme of Provident Fund and Gratuity, comparable with such schemes in operation in hospitals run by the Government and Local Authorities. The importance of

earned leave for rest and recuperation of an employee, once in a year, cannot be underrated. Similarly, the need for a scheme of Provident Fund and Gratuity, to provide for the wintry days of an employee, is more or less universally accepted. Yet, in its anxiety to avoid travelling beyond its Terms of Reference, the Committee refrains from making any recommendation in this regard.

4.20. One of the problems voiced before the Committee by Members of the Medical Profession is regarding the paucity of qualified personnel for posts of Compounders in small hospitals and dispensaries which cannot afford to engage the services of Pharmacists. In this connection, it has been pointed out to the Committee that, while there is a full-fledged Diploma Course for Pharmacists recognised by the Government of Maharashtra, there is no such course for Compounders. It has been submitted before the Committee that the present need for qualified Compounders can be met by the introduction of a Diploma or Certificate Course for Compounders, to be recognised by the Government of Maharashtra. The Committee feels that the problem in question deserves to be considered by the Government of Maharashtra at the appropriate level.

CHAPTER V

GENERAL

Meetings—Report

5.1. It is gratifying to note that this Report is being made by the Committee, unanimously. The Committee held in all nine meetings in order to complete the work entrusted to it. While the first meeting of the Committee was held on 4th April 1970, the last one was held on 22nd September 1971, the date on which this Report was signed.

Observations

5.2. The Committee was handicapped in its work due to the fact that no clerical staff was appointed to assist it. But for the help rendered to the Committee by the Deputy Commissioner of Labour, Nagpur, and his staff, this Report would not have seen the light of the day. The Committee, therefore, expresses the hope that, whenever such Committees are appointed in future, the Government of Maharashtra will simultaneously appoint adequate staff to assist such Committees.

Acknowledgements

5.3. The Committee is grateful to Dr. D. W. Hardas for his active participation in its meetings and deliberations during his tenure as President, Indian Medical Association, Nagpur Branch. The Committee also records its appreciation of the spirit of understanding displayed by Dr. T. B. Rathi, the then President of the Indian Medical Association, Amravati Branch, who accepted his appointment on the Committee after some initial hesitation.

5.4. The Committee acknowledges with gratitude the help rendered to it by the Deputy Commissioner of Labour, Nagpur, and his staff. The Committee is particularly indebted to Shri D. N. Chore, Stenographer, for the pains taken by him in typing this Report efficiently and expeditiously. The services rendered by Shri R. K. Tiwari, Senior Labour Investigator, and Shri S. K. Kesarwani, Stenographer, in tabulating data must also be recognised.

(G.C.P.) H 4946—3 (1225-9-72)

5.5. Before parting with this Report, the Committee acknowledges the understanding shown by the Government in allowing the Committee sufficient time to complete the work entrusted to it.

Nagpur,

Dated 22nd September 1971.

(Smt. SUSHILA BALRAJ),
M.L.A.
Chairman.

(B. R. CHOUDHARI),
General Secretary,
Rashtriya Hospital Employees
Union, Nagpur.

(H. S. BHARGAVA),
President,
Indian Medical Association,
Nagpur Branch,
Nagpur.

(MADHUKAR INGALE),
General Secretary,
Vidarbha Dawakhana Karmachari
Sangh, Amravati.

(R. M. BENDREY),
President,
Indian Medical Association,
Amravati Branch,
Amravati.

(R. P. POWAR),
Secretary,
Assistant Commissioner of Labour.

ANNEXURE—1.

General service conditions of employees in hospitals and private dispensaries in Vidarbha.

Appointment of a Committee to study—

General.....study

GOVERNMENT OF MAHARASHTRA,
INDUSTRIES AND LABOUR DEPARTMENT,

Resolution No. IDA 1369/Lab-II,

Schivalaya, Bombay-32,

1st January 1970.

Read—Letter, No. Dy. C.L. VII-F, dated 18th November 1969.

RESOLUTION.—Government of Maharashtra is pleased to appoint a Committee consisting of the following persons to study the general service conditions of employees in private hospitals and dispensaries in Vidarbha and to advise Government regarding their wages and other related matters, if any:

Dr. Sushila Balraj, Dhantoli, Nagpur, M.L.A., Chairman

Representatives of Employees.

Shri B. R. Choudhari,

General Secretary, Rashtriya Hospital Employees Union, Somwar Bazar, Sitabuldi, Nagpur.

Shri Madhukar Ingale,

General Secretary, Vidarbha Dawakhana Karmachari Sangh, Amraoti.

Representative of Employers.

Dr. B. S. Choube,

Indian Medical Association, Branch Nagpur.

Dr. Thakurdas Balmukund Rathi,

Indian Medical Association, Branch Amraoti.

Shri R. P. Powar, Assistant Commissioner of Labour, Nagpur, shall be the Secretary of the Committee.

2. The Committee should submit its report within a period of six months from the date of this Resolution.

By order and in the name of the Government of Maharashtra,

S. A. VAIDYA,
Under Secretary to Government.

ANNEXURE 2

General Service Conditions of employees in hospitals and private dispensaries in Vidarbha

Appointment of a Committee to study—

**GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT**

Resolution No. IDA 1369/Lab.II
Sachivalaya, Bombay-32

Dated 10th February 1970.

Read—(1) Government Resolution, Industries and Labour Department, No. IDA 1369/Lab. II, dated 1st January 1970.

(2) Letter, No. Dy. CL/1386, dated 16th January 1970 from the Deputy Commissioner of Labour, Nagpur.

RESOLUTION.—Government is pleased to nominate Dr. M.T. Paithankar, Acting President of the Indian Medical Association, Nagpur Branch, Nagpur, as a member of the Committee appointed under Government Resolution, Industries and Labour Department No. IDA/1369/Lab.II, dated 1st January 1970, vice Dr. B. S. Choube who has gone abroad for training.

By order and in the name of the Governor of Maharashtra,

M. A. R. SIDDIQUI,
Under Secretary to Government.

ANNEXURE 3

General Service Conditions of employees in hospitals and private dispensaries in Vidarbha

Appointment of a Committee to study

**GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT**

Resolution No. IDA. 1369/Lab-II
Sachivalaya, Bombay-32

Dated 31st March 1970.

Read—Government Resolution, Industries and Labour Department, No. IDA. 1369/Lab-II, dated 1st January 1970.

Government Resolution, Industries and Labour Department, No. IDA. 1369/Lab-II, dated the 10th February 1970.

RESOLUTION.—Government is pleased to nominate (1) The President, Indian Medical Association, Nagpur Branch, Nagpur and (2) The President, Indian Medical Association, Amravati Branch, Amravati as members of the Committee appointed under Government Resolution, Industries and Labour Department, No. IDA. 1369/Lab-II, dated the 1st January 1970, vice Dr. M. T. Paithankar and Dr. T. B. Rathi respectively.

By order and in the name of the Governor of Maharashtra,

S. A. VAIDYA,
Under Secretary to Government.

ANNEXURE 4

Confidential

COMMITTEE APPOINTED BY THE GOVERNMENT OF MAHARASHTRA TO STUDY THE GENERAL SERVICE CONDITIONS OF EMPLOYEES IN PRIVATE HOSPITALS AND DISPENSARIES IN VIDARBHA AND TO ADVISE GOVERNMENT REGARDING THEIR WAGES AND OTHER RELATED MATTERS.

QUESTIONNAIRE 'A'

(Private Practitioners.)

I. Identification Particulars—

1. Name and Qualifications
2. Address
3. System of Medicine
 - (a) Allopathic
 - (b) Ayurvedic
 - (c) Unani
4. Number of years spent in the profession ..
5. Whether a Consultant or a General Practitioner.
6. Speciality, if any

I. General set-up—

Whether out-door practice only or out-door and in-door.

- (a) Hours of out-door work
- (b) In case of in-door practice—

- (i) Number of in-door beds
- (ii) Whether there is a Nursing Home consisting of Medical and/or Surgical and/or Ob. Gyn. and/or other beds or units.

- (c) Whether there is a specialised Unit like X-Ray and/or Pathology and/or blood bank and/or any other.

III. Employment Particulars—

- (A) (1) Number of Doctors employed ..
- (2) Number of employees other than Doctors
 - (i) Compounders/Dressers
 - (ii) Nurses/Midwives/Dais
 - (iii) Clerks/Accountants/Bill Collectors ..
 - (iv) Telephone Operators
 - (v) Cooks
 - (vi) Attendants such as Ward boys, Watchmen, sweepers, Gardeners, etc.

(B) (1) How many employees are Permanent ?

(2) What are the provisions regarding permanency ?

IV. *Hours of work—*

(1) Are the working hours of the employees—fixed ?

(2) Do you have more than one shift ..

(3) Please give the working hours per shift and category-wise.
(indicate rest intervals)

(4) Whether payment is made for over-time work
If so, please state the rate of such payment.

V. *Weekly off, Holidays and leave facilities—*

(1) Whether each employee is given a paid weekly off ?

(2) Whether any paid festival holiday are being given to the employees ?
If so, the number of such holidays in a year may be mentioned.

(3) Whether any paid earned leave/privilege leave and/or casual leave is being granted to employees ?
Please give details about such leave ..

VI. *Uniforms, Dresses etc.—*

(1) Are uniforms supplied to any of the employees ?

(2) Please give details about the category of employees and the number of sets of uniforms supplied to them per year.

VII. *Remuneration—*

(1) Whether there are fixed scales of pay of employees ?

(2) Please give details about the various scales of pay.

(3) When were the present scales of pay fixed ?

Note : Where there is no scale of pay, please give the actual pay drawn by each employee, along with the provision for increments.

(4) Do you think the present pay of your employees calls for a revision ? Please give reasons for your answer.

(5) Whether employees are paid any bonus ?

If so, please give details ..

Note.—Please fill the attached Schedule ..

VIII. *Medical Facilities*—

Please state the medical facilities extended by you to your employees and their dependants.

IX. *Retirement Benefits*—

(1) Age of retirement ..

(2) Please give details about provisions regarding gratuity, provident fund etc., if any.

X. *Income, Expenditure*—

(1) Please give your gross professional income during the last five assessment years.—

1964-65

1965-66

1966-67

1967-68

1968-69

(2) What is the total wage bill which you have to shoulder every year.

(3) Please give a rough estimate of the other expenditure incurred by you per year in conducting your professional activities.

XI —*Remarks and Suggestions*—

(1) Please state the difficulties encountered by you in the employment of staff.

(2) Please suggest suitable remedies in the matter.

Place :

Signature

Date :

Name of the Signatory.

SCHEDULE

Serial No.	Name of the post (Designation)	No. of persons holding the post		A brief description of the work	Whether monthly rated or daily rated	Scale of Pay/Pay	Allowances like dearness allowance etc.	Normal hours of work
		Temporary	Permanent					
1	2	3	4	5	6	7	8	9

ANNEXURE 5

Confidential.

COMMITTEE APPOINTED BY THE GOVERNMENT OF MAHARASHTRA TO STUDY THE GENERAL SERVICE CONDITIONS OF EMPLOYEES IN PRIVATE HOSPITALS AND DISPENSARIES IN VIDARBHA AND TO ADVISE GOVERNMENT REGARDING THEIR WAGES AND OTHER RELATED MATTERS.

QUESTIONNAIRE 'B'

(Hospitals owned by Institutions)

I. Identification Particulars—

- (1) Name and address of the Hospital ..
- (2) Whether Registered, if so, give details ..
- (3) System of Medicine—Whether—
- | | | | |
|----------------|----|----|----|
| (a) Allopathic | .. | .. | .. |
| (b) Ayurvedic | .. | .. | .. |
| (c) Unani | .. | .. | .. |

II. General Set-up—

- (1) Average Out-door attendance
- (2) Number of In-door beds
- (3) Please give the names of various departments in the Hospital.

III. Employment Particulars—

- (A) (1) Number of Doctors employed ..
- (2) Number of employees other than doctors—
- | | | |
|---|----|----|
| (i) Superintendent/Secretary/Manager | | |
| (ii) Accountants | .. | .. |
| (iii) Compounders/Dressers | | .. |
| (iv) Nurses/Midwives/Dais | | .. |
| (v) Clerks/Bill Collectors | | .. |
| (vi) Telephone Operators | | .. |
| (vii) Cooks | .. | .. |
| (viii) Attendants such as Wardboy, Watchmen, Sweepers, Gardeners etc. | | |
- (B) (1) How many employees are permanent
- (2) What are the provisions regarding permanency ?

IV. House of Work—

- (1) Whether employees are working in more than one shift ?
- (2) Please give the hours of work of various shifts (including rest intervals).
- (3) Whether payment is made for overtime work, if so, please state the rate of each payment.

V. Weekly off, Holidays and Leave facilities —

- (1) Whether each employee is given a paid weekly off ?
- (2) Whether any paid festival holidays are being given to the employees ?
If so the number of such holidays in a year may be mentioned.
- (3) Whether any paid earned leave/privilege leave and/or casual leave is being granted to employees ?
Please give details about such leave ..

VI. Uniforms, Dresses etc.,—

- (1) Are uniforms supplied to any of the employees ?
- (2) Please give details about the category of employees and the number of sets of uniforms supplied to them per year.

VII. Remuneration—

- (1) Whether there are fixed scales of pay for employees ?
- (2) Please give details about the various scales of pay ?
- (3) When were the present scales of pay fixed ?
Note.—Where there is no scale please give the actual pay drawn by each employee, along with the provision for increments.
- (4) Do you think the present pay of your employees calls for a revision.
Please give reasons for your answer ..
- (5) Whether employees are paid any bonus ?
If so, please give details
Note.—Please fill the attached schedule ..

VIII. Medical Facilities—

Please state the medical facilities extended by you to your employees and their dependents.

IX. Housing Facilities—

- (1) Whether quarters are provided to employees ?
- (2) Whether the quarters are rent-free or otherwise ?
- (3) If no quarters are provided, whether house-rent allowance is being paid ?

X. Retirement Benefits—

- (1) Age of retirement
- (2) Please give details about provisions regarding gratuity, pension, provident fund etc., if any.

XI. Income Expenditure—

- (1) What are the various sources of income ?

Note.—Sources of income include, among others :—

- (i) Hospital receipts
 - (ii) Donations from individuals, institutions or any other sources.
 - (iii) Grants-in-aid and Grants-in-Equipments from State or Central Government, Local Authorities or any other institutions.
 - (iv) Subsidies from any of the sources mentioned above.
- (2) Please give the approximate amount of the income from each source.
 - (3) What is the total wage bill per month ..
 - (4) Please give a rough estimate of other expenditure incurred per month.

XII. Remarks and Suggestions—

- (1) Please state the difficulties encountered by you in the employment of staff .
- (2) Please suggest suitable remedies in the matter.

Place :

Signature
Name of the Signatory
Designation.

SCHEDULE

Serial No.	Name of the post (Designation)	No. of persons holding the post		A brief description of the work	Whether monthly rated or daily rated	Scale of Pay/Pay	Allowances like dearness allowance etc.	Normal hours of work
		Temporary	Permanent					
1	2	3	4	5	6	7	8	9

ANNEXURE 6

Confidential

COMMITTEE APPOINTED BY THE GOVERNMENT OF MAHARASHTRA TO STUDY THE GENERAL SERVICE CONDITIONS OF EMPLOYEES IN PRIVATE HOSPITALS AND DISPENSARIES IN VIDARBHA AND TO ADVISE GOVERNMENT REGARDING THEIR WAGES AND OTHER RELATED MATTERS.

QUESTIONNAIRE ' C '

- I. Name of the Union
- II. Address
- III. Membership of the Union
- IV. Number of years for which it has been in existence ?
- V. What should be the hours of work of employees employed in private hospitals and dispensaries, category-wise ?
- VI. Is it necessary to run more than one shift ? Please state what should be the shift hours category-wise ?
- VII. What do you have to say about
- (1) Weekly off
- (2) Holidays
- (3) Leave facilities
- VIII. What is your opinion about the provisions for uniforms, dresses etc. ?
- IX. What should be the various categories of employees ?
- X. What should be the scales of pay according to you for various categories of employees ?
- XI. What, in your opinion, should be the rate of payment for overtime work ?
- XII. What should be the provisions regarding permanency of employees ?
- XIII. To which employees, pension provident fund, gratuity scheme etc. should be made applicable ?
- XIV. What should be provisions regarding housing facilities for the employees ?
- XV. What should be the medical facilities available to employees and their dependents ?

Signature

Place :

Name of the Signatory

Date :

Designation :

ANNEXURE 7

Confidential

COMMITTEE APPOINTED BY THE GOVERNMENT OF MAHARASHTRA TO STUDY THE GENERAL SERVICE CONDITIONS OF EMPLOYEES IN PRIVATE HOSPITALS AND DISPENSARIES IN VIDARBHA AND TO ADVISE GOVERNMENT REGARDING THEIR WAGES AND OTHER RELATED MATTERS.

QUESTIONNAIRE 'D'

(Hospitals run by Government and Local Bodies)

I. *Identification Particulars—*

- (1) Name of the Hospital
- (2) Address
- (3) Number of years for which the hospital has been in existence

II. *General Set-up—*

- (1) Average Out-door attendance
- (2) Number of In-door beds
- (3) Please give the names of various departments in the Hospital

III. *Employment Particulars—*

- (A)(1) Number of Doctors employed
- (2) Number of employees other than doctors
 - (i) Superintendent/Secretary/Manager
 - (ii) Accountants
 - (iii) Compounders/Dressers
 - (iv) Nurses/Midwives/Dais
 - (v) Clerks
 - (vi) Telephone Operators
 - (vii) Cooks
 - (viii) Attendants such as Ward-boys, Watchmen, Sweepers, Gardeners etc.
- (B)(1) How many employees are permanent?
- (2) What are the provisions regarding permanency?

IV. *Hours of Work—*

- (1) Whether employees are working in more than one shift?
- (2) Please give the hours of work of various shifts (including rest intervals)
- (3) Whether payment is made for over-time work. If so, please state the rate of such payment

V. *Weekly off, Holidays and Leave Facilities—*

- (1) Whether each employee is given a paid weekly off ?
- (2) Whether any paid festival holidays are being given to the employees ?
If so, the number of such holidays in a year may be mentioned
- (3) Whether any paid earned leave/privilege leave and/or casual leave is being granted to employees ?
(Please give details about such leave) ..

VI. *Uniforms, Dresses etc.—*

- (1) Are uniforms supplied to any of the employees ?
- (2) Please give details about the category of employees and the number of sets of uniforms supplied to them per year.

VII. *Remuneration—*

- (1) Whether there are fixed scales of pay for employees ?
- (2) Please give details about the various scales of pay
- (3) When were the present scales of pay fixed ?

Note.—Where there is a no scale of pay, please give the actual pay drawn by each employee along with the provision for increments.

- (4) Do you think the present pay of your employees calls for a revision ? Please give reasons for your answer

Note.—Please fill the attached Schedule.

VIII. *Medical Facilities—*

Please state the medical facilities extended by you to your employees and their dependents.

IX. *Housing Facilities—*

- (1) Whether quarters are provided to employees ?
- (2) Whether the quarters are rent-free or otherwise.
- (3) If no quarters are provided, whether house-rent allowance is being paid

X. *Retirement Benefits—*

- (1) Age of retirement
- (2) Please give details about provisions regarding gratuity, pension, provident-fund etc. if any.

Signature

Place :

Name of the signatory

Date :

Designation :

SCHEDULE

Serial No.	Name of the post (Designation)	No. of persons holding the post		A brief description of the work	Whether monthly rated or daily rated	Scale of Pay /Pay	Allowances like dearness allowance etc.	Normal hours of work
		Temporary	Permanent					
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