

11. The Andhra Pradesh Nursing Service Rules

[G.O.Ms.No. 2035, Health, Housing & Municipal Administration Dept., Dt. 27-9-1965]

In exercise of the powers conferred by proviso to Article 309 of the Constitution of India and of all other powers hereunto enabling him and in supersession of the Special Rules in respect of Branch III-Nursing of the Andhra Pradesh Subordinate Service and the relevant provisions in the Cadre and Recruitment Rules of the Hyderabad Medical and Health Services in respect of the posts referred to in this Branch, the Governor of Andhra Pradesh hereby makes the following Special Rules for Branch II-Nursing of the Andhra Pradesh Medical Subordinate Service. These rules shall come into force on the 27th September, 1965.

Branch II — Nursing

Rule 1. Constitution :-This branch shall consist of the following categories of Officers :

Category 1 : Nursing Tutors.

Category 2 : Head Nurses.

Category 3 : Staff Nurses.

Category 4 : Hospital Social Workers.

Category 5 : Health Visitors.

Category 6 : Auxiliary Nurses, Midwives, Maternity Assistants including Dressers.

Note :-As and when the gazetted posts of Nursing Tutors, Grade II in the Andhra Pradesh Medical Service, **Branch II** of Nursing, are vacated on or after 16-6-1964, they shall be down graded to the posts of Nursing Tutors included in this service.

Rule 2. Appointment :-(a) Appointment to the several categories shall be made as follows :-

1. *Nursing Tutors* :- (i) Appointment from the category of Head Nurses ; or
(ii) Promotion of Staff Nurses, If no qualified Head Nurses are available ; or
(iii) By direct recruitment.
2. *Head Nurses* :- (i) Promotion of Staff Nurses ; or
(ii) By direct recruitment ; or
(iii) Recruitment by transfer from other service, for special reasons.
3. *Staff Nurses* :- (i) Direct recruitment ; or
(ii) Promotion of Auxiliary Nurses, Midwives or Maternity Assistants possessing the qualifications prescribed for appointment as Nurses ; or
(iii) Recruitment by transfer from any other service, for special reason.
4. *Any other category* :- (a) (i) Direct recruitment ; or
(ii) Recruitment by transfer from any other service, for special reasons.

In making appointment of Maternity Assistants in the Agency Areas, preference shall be given to candidates belonging to any of the Aboriginal Tribes in the Agency Areas mentioned in Schedule I, Part I of the Andhra Pradesh State and Subordinate Services Rules who possess the prescribed qualifications.

(b) Promotion to the category of Nursing Tutors and Head Tutors shall be made on ground of merit and ability, seniority being considered only where merit and ability are approximately equal.

Rule 3. Appointing authority :-The appointing authorities for the several categories shall be as follows :-

Category 4 : Hospital Social Workers ; and

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Category 5 : Health Visitors :-Superintendent of the Hospital concerned.

Category 6 : Auxiliary Nurses, Midwives, Maternity Assistants, including Dresser :

- (1) In the case of Raj Bhavan Dispensary, the Director of Medical Services.
- (2) In the case of other Hospitals in the City of Hyderabad and District Hospital, Superintendent of the Hospital concerned.
- (3) In the case of Taluk Hospitals in Muffasil in charge of Civil Surgeons, the Civil Surgeon concerned.
- (4) In the case of other institutions in the Muffasil, the District Medical Officer concerned.

Other categories : Director of Medical Services.

Rule 4. General qualifications :-A candidate for appointment, by direct recruitment, to the categories specified below must, as regards his age, satisfy the conditions specified in the corresponding entry thereof. The age limits prescribed shall be reckoned as on the first day of July of the year, in which the selection for appointment is made.

Category and Age

1. Nursing Tutors ; and
2. *Head Nurses* :-Must have completed the age of 29 years and must not have completed the age of **35** years;
3. *Staff Nurses* :-Must not have completed the age of 32 years ;
4. Hospital Social Workers; and
5. Health Visitors :-Must have completed the age of 18 years and must not have completed **35** years ;
6. *Auxiliary Nurses, Midwives, Maternity Assistants including Dressers* :-Must have completed **18** years and must not have completed 35 years :

Provided that those limits of age shall not apply in the case of appointment to the service of and person employed in Local Fund or Municipal Institutions in consequence of the transfer of such institutions to the control of the State Government.

Rule 5. Special qualifications :-No person shall be eligible for appointment to the category specified in the Annexure to these rules, unless he possesses the qualifications specified in the corresponding entry thereof.

Rule 6. Probation :-**(a)** Every person appointed to a category otherwise than under contract, shall from the date on which he joins duty be on probation for a total period of two years on duty within a continuous period of three years, if recruited direct, and of a period of one year on duty within a continuous period of two years if recruited by transfer or by promotion.

(b) In the case of a Nurse-Pupil who has trained under a contract in a Government Hospital and who was appointed as a Nurse, whether before or after she has served full period specified in the contract, the period of probation prescribed under sub-rule (a) shall be reduced by the period of service, if any, rendered by her as a Staff Nurse under the contract and before her appointment to the service as a Nurse:

Provided that nothing contained in this sub-rule shall apply to a Nurse-Pupil who had resigned her appointment or was dismissed during the period of the contract.

Rule 7. Rent free quarters :-Nursing Tutors, Head Staff Nurses and Maternity Assistants (excluding Dressers) shall be entitled to rent free quarters. If quarters are not available, the above mentioned categories, except Maternity Assistant shall be eligible for H.R.A. at Rs. 20 p.m. but they shall not be eligible for compensatory allowance.

A Maternity Assistant for whom Government quarters are not available shall be entitled to a monthly allowance equal to rent, if any, actually paid by her, subject to a maximum of 10 percent of her pay.

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Rule 8. Ration, Uniform, Dhobi and Out-fit allowances :-Members of the service in this branch shall be entitled in addition to their pay, to the allowances specified below :

<i>Designation</i>	<i>Ration allowance per month</i>	<i>Uniform allowance per annum</i>	<i>Dhobi allowance per month</i>
1. Nursing Tutors	Rs.	Rs.	Rs.
2. Head Nurses	Rs.	Rs.	Rs.
3. Staff Nurses	Rs.	Rs.	Rs.
4. Maternity Assistants	Rs.	Rs.	Rs.
5. Health Visitors	Rs.	Rs.	Rs.

Rule 9. Leave terms :-Any person transferred from a local authority in consequence of transfer of an institution to the control of the State Government will be governed by the provisions of the Andhra Pradesh Leave Rules from the date of absorption into Government Service. The leave accrued to the credit of such person on the date of absorption will be credited with the amount of privilege leave or leave on average pay as the case may be to the credit of the employee on the date of absorption subject to the maximum prescribed in the Andhra Pradesh Leave Rules, and subject to the local body or bodies under which he was employed bearing the liability for the leave salary for that period based as the leave salary admissible at the time of proceeding on leave after transfer to Government Service.

The unearned leave of such person shall be debited with the amount of leave on half pay/half average pay with or without medical certificate, already taken by the employee before absorption either as leave on private affairs or leave on medical certificate as the case may be. If such leave taken under the local body exceeds the limit prescribed in Andhra Pradesh Leave Rules for leave on private affairs, and leave on Medical Certificate no further unearned leave shall be granted to the employee, but the leave already granted shall not be affected.

Rule 10. Transfers and postings :-Transfers and postings of Nurses within the District may, on public grounds to be recorded in writing, be made by District Medical Officers concerned, copies of such orders being communicated to the Director of Medical Services.

Rule 11. Postings of Nurses in Raj Bhavan and Mental Jails :-Postings of Nurses and Maternity Assistants in Raj Bhavan Dispensary shall be made in consultation with the controller, Governor's House-hold, and in Mental Jails in consultation with the Inspector General of Prisons.

Rule 12. Service for pension :-Any Person transferred from local body or Municipal Institution in consequence of transfer of such an Institution to the control of State Government, shall not be entitled to count previous service under any local body for, pension Unless-

(i) (a) such service was registered in a pensionable post or posts and pensionary contributions were being paid on her behalf by such local authority ; or

(b) such person was subscribing to a provident fund maintained by such local authority ; and

(ii) such local authority agrees to contribute its share of the pension calculated according to the rule of probation ; and

(iii) such person agrees to forego the bonus earned by her in respect of service under the local authority.]

Rule 13. Tests :-Notwithstanding anything contained in sub-rule (c) of Rule 13-A of the General Rules in Part II of the State and Subordinate Services, Head Nurses and Staff Nurses appointed otherwise than under contract, shall pass the Third Class Language Test in Hindi or Urdu, before 21st February, 1966, in the case of those recruited on or before 1st February, 1961, or within a period of four years from the date of appointment in the case of those recruited after 21st February, 1961, as the case may be, failing which their increments shall be stopped without cumulative effect till they have passed the tests.

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Rule 14 :- (This rule relating to the obtaining of bonds from Staff Nurses is omitted by G.O.Ms.No. 29, Health, dated 12th January, 1973).

ANNEXURE

(Referred to in Rule 5)

(Category and Qualifications)

Category I

Nursing Tutors :- (A) Must possess a completed S.S.L.C. or H.S.C. or the completed European High School Leaving Certificate.

Note :- A candidate shall be deemed to possess a completed European High School Leave Certificate if he/she has appeared for the S.S.L.C. or European High School Leaving Certificate Examination.

(B) *Must possess* :- (i) If trained in Great Britain-

(1) A certificate of atleast three years' training in an approved General Hospital of over 100 beds and a Certificate having passed the examination held at the end of the course of training.

(2) A Certificate of Registration in the 'General' Part of the Registrar of :

(a) the General Nursing Council of England and Wales ; or

(b) the General Nursing of Scotland ; or

(c) the Nursing Council of Northern Ireland ; and

(3) A Certificate of the Central Midwives Board, London.

(ii) **If trained in India-**

(1) A certificate of atleast three year's training in general hospital of over 100 beds approved by the Madras Nurses and Midwives Council or the Hyderabad Nursing Council and a certificate of having passed the examination held at the end of course of training.

(2) A Certificate of Registration in Section 1-A or 1-B of the Register of Nurses under the Andhra Pradesh (Andhra Area) Nurses and Midwives Act, 1926 (Act No. III of 1926) or Part I, Section A of the Hyderabad Nursing Council and Part I, Section D in Midwifery; and

(3) A Certificate of Registration in Section 1-A of the Registrar of Midwives under the Andhra Pradesh (Andhra Area) Nurses and Midwives Act, 1926 or Part I, Section D in Midwifery of the Hyderabad Nursing Council in the case of women and three months training in the Venereal and Genito-Urinary departments and three months training in a Mental Hospital or two months training in each of the Tuberculosis, Venereal Diseases and Mental Diseases in the case of men.

(C) *Must possess* :- (i) If trained in Great Britain-Sister Tutor Certificate of the Royal College of Nursing Limited, London or Battersea Polytechnic or other recognised institution; or

(ii) If trained in India-One of the following qualifications :-

(a) Sister Tutor Certificate granted by the School of Nursing Administration, Delhi;

(b) The Diploma in Nursing, Madras (Sister Tutor Course);

(c) B.Sc. (Nursing) degree of any University or any Institution recognised by the University Grants Commission.

Categories 2 and 3

Head Nurses and Staff Nurses (women) :- Must have undergone a successful training for a period of not less than three years in General Sick Nursing of men and women and for a period of six months in Midwifery training in both cases to be undergone in an institution approved by the State Government under Rule 37 of the rules made under sub-section (2) of Section 2 of the Andhra Pradesh (Andhra Area) Nurses and Midwives Act, 1926 with

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qualifications prescribed for registration as Nurse and Maternity Assistant under this said Act; or diploma in General Sick Nursing and Midwifery from a recognised institution.

Note :-For appointment as a Staff Nurse a person who has rendered satisfactory Military Service shall be preferred if he/she possesses either of the qualifications specified above or only the qualifications in General Sick Nursing :

Provided that, if a person who has undergone training only in General Sick Nursing, is not willing to undergo the training in Gynecology and Obstetrics, he shall not be appointed to the service.

Head Nurses and Nurses (men) :-(i) A successful training for a period of not less than 3 years in General Sick Nursing in an Institution approved by the State Government ; and

(ii) Successful completion of training in Psychiatry for a period of six months after successful training on or after 18th January, 1952 or post diploma training for a period of two months in each of the Tuberculosis, V.D. and Mental Diseases branches in a recognised Institute.

Category 4

Auxiliary Nurses, Midwives and Maternity Assistants including Dressers :-

1. (a) Ability to read and write the language or one of the languages, where there is more than one language, recognised for the district in which employment is sought.

The language or languages recognised for this purpose for several districts are as specified below :

1. Anantapur, Telugu and Kannada;
2. Chittoor, Telugu and Tamil;
3. Cuddapah, Telugu;
4. East Godavari, Telugu;
5. West Godavari, Telugu;
6. Guntur, Telugu;
7. Krishna, Telugu;
8. Kurnool, -relugu;
9. Nellore, Telugu;
10. Srikakulam, Telugu;
11. Visakhapatnam, Telugu;
12. Adilabad, Telugu and Marathi;
13. Karirnnagar, Telugu and Hindi or Urdu;
14. Warangal, Telugu and Hindi or Urdu;
15. Khammam, Telugu and Hindi or Urdu;
16. Nalgonda, Telugu and Hindi or Urdu;
17. Mahaboobnagar, Telugu and Hindi or Urdu;
18. Nizamabad, Telugu and Hindi or Urdu;
19. Medak, Telugu and Hindi or Urdu;
20. Hyderabad, Telugu and Hindi or Urdu.

(b) Training in an institution approved by the State Government as a training centre for Maternity Assistants or Auxiliary Nurses, Midwives, as the case may be, under rules made under sub-section (2) of Section 2 of the Andhra Pradesh (Andhra Area) Nurses and Midwives Act, 1926 or under the Hyderabad Nurses, Midwives and Health Visitors Council. Preference may be given to the following :

2. (a) Higher educational qualifications such as a pass in middle school or upwards;

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(b) Advanced course of training in Midwifery at the Government Hospital for Women and Children, Visakhapatnam and the Government Maternity Hospital, Hyderabad, and pass in an examination in Midwifery.

Note :-All future vacancies of Maternity Assistants should be filled in only by candidates who have undergone Auxiliary Nurses and Midwives's training in any of the institutions approved by the State Government.

Category 5

Health Visitors :- (1) Minimum general educational qualifications prescribed in the Schedule to the General Rules for State and Subordinate Services ; or an equivalent qualification ;

(2) A complete midwifery training, preferably with a general sick nursing training, together with the Health Visitors Course at Delhi or at the Government Training School for Health Visitors at Hyderabad or Visakhapatnam ;

(3) A certificate of having passed the Health Visitors Examination recognised by the other States.

Category 6

(1) **Hospital Social Workers :-**Minimum General Educational qualifications prescribed in the Schedule to the General Rules for State and Subordinate Services ;

(2) **Previous experience in Social Work :-**Preference shall be given to candidates who are conversant with any of the languages of the State other than the regional language.

12. The Andhra Pradesh Principal Nursing Tutors Service Rules

(G.O.Ms.No. 198, Health, Medical and Family Welfare, dt. 19-3-1990)

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of all the existing rules on the subject, the Governor of Andhra Pradesh hereby makes the following *Adhoc* rules for the temporary post of Principal Nursing Tutor in Branch II (Nursing) in the Andhra Pradesh Medical Service. These rules shall be deemed to have come into force with effect from the 9th day of September, 1986.

Branch II — (Nursing)

Rule 1. Constitution :-The Post of Principal Nursing Tutor (Gazetted, State wide) shall constitute a distinct category namely, Category 2(a) in Branch II (Nursing) in the Andhra Pradesh Medical Service.

Rule 2. Appointment :-Appointment to the post shall be made by promotion from the category of Nursing Tutor, Grade-I.

Rule 3. Qualifications :-No person shall be eligible for appointment to the post of Principal Nursing Tutor unless one possesses the following qualifications :

(a) Must have obtained a Degree of B.Sc. in Nursing from a University in India established or incorporated by or under a Central Act, Provincial Act or a State Act or an Institution recognised by the University Grants Commission or any other equivalent qualification thereto.

(b) Must be a Registered Nurse and Midwife.

(c) Must have atleast three years of experience as Nursing Tutor, Grade-I and must be an approved probationer in the said category.

Rule 4. Probation:- A person appointed to the post of Principal Nursing Tutor, shall be on probation for a total period of one year on duty, within a continuous period of two years from the date of commencement of probation.
