

**Further cross-examination resumed on S.A.**  
**Cross-examination on behalf of respondents by Advocate Shri. B.D. Birajdar.**

22) Now I am shown document no. 2 (Exh.U-13) filed with list Exh.U-5. I cannot say whether the union agreed to salary as per employees of State Govt. Witness says it is confusing. It is true that we are being paid grade pay as per state government employees. It is true that grade pay Rs.4,600/- is not as per state government employees. Grade pay of Rs.4,600/- is paid to nurses of central government. It is true that in our demands dated 18.11.2015 we did not demand grade pay as per central government. It is true that it is not mentioned in our statement of claim that we should get grade pay as per central government and that it is mentioned for first time in my affidavit of examination in chief. Figure mentioned in my affidavit of examination in chief i.e. Rs.4,600/- is correct and the figure Rs.4,800/- in my statement of claim is wrong. It is true that contents of para no. 3 of my affidavit of examination in chief are not mentioned in my statement of claim.

23) It is not true to say that nurses of state government has to work for six days in a week. It is true that as per G.R. No. समय—२०१६/प्र.क्र. ६२/१७ (र. व. का.) dated 24.02.2020, the government offices to which Factories Act or Industrial Disputes Act is applicable and whose services are considered as essential services, are not given five days' week. It is true that nurses are working in essential services. It is true that contents of para 4 and 5 of my affidavit of examination in chief are not mentioned in my statement of claim. It is true to say that contents of para no. 6 to 16 of my affidavit of

examination in chief are not mentioned in my statement of claim. State government employees do not get special pay and allowances. There is no government resolution to that effect. We are getting salary and benefits as per settlement dated 19.09.2011. Witness says there are deficiencies in the agreement, therefore anomaly committee is appointed. Anomaly committee has submitted its report. It is true that we did not challenge report of anomaly committee in the court. Witness says we have applied to anomaly committee. It is not true to say that I am deposing falsely. It is not true to say that demands made by union are false.

**Cross-examination completed.**

**No re-examination.**

**Witness discharged.**

**R.O.A.C.**

Date: 06.08.2025.

ams/-

(V. G. RAGHUWANSHI)  
Member  
Industrial Court, Mumbai.