



n/ 0266

ABSTRACT

Tamil Nadu Health Systems Project - Establishment of Project Management Unit at State and District level with supporting Staff - Sanction accorded - Orders issued.

HEALTH AND FAMILY WELFARE (EAP 1) DEPARTMENT

G.O. Ms. No. 63

Dated: 20.4.2005

Read:

1. G.O. Ms. No 509, Health and Family Welfare, dated: 29.12.2003.
2. G.O. Ms. No 48, Health and Family Welfare, dated: 30.3.2005.
3. From the Project Director, Tamil Nadu Health Systems Project, Letter No: 52/Estt/HSP / 2005, dated: 28.1.2005.

Order:

The World Bank funded Tamil Nadu Health Systems Project (TNHSP) aims to strengthen the infrastructural facilities of all the 270 District and Sub-district hospitals in the State at a total outlay of Rs.597.1554 crore. The Project has taken effect from 27.1.2005. The project period is 5 years from the date of effectiveness.

2. The Planning Cell of the Tamil Nadu Health Systems Project was created in the Government Order 1st read above, with a skeleton staff with effect from 01.01.2004, by relocating some of the staff of the erstwhile DANIDA Tamil Nadu Area Health Care Project. The Planning Cell was assigned with the preparatory works of the Project. But, as per Article II (Execution of the Project) Clause 2.01(b) and Schedule II (Implementation Programme) Clause 2(a) of the Project Agreement, it is mandatory to have a fully functional Project Management Unit (PMU) with required personnel as set forth in the Project Implementation Plan (PIP) within 3 months from the effectiveness of the project.

3. As per the agreed minutes of negotiation between the Government of India, the Government of Tamil Nadu and the International Development Agency and the Project Appraisal Document, the infrastructural upgradation like addition of wards / renovation of existing buildings and supply of equipment and goods for all the secondary level hospitals in 5 districts viz, Dharmapuri, Krishnagiri, Pudukottai, Theni and Kanyakumari will be taken up during the first 18 months of the project period, i.e, Phase I period. During the next 18 months in the Phase II period, infrastructural upgradation of all the secondary level hospitals in 14 districts will be taken up. Finally during the last 24 months, i.e. the Phase III period, the infrastructural upgradation of all the secondary level hospitals in the remaining 10 districts, except Chennai city, will be taken up. During the project period of 5 years, State level software items viz. Training, Information, Education and Communication (IEC), Health Management Information System (HMIS), Studies & Surveys etc. will be taken up. Besides, some Pilot Projects viz. (1) On screening and treatment of non communicable diseases based on primary prevention like cessation of smoking and prevention of hypertension and (2) Universal cervical cancer

screening and treatment to be implemented in 4 districts viz, Ramanathapuram, Virudhunagar, Thanjavur and Coimbatore, will be taken up during the Phase-I of the Project period. Training, Health Care Waste Management, Health Management Information System and certain general activities will be taken up throughout Tamil Nadu during the Phase I itself.

4. The Project Director (in charge), Tamil Nadu Health Systems Project, has stated that the Project activities are to be implemented at the State level in coordination with various departments like Directorate of Medical & Rural Health Services (DM&RHS), Tamil Nadu Medical Services Corporation (TNMSC), Public Works Department (PWD), etc. Hence, a full-fledged Project Management Unit (PMU) consisting of 9 Cells has to be created for the Project. Formation of District Project Management Units (DPMUs) has also been suggested to monitor and implement the Project activities at the district level. The Project Director has requested the Government to accord sanction for the creation of a Project Management Unit at the State level and District Project Management Units (DPMUs) at the district level to monitor and implement the project activities.

5. The Government has examined the proposals of the Project Director (in charge), Tamil Nadu Health Systems Project and has decided to accept the proposals. Accordingly, the following orders are issued:

i. Sanction is accorded for the creation of a Project Management Unit (PMU) at the State level comprising of the following 9 Cells with the composition of staff as indicated in the Annexure - I to this order with effect from the date of effectiveness of the Project.

- i. Project Management Unit Administrative Cell.
- ii. Equipment Cell.
- iii. Engineering (Civil Works) Cell.
- iv. Financial Management Cell (FMC).
- v. Quality and Systems Improvement Cell (QSIC).
- vi. Human Resources Development Cell (HRD Cell).
- vii. Health Promotion Cell (HPC).
- viii. Public Private Partnership Management Cell (PPP Cell).
- ix. Strategic Planning Cell (SPC).

The functions of the PMU are given in the Annexure - II to this order.

ii. Sanction is also accorded for the creation of a District Project Management Unit (DPMU) in each district headed by the respective Joint Director of Medical and Rural Health Services and Family Welfare concerned with supportive Staff, as indicated in the Annexure III to this order in all the 29 revenue districts, except Chennai city, to monitor and implement the district level project activities. The supporting staff shall be filled up on redeployment basis and contract basis by the respective Joint Director of Medical and Rural Health Services and Family Welfare. The District Project Management Units will function in the office of the concerned Joint Director of Medical and Rural Health Services and Family Welfare. The functions of the District Project Management Units are given in the Annexure II to this order.

Plan - II. State Plan - PA. Strategic Planning Cell under Health Systems Project - 33. Payments for Professional and Special Services - 03. Special Service (DPC 2210 01 200 PA 3330) - 04. Contract Payment (DPC 2210 01 200 PA 3349).

f. The expenditure on wages for the contractual staff of the Project Management Unit in the Health Promotion Cell shall be debited to "2210. Medical and Public Health - 06. Public Health - 113. Public Health Publicity - Schemes in the Tenth Five Year Plan - II. State Plan - PA. Health Awareness under Health Systems Project - 33. Payments for Professional and Special Services - 03. Special Service (DPC 2210 06 113 PA 3330)".

g. The expenditure on wages for the contractual staff of the Project Management Unit in the Quality and Systems Improvement Cell shall be debited to "2210. Medical and Public Health - 80. General - 004. Health Statistics and Evaluation - Schemes in the Tenth Five Year Plan - II. State Plan - PA. Building Capacity to strengthen Health Management Information System - 33. Payments for Professional and Special Services - 03. Special Service (DPC 2210 80 004 PA 3331)".

y. The Project Director, Tamil Nadu Health Systems Project and the Joint Director of Medical and Rural Health Services and Family Welfare concerned are authorised to incur the recurring expenditure on salary and other allowances to the staff of the Project Management Unit at the State level and the District Project Management Units at the district level respectively, under the respective heads of account.

vi. The specified qualification for the Staff under daily wages / contract payment other than Office Assistant / Driver shall be called for from the Project Director, Tamil Nadu Health Systems Project and order will be issued separately.

vii. The Staff coming under Annexure IV, i.e., the existing staff of the Tamil Nadu Health Systems Project shall go back to the original department on winding up of the Tamil Nadu Health Systems Project

viii. The Joint Director of Medical and Rural Health Services and Family Welfare of the Project districts are directed to execute the project activities in their district and to send periodical reports to the Project Director, Tamil Nadu Health Systems Project.

6. This order issues with the concurrence of Finance department vide its U.O. No. 74 / JS (TK) / 2005 dated 19.4.2005.

BY ORDER OF THE GOVERNOR

SHEELA RANI CHUNKATH
SECRETARY TO GOVERNMENT

To

The Project Director (in charge), Tamil Nadu Health Systems Project, Chennai - 6.

iii. The Project Director, Tamil Nadu Health Systems Project, is authorised to accommodate the Chief Accounts Officer, who is now working in the Planning Cell of the Tamil Nadu Health Systems Project, to officiate in the post of Financial Adviser & Chief Accounts Officer sanctioned to the Project Management Unit and to accommodate the remaining 12 staff sanctioned to the Planning Cell of the Tamil Nadu Health Systems Project, given in the Annexure IV to this Order, in equivalent posts in the Project Management Unit of the Tamil Nadu Health Systems Project. All other posts sanctioned to the Project Management Unit shall be filled up in time scale of pay by redeployment from the Government departments / Corporations. The Project Director, Tamil Nadu Health Systems Project, is permitted to fill up all the contractual appointments.

iv. The expenditure on pay and allowances of the Staff on Time Scale, Wages, Payment for Professional and Special Services, for the persons appointed on Contract / Daily wages / Consolidated pay sanctioned for this Project shall be debited to the following head of account:

a. The expenditure on salary for the regular staff except Human Resource Development and Public Private Partnership Cells of the Project Management Unit and the District Project Management Units shall be debited to "2210. Medical and Public Health - 01. Urban Health Services - Allopathy - 001. Direction and Administration - Schemes in the Tenth Five Year Plan - II. State Plan - PA. Health Systems Project - Management Unit - 01. Salaries (DPC 2210 01 001 PA 0102) - 02. Wages (DPC 2210 01 001 PA 0200) - 33. Payments for Professional and Special Service - 03. Special Services (DPC 2210 01 001 PA 3332) - 04. Contract Payment (DPC 2210 01 001 PA 3341)

b. The expenditure on salary for the regular staff of the Project Management Unit in the Human Resource Development Cell shall be debited to "2210. Medical and Public Health - 06. Public Health - 003. Training - Schemes in the Tenth Five Year Plan - II. State Plan - PA. Training and Capacity Building under Health Systems Project - 01. Salaries (DPC 2210 06 003 PA 0103)".

c. The expenditure on salary for the regular staff of the Project Management Unit in the Public Private Partnership Cell shall be debited to "2211- 00. Family Welfare - 190. Assistance to Public Sector and Other Undertakings - Schemes in the Tenth Five Year Plan - II. State Plan - PA. Public Private Partnership under Health Systems Project - 01. Salaries (DPC 2211 00 190 PA 0103) - 33. Payments for Professional and Special Services - 04. Contract Payment (DPC 2211 00 190 PA 3342).

d. The expenditure on wages for contractual Auto CAD personnel of the Project Management Unit shall be debited to "2210. Medical and Public Health - 01. Urban Health Services - Allopathy - 110. Hospitals and dispensaries - Schemes in the Tenth Five Year Plan - II. State Plan - PA. Rationalisation of Secondary Care Facilities under Health Systems Project - 02. Wages (DPC 2210 01 110 PA 0209)".

e. The expenditure on wages for the contractual staff of the Project Management Unit in the Strategic Planning Cell shall be debited to "2210. Medical and Public Health - 01. Urban Health Services - Allopathy - 200. Other Health Schemes - Schemes in the Tenth Five Year

The Commissioner of Treasuries and Accounts, Chennai – 15.

The Pay and Accounts Officer (South), Chennai - 35.

The Accountant General (A&E), Chennai-18.

The Accountant General (Audit. I), Chennai-35.

All Treasury Officers.

The Pay and Accounts Officer, Madurai.

Copy to:

The Secretary to Government of India, Ministry of Health and Family Welfare, New Delhi – 11.

The Country Director – India, The World Bank, New Delhi Office, 70, Lodhi Estate, New Delhi – 3.

The Project Director, Reproductive and Child Health Project, Chennai - 6.

The Managing Director, Tamil Nadu Medical Services Corporation, Chennai - 8.

The Director of Medical and Rural Health Services, Chennai - 6.

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

The Director of Family Welfare, Chennai - 6.

The Director of Medical Education, Chennai - 10.

The Chief Engineer (Buildings), Public Works Department, Chennai – 5.

The Secretary to Chief Minister, Chennai – 9.

The Senior Personal Assistant to Minister for Finance, Chennai – 9.

The Senior Personal Assistant to Minister for Health, Chennai – 9.

The Private Secretary to Chief Secretary to Government, Chennai-9.

The Secretary to Government, Finance / Public Works / Planning, Development and Special Initiatives Department, Chennai-9.

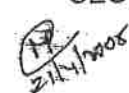
Finance (Health I / BG II) department, Chennai - 9.

The Private Secretary to Secretary to Government, Health and Family Welfare Department, Chennai-9.

The Personal Assistant to Joint Secretary to Government, Health and Family Welfare Department, Chennai-9.

All Sections in Health and Family Welfare Department, Chennai-9.

FORWARDED BY ORDER


SECTION OFFICER A.Y./65


ANNEXURE I

STAFF STRUCTURE FOR THE PROJECT MANAGEMENT UNIT (PMU) AT THE
STATE LEVEL

Sl.No	Name of the Post	Scale of Pay	No. of Posts
I	PMU Administrative Cell		
1	Project Director (IAS Officer)	Rs 16,400-450-20,000	1
2	Additional Project Director (Medical)	Rs 15,000-400-18,600	1
3	Deputy Director	Rs 12,000-375-16,500	1
4	Administrative Officer	Rs 8,000-275-13,500	1
5	Computer Programmer	Rs 6,500-200-10,500	1
6	Superintendent	Rs 5,500-175-9,500	2
7	Statistical Inspector	Rs 5,500-175-9,500	1
8	Assistant	Rs 4,000-100-6,000	2
9	Steno Typist	Rs 4,000-100-6,000	2
10	Computer Operator	Rs 4,000-100-6,000	2
11	Record Clerk	Rs 2,610-60-3,150-65-3,540	1
12	Office Assistant	Rs 2,550-55-2,660-60-3,200	3
13	Driver	Rs 3,200-85-4,900	2
14	Sweeper	The activity shall be outsourced (on daily wages @ Rs. 125/- per day worked)	
15	Contract staff (Watchman, Peon)	On contract at a daily wage of Rs 125/- per day worked	6
	Total		26
II	Equipment Cell		
1	Deputy Director (Procurement Officer)	Rs 12,000-375-16,500	1
2	Bio-Medical Engineer	On contract at a consolidated payment of Rs 15,000/- per month	1
3	Executive Engineer	Rs 10,000 - 15,200	1
4	Assistant Engineer (Assistant Procurement Officer)	Rs 6,500-200-11,100	2
5	Assistant Engineer	Rs 6,500-200-11,100	1
6	Accountant	Rs 5,500-175-9,500	1
7	Data Entry Operator	Rs 4,000-100-6,000	1
8	Assistant	Rs 4,000-100-6,000	3
9	Steno Typist	Rs 4,000-100-6,000	1
10	Office Assistant	Rs 2,550-55-2,660-60-3,200	1
	Total		13

Sl.No	Name of the Post	Scale of Pay	No. of Posts
III	Engineering (Civil Works) Cell		
1	Superintending Engineer	Rs 14,300-400-18,300	1
2	Executive Engineer	Rs 10,000-15,200	2
3	Architect	Rs 9,100-14,050	1
4	Assistant Executive Engineer (Civil / Electrical)	Rs 8,000-275-13,500	2
5	Assistant Engineers (Civil / Electrical)	Rs 6,500-200-11,100	4
6	AutoCAD trained personnel	On contract at a daily wage of Rs 142/- per day worked	2
7	Draughtsman	Rs 4,000-100-6,000	2
8	Assistant	Rs 4,000-100-6,000	2
9	Office Assistant	On contract at a daily wage of Rs 125/- per day worked	2
	Total		18
IV	Financial Management Cell (FMC)		
1	Financial Advisor & Chief Accounts Officer (FA & CAO)	Rs 12,000-375-16,500	1
2	Chartered Accountant	On contract at a consolidated payment of Rs 15,000/- per month (only if the incumbent of the post of FA&CAO is not a qualified person)	1
3	Accounts Officer	Rs 8000-275-13500	1
4	Superintendent	Rs 5,700 - 9,200	1
5	Assistant	Rs 4,000-100-6,000	3
6	Office Assistant	On contract at a daily wage of Rs 125/- per day worked	1
	Total		8
V	Quality and Systems Improvement Cell (QSIC)		
1	Deputy Director	Rs 12,000-375-16,500	1
2	Medical Officer (Quality Improvement)	Rs 8,000-275-13,500	1
3	Statistical Officer (HMS & IT)	Rs 6,500 - 10,500	1
4	Medical Officer (Environmental Health)	Rs 8,000-275-13,500	1
5	Medical Officer (Micro Biology)	Rs 8,000-275-13,500	1
6	Statistical Officer	Rs 6,500 - 10,500	1
7	Statistical Assistant	Rs 5,300-150-8,300	1
8	Assistant	Rs 4,000-100-6,000	1
9	Steno Typist	Rs 4,000-100-6,000	1

Sl.No	Name of the Post	Scale of Pay	No. of Posts
10	Office Assistant	On contract at a daily wage of Rs 125/- per day worked	1
	Total		10
VI Human Resources Development Cell (HRD Cell)			
1	Deputy Director	Rs 12,000-375-16,500	1
2	Medical Officer (Training)	Rs 8,000-275-13,500	2
3	Public Health Nurse	Rs 5,900-200-9,900	2
4	Statistical Assistant	Rs 5,300-150-8,300	1
5	Assistant	Rs 4,000-100-6,000	1
6	Steno Typist	Rs 4,000-100-6,000	1
7	Office Assistant	On contract at a daily wage of Rs 125/- per day worked	1
	Total		9
VII Health Promotion Cell (HPC)			
1	Deputy Director	Rs 12,000-375-16,500	1
2	Officer (Communication & Field Operations)	On contract at a consolidated payment of Rs 12,000/- per month	1
3	Assistant	Rs 4,000-100-6,000	1
4	Steno Typist	Rs 4,000-100-6,000	1
5	Office Assistant	On contract at a daily wage of Rs 125/- per day worked	1
	Total		5
VIII Public Private Partnership Management Cell (PPP Cell)			
1	Deputy Director	Rs 12,000-375-16,500	1
2	Chief Executive Officer for PPP Cell*	On contract at a honararium of Rs 30,000/- per month	1
3	Assistant	Rs 4,000-100-6,000	1
4	Office Assistant	On contract at a daily wage of Rs 125/- per day worked	1
	Total		4
IX Strategic Planning Cell (SPC)			
1	Expert Adviser in Hospital Reforms & Management	On contract at a daily wage of Rs 1,000/- per day worked (as approved by the Empowered Committee)	1
2	Expert Adviser in Human Resource Development & Health Management Information System	On contract at a daily wage of Rs 1,000/- per day worked	1

SLNo	Name of the Post	Scale of Pay	No. of Posts
3	Expert Adviser in Health System Research & Health Economics.	On contract at a daily wage of Rs 1,000/- per day worked	1
4	Expert Adviser in NGO involving Public Private Partnership packages.	On contract at a daily wage of Rs 1,000/- per day worked	1
5	Programmer	Rs. 5,000/- per month as consolidated pay	1
6	Investigator	Rs. 5,000/- per month as consolidated pay	1
7	Steno Typist	Rs 4,000-100-6,000	1
8	Office Assistant	On contract at a daily wage of Rs 125/- per day worked	1
	Total		8
	Total (I to IX)		101

* A Medical Doctor with rich experience of working with NGOs, Private hospitals and government. Experience of working with National and International organisation will be a must. Preference will be given to a person who has been working with Tribal on health issues.

ANNEXURE II

A. FUNCTIONS OF THE PROJECT MANAGEMENT UNIT (PMU) AT THE STATE LEVEL

1. PMU ADMINISTRATIVE CELL

The functions of the Project Management Unit Administrative Cell are as follows:

- ✓ Looking after the administrative functions of the Project Management Unit.
- ✓ Co-ordination between various Wings.
- ✓ Arrangement of various Workshops, Meetings, Seminars.
- ✓ To arrange for Inspections, Visits, Appraisals by various teams from the World Bank, Government of India and Other agencies.
- ✓ Arrangement of vehicles, computers and other office needs.

2. EQUIPMENT CELL

The Equipment Cell will oversee the procurement of equipments and other goods under the various project sub-components, particularly the effective upgrading of clinical, management and support services. The Equipment Cell will be responsible for the following functions:

- ✓ Set equipment and maintenance standards in consultation with the Strategic Planning Cell and set specifications, matching with services and level of facility.
- ✓ Ensure scheduled procurement.
- ✓ Take steps for corrective and preventive maintenance.
- ✓ Forecast requirements for annual equipment procurement and replacement.
- ✓ Will co-ordinate the procurement of civil works, equipment, goods, vehicles, consultancies, services, etc. with the Project Management Unit Administrative Cell.
- ✓ The cell will also assist the Tamil Nadu Medical Services Corporation in the preparation of bid documents, evaluation and finalising of the award of contract.

3. ENGINEERING (CIVIL WORKS) CELL

The Engineering Cell will finalise Plans and Estimates for all civil works, float and finalise tenders for all civil works and award the contracts. The functions of the Engineering cell are as follows:

- ✓ Finalisation and approval of all Plans and Estimates for all civil works.
- ✓ Checking and approval of estimates for repairs and renovation works prepared by district team.
- ✓ Ensure preparation of bidding documents for all civil works by the Public Works department as per the guidelines of the World Bank.
- ✓ Invitation of bids & award of contracts.

- ✓ Monitoring and inspection of all the Civil and Electrical works under the Tamil Nadu Health Systems Project.
- ✓ Ensuring quality of construction at every level.
- ✓ Ensuring timely completion of works as per the schedule given by the Project Director, Tamil Nadu Health Systems Project.
- ✓ Preparation and submission of progress reports to the Project Director, Tamil Nadu Health Systems Project.
- ✓ Coordinating with other Government Departments and Non Governmental Organisations as and when need arises.

4. Financial Management Cell (FMC)

The Financial Management Cell will be responsible for all the financial management related issues both at the Project Management Unit and the District Project Management Units (DPMU). The functions of the FMC are as follows:

- ✓ Preparation of budget estimates to the State Finance department.
- ✓ Timely allocation of funds to the District Project Management Units.
- ✓ Regulation of quarterly control appropriation.
- ✓ Preparation of Statements of Expenditure and Financial Monitoring Reports.
- ✓ Ensuring periodic internal audit of the project.
- ✓ Ensuring timely submission of Accountant General (AG) audit reports to the World Bank.

5. Quality and Systems Improvement Cell (QSIC)

The Quality and Systems Improvement Cell shall oversee the implementation of activities proposed under the Project for upgrading the quality of services provided through the public and private health systems. The Cell would be responsible for the following functions:

- ✓ Identify quality assurance indicators to monitor quality of the State's health system.
- ✓ Create and maintain a database related to hospital performance indicators, health services, health programmes, disease surveillance and hospital waste management.
- ✓ Set up feasible and acceptable standards of quality of care and prepare protocols for implementation of the standards.
- ✓ Develop a hospital inspection checklist and take up inspections to identify weaknesses and suggest improvements.
- ✓ Prepare status report on implementation of quality improvement programmes, information systems, disease surveillance and hospital waste management and submit it to the Project Steering Committee through the Project Director.
- ✓ In collaboration with the Strategic Planning Wing, develop ways to strengthen logistics and referral linkages and assist in their implementation.

6. Human Resources Development Cell (HRD Cell)

The Human Resources Development Cell will be responsible for developing and implementing Institution strengthening strategies through improved human resource management. The responsibilities of the Human Resources Development Cell will be:

- ✓ Developing institution strengthening strategies.
- ✓ Regularly assess the need of clinical and management training for all levels of staff.
- ✓ Design training curriculum and modules.
- ✓ Prepare training calendars.
- ✓ Identify training organisations.
- ✓ Co-ordinate with the Directorate to identify trainees.
- ✓ Co-ordinate with the training institutions and trainees for scheduling and follow-up.
- ✓ Maintain inventories of training conducted and evaluate the impact of training.

7. Health Promotion Cell (HPC)

The Health Promotion (Behaviour Change Communication) Cell will oversee the implementation of project strategies on innovations to enhance access and equity for disadvantaged sections. The responsibilities of the health promotion cell are as follows:

- ✓ Planning and designing comprehensive campaigns involving all means of communications mainly audiovisual communications, to reach the messages of health to the community. The cell will also take necessary steps for designing and printing the required Behaviour Change Communication (BCC) materials whenever the need arises.
- ✓ Assessing the need of Behaviour Change Communication especially for the disadvantaged population in the State.
- ✓ Planning and designing activities in the remote, tribal and inaccessible areas.
- ✓ Identifying Non Governmental Organisations and / or private sector agencies for implementing Behaviour Change Communication in the Community and generating demand for health care services.
- ✓ Monitoring and evaluating several community-based interventions and assessing the impact of Behaviour Change Communication strategy in the Community under the Tamil Nadu Health Systems Project.

8. Public Private Partnerships Management Cell (PPP Cell)

The Public Private Partnerships Management Cell will be mainly responsible for finding areas where partnerships could enhance and complement the efforts of the Government in providing services to the people especially in remote and interior areas. The main tasks of the Cell are as follows:

- ✓ Setting the overall State Policy and Strategy for Partnerships.
- ✓ Cataloguing and analysing existing experiences in health sector partnership in the State and creating a permanent database of these documented experiences.

- ✓ Initiating and facilitating dialogue among Government, Non Governmental Organisations, Private Sector and Informal Private Providers and their associations in order to improve communications and explore options for future collaboration.
- ✓ Integrating and supporting existing partnerships in the State e.g., sharing experience among the managers of the State level Tuberculosis, HIV / AIDS, and other programs that currently work with the private sector.
- ✓ Designing the partnership activities to be supported under the World Bank financed project

9. Strategic Planning Cell (SPC)

The Strategic Planning Cell will act as the think-tank for the project and undertake various studies and policy research work for improving the efficiency and effectiveness of the health systems in the state. The functions of the Strategic Planning Cell are as follows:

- ✓ Identify issues, generate and evaluate options aimed at improving the performance of the State's health system. These could include strengthening strategic planning capacity in the department, improving human resource management and decentralisation.
- ✓ Guide in commissioning studies in operational and policy research for secondary level hospitals.
- ✓ Suggest changes in standards and norms in relation to staff / service / equipment / health care waste management / clinical care / essential drugs / referral, etc.
- ✓ Undertake various studies on important and critical issues for effective implementation of the project activities to achieve the desired output.

B. DISTRICT PROJECT MANAGEMENT UNIT (DPMU) AT DISTRICT LEVEL

A District Project Management Unit (DPMU) shall be set up in each district in the office of the Joint Director of Medical and Rural Health Services and Family Welfare (JDM&RHS&FW). The unit will assist the Joint Director of Medical and Rural Health Services and Family Welfare in effective implementation of the project activities at the district level. The functions of the cell are follows:

- ✓ Assist the Project Management Unit in local procurement.
- ✓ Facilitate and monitor provisioning of the project inputs at the district level.
- ✓ Support implementation of systems for logistics, health management information.
- ✓ Monitoring and evaluation, and referral linkages in the project supported institution.
- ✓ Design & implement training plans for the staff

ANNEXURE III

STAFF STRUCTURE FOR DISTRICT PROJECT MANAGEMENT UNIT
(DPMU) AT THE DISTRICT LEVEL

S.N o	Name of the Post	Scale of Pay	No. of Posts
1	Joint Director of Medical and Rural Health Services and Family Welfare	The existing Joint Director of Medical and Rural Health Services and Family Welfare of that District	-
2	District Health Systems Project Officer	Rs 8,000-275-13,500	1
3	Assistant cum Accountant	On contract at a consolidated payment of Rs 4,000/- per month	1
4	Driver	On contract at a consolidated payment of Rs 3,000/- per month	1
	Total		3

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ANNEXURE IV

Existing Staff of the Planning Cell of the Tamil Nadu Health Systems Project
(Already accommodated in the Annexure I)

Sl. No	Name of the post and scale of pay	No. of Post	G.O in which the post was originally sanctioned	G.O in which the post was last continued
1	Deputy Director (Rs 12,000-375-16,500)	2	G.O. Ms. No. 509, Health, dated: 29.12.2003	G.O. (D) No. 233, Health, dated: 30.3.2005.
2	Financial Adviser and Chief Accounts Officer (Rs 10,000-325-15,200)	1	G.O. (D) No. 233, Health, dated: 30.3.2005.	-do-
3	Statistical Assistant (Rs 5,500-175-9,000)	1	G.O. Ms. No. 509, Health, dated: 29.12.2003.	-do-
4	Accountant (Rs 5,500-175-9,000)	1	-do-	-do-
5	Computer Operator (Rs 4,000-100-6,000)	1	-do-	-do-
6	Steno Typist (Rs 4,000-100-6,000)	1	-do-	-do-
7	Assistant (Rs 4,000-100-6,000)	2	-do-	-do-
8	Driver (Rs 3,200-85-4,900)	1	-do-	-do-
9	Record Clerk (Rs 2,610-60-3,150-65-3,540)	1	-do-	-do-
10	Office Assistant (Rs 2,550-55-2,660-60-3,200)	2	-do-	-do-
	Total	13		

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