

86. TRUST FUND FOR SPECIALISED MEDICAL CARE (CARDIAC CENTRE)

- 86.1 Operating under the *aegis* of the Ministry of Health and Quality of Life (MOH & QL), the Trust Fund for Specialised Medical Care (Cardiac Centre) is a body corporate established under Act No. 52 of 1992. It envisions to adhere to the unrelenting commitment to best practices in the provision of critical and specialised care to patients.
- 86.2 Being a tertiary centre offering specialised medical care in cardiac surgery, international vascular surgeries and cardiology, it also caters for patients coming from the Indian Ocean Region. Having a bed capacity of 63, out of which there is an 11-bedded ICU and 26 beds in each male and female wards, the Centre performs four cardiac surgeries, ten angiographies, three coronary angioplasties on a daily basis. Additionally, five vascular surgeries are carried out weekly.
- 86.3 The Cardiac Centre is headed by an Executive Director who is responsible for the execution of the policy of the Board and the day-to-day Management of the Fund. The clinical management of the Centre rests with the Director Cardiac Services. Both medical and technical, along with paramedical and supporting staff provide assistance to the Directorate for the proper delivery of services.
- 86.4 Management has submitted that the Cardiac Centre is facing lots of impediments in service delivery as many grades have been on secondment from the MOH&QL since its inception. The fact that the Cardiac Centre is not staffed with dedicated grades is impeding its daily service. The Bureau has examined the issue and we are, in this Report, strengthening the present structure of different departments with the creation of a few grades to better equip the Centre and provide it with the right impetus to meet the desired goals.

Pharmacy Department

Pharmacist/Senior Pharmacist (New Grade)

Recommendation 1

- 86.5 **We recommend the creation of the grade of Pharmacist/Senior Pharmacist on the establishment of the Cardiac Centre. Appointment thereto, should be made by selection from among candidates who are registered as Pharmacist in accordance with legislation in force in Mauritius.**
- 86.6 Incumbent would be required, among others, to manage, organise, coordinate and supervise the activities of the Pharmacy Unit and the work of all subordinate staff; ensure that the provision of the Pharmacy Act, the Dangerous Drugs Act and any other legislation relating to pharmacy are strictly complied with; and ensure the efficient management of the pharmacy and supervision of the pharmaceutical services provided by the Centre.

Pharmacy Technician (New Grade)

Recommendation 2

- 86.7 **We recommend the creation of the grade of Pharmacy Technician on the establishment of the Cardiac Centre. Appointment thereto, should be made by selection from among Trainee Pharmacy Technicians *formerly Student Pharmacy Technicians* who have successfully completed their Diploma in Pharmacy Technician.**
- 86.8 **We also recommend that progression beyond the QB in the salary scale of Pharmacy Technician should be subject to obtention of the Diploma in Pharmacy Technician.**
- 86.9 Incumbent would be required, *inter alia*, to compound drugs, medicines and prepare sterile pharmaceutical products; dispense drugs and medicine and give full direction for the use thereof; and order, receive and issue drugs, medicines, vaccines, sterile products ingredients, surgical dressing and keep record thereof.

Finance Department

Accountant (New Grade)

Accountant Technician (New Grade)

- 86.10 Over the years, the funding of the Cardiac Centre has increased considerably and with the rapid increase in the level of activities of the Centre, there is need to have a robust and qualified team to manage and control the internal processes of the funding activities. Moreover, the Centre prepares its financial statements in accordance with the International Public Sector Accounting Practice (IPAS). Thus, Management has submitted that with a view to providing support to the professional grade, there is need to strengthen the department with the creation of dedicated grades. We have examined the issue and we are making the appropriate provision.

Recommendation 3

- 86.11 **We recommend the creation of the grade of Accountant on the establishment of the Cardiac Centre. Appointment thereto, should be by selection from among candidates possessing a pass at the final examination required for admission to membership of a recognised professional accounting body, reckoning at least three years' post qualification experience in Accounting and Financial duties and are registered with the Mauritius Institute of Professional Accountants (MIPA).**
- 86.12 Incumbent would be required, among others, to prepare Financial Statements of the Centre; maintain book and proper accounting records related to the Centre; prepare and administer the budget of the Centre; carry out cost benefit and cost

effectiveness analysis to help in making a rational use of resources; and apply relevant financial procedures for the implementation of projects at the Centre.

Recommendation 4

- 86.13 We recommend the creation of the grade of Accounting Technician on the establishment of the Cardiac Centre. Appointment thereto, should be made by selection from among candidates possessing passes in papers F1, F2 and F3 of the ACCA Fundamentals (Knowledge) and any four papers of the ACCA Fundamentals (Skills).**
- 86.14 We further recommend that candidates will proceed beyond the QB in the salary scale only after obtaining the full ACCA Fundamentals.**
- 86.15 Incumbent would be required, *inter alia*, to assist in the preparation of the Annual Estimates of the Centre and the Annual Final Accounts; ensure that finance, accounting and procurement and supply regulations are correctly applied and complied with; keep proper, complete and up-to-date records of all financial transactions; and prepare monthly payroll and ensure that relevant controls are effected.
- 86.16 We also recommend that the grade of Accounts Officer be made evanescent. We have provided a personal salary scale for officers in post as at 31.12.15 in this grade.**

Procurement and Warehousing Department

Procurement and Supply Officer (New Grade)

- 86.17 The Centre has presently, two Procurement and Supply Officers on secondment from the Ministry of Finance and this practice has been continuing since the inception of the Centre. The Procurement Department procures more than Rs 80 million consumables, disposables and other items annually and monitors a dynamic stock of around Rs 45 to Rs 50 million monthly. With a view to improving operational efficiency, Management has submitted that the practice of having staff seconded for this function should be discontinued and proposed that a dedicated grade be created on the establishment of the Centre. We subscribe to this request.

Recommendation 5

- 86.18 We recommend the creation of the grade of Procurement and Supply Officer on the establishment of the Cardiac Centre. Appointment thereto, should be made by selection from among candidates possessing a Cambridge Higher School Certificate with a pass at Principal level in Accounting or Mathematics and a Certificate in Purchasing and Supply from a recognised institution or an alternative acceptable qualification.**

86.19 Incumbent would be required, among others, to perform procurement and warehousing operations in compliance with the provisions laid down in the financial management kit and regulations made under the Public Procurement Act 2006 and other regulations in force; assist in formulating proposals to review procurement procedures for consideration by Procurement Policy Office; and advise the Accounting Officer on matters related to procurement and supply management.

Radiology Services

Medical Imaging Technologist (New Grade)

86.20 The Cardiac Centre has two Cath labs whereby officers in the grade of Medical Imaging Technologist, on secondment from the SSRN Hospital, assist in angiography and angioplasty interventions on a rotational basis. With the increase in the number of cases in the Cath Lab, there is need to have these officers on the establishment of the Centre for better service delivery. We are recommending, accordingly.

Recommendation 6

86.21 We recommend the creation of the grade of Medical Imaging Technologist on the establishment of the Cardiac Centre. Appointment thereto, should be made by selection from among Trainee Medical Imaging Technologists formerly Student Medical Imaging Technologists who have successfully completed their training. In the absence of qualified candidates, appointment should be by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, Mathematics and Physics obtained on one Certificate or passes not below Grade C in at least five subjects including English Language, Mathematics and Physics obtained on one Certificate at the GCE 'O' level together with a Certificate in Diagnosis Radiography from a recognised institution or the Certificate in Radio-diagnosis issued by the MOH&QL or an equivalent qualification acceptable to the Board.

86.22 Incumbent would be required, *inter alia*, to perform all types of diagnostic investigations including preparation of patients prior to examination, accurate positioning of patients and correct exposure and processing of films; perform X-Ray examination, take special views as instructed and check the quality and relevance of films; and assist the Radiologists for special X-Ray examinations and to liaise with Nursing Staff regarding preparation of patients.

86.23 We also recommend that progression beyond the QB in the salary scale of Medical Imaging Technologist should be subject to obtention of the Diploma in Radiography or equivalent.

Health Records Department

Health Records Clerk/Higher Health Records Clerk

- 86.24 The Centre has recently set up the Health Records Department which is manned by five Health Records Clerks. A Senior Health Records Officer is currently seconded three days per week from the MOH&QL.
- 86.25 In the Civil Service the Health Records Clerk/Higher Health Records Clerk is being demerged into two distinct grades of Health Records Clerk and Higher Health Records Clerk for effective service delivery and to ensure proper supervision during night service.
- 86.26 Management has submitted that there is need to have an officer at the supervisory level to manage and control the team to meet the objectives of the Centre. The Bureau has studied the issue and has found that there is merit in the case and we are recommending accordingly.

Recommendation 7

86.27 We recommend that:

- (i) the grade of Health Records Clerk/Higher Health Records Clerk on the establishment of the Cardiac Centre be demerged into two distinct grades of Health Records Clerk and Higher Health Records Clerk; and**
 - (ii) in future, appointment to the grade of Higher Health Records Clerk should be by promotion, on the basis of experience and merit, of officers in the grade of Health Records Clerk reckoning at least five years' service in a substantive capacity in the grade or an aggregate of five years' service in the merged grade of Health Records Clerk/Higher Health Records Clerk and having successfully undergone six months on-the-job training in health records work.**
- 86.28 Incumbent in the grade of Higher Health Records Clerk would be required, among others, to supervise and coordinate the work carried out in the Health Records Department; and perform the duties of Health Records Clerk, as and when required.

Driver (Shift) (New Grade)

- 86.29 At present, there exists the grade of Driver/Office Attendant on the establishment of the Cardiac Centre whereby incumbents are required to work from 0800 hours to 1600 hours. Management has requested that a grade of Driver(Shift) be created as at present, Driver/Office Attendants are most of the time required to work beyond their normal working hours against payment of overtime allowances. The Bureau has studied the request and is making the relevant provision.

Recommendation 8

- 86.30** We recommend the creation of the grade of Driver (Shift) on the establishment of the Cardiac Centre. Appointment thereto, should be made by selection from among candidates possessing the Certificate of Primary Education and a valid driving licence (manual gear) to drive cars or vans or minibuses or lorries up to five tons; having a basic knowledge of mechanics and simple vehicle maintenance and good eyesight.
- 86.31** We also recommend that incumbents in the grade of Driver/Office Attendant be given the option to join the grade of Driver (Shift) and, on joining the grade, be granted three additional increments at the point reached in their salary scale, subject to the top salary of the grade.
- 86.32** We further recommend that the grade of Driver/Office Attendant should be gradually phased out. We have provided for personal salary for officers in post as at 31 December 2015.

Chief Specialised Perfusionist

Specialised Perfusionist/Senior Specialised Perfusionist

- 86.33** At present, the Specialised Perfusionist cadre at the Cardiac Centre comprises a three level structure namely Chief Specialised Perfusionist, Senior Specialised Perfusionist and Specialised Perfusionist. In the context of this review, both the Staff Side and Management have requested to merge the first two levels as incumbents in both grades performed the same nature of duties in an operation theatre.
- 86.34** An analysis of the schemes of service of the first two levels has, indeed, revealed quite a lot of overlapping of duties between the two grades. Thus, in line with the general policy of delayering and flattening of structures, we are reducing the number of levels through the merger of the grades of Specialised Perfusionist and Senior Specialised Perfusionist and abolishing the grade of Chief Specialised Perfusionist, which is presently vacant as the merged grade would be under the direct supervision of the Cardiac Surgeon.

Recommendation 9

- 86.35** We recommend that the grades of Specialised Perfusionist and Senior Specialised Perfusionist be merged and restyled Specialised Perfusionist/Senior Specialised Perfusionist.
- 86.36** We further recommend that the grade of Chief Specialised Perfusionist be abolished.

On-Call and In-Attendance Allowances

86.37 When required to attend duty while being 'On-Call', the Director Cardiac Services, Cardiac Surgeons, Cardiologists, Cardiac Anaesthetists, Vascular Surgeons and Specialised Physiotherapists are presently paid "On-Call" and "In-Attendance" allowances. These allowances are being revised.

Recommendation 10

86.38 We recommend that the Director Cardiac Services, Cardiac Surgeons, Cardiologists, Cardiac Anaesthetists, Vascular Surgeons and Specialised Physiotherapists be paid 'On-Call' allowances as hereunder:

On-Call Grades	Director Cardiac Services, Cardiologist, Cardiac Surgeon, Cardiac Anaesthetist and Vascular Surgeon Rs	Specialised Physiotherapist Rs
Weekdays 1800 hours to 0800 hours the following day	1090	355
Saturdays 1200 hours to Sunday 0800 hours	1635	500
Sundays and Public Holidays 0800 hours to 0800 hours the following day	1635	600

86.39 When attending the Centre while 'On-Call', the Director Cardiac Services, Cardiac Surgeons, Cardiologists, Cardiac Anaesthetists and Vascular Surgeons should be paid at the rate of Rs 935 per hour and Specialised Physiotherapists at the rate of Rs 200 per hour, inclusive of travelling time. However, for the days the Director Cardiac Services, Cardiac Surgeons, Cardiologists, Cardiac Anaesthetists, Vascular Surgeons and Specialised Physiotherapists would continue to work at the Cardiac Centre after their normal hours up to 0800 hours the next day, they should not be paid the on-call allowance but be compensated at the normal hourly rate at the salary point reached in their respective salary scale for every additional hour put in.

Allowance for coverage at Night, Sunday and public holidays

Recommendation 11

86.40 We recommend that Specialised Registered Medical Officers and Trainee Specialised Registered Medical Officers who are required to put in additional hours of work at night, on Saturday afternoon, Sunday and

public holiday should be compensated at the normal hourly rate at the salary point reached in their respective salary scale, for every additional hour put in.

- 86.41 We further recommend that **Specialised Perfusionist/Senior Specialised Perfusionists** *formerly Specialised Perfusionists and Senior Specialised Perfusionists* who are required to continue to work beyond their scheduled departure time should be compensated at the normal hourly rate at the salary point reached in their respective salary scale for every additional hours of work put in.
- 86.42 We additionally recommend that, whenever required to attend to emergencies after their normal working hours, **Specialised Perfusionist/Senior Specialised Perfusionists** *formerly Specialised Perfusionists and Senior Specialised Perfusionists* should be compensated at the normal hourly rate at the salary point reached in their respective salary scale for every additional hours of work put in, inclusive of travelling time.

Shift Work and Night Duty Allowance

- 86.43 Presently, officers who effectively work on night shift are paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours to 0500 hours including up to a maximum of two hours lying-in period.
- 86.44 However, the Night Duty Allowance is computed exceptionally at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours for officers of the Specialised Nursing Officer cadre and this is being maintained.

Recommendation 12

- 86.45 We recommend that officers of the **Specialised Nursing Officer cadre, Theatre Attendants (Shift), Nursing Aid/General Workers, Ambulance Drivers (Shift) and Handy Workers (Shift)** who effectively work on night shift, should be paid a Night Duty Allowance equivalent to 25% of the normal rate per hour for the hours between 2300 hours and 0500 hours including up to a maximum of two hours lying-in period.
- 86.46 We further recommend that the Night Duty Allowance be computed exceptionally at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours for officers in the **Specialised Nursing Officer cadre**.

Night Attendance Bonus

Recommendation 13

86.47 We recommend the payment of a monthly Night Attendance Bonus, up to the publication of the next Report, to incumbents in the grades listed below provided they attend duty on all scheduled night shifts during the month.

Grade	Night Attendance Bonus/month Rs
Trainee Specialised Nursing Officer	585
Specialised Nursing Officer	
Up to 10 years' service	585
Over 10 years' service	730
Specialised Head Nurse	730
Up to 5 years' service	875
Over 5 years' service	

Retention Allowance

86.48 Presently, a monthly Retention Allowance is paid to some officers at the Cardiac Centre. The payment of this Retention allowance has helped in curbing the emigration of these officers.

86.49 We have observed that the market situation/condition has improved and there are many qualified people who are available to work in this sector. We are, however, maintaining the payment of the SPRA to eligible officers in post as at 31 December 2015 up to 31 December 2016.

Recommendation 14

86.50 We recommend that officers in the grades of Trainee Specialised Nursing Officer, Specialised Nursing Officer (Male and Female), Specialised Head Nurse, Deputy Specialised Nursing Superintendent, Specialised Nursing Superintendent and Chief Specialised Nursing Superintendent should continue to draw, up to 31 December 2016, a monthly retention allowance equivalent to two increments at the point reached in their respective salary scale, subject to satisfactory performance and upon recommendation of the Responsible/Supervising Officer.

86.51 We further recommend that an officer who leaves the service prior to the age at which he may retire without the approval of the Board (Table II at

Chapter 15 of Volume 1) should be required to refund the totality of the retention allowance paid to him. However, an officer who retires from the service on reaching the age at which he may retire without the approval of the Board or thereafter should refund only that part of the retention allowance which he would have earned under this scheme after reaching the age at which he may retire without the approval of the Board.

86.52 However, the above provision should not apply to officers retiring as per their new compulsory retirement age or on medical ground.

86.53 All officers who are eligible for the payment of the Retention Allowance as from 01 January 2016 and have been granted same prior to the publication of this Report should continue to draw the Retention Allowance up to 31 December 2016.

Human Resource Officer/Senior Human Resource Officer

Recommendation 15

86.54 We recommend that incumbents in the grade of Human Resource Officer/ Senior Human Resource Officer possessing a Diploma in Human Resource Management or a Diploma with Human Resource Management as a major component or an equivalent qualification should be allowed to move incrementally in the master salary scale up to salary point Rs 42325 provided that they:

- (i) have drawn the top salary for a year;**
- (ii) have been efficient and effective in their performance during the preceding year; and**
- (iii) are not under report.**

Allowance to the Medical Profession

86.55 The annual allowance for expenditure incurred for the purchase of medical books, e-materials, journals and other publications needed for keeping abreast of latest development and efficient approaches for treatment payable to members of the medical profession is being revised.

Recommendation 16

86.56 We recommend that the allowance payable to members of the medical profession, appointed in a substantive capacity, for the purchase of medical books, e-materials, journals and other publications be revised to Rs 13500 annually.

Special Medical Service Allowance

Recommendation 17

86.57 We recommend that provision made at paragraph 23.71 under the Ministry of Health and Quality of Life in respect of the Special Medical Service Allowance be extended to members of the medical profession at the Cardiac Centre.

Special Provision for Officers of the Medical Profession

Recommendation 18

86.58 We recommend that the provision made at paragraphs 23.80 and 23.81 at chapter 23 of this Report (Volume 2 Part I) should equally apply to members of the medical profession at the Trust Fund for Specialised Medical Care (Cardiac Centre).

Medical Specialists

Recommendation 19

86.59 We recommend that the Cardiac Surgeon, Cardiac Anaesthetist, Cardiologist and Vascular Surgeon should be known as Consultant on reaching salary point of Rs 89000.

Diploma in General Nursing

86.60 In the 2013 PRB Report, we made provision for a Qualification Bar (QB) in the salary scale of the respective Specialised Nursing Officer grades so that progression beyond the QB would be subject to them possessing the National Diploma Level 6 in Nursing. The EOAC removed the QB in the salary scale of the grade of Specialised Nursing Officer (Male and Female), thus, allowing unqualified officers to progress beyond the QB salary. Those officers who are qualified felt that the efforts and sacrifices have not been compensated. On the other hand, allowing both qualified and non-qualified to draw the same salary scale is technically incorrect and might give rise to justified claims for redress before the tribunal. For all these reasons, the Bureau is reinserting the QB in the salary scale of Specialised Nursing Officer (Male and Female)

Recommendation 20

86.61 We recommend that, in future, progression beyond the QB in the salary scales of Trainee Specialised Nursing Officer and Specialised Nursing Officer (Male and Female) should be subject to obtention of the National Diploma Level 6 in Nursing.

86.62 We further recommend that officers in post as at 01.01.16 in the grade of Specialised Nursing Officer (Male and Female) who have already crossed

the QB in their salary scale though not possessing the Diploma be allowed to continue to move incrementally in their respective salary scale, on a personal basis.

Diploma in Cardiac Nursing

86.63 In the last Report, we recommended that the MOH & QL should consider the advisability of running and awarding a Diploma in Cardiac Nursing to Trainee Specialised Nursing Officers on completion of their three-year training. **This provision is being maintained.**

Refund of Vacation Leave and Casual Leave

86.64 Presently, officers of the Specialised Nursing Officer cadre are allowed to accumulate their vacation leave over and above their authorised ceiling as well as their casual leave not taken. The officers are refunded the accumulated vacation and casual leaves at the rate of 1/30 of their monthly salary per day at the time of retirement, if they opt to work during the excess accumulated leave.

86.65 We have examined the issue and we are of the view that refund of the accumulated vacation leaves should be at the time of retirement whereas that of unutilised casual leave would be on a yearly basis. We are, thus, recommending accordingly.

Recommendation 21

86.66 **We recommend that, until the publication of the next Report, officers of the Specialised Nursing Officer cadre should continue to be allowed to accumulate their vacation leave over and above their authorised ceiling. Such leave may be taken as leave prior to retirement. If the officers opt to work during the excess accumulated leave period, they should be refunded the accumulated vacation leave at the rate of 1/30 of their last monthly salary per day at the time of retirement.**

86.67 **We further recommend that, with effect from 01 January 2016 and up to the next Overall Review of Pay and Grading Structures and Conditions of Service in the Public Sector, officers of the Specialised Nursing Officer cadre be allowed to accumulate their casual leave not taken and such leave should be refunded annually at the rate of 1/66 of their last monthly salary per day in the corresponding year.**

86.68 **We, however, recommend that officers of the Specialised Nursing Officer cadre should continue to be refunded all unutilised accumulated casual leaves as at 31.12.15 at the rate of 1/30 of the last monthly salary per day at the time of retirement.**

Compensation for work on Public Holidays falling on Night Shift

Recommendation 22

86.69 We recommend that the handing over period of time up to a maximum of 30 minutes should continue to be considered as effective working hours for the purpose of determining any compensation or grant of day's off.

Allowance to Theatre Attendant (Shift) when posted in the Operation Theatre for a whole month

86.70 The monthly allowance of Rs 440 payable to Theatre Attendants who are posted in the Operation Theatre for a whole month is being revised as this arrangement has proved to be effective.

Recommendation 23

86.71 We recommend the continued payment of a monthly allowance of Rs 465 to Theatre Attendant (Shift) who are required to be posted in the Operation Theatre for a whole month.

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SALARY SCHEDULE

TFSMC 1	:	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18450
		Handy Worker
TFSMC 2	:	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19200
		Handy Worker (Shift)
TFSMC 3	:	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050
		Office Attendant (Future Holder)
TFSMC 4	:	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200
		Driver/Office Attendant (Personal)
TFSMC 5	:	Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200
		Nursing Aid/General Worker Theatre Attendant (Shift)

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- TFSMC 6 :** Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200
Handy Worker Supervisor
- TFSMC 7 :** Rs 12490 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525
Receptionist/Telephonist
- TFSMC 8 :** Rs 13530 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 25525
Driver (Shift) (New Grade)
- TFSMC 9 :** Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 26300
Ambulance Driver (Shift)
- TFSMC 10 :** Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075
Linen Health Officer
formerly Linen Officer
- TFSMC 11 :** Rs 13010 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 27075
Receptionist/Telephonist (Roster)
- TFSMC 12 :** Rs 13790 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 29400
Word Processing Operator
- TFSMC 13 :** Rs 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 30175
Clerical Officer/Higher Clerical Officer
- TFSMC 14 :** Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 31725
Bio-Medical Technician
- TFSMC 15 :** Rs 14875 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500
Health Records Clerk
formerly Health Records Clerk/Higher Health Records Clerk

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- TFSMC 16 : Rs 16400 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Management Support Officer (New Grade)
- TFSMC 17 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500**
Accounts Clerk
Assistant Procurement and Supply Officer
Executive Officer (Personal)
Purchasing and Supply Officer (Personal)
- TFSMC 18 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 34350**
Higher Health Records Clerk
formerly Health Records Clerk/Higher Health Records Clerk
- TFSMC 19 : Rs 16725 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 38350**
Pharmacy Technician (New Grade)
- TFSMC 20 : Rs 17375 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Internal Control Officer
- TFSMC 21 : Rs 18450 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 38350**
Trainee Specialised Nursing Officer
- TFSMC 22 : Rs 19200 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Confidential Secretary
- TFSMC 23 : Rs 22575 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 38350**
Accounts Officer (Personal)
Procurement and Supply Officer (New Grade)
- TFSMC 24 : Rs 18825 x 375 – 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225– 38350 QB 39575 x 1225 – 40800**
Medical Imaging Technologist (New Grade)

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- TFSMC 25 : Rs 19575 x 475 – 21950 x 625 – 23200 x 775 – 32500 x 925 – 37125 x 1225 – 40800**
Human Resource Officer/Senior Human Resource Officer
- TFSMC 26 : Rs 23975 x 775 – 32500 x 925 – 37125 x 1225 – 40800 QB 42325 x 1525 – 43850**
Specialised Nursing Officer (Male and Female)
- TFSMC 27 : Rs 21950 x 625 – 23200 x 775 – 32500 x 925 – 36200 QB 37125 x 1225 – 40800 x 1525 – 45375**
Accounting Technician (New Grade)
- TFSMC 28 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 46900**
Specialised Head Nurse
- TFSMC 29 : Rs 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 53200**
Deputy Specialised Nursing Superintendent
- TFSMC 30 : Rs 26300 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Systems Administrator
- TFSMC 31 : Rs 28625 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 56450**
Accountant (New Grade)
- TFSMC 32 : Rs 36200 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 59700**
Specialised Perfusionist/Senior Specialised Perfusionist
formerly Senior Specialised Perfusionist
Specialised Perfusionist
- TFSMC 33 : Rs 29400 x 775 – 32500 x 925 – 37125 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Administrative Secretary
Pharmacist/Senior Pharmacist (New Grade)

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(Contd)

- TFSMC 34 : Rs 38350 x 1225 – 40800 x 1525 – 49950 x 1625 – 62950**
Specialised Nursing Superintendent
Specialised Physiotherapist
- TFSMC 35 : Rs 46900 x 1525 – 49950 x 1625 – 62950**
Chief Specialised Perfusionist
- TFSMC 36 : Rs 40800 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Trainee Specialised Registered Medical Officer
- TFSMC 37 : Rs 43850 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 70450**
Chief Specialised Nursing Superintendent
- TFSMC 38 : Rs 45375 x 1525 – 49950 x 1625 – 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 83000**
Specialised Registered Medical Officer
- TFSMC 39 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 95000**
Medical Registrar
- TFSMC 40 : Rs 62950 x 1850 – 68500 x 1950 – 74350 x 2825 – 80000 x 3000 – 101000**
Cardiac Anaesthetist
Cardiac Surgeon
Cardiologist
Vascular Surgeon
- TFSMC 41 : Rs110000**
Director Cardiac Services (Future Holder)
- TFSMC 42 : Rs113000**
Director Cardiac Services (Personal)
Executive Director

