



HEALTH · MAP #23

Nursing Officer — the same degree, two very different salaries, and a ward that never closes



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Clear NORCET, pin on the badge, and care for patients through every night shift — for central pay that beats most state hospitals by a wide margin, and a job that asks for more than it ever shows on the payslip.

Published 29 June 2026 · Last reviewed 29 June 2026

THE 30-YEAR JOURNEY

Before any of this, one choice shapes the whole career more than any promotion will: central or state. A central post through NORCET (AIIMS, ESIC, Railways) puts you on Level 7 — about ₹65,000–73,000 in hand — with a defined ladder. A state hospital may pay far less and vary hugely from state to state for the same work. After that, the ladder itself is slow. Most nurses spend their careers at the bedside as Nursing Officer or Senior Nursing Officer, their pay lifted by MACP rather than by a new post. A smaller number climb the supervisory ladder into the Superintendent grades. These are the two ends of a nursing career.

SALARY PROJECTION

If you joined today

Figures as of June 2026

Central (NORCET/AIIMS) Level 7 entry, 7th CPC pay matrix, DA 60% (January 2026 revision), X-city HRA, NPS 10%; MACP on the clinical path; seniority-based promotion on the supervisory path. State pay is lower and varies — see note.. These figures are for a CENTRAL post (NORCET/AIIMS/ESIC/Railways). A state government nurse may earn 30–50% less for the same work, and the figure varies widely by state — that gap is the biggest variable in nursing pay. Both columns below are identical until about year 14, then split between the bedside career most nurses have (pay lifted by MACP) and the smaller supervisory ladder into the Superintendent grades. We update this every year.

YEAR	MILESTONE	AT THE BEDSIDE where most nurses spend the career	SUPERINTENDENT LADDER the supervisory climb, if you make it
0	Joining (Nursing Officer)	L7 · ₹69k Both paths identical so far · Nursing Officer	
10	Senior Nursing Officer	L8 · ₹80k Both paths identical so far · Senior Nursing Officer	
22	Paths split	L9 · ₹1.02L Senior Nursing Officer (MACP)	L11 · ₹1.08L Deputy Nursing Superintendent

YEAR	MILESTONE	AT THE BEDSIDE where most nurses spend the career	SUPERINTENDENT LADDER the supervisory climb, if you make it
32	Retirement range	L10 · ₹1.18L Senior Nursing Officer (MACP)	L12 · ₹1.6L Nursing Superintendent / CNO

In-hand figures, central X-city posting. State pay is lower and state-variable. Paths split after ~year 14. Senior-grade levels are pending confirmation against AIIMS cadre rules. Snapshot dated June 2026.

Sarkari Job Guide does not claim this salary structure. The figures come from the verified sources listed on the career page.

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Visual career maps for government jobs in India. Each map shows the full 30-year path: pay at every stage, promotion timelines, and the costs nobody mentions.

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