



### ABSTRACT

National Health Mission – Creation of one post of Additional Director on temporary basis and three posts of Human Resource Consultant for Human Resource Wing through outsourcing under National Health Mission - Sanctioned - Orders - Issued.

### Health and Family Welfare (EAP II-2) Department

G.O (Ms) No.436

Dated :01.10.2019  
Vigari, Puratasi- 14  
Thiruvalluvar Aandu 2050

Read:

From the Mission Director, State Health Society, letter Ref. No.5078/NHM/E/18, Dated: 24.05.2018.

### ORDER:

In the letter read above, the Mission Director, National Health Mission has stated that, the National Health Mission, Tamil Nadu has been implementing various health programmes and schemes over a decade across the State through the Health Directorates with support of a pattern of approved Human Resource at various levels. With the increased activity, the size of the Human Resource goes up progressively and a need to stream line and steer the Human Resource in a right direction by an exclusive mechanism has come up. At present, there are over 36,000 National Health Mission approved health functionaries working in various health facilities all across the State. Further, he has furnished the details of approved Human Resource pattern as follows:-

Sl. No.	Name of the Cadre	ROP Approved	In position	Vacant	Percentage of Vacant
1	Programme Management (SPMU&DPMU)	2562	2436	126	5
2	Programme Management (NUHM-ROTN)	107	106	1	1
3	Programme Management (NUHM-GCC)	7	7	0	0
	PM - Sub – Total	2676	2549	127	5
	Grand Total	36171	28414	7757	21

2. The Mission Director, National Health Mission has further stated that the National Health Mission – Human Resource pattern has to be well handled from time to time by the proposed mechanism with Human Resource consultants so as to coordinate in the process of the following activities:-

- i. Implementation of Human Resource related activities in the state inclusive of preparation of state Programme Implementation Plan proposals related to Human Resource Budgeting.
- ii. Implementation of Human Resource Management Information System (HRMIS) at full swing.
- iii. Rationalization of Human Resource based on needs.
- iv. Assess the work load of staff on regular basis

- v. Coordinate in the integration of Human Resource Management Information System (HRMIS) with Training Management Information System (TMIS) and Health Management Information System (HMIS),
- vi. Execute appraisal systems,
- vii. Evaluation of performance of the individuals and also to co-ordinate with Finance division during salary release for the approved Human Resource.

Based on the inputs/ suggestions provided during the Human Resource boot camp conducted by National Health Systems Resource Centre (NHSRC) in New Delhi on 9<sup>th</sup> and 10<sup>th</sup> October 2017, a proposal of constituting an Human Resource wing was included in State PIP 2018-19 as per Government of India "HR Boot Camp" instructions and Government of India have given approval in Record of Proceedings 2018-19 for the proposed Human Resource wing as follows:-

Name of the Post	Qualification / Desired Experience	No. of posts	Budget sanctioned with code	Mode of appointment	Salary
Additional Director	Will be deputed on foreign service from Directorate / Department of Health and Family Welfare / Treasury Department.	1	In ROP 2018-2019 – Rs.264.00 lakhs(Lumpsum) under FMR code - 16.8.1.1	Regular cadre Foreign Service Deputation	Time Scale- Rs.181000/- + Allowances (as per 7 <sup>th</sup> Pay Commn. Tab-30- Level-14)
HR Consultant	<ul style="list-style-type: none"> <li>• MBBS / AYUSH / SIDHA with MBA /MPH</li> <li>• 5-6 years of work experience</li> <li>• Experience in HR planning, recruitment</li> <li>• Computer knowledge with proficiency in MS Office and HRIS(preferred) .</li> <li>• Working knowledge of research methods and skills; demonstrated analytical &amp; critical reasoning skills.</li> </ul>	3	In ROP 2018-2019 Rs. 183.43 lakhs (Lumpsum) under FMR 16.8.1.3.2	Outsourcing through SHS	Rs.40000/- PM Consolidated pay

The above approval of Government of India in agenda No.35 was placed in the 35<sup>th</sup> Executive Committee Meeting held on 16.05.2018, seeking permission for the formation of State Programme Management Unit for Human Resource wing in National Health Mission by filling the post of Additional Director (regular cadre) for Human Resource wing in National Health Mission with the requirement that the Additional Director on deputation basis from the Directorate of Health and Family Welfare Department and Finance / Treasury Department with 15 years of programme / field working experience in Health Sector particularly under Tamil Nadu Health Systems Project, National Health Mission, Tamil Nadu State Aids Control (TANSAC) and other Health Units under Health and Family Welfare Department.

3. The Mission Director, National Health Mission has requested necessary orders in this regard.

4. The Government have examined the proposal of the Mission Director, National Health Mission and issue orders on the following:-

(i) The Mission Director, National Health Mission is permitted to form a State Programme Management Unit for Human Resources Wing in National Health Mission, Tamil Nadu.

(ii) Sanction is accorded for creation of the following post:-

Sl No	Name of the post	Qualification	Mode of appointment
1.	Additional Director post (Regular Cadre) for the Human Resource wing / Trauma care wing which is established under NHM & the Nodal Officer for the Trauma Care Programme in the State with the level of pay - Level 29 (Rs.1,23,400 – 2,16,300)	15 years of Programme / field work experience in health sector	On Deputation basis From Director of Public Health and Preventive Medicine Or Finance Department (in the Cadre of Joint Secretary) Or From Treasuries and Accounts Department.

(iii) The Mission Director, National Health Mission is permitted to fill up three Human Resources – Consultant post as per the following National Health Mission norms, subject to the condition that, they will not be absorbed into time scale of pay in future.

Name of the Post	Qualification / Desired Experience	No. of posts	Budget sanctioned with code	Mode of appointment	Salary
HR Consultant	<ul style="list-style-type: none"> <li>• MBBS / AYUSH / SIDHA with MBA /MPH</li> <li>• 5-6 years of work experience</li> <li>• Experience in HR planning, recruitment.</li> <li>• Computer knowledge with proficiency in MS Office and HRIS(preferred) .</li> <li>• Working knowledge of research methods and skills; demonstrated analytical &amp; critical reasoning skills.</li> </ul>	3	In ROP 2018-2019 Rs. 183.43 lakhs (Lumpsum) under FMR 16.8.1.3.2	Outsourcing through SHS	Rs.40000 (per month) Consolidated pay

(iv) The Mission Director, National Health Mission, Tamil Nadu is also permitted to utilize the allocated amount of Rs.264.00 lakh (Lumpsum) under FMR code -16.8.1.1 and Rs.183.43 lakh (Lumpsum) sanctioned under FMR Code 16.8.1.3.2 in Record of Proceedings 2018-19, for the purpose for which it was sanctioned.

5.This order issues with the concurrence of Finance Department vide its U.O.No.45568/Health-I/2019, dated:25.09.2019.

**(BY ORDER OF THE GOVERNOR)**

**BEELA RAJESH  
SECRETARY TO GOVERNMENT**

To

The Mission Director, National Health Mission, Chennai – 6

The Director of Public Health and Preventive Medicine, Chennai – 6

The Commissioner of Treasuries and Accounts, Chennai – 15

The Chief Accountant General, Chennai – 18

The Pay and Accounts Officer, Chennai – 600 035.

Copy to:

The Finance (Health-I) Department, Chennai - 600 009.

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

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

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**//Forwarded by Order//**

*Beela Rajesh*  
*4/10/19*  
**SECTION OFFICER**