



Health & Wellness Centers For delivery of Comprehensive Primary Health Care Services



Call for Applications for 6-month Certificate Course in Community Health for BSc Nursing under National Health Mission (Haryana)

The State Health Society (Haryana) invites applications for six month Certificate Course in Community Health, who will be considered as Mid Level Service Providers-cum-Community Health Officers on contract basis under National Health Mission (NHM Haryana) after successfully completion of the said Course for providing Comprehensive Primary Health Care services at Sub Health Centers being upgraded into "Health & Wellness Centers" (HWC) in 15 Districts, (i.e. Ambala (15), Faridabad (08), Gurugram (08), Jhajjar (03) Jind (13), Hisar (10), Karnal (15), Kurukshetra (11), Mewat (50), Narnaul (11), Panckula (8), Palwal (08), Sonapat (14), Sirsa (16), and Yamunanagar (10)), as per detail given below:

Sr. No.	Name of District	No. of Posts	Monthly Remuneration
1	Ambala	15 (Gen-8, SC-3,BCA-2,BCB-1, ESM-1)	Consolidated at Entry Level Pay of Rs. 13500/- per month (After completion of 5 Year Satisfactory Service Pay Band 9300-34800 + 4200 GP will be applicable as per NHM Service Bye Laws)
2	Faridabad	08 (Gen-6, SC-1,BCA-1)	
3	Gurugram	08 (Gen-6, SC-1,BCA-1)	
4	Jhajjar	03 (Gen-3)	
5	Jind	13 (Gen-7, SC-2,BCA-2,BCB-1, ESM-1)	
6	Hisar	10 (Gen-6, SC-2,BCA-1, BCB-1)	
7	Karnal	15 (Gen-8, SC-3,BCA-2,BCB-1, ESM-1)	
8	Kurukshetra	11 (Gen-7, SC-2,BCA-1,BCB-1)	
9	Mewat	50 (Gen-24, SC-10,BCA-6,BCB-4, ESM-5,PH-1)	
10	Narnaul	11 (Gen-7, SC-2,BCA-1,BCB-1)	
11	Panchkula	08 (Gen-6, SC-1,BCA-1,)	
12	Palwal	08 (Gen-6, SC-1,BCA-1,)	
13	Sonepat	14 (Gen-8, SC-2,BCA-2,BCB-1, ESM-1)	
14	Sirsa	16 (Gen-9, SC-3,BCA-2,BCB-1, ESM-1)	
15	Yamunanagar	10 (Gen-6, SC-2,BCA-1,BCB-1)	

Essential Eligibility Criteria:

- Regular BSc Nursing Degree from any recognized Institute/University.
- Registered with Haryana Nursing Council (copy of Registration Certificate should be attached with Application Form).
- At least 2 years of work experience in Health Sector after completion of BSc Degree.
- Less than 42 years of age.
- Hindi/Sanskrit upto matriculation level.
- Reservation Policy is applicable as per the rules of Govt. of Haryana.

Preferential/Desirable Criteria:

- Higher qualifications, e.g. MSc/Nursing, MPH, MHA and MBA/Health will be given preference.
- Domicile resident of Haryana State; local residents of respective district will be preferred.
- Application to be submitted in prescribed Proforma available at NHM Haryana website.

Other necessary formalities:

1. All candidates are required to appear in the Screening test on dated 07.07.2018 scheduled to be held at Panchkula. Venue to be uploaded later on website.
2. No separate Call Letters will be issued for Screening Test.
3. No TA/DA will be given for appearing in the Screening Test.
4. One Candidate can apply for one district only.
5. The selected candidates required to successfully complete the 6 months Certificate Course in Community Health from IGNOU, for which NHM Haryana to pay all expenses.
6. Selection to be done as per the district-wise details given in the advertisement and posts are non-transferable.
7. The selected candidate required to serve the state for at-least for 3 years continuously and in case the candidate leave the service before 3 years he/she shall be liable to financial penalty as per NHM norms given in the detailed note available at Website. For this a Service Bond for 3 years to be signed with the NHM State HQ.
8. Posts may be increased or decreased as per the requirement and NHM Haryana has all the rights to continue or discontinue the selection process at any stage.
9. **Application Form is at Annexure-1, which is required to be followed in toto, no other application will be accepted.**
- 10.

Application must be submitted on or before 05.07.2018 by hand or by Registered Post addressed to the Mission Director, National Health Mission, Haryana, Bays No. 55-58, Sector-2, Panchkula with clearly mentioning the name of post on the envelope.

Remuneration:

- The “Mid Level Service Providers-cum-Community Health Officer” (MLSPs-cum-CHOs) will be posted at listed Sub Centers being upgraded into Health & Wellness Centers will get monthly fixed honorarium of Rs. 13500/- along with performance based incentive @ Rs. 10,000/- per month after starting work at HWC.
- Only monthly fixed honorarium @ Rs. 13500/- will be paid during 06 month Certificate Course in Community Health, which will be conducted through IGNOU.

Term and Conditions:

1. Application in the prescribed format is to be submitted **on or before 05/07/2018** (between 4:30 pm positively) by hand or by registered Post addressing to the Mission Director, National Health Mission, Haryana, Bays No. 55-58, Sector-2, Panchkula.
2. One Candidate can apply only for one district and multiple applications will be rejected automatically.
3. ***There will be a written test for screening on 07/07/2018 at State NHM HQ (Panchkula); Venue for the Screening Test will be uploaded on the NHM Haryana website on 03/07/2018 for information of all Applicants. No separate communication will be sent for appearing in the Screening Test or any other clarification.***
4. Selected candidate is required to complete the 6 month residential Certificate Course in Community Health Nursing successfully from the designated Programme Study Centers in the State of Haryana.
5. Fee of the successful Candidate for Certificate Course in Community Health Services will be borne by the NHM Haryana alongwith logistic facilitation. The monthly fixed honorarium will also be provided during the Course period.
6. If any candidate could not be able to complete the Certificate Course in Community Health Nursing successfully in due Course as per IGNOU norms, than she/he shall required to deposit back the entire Course Fee to the NHM Haryana.

7. After completion of Certificate Course in Community Health Nursing, she/he shall be designated as Mid Level Service Provider-cum-Community Health Officer (MLSPs-cum-CHOs), who shall be required to maintain the Headquarter for providing comprehensive primary health care services.
8. The positing will be a non-transferable. The Candidate required to sign a Bond Agreement with the NHM Haryana to serve at-least for 03 years continuously after completion of Certificate Course and if she/he left the job before Bond Period, she/he shall be liable to deposit recompense money earned by him/her during complete duration of the job as MLSP-cum-CHOs to NHM Haryana, as penalty as prescribed below:
 - 75% cost of monthly fixed honorarium in case of leaving before 01 year
 - 50% cost of monthly fixed honorarium in case of leaving before 02 years
 - 25% cost of monthly fixed honorarium in case of leaving before 03 Years

Programme Objective: Moving towards Universal Health Coverage (UHC) is a key goal of 12th Plan and the GoI has already charted a path that depends largely on provision of affordable, quantity health care through the public health system. Provision of Comprehensive Primary Health Care is an integral and pivotal part of UHC and there is a felt need of generating evidences to evolve innovative solution for strengthening the Primary Healthcare. For this purpose, the GoI has planned to upgrade of selected Sub Centers into Health & Wellness Centers across the country under new National Health Policy 2017 which has been approved by central Cabinet under the chairmanship of Hon'ble Prime Minister on 15 March 2017.

The objective of the programme is to provide comprehensive primary health care through strengthening of existing sub centers and sector level primary health centers in a block to Health and Wellness Centers linked to a block PHC. The Health and Wellness centers would have one additional B.A.M.S/BSc Nursing with HR on the lines of what is defined in the IPHS standards.

Key Activities: Strengthen the Sub Center as a HWC to deliver a package of comprehensive primary health care services listed below. The first point of referral for such a center would be a 24/7 Block PHC. The Block PHC and the HWCs should provide the package of comprehensive primary health care for the population and have effective linkages to the CHC and District Hospital for specially consultation:

- i. Comprehensive maternal health care services to be provided in those sites equipped to serve as 'deliver points'.
 - ii. Comprehensive neonatal and infant health care services.
 - iii. Comprehensive childhood and adolescent health care services.
 - iv. Comprehensive reproductive health care services.
 - v. Comprehensive management of communicable diseases.
 - vi. Comprehensive management of Non-Communicable diseases.³
 - vii. Basic ophthalmic care services.
 - viii. Basic ENT care services.
 - ix. Screening and basic management of mental health ailments.
 - x. Basic dental health care.
 - xi. Basic geriatric health care services.
 - xii. Emergency Medical Care.
- The services listed from (I) through (XII) are already being provided. Some aspects of these services would need to be strengthened. Care for Communicable diseases is being undertaken under vertical disease control programme, although this will need coordination as to the services being provided through the sub center and how it links to higher level facilities. NCD is one area which accounts for a major burden of disease

and health care cost. The other services can be phased in gradually, prioritizing those which cause higher morbidity.

- Put in place a team of MLSP-cum-CHOs, one ANM, one male multipurpose worker and ASHAs belonging to the villages of the sub center area. Develop a plan for the organization of services and a corresponding to this a skill development plan to enable the team to deliver the services as listed above.
- Put in place an IT platform that enables the team to record the services provided, to provide continuity of care across time and across levels, to perform population based analytics and to enable monitoring. The actual burden of recording and register work for the expanded basket of services should be measurably less than for the current package of services by ensuring that register work is not an added on layer but integrated into the work process itself. The GoI will facilitate the process.
- Enable family folders and an individual health card through the ASHA who also informs the family of what services the center offers and who the members of the primary care team is. The Health and wellness Center team will have a record of the family health cards. A digital format would be implemented depending on the state of readiness so as to facilitate referrals and enable a continuum of care.
- For conditions that require long term treatment, drug supplies will be available at the centers so that patients do not have travel far their homes for prescription refills, and the Primary care team can also monitor compliance and provide follow ups and counseling.
- Develop a system for referral and patient transport for secondary care hospitalization using the golden hour thumb rule.
- Develop a strategy for counseling and interpersonal communication at community and facility levels that emphasizes action on social determines as well as addresses modifiable risk factors. This is a role that will need to engage VHSNC, ANM and ASHA.
- Undertake a baseline survey to assess morbidity burden and out of pocket expenses.
- **Application Form is at Annexure-1, which is required to be followed in toto, no other application will be accepted.**

Guidance Note for States on “The Certificate Course in Community Health Nursing for BSc. Nursing Degree Holders

A. ABOUT THE COURSE

Background: Trained and competent human resources are essential for an effective health care delivery system. There is a pressing need to strengthen health sub centres to provide Comprehensive Primary Care including for NCDs. Global evidence suggests that suitably trained (3-4 years duration) service providers can provide considerable primary care. As one of the measures to increase the availability of such appropriately qualified HR, especially in rural and remote areas, on 13th November 2013, the Cabinet approved the introduction of a 3 & 1/2 year Bachelor of Science in Community Health (BSc CH) Course in India. However, the uptake for this course has been slow and if some Universities were to start the course, the first batch of professionals will be available for recruitment only by the end of the fourth year. On the other hand, qualified Ayurveda Doctors qualified nurses are available in the system, who could be trained in public health & primary care through suitably designed ‘Bridge Programs in Community Health’. Such qualified human resource may function as Mid Level Health Care Providers and called ‘Community Health Officers (CHOs)’ and posted at health Sub Centres; which could be developed as ‘Health & Wellness Centres’.

The BSc (CH) Curriculum is the benchmark for developing this Certificate Course in Community Health Services and these MLHPs will be primarily deployed at Health & Wellness Centers (or Sub Centers). They would possess the necessary knowledge and competencies to deliver comprehensive primary care services and implement public health programmes.

Course Outline: The **Certificate Programmes** will be rolled out by IGNOU. Theory classes and hands-on Practicum training will be organized at Program Study Centers and Health Centers (District Hospitals, CHCs, PHCs, Sub Centers, etc.) identified and accredited by IGNOU. In addition to this there would be community visits by students for field-based assignments and research projects.

Eligibility:

- a) Bridge Program in Community Health for Nurses: **BSc Nursing or Diploma in General Nursing (GNM) RNRM**
- b) Bridge Program in Community Health for Ayurveda Practitioners: **Bachelor of Ayurvedic Medicine and Surgery (BAMS)**

Medium of Instruction: English/ Hindi for teaching as well as assessments

Course Duration: Six months

Academic Session: 1st January and 1st July of each year

Course Objectives: Based on the gaps identified through curriculum mapping between BSc (CH) and GNM & BAMS courses, the program would broadly cover the following:

- Introduction to National Health Programs & Health Systems and adherence to national protocols of treatment and care, development of leadership and management skills for effective functioning of H&WCs.

- Public Health Competencies such as understanding the history & evolution of public health in India, analysis of health profile of district, state & country, methods to improve health seeking behavior, health promotion, nutritional assessment, promotion, education and rehabilitation, use of basic epidemiological tools, morbidity and mortality profiling of community/district, reproductive and child health, understanding concepts of primary and comprehensive health care, health planning and management.
- Teaching on primary care of common conditions will lay emphasis on covering the gaps identified in the course mapping as well as the package of 12 services that has been identified for preventive, promotive and basic curative service delivery for comprehensive primary care – these include the areas of maternal and child health, family planning, communicable diseases, screening for non-communicable diseases, management of acute simple illnesses, basic management of eye, ENT, dental, screening for mental health and provision of basic palliative care and care for the elderly, with a mechanism for prompt and effective referral where appropriate.
- The course would cover all essential competencies required by a MLHP to deliver care at the Health and Wellness Centers (HWCs). The course would lay extra emphasis on key areas such as Drug Pharmacology, Diagnostic skills including Physical examination, and use of drugs. Basic skills of leadership and management will also be covered in the course.

Evaluation

- Internal evaluation will be conducted by IGNOU periodically through written or practical assignments, depending on the subject being assessed.
- Final Examination will be conducted by IGNOU at the end of the course through written and practical examination.
- Marks distribution to be decided as per IGNOU regulations.

Criteria for Passing: The candidate should obtain at least 50% marks separately in internal evaluation and final examination in each of the theory and practical papers.

Internship: Rotational postings for 18 days, mainly at the District Hospital, with practical training at PHCs, H&WCs/SCs, Anganwadi Centers and the Community.

Certification: A certificate will be provided by IGNOU on successful completion of the internship and submission of project work.

Job Opportunity: On successful completion, the candidate will be posted at the Health & Wellness Centers as **Community Health Officers (CHOs)** to lead a primary care provider team consisting of female health workers (ANMs), male health worker (MPW), ASHAs, etc.

Job Responsibilities: The trained CHO would broadly be expected to carry out public health functions, ambulatory care, management and leadership at the Health & Wellness Centers (H&WCs). They would be expected to:

- a) Implement National Programmes
- b) Administration and management at Health and Wellness Centers (or Sub-centers)
- c) Health education and encourage awareness about Family Planning, Maternal and Child Health, and Non-Communicable Diseases.

- d) Preventive, promotive and curative care
- e) Identification of Danger Signs and Referral after pre-referral stabilization
- f) Implement Biomedical waste disposal guidelines and Infection Control policies
- g) Supervision of health workers for Maternal and Child Health, Family Planning and Nutrition related services.

B. ACTION POINTS FOR STATES

1(a) Selection of Health Facilities

- **Program Study Centers (PSC)** for this program will be in a District Hospital with minimum bed strength of 100-200. Initially such PSCs could be located in 300+bedded DHs- The majority of practical trainings will take place at these PSCs. These facilities will be accredited by IGNOU prior to commencement of the course.
- Candidates will be taken for exposure visits and trainings applicable at that level to **CHCs, PHCs and SCs** affiliated to the DH.
- The **program in-charge** at the PSC will either be the head of the institution or a nominee of the head of the institution.
- Select **District Hospitals**, which fulfill the following stipulations (preferably those with attached training schools - ANM; GNM or a Medical College, etc.).
 - a) Space of approximately 500-800 sq. ft. for exclusive use of IGNOU without charging any rent. This space will be utilized for the office of the Program-in-Charge.
 - b) Halls/rooms available for holding counseling sessions and IGNOU examinations.
 - c) Library, laboratory, computer facilities etc. that can be extended to IGNOU students for the given program on mutually agreed terms.
 - d) Facilities like tape recorder, TV, VCR, VCD etc. for using the cassettes/CDs of IGNOU.
 Minor gaps, if any, can be traversed with NHM support. These Hospitals will be accredited by IGNOU as Programme Study Centres
- There could be 10-30 students per batch per Programme Study Centre. State may plan number of PSCs as per its plan for training Nurses and Ayurveda Practitioners in the bridge programme.
- The list of DHs which are nominated as Programme Study Centres may be submitted to MoHFW for forwarding to IGNOU. IGNOU will conduct an inspection of the nominated facilities for consideration and approval as PSC. (A set of performa for the same are enclosed)

1(b) Selection of Trainers for Theory and Practical Trainings

- **Trainers** - The teacher/counselor to student ratio needs to be maintained as per norms specified by IGNOU, from time to time. Presently, it should be 1:30 for theory and 1:5-7 students for practicum.
- For **theory/practical** there should be two counselors per course from each specialty (i.e. PG in Medical or Nursing from various specialties such as Community Health; OB/Gynecology; Pediatrics; Medicine; Surgery; Eye; ENT etc.).

- States should create a **panel of trainers** (counselors/mentors) attached to the DH which is selected as PSC. They should have two years of teaching experience. If adequate numbers are not available in the same PSC, they can be commissioned from other nearby institutions or sourced from a pool of external experts including retired professionals. These identified trainers will be accredited by and given TOT at IGNOU. States/DHs shall submit the details of these trainers while submitting their application to IGNOU for accreditation as PSC.

2. Selection of Candidates

- Eligibility Criteria for Bridge Programs in Community Health:

Certificate Course in Community Health Nursing
<p>Essential Criteria:</p> <ul style="list-style-type: none"> Bachelor of Nursing from a recognized Institute. Less than 42 years in age At least 2 years of work experience Willingness to work in Sub Centers
<p>Desirable Criteria</p> <ul style="list-style-type: none"> Local residents/Proficiency in regional/local language Work experience in the public health system, preferably at the Primary Health Center level Candidates who are graduates of Government Training Institutes

- States need to conduct a screening process for selecting candidates and this may include written examination/interviews by a panel of internal and external experts. The National Health System Resource Centre (NHSRC) shall provide necessary technical assistance in the initial year in this process.
- IGNOU will admit candidates nominated by States in the initial batches.

Application Form

(All supporting Documents/Certificates are required to be attached with Application Form and all column are required to be filled by the Candidate)

Sr. No.	Description	Latest Self Attested Photo to be pasted		
Application for Certificate Course in Community Health Nursing (BPCCHN)				
District Applying for:.....				
(one candidate can apply only for one District, more than one application will be rejected automatically)				
1.	General Information			
1.1	Name of the Candidate (In Capital Letters)			
1.2	Father's Name			
1.3	Date of Birth (Date/Month/Year)			
1.4	Marital Status (Single/Married/Other)			
1.5	Permanent Address			
1.6	Postal Address			
1.7	Category (Gen/SC/OBC/etc.)			
1.8	Contact No.			
1.9	E-mail Address			
1.10	BSc Nursing Registration No.			
1.11	Name of Nursing Council registered with			
2.	Academic /Professional Qualification (Starting from Highest Degree) <i>(Attach Additional Sheet if Required)</i>			
Degree /Class	University/Institute/Board	Year of Passing	%age of Marks Obtained	Name of Subject Studied

3.	National/State Level Training(s) and Workshop(s) Attended <i>(Attach Additional Sheet if Required)</i>				
	Topic/Theme of the Training/Workshop	Name of Institution/Organization	Date of Year	Level (National/State)	Capacity of Participation
4.	Work Experience (Starting from the latest) <i>(Attach Additional Sheet if Required)</i>				
	Designation (From Latest Job)	Period of Job		Name of Organization/ Deptt. /Institution	Brief Profile of the Responsibilities Held
		From	To		
5.	Any Other Information, the Candidate would like to give in support of her/his candidature <i>(Attach Additional Sheet if Required)</i>				

Date:

(Signature of the Candidate)