E Office No:-_____

GOVERNMENT OF JAMMU & KASHMIR

GOVERNMENT MEDICAL COLLEGE SRINAGAR
10-KARAN NAGAR, SRINAGAR, J&K-190010
[HOSPITAL SECTION]

Subject: Deployment of Nursing Supervisors for ensuring optimal utilization of nursing manpower in Associated Hospitals of Govt. Medical College Srinagar.

Order No: 34-AH of 2026
Dated: 18 -11-2026

It has been observed that several Associated Hospitals are facing shortages of nursing personnel in different patient-care areas, while a sizeable number of experienced nursing personnel are presently available in supervisory positions. In the prevailing circumstances, it is necessary to ensure that the available nursing manpower is utilized judiciously, keeping in view the patient load and requirements of individual hospitals.

The promotion of nursing personnel to the post of Nursing Supervisor entails greater responsibility for supervision and monitoring of nursing services. However, such promotion should not result in their complete withdrawal from direct patient-care responsibilities, particularly when the hospital is facing a shortage of nursing staff and their clinical services are required.

Accordingly, all Medical Superintendents of Associated Hospitals are hereby authorized to deploy Nursing Supervisors for direct nursing duties, wherever required, in addition to their supervisory responsibilities, keeping in view the requirements of the hospital and the exigencies of patient care.

While making such arrangements, the following shall be ensured:-

01. Nursing Supervisors shall be included in the duty rosters and may be assigned clinical duties in wards, emergency departments, ICUs, operation theatres and other patient-care areas, depending upon the requirement and their professional competence.

02. Their deployment shall be need-based and determined by the Medical Superintendent after assessing the availability of nursing staff and patient load in different units. The arrangement shall be applied uniformly and without any arbitrary distinction.

03. While assigning clinical duties, Medical Superintendents shall ensure that essential supervisory functions, including monitoring of nursing care, maintenance of discipline, attendance and adherence to prescribed nursing protocols, are not neglected.

04. No Nursing Supervisor shall claim exemption from a clinical duty assigned by the competent authority merely on the ground of having been promoted to a supervisory position. All such duty assignments shall be complied with, subject to applicable service rules and professional competence.

05. Any instance of unjustified refusal to comply with an assigned duty shall be brought to the notice of the competent authority for examination and appropriate action under the applicable rules.

The Medical Superintendents shall ensure that the available nursing manpower is utilized in a manner that maintains both effective nursing supervision and uninterrupted patient-care services.

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It is clarified that the above arrangement is intended solely to meet the operational requirements of the hospitals and shall not affect the designation, pay scale, seniority or promotional status of Nursing Supervisors, nor shall it be treated as a substitute for filling up sanctioned vacancies in the nursing Cadre.

The instructions shall be implemented with immediate effect.

Sd/
Masarat Hashim (JKAS)
Administrator
Associated Hospitals
Government Medical College, Srinagar

No:- AH-09/GMCS/2026/5757-65 **Dated:** 18**-11-2026**

Copy for information to the:-

1. Principal/ Dean Govt. Medical College Srinagar;
2. Administrator Associated Hospitals, GMC, Srinagar;
3. Head of the Department, _____ GMC Srinagar;
4. All Medical Superintendents of Associated Hospitals, GMC Srinagar for strict compliance;
5. Administrative Officer, GMC Srinagar, for monitoring implementation;
6. Block Medical Officer, Block Hazratbal Srinagar;
7. In-charge IT/Website for uploading on the official website;
8. Office record.

18/11/2026

Bashir Ahmad Bhat, JKAS
Personnel Officer,
Associated Hospitals, Srinagar