

Eastern Railway
(Personnel Department)
17 N. S. Road, Kolkata-700 001

No. PCPO/PB/Guidelines/2020

Kolkata, date: 14/01/2021

Divisional Railway Managers
HWH/SDAH/ASN/MLDT
Eastern Railway

Chief Works Managers
LLH/KPA/JMP
Eastern Railway

{Attention: Sr.DPOs/Dy.CPO(W)/WPOs}

Sub: Payment of remuneration to Para-medical categories in Group 'C' engaged on contract basis - reg.

During preventive check by the Vigilance Department, certain irregularities were noticed regarding payment of remuneration to Para-medical categories in Group 'C' engaged on contract basis. These lapses/shortcomings are as under:

- (a) Payment of the Hospital Patient Care Allowance (HPCA)/Patient Care Allowance (PCA) to Contractual Nursing staff.
- (b) Payment of Health and Malaria Allowance.
- (c) No uniformity regarding payment of remuneration to para-medical categories in Group 'C' engaged on contract basis.
- (d) Non-deduction of TDS and P/Tax.

2. The matter has been reviewed. It is impressed upon the Unit concerned that payment of remuneration to Para-medical categories in Group 'C' engaged on contract basis should be made strictly in terms of existing guidelines circulated under this office serial no. 73/2018. Moreover, as per existing instructions contained in RBE No. 1/2008 circulated under this office serial no. 29/2008, as amended from time to time, regular incumbent of Nursing staff are not in the list of eligible categories for the grant of HPCA/PCA. Therefore, contractual Nursing staff are also not entitled to HPCA/PCA in terms of Sl. No. 73/2018.

3. Further, it is reiterated that remunerations drawn by these contractual Para-medical staff are subjected to both Tax Deducted at Source (TDS) and Professional Tax (P/Tax) as per existing guidelines relevant to the respective subject matters.


(Anjan Ray)
Chief Personnel Officer (G)

Copy to: 1. Sr. Deputy General Manager, Eastern Railway, Kolkata for information please.
2. Secy. to PCPO for kind information of PCPO..


Chief Personnel Officer (G)