



AHPI

Tamil Nadu Chapter



Dr. Sathish Devadoss

Devadoss Hospital Pvt Ltd

President AHPI-TN



Mr. Rambabu

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Mrs. Gayathri Sandeep

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Revising Minimum Wage Rates in Tamil Nadu: A Decade-Long Journey

Introduction

The Minimum Wages Act, 1948 (Central Act XI of 1948), governs the minimum rates of wages for employment in hospitals and nursing homes in India. Over the past decade, these rates have undergone several revisions to ensure fair compensation for healthcare workers while balancing the financial viability of healthcare institutions.

Historical Context

The last significant revision of the minimum wage rates was carried out through Government Order (GO) No. 47 on May 25, 2009. This order set the baseline for wages in the sector for nearly a decade. In 2018, the Labour and Employment Department issued GO No. 24, which revised these rates again. However, this revision was deemed unreasonable by many hospitals, prompting the Association of Healthcare Providers - Tamil Nadu (AHPI-TN) to request a reevaluation of the rates.

Government Response

Acknowledging the grievances of the Association of Healthcare Providers - Tamil Nadu (AHPI-TN) and hospitals, the Government of Tamil Nadu took a considerate approach. It decided to review the order issued via GO No. 24 and requested the Commissioner of Labour to form a committee to hold inquiries and advise the government on revising the minimum wage rates. This directive was formalized in GO No. 116 on July 16, 2019.

Legal Intervention and Reconstitution of the Committee

Initially, the AHPI-TN Chapter was not included in the committee. This exclusion led AHPI-TN to approach the Madras High Court. The Madurai Bench of the Madras High Court directed the government to include AHPI-TN Chapter and a cost accountant in the committee. Following this directive, the government reconstituted the committee via GO No. 506 on October 17, 2022, incorporating Mr. Adel J. and a member of the Institute of Cost Accountants of India. However, due to technical issues, this committee did not function effectively.

Formation of the Third Committee

Persisting in its efforts, the Government of Tamil Nadu reconstituted the committee once more on June 27, 2024, through GO No. 458. This new committee included representatives from both employee and employer sides to ensure a balanced perspective. The purpose was to conduct inquiries and provide recommendations on the revision of minimum wage rates.

Recent Developments

The newly formed committee has already convened twice, on July 10, 2024, and July 24, 2024. During these meetings, the committee deliberated on the concerns of both employers and employees. Additionally, they examined models from other states to guide the fixation of minimum wage rates.

Conclusion

The journey to revise minimum wage rates for employment in hospitals and nursing homes in Tamil Nadu reflects a collaborative effort involving government bodies, healthcare institutions, and legal interventions. The formation of a balanced committee signifies a step towards a more equitable wage structure, ensuring fair compensation for healthcare workers while addressing the operational concerns of healthcare providers.

Mr. Adel J

Founder & Managing Director
Alfa Care Hospitals

Post Event Meeting AHPICON 2024



Association of Healthcare Providers (India) - Tamil Nadu Chapter

Post-Event Meeting of AHPICON 2024 The post-event meeting of AHPICON 2024 was held on 6th July 2024 at Hotel Ramada Plaza by Wyndham. Key people present included Dr. Sathish Devadoss, Mr. D. Rambabu, Mrs. Gayathiri Sandeep, Dr. Raju Sivasamy, Mr. Adel J, Dr. Babu Narayanan, Mr. Venkata Phanidhar, Mrs. Sandhya Cherian, Dr. Sandeep Murali, and Mr. Justin S. Thiraviyam. This gathering marked the continuation of collaborative efforts and strategic planning within the healthcare community. The Tamil Nadu chapter remains committed to enhancing healthcare services and fostering professional development among its members.

2nd AHPI LEADERSHIP SUMMIT EMPOWERING & DEVELOPING HEALTHCARE LEADERS

📅 29th SEPTEMBER
(SUNDAY)
📍 HILTON HOTEL

ABOUT SUMMIT

India's Healthcare system is unique, dynamic, complex and multifaceted, involving both the government and private sector, catering to the health needs of over 1.4 billion population.

Although India has shown remarkable progress in healthcare and is becoming a preferred medical tourism destination, management of modern hospitals has become very challenging because of many factors like-

- Rapidly evolving advances in medical technology
- Increasing awareness of healthcare needs and heightened patient expectations
- Promulgation of new laws like CEA, CPA, RTI Act, etc.
- Financial sustainability in the backdrop of inadequate funds from Govt schemes
- Shortage of trained human resources due to attrition and brain drain

Although the healthcare industry is a service industry, it is far more complex when compared to any other service sector. Hence, this Summit is intended to address the pressing challenges within the industry, while providing a platform for healthcare professionals and thought leaders to network, share insights, exchange best practices and listen to the leading experts in realizing "Universal Health Coverage" and making India the "Vishwa Guru" by the year 2047.

OBJECTIVE

This Leadership Summit aims to bring industry leaders, not only from the Healthcare sector, but also from other key sectors as well together, to share insights, collaborate on solutions to improve healthcare outcomes and inculcate leadership attributes among emerging future leaders, to improve the overall healthcare delivery system in the country, for the wellbeing of the entire community at large.

KEY SESSIONS

- 1 Leadership Essentials
- 2 Governance Principles & Practices
- 3 Workforce Management & Wellbeing
- 4 Addressing Healthcare Challenges: A Leadership Perspective
- 5 Sustainable Practices in Healthcare Management

TARGET PARTICIPANTS

- CEOs
- Medical Directors
- CFOs
- Medical Superintendents
- Departmental Heads
- Nursing Heads
- Clinicians

ORGANIZING COMMITTEE



Dr. Girdhar Gyani
Director General



Venkata Phanidhar
Organizing Chair



Sandhya Cherian
Organizing Secretary



Dr. Sathish Devadoss
Advisor



D. Rambabu
Advisor



Gayathri Sandeep
Advisor



Dr. Sunil Khetarpal
Advisor

CONTACT

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