



*Adur,
HRH
Rajeswara
22/12/16*



भारत सरकार
स्वास्थ्य एवं परिवार कल्याण मंत्रालय
कमरा नं. 145-ए, निर्माण भवन,
नई दिल्ली-110 011
Government of India
Ministry of Health & Family Welfare
Room No. 145-A, Nirman Bhawan,
New Delhi-110 011

Dr. K. Rajeswara Rao, IAS

JOINT SECRETARY

Telefax : 23061723

e-mail : Kr.rao62@nic.in

D.O. No. L.19017/110/2016-NUHM

Dated - December, 2016

Dear Colleagues,

Availability of well-trained human resources at health facilities is crucial in order to effectively deliver healthcare services in urban areas and ensure quality. One of the important features of the National Urban Health Mission is the support to States in terms of augmenting its health care providers and programme management staff.

2. But in spite of this support, there is a significant shortage of human resources for health under NUHM in various states. States have not been able to fill positions sanctioned in their Programme Implementation Plan (PIP) and the resultant vacancies cuts across medical officers, Nurses, Paramedical Staff and Program Management Staff. **Details of Vacancies under NUHM in your State are enclosed in Annexure - I.**

3. To address the inability of States to fill these vacancies and ensure that recruitment for these positions are done on a priority basis, one of the possible measures is to engage professional recruitment agencies. In this regard, I would like to inform you that NHSRC, on behalf of the National Health Mission has empanelled 10 HR Recruitment Agencies, which could be utilized by State governments for recruitment purposes. **The D.O. Letter from AS & MD (D.O. No. Z - 18015/10/2015 - NRHM - II, dated 22.01.2016) along with the list of Agencies is enclosed at Annexure - 2.**

4. The National Health Systems Resource Centre (NHSRC) can respond to any further queries and provide technical support required by States in engaging these agencies. The concerned State Officials may contact - Dr. Dilip Singh, Advisor, Human Resources for Health (drdilipsingh@gmail.com)

5. I request you kindly update present status and formulate a plan of action to fill NUHM vacancies on priority and revert to me.

Wishing you and your team a Happy New Year.

With Warm Regards,

Yours Sincerely,

K. Rajeswara Rao
19/12/16

(Dr. K Rajeswara Rao)

Enclosures: As above

Principal Secretary/ Secretary (Health & FW)

Andhra Pradesh, Bihar, Chandigarh, Chhattisgarh, Gujarat, Haryana, Jharkhand, Karnataka, Madhya Pradesh, Maharashtra, Manipur, Nagaland, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttar Pradesh and West Bengal.

Copy to:

1. Mission Director of the above mentioned States
2. Nodal Officer (Urban Health) of above mentioned States
3. Executive Director, National Health Systems Resource Centre



C.K. Mishra

Additional Secretary &
Mission Director, NHM
Telefax : 23061066, 23063809
E-mail : asmd-mohfw@nic.in



भारत सरकार
स्वास्थ्य एवं परिवार कल्याण मंत्रालय
निर्माण भवन, नई दिल्ली - 110011
GOVERNMENT OF INDIA
MINISTRY OF HEALTH & FAMILY WELFARE
NIRMAN BHAVAN, NEW DELHI - 110011

D.O.No.Z-18015/10/2015-NRHM-II

Dated: 22nd January, 2016

Dear Principal Secretary,

As you are aware, quality human resource is the backbone of any healthcare delivery system. A key contribution of the National Health Mission is the support provided to State/UT Governments to increase the number of Human Resources for Health ranging from clinical service providers and paramedical workers to programme and data managers. The resultant addition has been key to the improvements in India's health indicators over the past ten years.

2. Several States during the NPCC meetings and otherwise have been expressing difficulties in filling up, even the approved contractual posts. More important has been the issue of the best person to be selected for the appropriate job. You would recall that earlier, we had suggested to the States that Government of India would be willing to help States through NHSRC in their recruitment process. Many States have availed of this assistance from NHSRC.

3. You would agree that it is absolutely essential that individuals are selected for their competence, motivation and commitment to the public service. In continuation of our further discussion, we had requested NHSRC to work out a detailed programme whereby support of professional recruitment agencies could be provided to State Governments. Accordingly, NHSRC empaneled 10 HR recruitment agencies (list of such agencies is enclosed) which could be utilized by State Governments for recruitment purposes. However, the final decision in this regard would rest with the State Governments in view of the laid down procedures of the States. But, a situation where several

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posts are lying vacant and shortages of HR continue or where because of lack of capacity, competent people are not recruited for critical posts, will in no case be appropriate for running a large public health programme.

4. It is in this background and as a tool and mechanism to assist State Governments and to ensure that most suitable candidates are appointed in a free and transparent, conducted in a professional manner, this assistance has been thought of.

5. State Governments should avail of this facility to ensure proper recruitment of professionals unless they have an equally robust system in place. The States can call for financial quotes from the empaneled agencies which will then shortlist the suitable candidates for them. Thereafter, States can consider final selection through a Committee which can have an independent representative as well. However, the final recruitment decision would obviously lie with the State Government.

6. If the States so desire, they can utilize the services of empaneled agencies or empanel additional agencies in which criteria adopted by NHSRC should be looked at. It is expected that this mechanism would be a support to such State Governments which are facing difficulty in recruiting the right people for the right place.

7. In case, there are any further queries or any suggestions in this regard, you may ask your officials to consult NHSRC and take further action.

With regards,

Yours sincerely


(C.K. Mishra)
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Principal Secretary(Health & Family Welfare) – All States/UTs

Annexure

Panel of HR Recruitment Agencies for Recruitment Services for National/State/UT Health Missions & NHSRC

Sl No	Name and Address of Agency
1	Harmony Consultancy, H. No 12-8-403, Flat#: 401, Gayatri Plaza, Mettuguda, Secunderabad – 500 017.
2	Inductus Consultant (P) Ltd, 807, Padma Tower II, Rajendra Place, New Delhi – 110 008.
3	ICRA Management Consulting Service Limited, Logix park, 1st floor, plot no A4 & A5, Sector – 16, Noida-201301.
4	CS Datamation Research Services Pvt. Ltd, Plot no 361, Patparganj Industrial Area, Delhi- 110092.
5	KITCO Limited, Femith's, PB No.4407, Pullilya Road, NH Bypass Vennala, Cochin-682 028, Kerala.
6	Srijan Infratech & Development Services Pvt. Ltd, 4th community shopping Centre, 1st floor Anupam apartments, Saidullajab, MB Road, New Delhi- 110068.
7	SPC Management of Services Pvt. Ltd, 253/ 3A , 1st floor Shahpur Jat, opp. Panchsheel Community Centre, New Delhi – 110049.
8	Strategic Alliance Management Services Private Ltd, 1/1B, Chaudhary Health House, Bharat Nagar, New Friends Colony, New Delhi – 110025.
9	TM Inputs, Career Inputs, 1-08-30/48/12, Prenderghast Road, Secunderabad – 500003.
10	Institute of Education and Examination Management Pvt. Ltd, Corporate Office : 8/10, Chinar Park Kolkata- 700157, West Bengal.