Dear Mission Director,

The Ministry has been regularly emphasizing on the critical importance of quality of Human Resources (HR) in the improvement of health care service delivery and betterment of health outcomes. In this regard, kind attention is drawn to this Ministry’s letter dated 22 September, 2014 wherein it was conveyed that for all future recruitment of health HR under NHM such as Staff Nurse, ANM and LT, competency-based assessment would be mandatory and States were advised to associate NHSRC in the recruitment process (Copy enclosed). However, it has been observed that the recruitments are not being conducted in the said manner.

It is hereby reiterated that, all recruitments under NHM should be based on competency-based tests that assesses the knowledge and skills of the HR being recruited and a representative from GoI/NHSRC should mandatorily be associated as an Observer at the time of the conduct of competency assessment and final interview. It may be noted that, no support for HR under NHM would be provided unless recruitments under NHM are done as per the above guidance.

With regards,

Yours sincerely,

(C. K. Mishra)

MD (NHM) – All States/UTs
Dear Principal Secretary,

You would agree that poor knowledge and skills of many ANM, nurses and other paramedical workers is a major challenge. Even though the States have conducted some in-service training, these cadres of health workers still have weak competencies.

2. The GOI has consistently argued for task shifting in favour of these cadres of health providers and their strengthening, both in terms of numbers and skills. However, our efforts would bear fruit only if we look into the core competencies while recruiting new HR under NHM particularly ANMs, SNs, LTs etc.

3. Accordingly, it has been decided that for all future recruitments of ANMs, SNs, LTs and other health functionaries under NHM, it would be mandatory to introduce competency based test to assess the knowledge/skills of these cadres of workers before they are recruited. Representative from NHSRC should also be associated as an Observer at the time of conduct of competency assessment for the purpose of making recruitments of these cadres of health workers.

With regards,

Yours sincerely

[C. K. Mishra]

To
Principal Secretary & MD, NRHM of all States and UTs

Copy for information to:
1. Joint Secretary (ME)
2. Joint Secretary (Policy)
3. Joint Secretary (RMNCH+A)
4. Executive Director, NHSRC
5. Director (NIHFW)
6. All Directors of NRHM
7. All Deputy Commissioners of Technical Divisions