

GUIDELINES FOR RECRUITMENT

I. INTRODUCTION

- 1) The Government of India has launched a new scheme under National Health Mission called Rashtriya Bal Swasthya Karyakram (RBSK) aiming at early identification and early intervention for children from birth to 18 years to cover 4 'D's viz. Defects at birth, Deficiencies, Diseases, Development delays including disability.
- 2) It is important to note that the 0-6 years age group will be specifically managed at District Early Intervention Center (DEIC) level while for 6-18 years age group, management of conditions will be done through existing public health facilities. DEIC will act as referral linkages for both the age groups. First level of screening is to be done at all delivery points through existing Medical Officers, Staff Nurses and ANMs. After 48 hours till 6 weeks the screening of newborns will be done by ASHA at home as a part of HBNC package. Outreach screening will be done by dedicated mobile block level teams for 6 weeks to 6 years at anganwadis centres and 6-18 years children at school.
- 3) Once the child is screened and referred from any of these points of identification, it would be ensured that the necessary treatment/intervention is delivered at zero cost to the family.

Target age group

- 4) The services aim to cover children of 0-6 years of age in rural areas and urban slums in addition to children enrolled in classes 1st to 12th in Government and Government aided Schools. The broad category of age group and estimated beneficiary is as shown below in the table. The children have been grouped in to three categories owing to the fact that different sets of tools would be used and also different set of conditions could be prioritized.

Target group under Child Health Screening and Intervention Service Categories	
Categories	Age Group
Babies born at public health facilities and home	Birth to 6 weeks
Preschool children in rural areas and urban slum	6weeks to 6 years
School children enrolled in class 1st and 12th in government and government aided schools	6yrs to 18 yrs

5) **Health conditions to be screened**

Child Health Screening and Early Intervention Services under RBSK envisages to cover 30 selected health conditions for Screening, early detection and free management. States and UTs may also include diseases namely hypothyroidism, Sickle cell anaemia and Beta Thalassemia based on epidemiological situation and availability of testing and specialized support facilities within State and UTs.

6) There are two components under which manpower has to be recruited under RBSK.

(i) Mobile Health Teams

(ii) District Early Intervention Centers (DEIC)

7) In G.o.Ms.No.67 HM&FW Dept. Dt.1.8.2015, the Government has issued permission to recruit the posts on contract basis through District Selection Committees for District Health Societies.

II. METHOD OF RECRUITMENT

The recruitment is made on contract basis and the contract is initially for a period of one year and renewal will be as per the need and NHM yearly plan(PIP) and also subject to satisfactory performance. However, every year new contract has to be signed and valid for the period as indicated in the contract.

Recruitment shall be done by the District Selection Committee for the District Health Society. **Notification has to be issued in newspapers by the District Health Society** (Model notification is enclosed)

The District Selection Committee shall consist of the following members:

- | | | | |
|----|---|---|-----------------|
| a. | District Collector | - | Chairman |
| b. | DMHO | - | Member-Convener |
| c. | Deputy Director , Social Welfare | - | Member |
| d. | DCHS | - | Member |
| a. | Any other member the Chairman wishes to include | - | Member |

Selections will be done based on the following criteria:

- a. Total Marks are 100 of which 90 marks will be allotted basing on the marks obtained in qualifying examination and 10 marks will be awarded for the age. Weightage for age will be reckoned from 18 years of age of the candidate. 0.5 mark will be awarded for one completed year of age with a maximum of 10 marks. The age will be reckoned as on 1.7.2015. (Example 1. If a candidate completes 20 years as on 1.7.2015, he will be awarded 1.0 mark; Example 2.

5	Mahabubnagar	1	1	1	1	1	1	1	1	1	1	1	1	1
6	Medak	1	1	1	1	1	1	1	1	1	1	1	1	1
7	Nalgonda	1	1	1	1	1	1	1	1	1	1	1	1	1
8	Nizamabad	1	1	1	1	1	1	1	1	1	1	1	1	1
9	Ranga Reddy	1	1	1	1	1	1	1	1	1	1	1	1	1
10	Warangal	1	1	1	1	1	1	1	1	1	1	1	1	1
	Total	10	10	10	10	10	10	10	10	10	10	10	10	10

IV REMUNERATION

S. No	Post	Consolidated Pay per month (in Rs.)
1	Medical Officers (Male)	33,000
2	Medical Officers (Female)	33,000
3	Medical officer (AYUSH) (Male)	22,000
4	Medical officer (AYUSH) (Female)	22,000
5	Auxiliary Nurse Midwife	10,000
6	Pharmacist	10,000
7	Pediatrician	80,000
9	Medical Officer (Dental)	25,000
10	Staff Nurse	14,190
11	Physiotherapist	25,000
12	Audiologist and Speech Therapist	22,000
13	Psychologist	22,000
14	Optometrist	20,000
15	Early Intervention cum Special Educator	15,000
16	Social Worker	15,000
17	Lab-Technician	9,000
18	Dental Technician	15,000
19	DEIC Manager	30,000

V. EDUCATIONAL QUALIFICATION:

S. No	Post	Educational Qualifications
1	Medical Officer (Male & Female)	<p>MBBS degree or an equivalent qualification as entered in the Schedule to the Indian Medical Council Act 1956 as subsequently amended;</p> <p>Registered with AP Medical Council</p>
2	Medical Officer (AYUSH) (Male & Female)	<p><u>AYURVEDA</u></p> <p>Must possess a Degree in Ayurveda awarded by a University in India established or incorporated by or under a central act or provincial act or an institution recognized by UGC or any Statutory Board of the State Government after having undergone a regular course of institutional study in respective systems, both in theory and practice for a period not less than four and half years recognized by a University or state government with one year compulsory internship.</p> <p><u>UNANI</u></p> <p>Must possess a Degree in Unani awarded by a University in India established or incorporated by or under a central act or provincial act or an institution recognized by UGC or any Statutory Board of the State Government after having undergone a regular course of institutional study in respective systems, both in theory and practice for a period not less than four and half years recognized by a University or state government with one year compulsory internship.</p> <p><u>HOMEOPATHY</u></p> <p>Must possess a Degree in Ayurveda awarded by a University in India established or incorporated by or under a central act or provincial act or an institution recognized by UGC or any Statutory Board of the State Government after having undergone a regular course of institutional study in respective systems, both in theory and practice for a period not less than four and half years recognized by a University or state government with one year compulsory internship.</p> <p><u>YOGA & NATUROPATHY</u></p> <p>BNYS degree (or) a diploma in course in Naturopathy from Gandhi Naturopathy Medical College after regular</p>

		study of 4 years or more, awarded by a University in India established or incorporated by or under a central act or state act or an institution recognized by the UGC or any statutory board of the state government.
3	Auxiliary Nurse Midwife	<p>A) SSC;</p> <p>B) B) 18 months MPHWF Training Certificate recognized by AP Nursing and Midwives Council OR Two years Intermediate Vocational MPHWF Course and have completed one year clinical training in selected Government hospital in which these students have been permitted to undergo clinical training (OR) completed one year Apprenticeship Training in identified hospitals and awarded "Apprenticeship Completion Certificate" by the Board of Apprenticeship training Gol, Southern Region, Chennai.</p> <p>C) Physical fitness for camp life</p>
4	Pharmacist	<p>A) SSC</p> <p>B) Diploma in Pharmacy</p> <p>C) Registered with Pharmacy Council</p>
5	Pediatrician	<p>A) MBBS ;</p> <p>B) MD(Paed) If not available, then DCH</p> <p>C) Registered with any state Medical Council under Medical Council of India Act</p>
6	Medical Officer (Dental)	BDS ; registered with AP Dental Council under Dental Council of India Act
7	Staff Nurse	<p>A) GNM (OR) B.Sc (Nursing)</p> <p>B) Registered with AP Nursing Council</p>
8	Physiotherapist	Bachelors Degree in Physiotherapy from any recognized university in India and registered with AP Para Medical Board
9	Audiologist and Speech Therapist	Bachelors Degree in Speech and language pathology from any recognized university in India and registered with AP Para Medical Board
10	Psychologist	Master's degree in Child Psychology from a recognized university in India
11	Optometrist	Bachelors degree in Optometry or Masters degree in optometry from any recognized university and registered with AP Para Medical Board
12	Early Intervention cum Special Educator	M.Sc in Disability studies (Early Intervention) with basic degree in physiotherapy (BPT)/Occupational therapy (BOT)/ Speech Language pathologist (ASLP)/ MBBS/ BAMS/BHMS.

		<p>OR</p> <p>Post graduate Diploma in Early Intervention (PGDEI) with basic degree in physiotherapy</p> <p>(BPT)/ Occupational therapy (BOT)/ Speech Language pathologist (ASLP)/ MBBS.</p> <p>OR</p> <p>B.Ed Special Education/Bachelor in Rehabilitation Science/Bachelor in Mental Retardation (For the qualification mentioned at Sl. No.3 for early interventionist it would be necessary to pass an examination on early intervention domain to assess the basic knowledge of the child development process for continuation of services within 6 months of joining).</p>
13	Social Worker	Master of Social Work/Social Science from a recognized university
14	Lab-Technician	<p>A) Intermediate</p> <p>B) DMLT or B.SC(LT) from recognized institutions</p> <p>C) Must be registered with the Para Medical Board</p>
15	Dental Technician	<p>A) SSC</p> <p>B) Diploma in Dental Technician</p>
16	DEIC Manager	<p>1. Masters in Disability Rehabilitation Administration (MDRA) approved by Rehabilitation Council of India (RCI). Basic qualification in BPT (Bachelor in Physiotherapy), BOT (Bachelor in Occupational Therapy), BPO (Bachelor in Prosthetic and orthotics), B. Sc Nursing and other RCI recognized degrees.</p> <p>OR</p> <p>2. A post graduate degree /diploma in Hospital/health management/MPH from a recognized/ reputed Institution with 1 year relevant experience for diploma holders.</p> <p>OR</p> <p>3. An MBA degree from a recognized institution with 2 years' experience in hospital /health programme.</p> <p>OR</p> <p>4. A Master in Public Health from a recognized University</p>

VI. AGE

The minimum age is 18 years and the maximum age is 44 years. The minimum and maximum age shall be reckoned as on 01-07-2015 with the following relaxations allowed for reckoning the maximum age limit as per rules:

- i. For S.Cs., S.Ts & BCs 5(Five) years.
- ii. For ex-service men 3(Three) years in addition to the length of service in armed forces.
- iii. Disabled persons 10(ten) years.

VII. RULE OF RESERVATION

Rules of Reservation in respect of Community, Disability, Ex Service Men/Women shall be strictly observed as per the A.P., State and Subordinate Service Rules, 1996, read with the relevant Specific Rules applicable. To start with roster point 1 under each category.

The Rule of Reservation to Local candidates is applicable as per Presidential order.

The vacancies, for the posts mentioned in G.O Ms No 68, falling in Scheduled areas should be filled exclusively with the local scheduled tribes.

VIII. UNIT OF APPOINTMENT

S. No	Post	Unit of Appointment	Local Reservation (%)
1	Medical Officer (Male & Female)	Zonal	60
2	Medical Officer(AYUSH) (Male & Female)	Zonal	70
5	Auxiliary Nurse Midwife	District	80
6	Pediatrician	State	--
8	Medical Officer (Dental)	State	--
9	Staff Nurse	Zonal	70
10	Physiotherapist	Zonal	70
11	Audiologist and Speech Therapist	Zonal	70
12	Psychologist	Zonal	70
13	Optometrist	Zonal	70
14	Early Intervention cum Special Educator	Zonal	70
15	Social Worker	Zonal	70

16	Lab-Technician	District	80
17	Dental Technician	Zonal	70
18	DEIC Manager	State	--

(It should be noted after bifurcation of the erstwhile AP, Telangana state has 10 Districts and two zones i.e Zone V and Zone VI)

With respect to Medical Officers(MBBS) 40% is open and 60% percentage is reserved for local for different zones in the following ratio:

	Local Area	Ratio
V	Adilabad, Karimnagar, Warangal and Khammam	15
VI	Rangareddy, Nizamabad, Mahbubnagar, Medak and Nalgonda	17
VII	City of Hyderabad	4
	TOTAL	36

The remaining 64% shall be adjusted to Zone V, Zone VI and City of Hyderabad in the same ratio as above totaling to 100%.

(The ratio will be V:42; VI 47 ; VII:11)

IX. HOW TO APPLY

- Applications forms along with the instructions can be downloaded from official websites of respective districts.
- Filled in application forms shall be submitted in person or through registered post to the respective District Medical & Health Officers to the district to which the candidate is applying. Applications which are received after due dates will be summarily rejected. District Selection Committee is not responsible for postal delays.
- A person can apply for more than one districts.**
- Self attested copies of the following certificates shall should be enclosed along with the application form

1.	S.S.C or Equivalent examination
2.	Intermediate or 10+2 examination
3.	Qualifying Examination Pass Certificate
4.	Marks memos of all the years (qualifying examination)
5.	Registration certificates of respective councils.
6.	Latest Caste certificate issued by the Tashildhar/MRO concerned
7.	Study certificate for the years from 4 th class to 10 th Class and in case of

	Private study residence certificate from the Tashildhar /MRO concerned
8.	PH certificate in respect of candidates Claiming reservation under PH Quota
9.	Relevant Certificates in respect of candidates claiming Ex Service man Quota
10	1 photographs duly pasted on the application form
11.	Acknowledgement Card

X TIMELINE FOR COMPLETION OF RECRUITMENT

Sl.No	Task	Dates
1	Issue of Notification	24.8.2015 to 30.8.2015
2	Last Date for receipt of applications	14.9.2015 to 16.9.2015
3	Scrutiny of applications	17.9.2015 to 22.9.2015
4	Display of Merit List	19.9.2015 to 24.9.2015
5	Issue of appointment orders	24.9.2015 to 30.9.2015

Sd/-Dr.Buddhaprakash M Jyothi, IAS
Commissioner of Health and Family Welfare & MD(NHM)

//Attested//

S. Reddy
Chief Administrative Officer(NHM) 27/9/2015