

Resumed on S.A. on 20.02.2026**Further cross-examination by Ld. Advocate Shri P. Devdas on behalf of second party.**

19) Today, I have not brought any record of backlog of reservations post as committed in last cross-examination. I verified the list of the nurses made regular filed by second party on record. The witness states that the said list is correct but it is not physically cross-checked as we have not received it. The said list is exhibited as Exh. U-76. It is correct to say that the said list is issued by BMC. The names of nurses are mentioned therein. They are partially benefited like permanent nurses. They are benefited with working conditions as permanent employee, seniority is temporary maintained to their local establishment, monthly payment by one day technical break after six months. However, they are not given leave or accommodated benefits. It is correct to say that the contents narrated in said document is correct. It is correct to say that other nurses who are concerned in this Reference are not given the benefits like these nurses listed in circular dated 08.08.1994. It is correct to say that the nurses concerned in this Reference are not given any benefit as given to nurses in circular dated 08.08.1994. It is correct to say that they are given benefits since from their first date of appointment. It is correct to say that the nurses concerned in this Reference have not been given benefit of retirement benefits, leave and other benefits as per service conditions. Even they have not given the benefit of increment. It is correct to say that the nature of work of both the nurses concerned in this Reference and the permanent nurses is same.

20) It may be correct to say that the nurses working in State Govt. hospitals are having 40 hours in a week and 160 hours in a month. In shift duty, their working hours in BMC hospital goes to 196 hours in a month. The weekly hours is vary. The nurses who are working in straight duty are having 44 hours per week. For a day, they have to work 8 hours and for half duty, 4 hours. The State duty nurses work for 4 hours in any day given in a week according to the need. It is correct to say that wages and other allowances are similar to that of nurses working in the State Govt.

21) It is correct to say that the ratio of nurses to the patients is 3:1 and in ICU is 1:1. In BMC, the said ratio is 6:1 for 24 hours with 50% leave reserve. The State Govt. also provides for 30% leave reserve and it is 4:1 for 24 hours.

Further cross-examination is deferred till next date.

R.O.A.C.

Dated: 20.02.2026

Sd/-
(Dr. Dhanashree G. More)
Member
Industrial Court, Mumbai.

ams/-