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No: NHM/CPHC-UHC/MLHP Recruitment/06/2020-21

Date: 18-06-2020

CIRCULAR

Sub: Selection Guidelines for Recruitment of Mid-Level Healthcare Providers (MLHPs) to Sub Centre -Health and Wellness Centers 2020-21

- Ref:**
1. Approved District RoP 2020-21 and F No M-11016/11/2020/NHM-II dated: 03/04/2020.
 2. Government Order No HFW 129 CGM 2020-21 Dated: 18-06-2020
 3. Government order pertaining to MLHP- IGNOU Exams No: AaKuKa /01/FPS/2018; dated 09-07-2018
 4. MD, NHM OM regarding Provision of Temporary NOC No: HFW /NHM /UHC /Circular /09/2020-21 dated 15-05-2020

Preamble:

1. The goal of Universal Health Coverage (UHC) is to ensure that all people obtain the health services they need: preventive, promotive, curative, rehabilitative and palliative without the risk of financial hardship. Department of Health and Family Welfare (DOHFW) Government of Karnataka(GOK) is committed to the vision of accomplishing UHC, also outlined in National Health Mission framework as- “Enabling Universal Healthcare Access to Equitable, Affordable and Quality health care services, accountable and responsive to people’s needs. The path charted out by the Twelfth Five Year Plan for achieving UHC emphasizes provision of affordable, quality health care by the public health system as the main form of social protection.
2. Provision of Comprehensive Primary Healthcare is a pivotal part of UHC and there is a need to evolve innovative strategies for strengthening the Primary Healthcare. However, a major challenge today for DOHFW, GOK is to reach the whole population with adequate health care services, ensure its utilization and minimize the out of pocket expenditures by families.
3. Thus, based on the proposal of Ministry of Health and Family Welfare, Government of India, state has initiated a pilot project of Comprehensive Primary Health Care (shared vide-D.O. Z-15015/ 11 / 2015-NRHM-I Dated the 11th February 2015)in T. Narasipur taluk, Mysore and Lingasagur taluk of Raichur under NHM. GOK has envisaged that well prepared nursing personnel placed at Health Sub Centers will prove beneficial in taking Primary health care to underserved, marginalized, rural and remote population in Karnataka under UHC. Experience from other developing countries reveals that the “caring component of the nursing profession has been an asset for nurses to function more effectively as primary health care providers”.
4. In this context, in addition to on- going activities in T Narsipura of Mysore and Lingasagur of Raichur as pilot phase, approvals have been accorded to scale up Health and Wellness Centres-CPHC across 10 Districts namely, Bidar, Kalaburgi, Yadgir,

Raichur, Ballari, Koppal, Vijayapura, Bagalkote, Chikkamagaluru, Mysore and Kolar in phase wise manner (Phase – 1,2,3). Totally 2032 SCs have been upgraded as HWCs by appointing Mid-level Health Care Providers (MLHPs).

5. **At present(Phase-4) NHM through District Health Society is selecting the MLHPs for 6 new districts namely Chitradurga, Gadag, Haveri, Shivamogga, Uttara Kannada, & Chamarajnar a total of 1307 posts to HWCs and vacant post of HWCs in Raichur(13), Chikkamagaluru (19), Vijayapura (10) & Bagalkote (7) for total of 49 posts.**
6. Functioning of HWC will be led by a Nurse Mid-level Provider (MLHPs) and in addition the HWC team will comprise of Junior Health Assistant Female, Junior Health Assistant male (MPW) and a group of five ASHAs attached to the sub-centre. This team will function together and will be responsible for enabling outreach, outpatient primary level care to the population covered under each sub-center area. Placement of Nurse Mid-Level Provider at the health sub-center level will improve accessibility of primary care services, broaden the package of primary care services being delivered, increase the utilization of public health facilities and reduce out of pocket expenditures on routine ambulatory care amongst the households served by the Health-Sub Centre.
7. **MLHPs will get a salary of Rs. 24200/- per month for High priority districts namely Raichur, Chikkamagaluru, Vijayapura Bagalkote, Uttara Kannada, Shivamogga & Gadag and Rs. 22000/- per month for Non-High priority districts namely Chitradurga, Chamarajnaraga & Haveriafter successful completion of IGNOU BPCCHN training programme.**
8. Additional amount of Rs. 8000/- per month will be paid as performance based incentive against achievement of 15 service delivery indicators to all working MLHPs.

The selection guidelines to be followed for the recruitment of the candidates is as follows-

Name of the Post-Mid-Level Health care Provider (MLHP) for delivering Comprehensive Primary Healthcare under Ayushman Bharat-Arogya Karnataka.

Criteria for Selection:

- Nurse MLHP preferably be a resident of Karnataka (shall produce at least 10 year domicile certificate in Karnataka at the time of document verification) and should know to speak, read and write Kannada Language (for better community rapport and prevention of attrition).
- **Age Limit:** 35 years in case of General category; 40 years in case of candidates belonging to Scheduled Caste and Scheduled Tribes and Category-I; 38 years in case of candidates belonging to Category-II(a), II(b), III(a) and III(b) of other backward classes. And 40 years in case of Ex-serviceman, war widow, physical Challenge Persons

- Candidate must be mentally and physically fit.
- She/he should be a registered nurse with minimum B.Sc Nursing/post basic B.Sc nursing qualification/ or equivalent qualification from an institution recognized by Karnataka State Nursing Council/Indian Nursing Council
- For Eligibility to attend selection exam is Pass marks of BSc Nursing / post basic BSc nursing course and with valid Final/ Provisional degree certificate will be considered.
- She/he should have effective communication skills in both English and Kannada language, should have passed matriculation / SSLC with Kannada as one language.
- Candidates should have knowledge of basic computer.
- She/he is expected to have leadership qualities and be able to lead the Health and Wellness Center (HWC) team.
- Candidates who secure 40 (forty) and above marks in online entrance examination are eligible for selection at district level.
- The roster system shall be followed separately as per State Government norms for Kalyana Karnataka and Non Kalyana Karnataka districts.
- Candidates shall apply only once for any of the selected districts. Their Application number and password are unique to individuals only.
- **Already working MLHPs, if intends to take the selection exams, for any other recruiting district need to obtain temporary No Objection Certificate (NOC) as per NHM guidelines (Ref:4) from existing (working place) District Health Society and upload the same (NOC) in online recruitment portal during registration.**

Selection process:

- The selection of CPHC Nurse MLHPs will be at the district level for the posts mentioned below, as prescribed by NHM Procedure. Wide publicity shall be ensured prior to selection using the advertisement placed as **annexure 1**. (This process will entuse Nurse Candidates who are residents of the same district or blocks to apply and will facilitate future retention and community rapport with the serving population). The cost for notification and publicity shall be met through District Programme management cost at DHS level.
- The complete selection process shall be fulfilled by the concerned District Health Society in close coordination with State Nodal Officer-UHC. Detailed Time-lines for conducting each activity for selection of the candidates is attached as **Annexure 2**
- The District Health and Family Welfare Officer will be responsible for the constitution of **District Level Selection Committee for CPHC Nurse Mid-Level Health care Provider (MLHPs) under the Chairmanship of Chief Executive**

Officer (CEO), Zilla Phachayath or any other representative authorized by CEO,ZP under District Health Society(DHS).

- The District Level selection committee should ensure that selection of the appropriate BSc nurse Mid-Level Health care Provider (MLHP) is undertaken as per applied district level roster in transparent manner based on the selection test merit list (minimum consideration marks for selection is 40 and above in online examinations).
- examinations).

Timing of conduction of exam

- The exam should be commenced at 11.00 am and end at 12.30pm.
- Reporting time at the exam center- 9.30 am.
- Candidates should wear face mask compulsorily, should maintain social distancing at Exam centres, and shall follow the guidelines issued by State Health department for attending online examinations due to Covid-19

Examination Process

- Application to be filled Online for each candidate after registration in the website address and uploading the relevant documents (Matriculation / SSLC, INC/KNC certificate & Degree certificate are mandatory for all. Similarly Caste certificate & relevant documents are compulsory for claiming reservation).
- Application fees of Rs.600/- (Six hundred only) for both online Registration and to attend selection exam, shall be paid through Online process by the candidates.
- Similarly the application fee for SC/ST/Ex-service (Men & Women) will be Rs.300/- shall be paid through online process. Candidates applied for SC/ST /Ex-Service (Men & Women) and availed fees concession, if they fail to upload the specific documents, then their applications will be rejected without any notice.
- District team has to verify the essential documents uploaded by candidates in online process and provide acceptance through online process. Subsequently, Admission / Hall ticket will be generated to candidates to appear for exams.
- If Candidates fail to upload the mandatory document, their application will be rejected and candidates will not be allowed to take online examination. Similarly if candidates fail to produce valid documents for claiming reservation (other than SC/ST/Ex Service (Men & Women), then they will be considered under General Category for selection. Hall tickets are issued for valid applications only. No communications will be sent to rejected applications for providing false documents.
- **The examination will be online in objective type for 90 minutes.**

- **The number of questions will be 80, and against which totally 100 marks will be allotted.**
- **Each question in general carry 1 marks (sixty questions for 60 marks) but skill based 20 questions will carry 2 marks for each question (20 questions for 40 Marks).**
- Candidates can approach support system for their grievances pertaining to online registration, exam, results and selection. The questionnaire and answer are standardized with validation by committee; any specific grievance against each question will not be entertained.
- Results will be displayed online immediately after the selection examinations are over. Candidates can verify their total questions attempted & marks obtained sheets after final submission of answers list in online exams.
- Rank list will be based on selection test marks only.
- Selection will be based on Roaster cum merit as per reservation policy applicable to districts based on government norms with additional list of candidates under waiting list.
- Non Hyderabad Karnataka candidates will be considered if Hyderabad Karnataka (Kalyana Karnataka) candidates are not available for roaster in HK (KK) districts.

Declaration of Results

- The District Level selection committee should monitor the online examination process and selection of candidates
- The cumulative result copy of the online examination pertaining to each district will be submitted to Chief Executive Officer, Zilla Phachayath and a copy to the state.
- After submission of the results, merit cum roaster sheet should be prepared and shared with the CEO, ZP and state by next working day after the conduction of the exam.
- In case of a tie, the following criteria will be considered in order for selection –
 1. Applicant's age
 2. Masters degree marks if any
 3. Bachelor degree marks
- Notifications of all selected candidates will be displayed within 3 days and selection letter will be sent by mail within a 3 days and a joining period of ten days will be given.
- If the selected candidates fail to join the service within stipulated time, the District Health Societies (DHS) shall select the eligible candidates by operating waiting list and complete the district quota.

Post- declaration of results

As per the Guidance Note for States on “The Bridge Programs on Certificate in Community Health for Nurses” of Government of India, **the appointment is purely on contract basis**

under NHM up to a minimum period of 3 years to be renewed every 364 days from the date of completion of Training course in IGNOU for BPCCHN (Certificate in Community Health (CCH) Nurse).

- Selection and placement of Candidates on contract basis shall be done after the approval of the district Health and Family Welfare Society.
- The selected candidate shall submit all the relevant documents in original before the selection committee (DHS), e.g. SSLC Marks card, BSc Nursing marks card, Registration Certificate of Candidates under Karnataka Nursing Council/ INC, BSc Nursing/Post Basic BSc convocation/ provisional certificate, proof of date of birth, experience certificate, caste certificate, No Objection Certificate (NOC) from the competent authority if they are working in Govt (for both regular and contract appointment including MLHPs) etc and sign for surety bond.
- The selected candidates will be sent to IGNOU programme Study Centres (PSCs) for 6 months Bridge Programme in Community Health Nursing (BPCCHN for knowing Standard Treatment Protocol).
- Only successful Candidates of the IGNOU exams will be placed to SC-HWCs (Sub centre-Health & Wellness Centre) pertaining to their selected district as MLHPs.
- Counseling for the SC-HWCs posting / placement will be as per the marks obtaining in IGNOU Theory and practical exams.
- Candidate working under NHM shall abide and follow all the Government service rules and regulation that are in force and those issued from time to time by DHS and NHM.
- Selected candidates do not have a claim and / or are eligible for automatic regularization of service, retirement benefit, pay-scale revisions, any leave allowances, etc. The Contract of selected/ working candidates ends in State NHM if the Support given by GOI- NHM for the posts of MLHPs.
- Leave rules as applicable under NHM shall apply to the selected contractual candidates. The selected candidates are required to reside compulsorily in their head quarter and provide services as and when required.
- The selected candidates are liable to compensate the dept. for any loss caused due to their misbehavior or Negligence.
- The selection may be terminated by the District Health and Family Welfare Society at the conclusion of the programme or for reasons of major impediment to be given in writing. The selected candidates will have to execute a contract Agreement on a stamp paper of value not less than Rs.200/- for the above terms and conditions before joining duty, valid for a period 3 years after completion of training.
- He/ She will undergo six months Certificate course in Community Health for Nurses in collaboration with IGNOU and State NHM at the designated Programme Study

Centre. The candidates will receive only sustenance allowance as prescribed by NHM during the training period. No salary will be credited to candidates hence forth during IGNOU training period.

- **He/ She shall execute bond for Rs.2.50 lakh (Two lakh and fifty thousand only) to the concerned District Health Society undertaking to serve the society for a period of 3 years, after completion of training period, failing which shall pay a bond amount of Rs.2.50 lakh (Two lakh and fifty thousand only) to the DHS.**
- Further terms and conditions if any will be notified from time to time and candidates shall abide by the same.

Syllabus for entrance exams (As prescribed under Rajeev Gandhi University of Health Sciences, Karnataka) for below topics:

- Nursing Foundation
- Community Nursing/ Public Health Nursing
- Medical /Surgical Nursing
- MCH /OBG
- General aptitude & Pediatrics
- Practical skill analysis and skill based Questions
- Nutrition and Diet related
- Anatomy, Physiology & pharmacology
- All National Health Programmes

Annexure - 1		
Sl No	Name of District	Number of approved Posts for MLHPs selection
1	Chitradurga	249
2	Haveri	212
3	Gadag	122
4	Shivmogga	211
5	Uttra Kannada	292
6	Chamarajanagara	221
		1307
Vacant position		
7	Vijayapura	10
8	Bagalkote	7
9	Chikkamagaluru	19
10	Raichur	13
Total Numbers		49

**the final number of selection of posts may vary based on the posts available at that time/ district
\$Districts need to select the Candidates based on roaster & merit list applicable to their districts for MLHPs recruitment.*

Sd/-
Mission Director
National Health Mission

Annexure – 2

Modified time-lines for conducting the selection process at the district level*

Sl. No	Activities	Tentative Timelines (2020)
1	Last date to Receive application	24 th July 2020 Time 5:00pm
2	Scrutinize applications and shortlist candidates with ID/Admit card issue-online (SMS Hall tickets Module)	24 th to 31 st July 2020
3	Conduct online exams with result announcement	5 th August -2020
4	Evaluate performance of the candidate in the online examinations and submission of merit list to CEO, ZP & DHOs by state	5 th Aug -2020
5	Verification of Original document of candidates	7 th to 9 th Aug -2020
6	Evaluation, selection based on reservation policy and publishing Provisional list	9 th Aug -2020
7	Call for objections	10 th to 17 th of Aug - 2020
8	Final selection list after objection period (by 5 pm)	18 th Aug -2020
9	Issue of offer letter & Signing of surety bond by candidates based on acceptance of offer	19 th & 20 th Aug -2020
10	Submission of filled in IGNOU Admission Application forms of candidates to NHM.	21 st of Aug -2020
11	Administrative and financial approval of selected candidates and preparation of DDs for payment fee to jurisdictional Regional Director (State will provide the budget)	24 th of August -2020
12	Submission of Application forms and DDs with nomination letter to Regional Director, IGNOU	24 th of August -2020
13	Deputation of Candidates to IGNOU –PSCs	25 th of Aug -2020

*Due to Covid-19 situation (Expected lock-down on 2nd August)

Sd/-
Mission Director
National Health Mission

Copy for Information and Action:-

1. **Chief Executive Officer, Zilla Phachayath- Uttara Kannada, Shivamogga, Gadag, Chitradurga, Chamrajnagar. Haveri, Raichur, Chikkamagaluru, Vijayapura & Bagalkote.**
2. Divisional Joint Directors: Kalburgi / Belgaum / Mysore and Bangalore Divisions
3. District Health Officers / District RCH Officers/ District Surveillance Officers - Uttara Kannada, Shivamogga Gadag, Chitradurga, Chamrajnagar, Haveri, Ballari, Raichur Chikkamagaluru, Vijayapura & Bagalkote.

Copy for Information to:

1. Principal Secretary, Health and Family Welfare Department, Vikasa Soudha, Bengaluru.
2. Commissioner, Health and Family Welfare Services. Bengaluru.
3. Chief Administer Officer, NHM, Bengaluru
4. Chief Finance Officer, NHM, Bengaluru

State Programme Manager, NHM,
Bengaluru