



ABSTRACT

National Health Mission, Tamil Nadu– Strengthening of “Makkalai Thedi Maruthuvam” Scheme and Health and Wellness Centre in Tamil Nadu – Terms of reference with scoring criteria to assess the applications for the selection of contractual Mid-Level Healthcare Provider post to the Health and Wellness Centres – Approved - Orders-issued.

Health and Family Welfare (EAP II-2) Department

G.O(Ms) No. 531

Dated : 25.11.2021
Pilava, Karthigai - 9
Thiruvalluvar Aandu 2052

Read:

1. G.O.(Ms.) No.340, Health and Family Welfare(EAP II -2) Department, dated 03.08.2021
2. G.O.(Ms.) No.392, Health and Family Welfare(EAP II -2) Department, dated 30.08.2021
3. G.O(Ms) No. 483, Health and Family Welfare(EAP II -2) Department, dated 01.11.2021
4. From the Mission Director, NHM letter no. 13775/P10/SHS/2019, dated 3.9.2021.

ORDER:

In Government Order first read above among others, the Government have permitted the Mission Director, National Health Mission to implement the Makkalai Thedi Maruthuvam scheme in Tamil Nadu through the Director of Public Health and Preventive Medicine in coordination with the Director of Medical and Rural Health Services and the Director of Medical Education.

2. In Government Order second and third read above among others, the Government have permitted the Mission Director, National Health Mission and the Director of Public Health and Preventive Medicine to place Staff Nurses with GNM/B.Sc., Nursing qualifications in all 4848 Health and Wellness Centres as Mid-Level Health Care Providers on contract basis through the District Health Society.

3. Now, the Mission Director, National Health Mission in his letter fourth read above has stated that, the early recruitment of Mid-Level Healthcare Providers is crucial for the functionality of Health and Wellness Centre to meet the Government of India targets. Furthermore, the placing of Mid-Level Healthcare Providers in all Health and Wellness Centre across the State is also important for the successful upscaling and sustainability of the Hon'ble Chief Minister's “Makkalai Thedi Maruthuvam” flagship scheme. He has furnished the guidelines with a detailed scoring sheet to assess application for selection of contractual Mid-Level Healthcare Provider posts to Health and Wellness Centres for approval of the Government.

4. The Government after careful examination have decided to approve the terms of reference with scoring criteria to assess the applications for the selection of contractual Mid-Level Healthcare Provider post to the Health and Wellness Centres as annexed to this Government Order.

(BY ORDER OF THE GOVERNOR)

J.RADHAKRISHNAN

PRINCIPAL SECRETARY TO GOVERNMENT

To

The Mission Director, National Health Mission, Chennai-6.

The Director of Public Health and Preventive Medicine, Chennai -6.

Copy to:

The Special Personal Assistant to Hon'ble Chief Minister, Chennai-9.

The Special Personal Assistant to Hon'ble Minister (Health and Family Welfare),
Department, Chennai – 9.

The Health and Family Welfare (Data Cell) Department, Chennai-600 009.

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//Forwarded by Order//

L.S. Vignesh
25/11/2021
SECTION OFFICER
25/11/2021

Annexure – I

**(G.O.(Ms)No.531, Health and Family Welfare (EAP II-2) Department,
dated: 25.11.2021)**

**The Terms of Reference for the selection of Mid-Level Health Care Providers
(MLHPs) in Health and Wellness Centres on contract basis under the “Makkalai
Thedi Maruthuvam Scheme”**

I.	<u>Details of the Post</u>	:	Mid-Level Health Care Providers post is on Contractual basis and purely temporary in nature. The Personnel to be recruited under NHM will be a contractual employee of the society and not the Government. The contractual service will not be regularised on any account and there would be no grounds for permanent absorption.
II.	<u>Details of Remuneration</u>	:	Rs. 14,000 /- per month as per NHM norms. Any future revision to the pay by NHM will be automatically applicable.
III.	<u>Recruitment Policy</u>	:	<p>a. Applications shall be invited by the Chairman, District Health Society (District Collector).</p> <p>b. The number of vacancies advertised is only an indicative number and is liable to change, subject to the actual requirement.</p> <p>c. The mandatory members of the Selection Committee will be as follows:</p> <p style="margin-left: 40px;">i. District Collector as Chairman</p> <p style="margin-left: 40px;">ii. Project Director, DRDA</p> <p style="margin-left: 40px;">iii. Joint Director Health Services</p> <p style="margin-left: 40px;">iv. Deputy Director Health Services</p> <p style="margin-left: 40px;">v. Project Officer, ICDS</p> <p>d. The decision of the Chairman of the District Health Society is final in the selection process.</p> <p>e. The selection of MLHPs is purely on Contract basis through an open advertisement which will be made centrally by National Health Mission in at least two Newspapers and one of which would be in the vernacular language.</p> <p>f. The detailed advertisement with the relevant particulars will be subsequently posted in the District website and also in the website of NHM -Tamil Nadu.</p> <p>g. During the selection of the candidates, weightage-based scoring will be given based on various criteria. A detailed scoring sheet is attached in the annexure II to this order and is to be used to objectively evaluate applications on a one-to-one basis.</p> <p>h. Female Nurses will be the candidate of choice for the post of MLHP since the HWCs aim to provide Comprehensive Primary Healthcare Services with primary focus on Women Health (Maternal and Child health activities such as care of Antenatal care, postnatal care, screening of cancer Cervix, Breast, Immunization, health check-up referral services) etc.,</p> <p>i. Candidates from the same locality / HSC area is given high preference as per scoring sheet since the services of MLHP requires continued and sustained presence in the community for providing uninterrupted community level healthcare services.</p>

			<ul style="list-style-type: none"> j. Working knowledge of Tamil is mandatory. k. The qualification mentioned for the post should be from a recognized University. l. In case of those who have their Nursing qualifications without the Integrated Curriculum, there will be a mandate to undergo a one-year Certificate Course in Community Health as detailed in Section VII (iii). m. Candidates selected will be requested to submit their original certificates along with other documents as listed in Section VI below. n. The Tamil Nadu Nurses and Midwives Council registration is mandatory for the finally selected candidates. o. Any form of recommendation for selection to the job will summarily result in rejection of selection.
IV.	Age (as on 01.01.2022)	:	Candidates should not be over 50 years of age.
V.	Educational Qualification (as on 01.01.2022)	:	Candidates should possess a Diploma in GNM/B.Sc., (Nursing) from Government or Government approved Private Nursing colleges which are recognised by the Indian Nursing Council.
VI.	<u>List of Documents to be produced by the Candidates at the time of verification</u>	:	<p>Candidates selected will be requested to submit the following original certificates along with one set of self-attested photo copies of the certificates/documents with two recent passport size color photographs (as scanned and sent in the application)</p> <ul style="list-style-type: none"> i. Evidence of Date of Birth (Birth Certificate/SSLC / HSC Certificate) ii. Evidence of Educational qualification and marks (SSLC / HSC / Diploma / B.Sc., Degree - Provisional or Degree certificate etc.) iii. Tamil Nadu Nurses and Midwives council registration Certificate iv. Evidence for Tamil eligibility (10th or 12th standard marks) v. Proof of Residency: <ul style="list-style-type: none"> a. Nativity Certificate issued by the Revenue Department b. Voter ID c. Panchayat/ Municipality/Corporation/Tax receipt d. Aadhar card e. Ration card vi. Certificate of character and conduct issued by a Group A or Group B Officer <u>working in Government. The Certificate should be a recent one issued within 3 months prior to the notification</u> (applicable for all the applicants including fresh graduates) vii. Certificate of character and conduct issued by the Head of the Institution where the candidate had undergone the course or currently studying. viii. In the case of a differently abled person, a Certificate from a Block Medical Officer to the effect that the candidate is fit enough to discharge the duties assigned along with the percentage of Disability. ix. Certified evidence for work experience x. No Objection Certificate from the competent authority (if applicable)

			xi. Any other special records of significance from competent authorities as indicated in the selection criteria mentioned.
VII.	<u>Other Terms and Conditions</u>	:	<p>i) The candidature of MLHP shall not be treated on par with MRB recruited Staff Nurses since they do not come under the Tamil Nadu Medical Subordinate Services-Branch III-Nursing.</p> <p>ii) The <u>minimum period</u> to be served for this position is 2 years adhering to the contractual norms of National Health Mission – TN (Contract being renewed after completion of every 11 months subject to Performance appraisal)</p> <p>iii) In case of candidates with GNM /BSc Nursing without the Integrated Curriculum qualification, they should mandatorily undergo one-year in-service Certificate Course in Community Health (CCCH) which includes 6 months of internship as per the requirement of Government of India and Government of Tamil Nadu Guidelines</p> <p>iv) In case of selection, the contract appointment will be subject to Medical fitness and verification of character and antecedents.</p> <p>v) Detailed duties and responsibilities and working hours will be charted out by the Mission Director, NHM and Director of Public Health and Preventive Medicine separately.</p> <p>vi) The selected candidates will have to join duty immediately or on the date indicated in the offer of appointment.</p> <p>vii) The MLHPs at any time found guilty of any gross misconduct or negligence of her duties shall be terminated by DHS without any notice of payment in lieu of notice period.</p> <p>viii) An absence from work for a period of fifteen days without prior permission of the competent authority will amount to voluntary abandonment of engagement and may result in automatic termination.</p> <p>ix) Once recruited/contracted as an MLHP, prior notice of <u>three months</u> is mandatory for resignation.</p> <p>x) In the event of pre-mature termination of contract for those MLHPs who after placement, underwent the mandatory one-year Community Health Care training, the contract employee will have to comply with any financial obligation as per NHM norms.</p> <p>xi) Declaration Form</p> <p>All the DDHS should receive an 'individual Declaration form' from each of the selected MLHPs to the effect that the candidate is aware that the MLHP post is purely a temporary one on contractual basis, and that services of an MLHP would not be regularized on any account and there would be no scope on any grounds for permanent absorption.</p>

VIII.	<p>Timelines: -</p> <ol style="list-style-type: none"> 1. Web Advertisement inviting application to be in the prescribed format to be done centrally by O/o NHM Tamil Nadu. 2. Wide publicity to be given by Advertisement which is to be published in the local Tamil and English Daily Newspapers by NHM centrally/NHM Website / District Website/ DPH Website /Nursing council Website. 3. The maximum permissible time to the candidate for submitting the application with necessary documents should be within 14 days from the date of notification. 4. The applications received have to be scrutinized and evaluated based on the scoring sheet in the annexure II to this order within 7 days from the close of applications. 5. The appointment order should be dispatched by the end of the second day of scrutiny. 6. All selected candidates should be instructed to report at the O/o DDHS within 3 days of receiving the orders with the Testimonials and adequate Physical Fitness Certificate issued by an Officer not below the rank of a Civil Surgeon.
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Tentative Notification Schedule for filling up the MLHP positions

Sl. No	Activity	Timeline (Tentative)
1	Date of Issue of Notification	To be announced
2	Last date for receiving applications	Within 14 days from the date of notification
3	Evaluation of applications	Within 7 working days after close of applications
4	Despatch of appointment orders	On the same day of completion of evaluation of applications.
5	Date of Reporting for duty	Within 3 days of receiving Order

J.RADHAKRISHNAN
PRINCIPAL SECRETARY TO GOVERNMENT

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SECTION OFFICER
25/11/2021
Comm
25/11/2021

Annexure –II
(G.O.(Ms)No.531, Health and Family Welfare (EAP II-2) Department,
dated: 25.11.2021)
Scoring criteria for assessing applications

SI No	Criteria	Maximum Marks
1.	Completed BSc. Nursing with Integrated Curriculum (Mid-Level Health Care Providers (MLHP) (or) BSc. Nursing/General Nurse Midwives who have in addition provisionally completed a Certified Course in Community Healthcare under TN Dr MGR Medical University.	20
2.	Verified & Certified Experience of working in Healthcare Institution(s). (Maximum of 5 years @ 4 marks per year) (To be certified by Joint Director of Health Services in case of Private Institutions)	20
3.	Worked in the Department of Health & Family Welfare during the CoVID-19 Pandemic (up to a maximum of 10 months @ 2 marks per month) Experience to be certified by Deans for DME institutions, JDHS for DMS/ Empanelled Private institutions for COVID care, Deputy Director of Health Services for DPH institutions including COVID Care Centre.	20
4.	a. Resident of villages under the HSC area: 30 marks b. Resident from villages in adjoining HSC areas*: 25 marks c. Resident from the same Block: 20 marks d. Resident from adjoining Blocks**: 15 marks e. Resident from the same district: 10 marks	30
5.	Total Marks obtained in the qualifying examination (Degree /Diploma) a. 90% and above: 20 marks b. 80-89%: 15 marks c. 70-79%: 10 marks d. Less than 70%: 5marks	20
6.	Transgender/ Differently Abled***/Deserted wife/Destitute widow (20 marks each and a combination of any two conditions can be added up to a total of maximum 40 marks)	40
	Total	150
In case of a tie, the following criteria would be used to settle finalizing the selection; 1. Marks obtained in final examination 2. Date of birth (seniority would be given preference)		

* 'Adjoining HSC refers to areas bordering the selected HSC area including bordering districts

***Adjoining Block refers to areas bordering the selected block area of the HSC including bordering districts

*** In the event of selection of a Differently abled candidate who otherwise fulfils the required eligibility requirements should undergo the assessment by the Block Medical officer (BMO) for Physical fitness and suitability to execute the roles and responsibilities required for the job

It may be noted that the decision of the Chairman of the District Health Society is final in the selection process.

J.RADHAKRISHNAN
PRINCIPAL SECRETARY TO GOVERNMENT
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SECTION OFFICER

25/11/2021