

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

- 112.1 Operating under the *aegis* of the Ministry of Health and Wellness (MOHW) since 1998, the Trust Fund for Specialised Medical Care (Cardiac Centre) is dedicated to the prevention, diagnosis and treatment of cardiac diseases. To this end, it provides services relating to Coronary Angiography, Coronary Angioplasty and stent implantation as well as Closed and Open-Heart Surgery. Besides these core services, the Cardiac Centre also acts as facilitator for the provision of Neuro Surgery, Thoracic Surgery and Renal Transplantation.
- 112.2 The staffing structure of the Cardiac Centre comprises doctors, nursing personnel, Specialised Perfusionist/Senior Specialised Perfusionists, Specialised Physiotherapists, administrative personnel, medical records staff, Nursing Aids and other supporting staff. While the clinical administration falls under the purview of the Director Cardiac Services, the Executive Director who is at the apex of the organisation, has the overall responsibility of the Cardiac Centre.
- 112.3 Requests that did not meet the established criteria for creation or restyling of grades were not retained. Moreover, cases where existing grades were vacant or where amendments to the schemes of service of the existing levels were underway, Management was advised to fill in the vacant positions in the first instance before considering creation of new levels. The payment of a performance bonus could not be acceded to. As regards Continuing Professional Development to officers other than doctors, the Bureau considers that Management should liaise with the MOHW for its provision.
- 112.4 Overall, we consider the existing structure of the Cardiac Centre to be appropriate. However, we are providing for a level of Human Resource Management Officer in view of the scope of the human resource activities; and granting an allowance to the seniormost Receptionist/Telephonist (Roster) for performing additional duties. Concerning provision of communication facilities to certain officers, we have duly taken note that the requests, which are administrative issues, would be looked into by Management.

Human Resource Management Officer (New Grade)

- 112.5 At present, the human resource function is being undertaken by a Human Resource Officer/Senior Human Resource Officer who works under the responsibility of the Administrative Secretary. It has been submitted that a professional level is required for the efficient functioning of the department. We are recommending accordingly.

Recommendation 1

- 112.6 We recommend the creation of a grade of Human Resource Management Officer. Appointment thereto should be made by selection from among candidates possessing a Degree in Human Resource Management or**

Management with specialisation in Human Resource Management or an equivalent qualification and reckoning at least three years' post-qualification experience in the field of human resource management.

- 112.7 Incumbent would be required, among others, to: manage the various Human Resource functions, such as recruitment and training and development; develop and implement policies relating to human resource management; cater for employees' welfare, health and safety issues; keep abreast of all applicable laws relating to human resource and advise Management on such matters; and take actions to ensure compliance within the organisation.

Allowance to seniormost Receptionist/Telephonist (Roster)

- 112.8 A request has been made to review the salary of the grade of Receptionist/Telephonist (Roster). While examining the job descriptions, we have noted that only the seniormost incumbent performs additional duties such as planning and preparing roster for the Receptionist/Telephonists (Roster). The salary of the grade is considered to be appropriate based on its duties/responsibilities. However, we are making provision for an allowance to compensate the seniormost officer for the additional duties performed.

Recommendation 2

- 112.9 We recommend that the seniormost Receptionist/Telephonist (Roster) should be paid a monthly *ad hoc* allowance of Rs 450 for performing the additional duties mentioned above.**

On-Call and In-Attendance Allowances

- 112.10 As per arrangement in place, doctors as well as Specialised Physiotherapists and Specialised Perfusionist/Senior Specialised Perfusionists are entitled to On-call and In-attendance Allowances for being on-call after their normal hours of work and attending duty while on-call.
- 112.11 Pursuant to a labour dispute with respect to the hours of work of the doctors, an agreement was reached at the level of the Commission for Conciliation and Mediation whereby the new hours of work of the doctors are now from 0900 to 1600 on weekdays and from 0900 to 1200 on Saturdays. The working hours of the Specialised Physiotherapists and Specialised Perfusionist/Senior Specialised Perfusionists were also reviewed by the Board as they all work in a team.
- 112.12 The revised quantum of the allowance takes into consideration the change in the working hours of the incumbents.

Recommendation 3

- 112.13 We recommend that the Director Cardiac Services, Cardiac Surgeons, Cardiologists, Cardiac Anaesthetists, Vascular Surgeons, Specialised Physiotherapists and Specialised Perfusionist/Senior Specialised Perfusionists be paid On-call Allowances as follows:**

<div>On-call</div> <div>Grades</div>	Director Cardiac Services, Cardiologist, Cardiac Surgeon, Cardiac Anaesthetist and Vascular Surgeon Rs	Specialised Physiotherapist Rs	Specialised Perfusionist/ Senior Specialised Perfusionist Rs
Weekdays 1600 hours to 0900 hours the following day	1260	415	385
Saturdays 1200 hours to Sunday 0900 hours	1885	580	540
Sundays and Public Holidays 0900 hours to 0900 hours the following day	1885	695	650

112.14 When attending the Centre while on-call, the rate of In-attendance Allowance, inclusive of travelling time, payable to the above officers, should be as hereunder:

- | | | |
|-------|---|------------------|
| (i) | Director Cardiac Services, Cardiac Surgeons,
Cardiologists, Cardiac Anaesthetists and
Vascular Surgeons | Rs 1080 per hour |
| (ii) | Specialised Physiotherapists | Rs 230 per hour |
| (iii) | Specialised Perfusionist/
Senior Specialised Perfusionists | Rs 215 per hour |

112.15 However, for the days when the aforementioned officers would continue to work at the Cardiac Centre after their normal hours up to 0900 hours the next day, they should be compensated at the normal hourly rate based on the salary point reached in their respective salary scale, for every additional hour put in.

Allowance for coverage at Night, Sunday and Public Holiday

112.16 Specialised Registered Medical Officers and Trainee Specialised Registered Medical Officers are compensated at the normal hourly rate at the salary point reached in their respective salary scale whenever they are called upon to put in additional hours of work at night, Saturday afternoon, Sundays and Public Holidays. This arrangement should continue.

Recommendation 4

112.17 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, Sundays and Public Holidays should be compensated at the normal hourly rate based on the salary point reached in their respective salary scale, for every additional hour put in.

Continuing Professional Development

112.18 The provision for Continuing Professional Development (CPD) to members of the Medical Profession on the establishment of the MOHW, is also applicable to the doctors at the Cardiac Centre. We are bringing improvement with regard to the cumulative period.

Recommendation 5

112.19 We recommend that members of the Medical Profession on the permanent and pensionable establishment of the Cardiac Centre should be:

- (i) paid an allowance of Rs 13345 annually, cumulative over a period of four years, to meet the expenses towards their Continuing Professional Development on presentation of documentary evidence. The CPD accumulated for the first year would, however, be forfeited on the fifth year if not benefited from; and**
- (ii) granted special leave of a maximum of 10 days annually, subject to the exigencies of service, to enable them to take advantage of Continuing Professional Development Programmes either locally or abroad. However, such special leave may be combined with other types of leave whenever the number of days' leave required for the programmes exceeds 10 days.**

Book Allowance

112.20 A yearly Book Allowance is currently payable to members of the Medical Profession at the Cardiac Centre for the purchase of medical books, e-materials, journals and other publications. As per existing arrangement, the doctors are to be provided with a smart phone of equivalent value to the Book Allowance with the allowance set to lapse upon the grant of the smart phone. In the course of this exercise, the staff side has requested that the existing provision be reviewed so that they continue to benefit from the Book Allowance.

112.21 After examination, we consider the existing arrangement for the smartphone to replace the traditional Book Allowance to be a more appropriate one.

Recommendation 6

112.22 We recommend that:

- (i) the Cardiac Centre should provide a smart phone of equivalent value to the Book Allowance to every member of the Medical Profession who is appointed in a substantive capacity at the Cardiac Centre; and
- (ii) the concerned officers should be paid an annual allowance of Rs 14500 for the purchase of medical books, e-materials, journals and other publications until such time that they are provided with the smart phone.

Special Medical Service Allowance

112.23 The provision regarding Special Medical Service Allowance as provided for members of the Medical Profession at the MOHW is equally applicable to the those on the establishment of the Cardiac Centre. This provision shall remain in effect.

Recommendation 7

112.24 We recommend that provisions made at paragraph 23.77 under the Ministry of Health and Wellness in respect of the Special Medical Service Allowance be equally applicable to members of the Medical Profession at the Cardiac Centre.

Special Provision for Officers of the Medical Profession

112.25 Under existing arrangements, members of the Medical Profession of the Cardiac Centre are allowed to move incrementally in the Master Salary Scale and enjoy car benefits similar to those provided to their counterparts at the MOHW. These provisions will continue to be applicable.

Recommendation 8

112.26 We recommend that the provisions made at paragraphs 23.85 and 23.86 under the Ministry of Health and Wellness should equally apply to members of the Medical Profession at the Cardiac Centre.

Medical Specialists

Recommendation 9

112.27 We recommend that the Cardiac Surgeons, Cardiac Anaesthetists, Cardiologists and Vascular Surgeons should be known as Consultant on reaching salary point of Rs 118000.

Bank Scheme - Specialised Nursing Officer

112.28 The Bank Scheme - Specialised Nursing Officer was introduced in 2017 to palliate the problem of shortage of staff. We have, for this Report, once again been requested to review the quantum payable on the ground that officers in lower grades are better remunerated for additional hours put in. We consider that the actual mode of remuneration under the Bank Scheme is appropriate. The quantum of the existing allowance is, however, being revised.

Recommendation 10

112.29 We recommend the payment of an All-inclusive Allowance (excluding travelling) of Rs 1090 per day session of four hours and Rs 1240 per night session of four hours to serving Specialised Nursing Officers and Specialised Head Nurses under the Bank Scheme.

112.30 We further recommend that the payment of the allowance under the Bank Scheme should be on a *pro-rata* basis whenever the officers are required to work for more or less than the specified number of hours.

Night Duty Allowance

112.31 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, is payable to officers of the Cardiac Centre who effectively work on night shift. The allowance is exceptionally computed 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. These provisions are being maintained.

Recommendation 11

112.32 We recommend that:

- (i) Theatre Attendants (Shift), Nursing Aids (Shift), 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; and**
- (ii) officers in the Specialised Nursing Officer Cadre, should exceptionally be paid the Night Duty Allowance at the rate of 25% on the basis of eight hours in respect of the present night shift of 13½ hours.**

Night Attendance Bonus

112.33 Officers of the Specialised Nursing Officer Cadre who work on shift namely Trainee Specialised Nursing Officers, Specialised Nursing Officers and Specialised Head Nurses are entitled to a Night Attendance Bonus provided they attend duty on all scheduled night shifts during the month. The quantum of the Night Attendance Bonus is being revised.

Recommendation 12

112.34 We recommend that incumbents in the grades listed below should be paid a monthly Night Attendance Bonus provided they attend duty on all scheduled night shifts during the month.

Grade	Night Attendance Bonus Rs
Trainee Specialised Nursing Officer	675
Specialised Nursing Officer	
Up to 10 years' service	675
Over 10 years' service	840
Specialised Head Nurse	
Up to 5 years' service	840
Over 5 years' service	1010

Diploma in Cardiac Nursing

112.35 In the 2013 PRB Report, provision was made for the MOHW to consider the advisability of running and awarding a Diploma in Cardiac Nursing to Trainee Specialised Nursing Officers on completion of their three-year training. We have, in the course of this review, been apprised that the course has already been mounted and has been extended to other officers in the Cadre. We are reviewing the existing provision.

Recommendation 13

112.36 We recommend that Management should continue to make arrangements for Trainee Specialised Nursing Officers, upon completion of their three year training, as well as other officers of the Cadre to follow the Diploma course in Cardiac Nursing.

Refund of Vacation Leave and Casual Leave

112.37 At present, officers of the Specialised Nursing Officer Cadre are allowed to accumulate their vacation leave over and above their authorised ceiling. Such leave can be taken as leave prior to retirement. However, in the event the officers opt to work during the excess accumulated leave period, they are refunded the accumulated vacation leave at the rate of 1/30 at the time of retirement. In addition to the benefit pertaining to vacation leave, the officers are also refunded their unutilised casual leave. The current arrangements should continue to prevail.

Recommendation 14**112.38 We recommend that:**

- (i) officers of the Specialised Nursing Officer Cadre should 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;
- (ii) the unutilised casual leave of officers of the Specialised Nursing Officer Cadre should be refunded annually at the rate of 1/66 of their last monthly salary per day in the corresponding year;
- (iii) the unutilised casual leave should be refunded on a *pro-rata* basis for the year in which the officers proceed on retirement or pass away while in service; and
- (iv) 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.

Notional Time**Recommendation 15**

112.39 We recommend that Specialised Head Nurses or any other officer who is involved in handing over when effective working hours and notional time exceeds 40 hours weekly or a multiple of 40 hours where the shift covers a cycle, should be compensated for the handing over time up to a maximum of 30 minutes through the grant of time-off.

Compensation for work on Night Shift covering part of a Public Holiday**Recommendation 16**

112.40 We recommend that for officers working on a night shift covering part of a Public Holiday, 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 Attendants (Shift) when posted in the Operation Theatre for a whole month

112.41 As per existing provision, a monthly allowance of Rs 490 is paid to Theatre Attendants (shift) whenever they are posted to Operation Theatres for a whole month. As this arrangement is still prevailing at the Cardiac Centre, the continued payment of this allowance is justified and the quantum thereof is being revised.

Recommendation 17

112.42 We recommend that Theatre Attendants (Shift) should be paid a monthly allowance of Rs 525 whenever they are posted to Operation Theatres for a whole month.

Movement Beyond Top Salary

112.43 Incumbents in the grades of Human Resource Officer/Senior Human Resource Officer and Senior Procurement and Supply Officer (Future Holder) possessing the relevant Diplomas should be allowed to move incrementally beyond their top salary subject to certain conditions. **Recommendations thereto related have been made in the Chapter on Observations and General Provisions of this Volume.**

Retention Allowance

112.44 Provision had previously been made for certain categories of officers of the Cardiac Centre to benefit from a Retention Allowance up to 31 December 2016. The last PRB Report introduced a provision exempting officers who retire or leave the service before their compulsory retirement age from refunding the Retention Allowance. **This provision remains valid.**

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SALARY SCHEDULE

TFSMC 1 :	Rs 30265 Safety and Health Officer (Part-Time)
TFSMC 2 :	Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker
TFSMC 3 :	Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Handy Worker (Shift)
TFSMC 4 :	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35280 Office Auxiliary/Senior Office Auxiliary <i>formerly Office Attendant</i>
TFSMC 5 :	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver/Officer Auxiliary (Personal) <i>formerly Driver/Office Attendant (Personal)</i>

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TFSMC 6 :	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Nursing Aid (Shift) Theatre Attendant (Shift)
TFSMC 7 :	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Handy Worker Supervisor
TFSMC 8 :	Rs 23945 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Receptionist/Telephonist
TFSMC 9 :	Rs 25145 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Driver (Shift)
TFSMC 10 :	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 41080 Ambulance Driver (Shift)
TFSMC 11 :	Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Linen Health Officer
TFSMC 12 :	Rs 24545 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 42050 Receptionist/Telephonist (Roster)
TFSMC 13 :	Rs 25445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 44960 Word Processing Operator
TFSMC 14 :	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Clerical Officer <i>formerly Clerical Officer/Higher Clerical Officer</i>
TFSMC 15 :	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 47950 Bio-Medical Technician

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TFSMC 16 :	Rs 26645 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Health Records Clerk
TFSMC 17 :	Rs 28225 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Management Support Officer
TFSMC 18 :	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 Accounts Clerk Assistant Procurement and Supply Officer
TFSMC 19 :	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 51200 Higher Health Records Clerk
TFSMC 20 :	Rs 29215 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Internal Audit Officer <i>formerly Internal Control Officer</i>
TFSMC 21 :	Rs 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Confidential Secretary
TFSMC 22 :	Rs 34160 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 Procurement and Supply Officer
TFSMC 23 :	Rs 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 57400 Pharmacy Technician
TFSMC 24 :	Rs 30265 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 57400 Trainee Specialised Nursing Officer

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TFSMC 25 :	Rs 32615 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Office Management Assistant
TFSMC 26 :	Rs 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 57400 Health Records Officer
TFSMC 27 :	Rs 30615 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 55950 QB 57400 x 1450 - 58850 Medical Imaging Technologist
TFSMC 28 :	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Human Resource Officer/Senior Human Resource Officer
TFSMC 29 :	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 Senior Procurement and Supply Officer (Future Holder)
TFSMC 30 :	Rs 35280 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 QB 60600 x 1750 - 62350 Specialised Nursing Officer (Male and Female)
TFSMC 31 :	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 Senior Procurement and Supply Officer (Personal)
TFSMC 32 :	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 66050 Specialised Head Nurse
TFSMC 33 :	Rs 33600 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 53400 QB 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 71700 Accounting Technician/Senior Accounting Technician <i>formerly Accounting Technician</i>
TFSMC 34 :	Rs 45930 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 73600 Deputy Specialised Nursing Superintendent

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TFSMC 35 :	Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 Human Resource Management Officer (New Grade)
TFSMC 36 :	Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750 IT Analyst <i>formerly IT Officer</i>
TFSMC 37 :	Rs 50100 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 82250 Specialised Perfusionist/Senior Specialised Perfusionist
TFSMC 38 :	Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Accountant/Senior Accountant
TFSMC 39 :	Rs 42050 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Administrative Secretary Pharmacist/Senior Pharmacist
TFSMC 40 :	Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 Specialised Nursing Superintendent Specialised Physiotherapist
TFSMC 41 :	Rs 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000 Chief Specialised Nursing Superintendent
TFSMC 42 :	Rs 53400 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 Trainee Specialised Registered Medical Officer
TFSMC 43 :	Rs 60600 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 114000 Specialised Registered Medical Officer
TFSMC 44 :	Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 130000 Medical Registrar

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**TFSMC 45 : Rs 84500 x 2250 - 86750 x 2500 - 94250 x 2750 - 102500 x 3750 -
110000 x 4000 - 138000**

Cardiac Anaesthetist
Cardiac Surgeon
Cardiologist
Vascular Surgeon

TFSMC 46 : Rs 150000

Director Cardiac Services

TFSMC 47 : Rs 154000

Executive Director

