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सत्यमेव जयते

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.7(140)/2014-NRHM-I  
Dated the 11<sup>th</sup> January, 2015

*Advised OK  
19/01/16*

18 JAN 2016

You are all aware of the launch of 'KAYAKALP'— a national initiative for promotion of 'Swachhta' in Public Health Facilities. It was decided to initiate implementation of the Initiative only in District Hospital in the first year i.e. 2015-16.

In the financial year 2016-17, the Initiative is to extend to SDHs/CHCs and PHCs in all States/UTs. To facilitate timely implementation of the Initiative in the said facilities, the Timelines for various activities to be carried out by States/UTs and the Indicative cost estimates for the awards, training, assessment and other activities are at Annexure A and Annexure B respectively.

You are requested to get the activities incorporated in the Programme Implementation Plan and propose budget for the same in FY 2016-17. Should you require any clarification/technical assistance if required for the roll out of these initiatives, please feel free to contact Dr.JN Srivastav, Adviser, NHSRC.

Yours sincerely,

Sd/-

(C.K. Mishra)

Principal Secretary/Secretary (Health & FW)  
All States/Union Territories

**Copy to :**

- (i) Mission Director, NHM (All States/UTs)
- (ii) Executive Director, NHSRC

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all @ 1 member*

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to be a good indicator of the overall quality of the work environment. The results of this study are in line with this view.

It is important to note that the results of this study are based on a cross-sectional design. It is possible that the results are due to other factors than the work environment. Therefore, it is recommended to conduct a longitudinal study.

Finally, it is important to note that the results of this study are based on a self-reported questionnaire. It is possible that the results are biased due to self-reporting bias.

In conclusion, this study shows that the work environment is an important determinant of work engagement. Therefore, it is important to improve the work environment to increase work engagement.

The author would like to thank the participants for their participation in this study. The author would also like to thank the reviewers for their comments on this manuscript.

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### Timeline for KAYAKALP Award FY 2016-17

S.NO	Activity	Responsibility	Timeline
A- Organisational Framework for KAYAKALP	<ol style="list-style-type: none"> <li>1. States to constitute a State level award Committee (Applicable for States/UTs those not constituted till date)</li> <li>2. State to constitute External Assessment team( Applicable for States/UTs those have not constituted till date)</li> <li>3. All districts of the State to constitute District level award Nomination Committee (Applicable for districts those have not constituted till date)</li> <li>4. All facilities (DHS,SDHS/CHCs and PHCs) to constitute a Cleanliness &amp; Infection Control Committee (Applicable for facilities those have not constituted till date)</li> </ol>	States with NHSRC Support	Till 31st May
B- Awareness Training	State level Awareness Workshop- for development of Road Map for FY-2016-17 and Dissemination of "KAYAKALP Guideline" (Applicable for States/UTs those have not conducted in FY 2015-16 or if required further Awareness activity)	States with NHSRC Support	Till 31st April
C- External Assessor Training	One day external Assessor Training at State level-For "TOT" of KAYAKALP tools (Applicable for States/UTs those have not conducted in FY 2015-16 or if required further external assessor training)	States with NHSRC Support	Till 31st April
D- Improvement Training under "Swachh Bharat Abhyan" at State level	Two days Masters Training on "Swachh Bharat Abhyan" for cleanliness, Infection Control and Bio Medical Waste Management.	States with NHSRC Support	Till June 2016
E- Awareness cum Internal Assessor training at all districts	One day Awareness cum Internal Assessor training for KAYAKALP tool	Districts with State Support	Till July 2016
F- Improvement Training under "Swachh Bharat Abhyan" at Facility Level	Hands-on Improvement training under "KAYAKALP" for Cleanliness, Infection Control and BMW at all DHS,SDHS/CHCs/PHCs	TOT trained trainers	Till 31st Aug

Improvement Cycle of KALP	Improvement Cycle 1- Internal assessment of all DHs,SDHS/CHCs & PHCs, Identifications of Gaps, Action Planning and Gap Closure	Facilities with State and District Supervision	29th Feb 2016
	Improvement Cycle 2- Internal assessment of all DHs,SDHS/CHCs & PHCs, Identifications of Gaps, Action Planning and Gap Closure	Facilities with State and District Supervision	30th May 2016
	Peer Assessment- Peer assessment of all DHs,SDHS/CHCs & PHCs, Identifications of Gaps, Action planning and Gap Closure	Peer team with State and District Supervision	15th August 2016
	Improvement Cycle 3- Internal assessment of all DHs,SDHS/CHCs & PHCs, Identifications of Gaps, Action Planning and Gap Closure	Facilities with State and District Supervision	Till 30th November 2016
	External Assessment of all DH's, SDH's, CHC's and PHC's scored more than 70% in Peer Assessment	State and Districts	Till 15th Sep 2016
	Submission of finding of external assessment to State level award committee for DH's and SDH's/CHC's	State External Assessment Team	Till 20th Sep 2016
	Submission of finding of external assessment to District level award committee for PHC's	District External Assessment Team	Till 25th Sep 2016
	State to select the best two performing DH's and SDH's /CHC's(One for smaller states less than 30 districts) and Commendation award to DH's, SDH's/CHC's(Scored more than 70% in external Assessment)	State	30th Sep 2016
	All districts to select the one best PHC's and Commendation award (Scored more than 70% in external assessment)	District	30th Sep 2016
	State to send name of winners of KAYAKALP Award (Best, Runner-up and Commendation) with a detailed report of all activities under KAYAKALP to Ministry	State	2nd October 2016
Facilitation of all KAYAKALP award winners DH's, SDH's/CHC's and PHC's at State level Award Ceremony	State	2nd October 2016	

**Kayakalp Award Scheme for Public Health Facilities**  
**Cost Estimates for FY 2016-17**

S.No	Activity	Unit Cost (Rs)	Unit of Allocation	Rationale
<b>Award</b>				
1	Best District Hospital	50 Lakhs	1 per state	Award Money for Best District Hospital as per Kayakalp Award Scheme (Not applicable to small states and Union Territories)
2	Runner up District Hospital	20 Lakhs	1 per large state	Award Money for runner up District Hospital as per Kayakalp Award Scheme Only for Large States (More than 30 Districts)
3	Award to best SDH/CHC	15 Lakhs	1 Per State	Award money for best Sub Divisional or CHC Hospital as per Kayakalp award scheme (Not applicable to small states and Union Territories)
4	Runner Up Award SDH/CHC	10 Lakhs	1 For Large State	Runner up Award money for SDH/CHC Hospital as per Kayakalp award scheme (Not applicable for small states and Union Territories of less than 30 Districts)
5	Award to best PHC	2 Lakhs	Number of Districts	Award money for best PHC Hospital as per Kayakalp award scheme
6	Commendation Award DH	3 Lakh's	10% of DH or As per State experience for FY 2015-16	Award Money for District Hospitals scoring more than 70% on assessment criteria in external assessment
7	Commendation award SDH/CHC	1 Lakhs	10% of SDH/CHC	Award money for SDH's/CHC's scoring more than 70% on assessment criteria in external assessment
8	Commendation award PHC	50,000	10% of PHC	Award money for PHC's scoring more than 70% on assessment criteria in external assessment

Training				
Item wise costing for 2015-16				
1	Awareness Training (For the State who had not conducted Awareness training in FY 2015-16)	40,000	1 Per state	Half Day sensitization workshop at State level for Key officials from -State Health Directorate -State Health Society -Members of State level award Committee -Representatives of NGOs & Development Partners working in state Expected Participants -40
2	Master Training on "Swachh Bharat Abhiyan"	1,50,000	1 Per State	2 Days TOT training for Cleanliness, Infection Control and BMW management training for all districts of the State. Number of Participants- 50 Two Participants from all districts- One from District Award Nomination committee and other member from infection control Committee of DH and officers from the State Quality Assurance Cell
3	Awareness cum Internal Assessors Workshop	40,000	1 per District	4 Hour sensitization workshop at District Level on the Swachh Bharat Abhiyan and how to use assessment tool targeted for Service Providers - Facility In charges Doctors, Nurses, Hospital Managers, DPM, Members of District Quality Assurance Committees, representatives of Development partners & NGOs working at District Level Expected Participants -50
4	Facility level Training on "Swachh Bharat Abhiyan" for DH	20,000	1 Per DH	1 Days training for Cleanliness, Infection Control and BMW management in District Hospital. Number of Participants- 100 Participants will be from members of Infection control Committee, Members of Quality Team and other facility staff.
5	Facility level Training on "Swachh Bharat Abhiyan" for SDH/CHC	15,000	1 Per SDH	1 Days training for Cleanliness, Infection Control and BMW management in Sub District Hospital/CHC Number of Participants- 50 Participants will be from members of Infection control Committee, Members of Quality Team and other facility staff.

6	Facility level Training on "Swachh Bharat Abhiyan" for PHC	6,000	1 Per PHC	1 Days training for Cleanliness, Infection Control and BMW management in PHC Number of Participants- 20 Participants will be from members of Infection control Committee, Members of Quality Team and other facility staff.
7	External Assessors Training ( For the State who had not conducted training in FY 2015-16)	1 Lakh	1 per state 2 for states having more than 30 districts	One day Master Training of State level external assessors for using the assessment tool At least One officials should be nominated from every district who can work as master trainer for district level workshop Expected participants -50 Large states having more than 30 districts may request for 2 External assessors Training
<b>Assessment</b>				
1	Internal Assessment DH	2,000	1 per District Hospital In each Quarter	Incidental cost for stationary , photocopying, printing reports meeting for preparation of action plan etc
2	Internal Assessment SDH/CHC	Rs. 1,000	1 per SDH/CHC in each quarter	Incidental cost for stationary , photocopying, printing reports meeting for preparation of action plan etc
3	Internal Assessment PHC	Rs. 500	1 per PHC in each quarter	Incidental cost for stationary , photocopying, printing reports meeting for preparation of action plan etc
4	Peer Assessment DH	Rs 25,000	1 per District Hospital	All facilities that scored more than 70% during internal assessment and at least once a time for all DH facilities
5	Peer Assessment SDH/CHC	Rs 13,000	1 per SDH/CHC	All facilities that scored more than 70% during internal assessment and at least once a time for all SDH/CHC facilities
6	Peer Assessment PHC	Rs 5,000	1 per PHC	All facilities that scored more than 70% during internal assessment and at least once a time for all PHC facilities
6	External Assessment of DH	Rs. 61,000	30% of the Total District Hospitals or based on State experience in FY 2015-16	Cost of external assessment for short listed DH having 70% score in Internal assessment

	External Assessment of SDH/CHC	Rs 35,000	30% of the Total SDH/CHC or as per initial score of SDH/CHC	Cost of external assessment for short listed SDH/CHC having 70% score in internal assessment
7	External Assessment of PHC	Rs 8,000	30% of the Total PHC or as per initial score of PHC	Cost of external assessment for short listed PHC having 70% score in Internal assessment
<b>Contingencies</b>				
	Contingency for Large States	Rs. 10,00,000	Per state	Untied fund for Organising meeting of state award committees , monitoring visits, travel to attend national level meetings, any other activity carried out to implement Swachh Bharat Mission
	Contingency for Small states	Rs. 2,00,000	Per state	Untied fund for Organising meeting of state award committees , monitoring visits, travel to attend national level meetings, any other activity carried out to implement Swachh Bharat Mission