



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

विशाल चौहान, भा.प्र.से.
संयुक्त सचिव

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No. NHSRC/11-12/CP/08/MoHFW/P
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Dear Colleagues

The concerted efforts of States and the Ministry has resulted in operationalization of 80,403 Ayushman Bharath-Health and Wellness Centers (AB-HWC) across the country as of 29th November 2021. There are 56,574 Community Health Officers (CHO) positioned in these AB-HWCs.

CHO is the backbone of the Ayushman Bharat's Sub-Health Centre - Health and Wellness Center (SHC-HWC) for delivery of Comprehensive Primary Health Care. The CHO being an emerging cadre, will benefit from regular mentoring, and supportive supervision for undertaking the crucial clinical, managerial and public health functions for the delivery of comprehensive primary healthcare. In this regard, the CHO Mentoring initiative is being rolled out across the country. This will involve both professional and personal mentoring of CHOs using virtual platform.

The project is being rolled out in two phases. The pilot phase of two years will be followed by scale-up phase based on the learnings of pilot phase. The pilot phase is being undertaken by NHSRC in collaboration of Christian Medical College (CMC), Vellore and Bill and Melinda Gates Foundation.

The successful implementation of the project needs support of States/UTs and the collaboration with other stakeholders. In this direction, a consultative meeting with State Nodal Officers of CPHC was also held on the 19th April 2021 and States' inputs were incorporated in the project. The learnings of the pilot phase shall influence the design and roll out of the Scale up phase. This would be taken up at an appropriate time in consultation with the States.

In the pilot phase, CMC, Vellore as the technical agency shall train 1000 State Mentors in coordination with NHSRC. State mentors will be trained in four cycles of 3 months each starting from January 2022. The first cycle will train 100 State Mentors, and the subsequent three cycles will have 300 State mentors each (2nd, 3rd and 4th cycle each with three concurrent batches of 100 State Mentors with a total of 300 SMs each). Subsequently, each State Mentor would be mentoring 100 to 120 CHOs.

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As part of selection of State Mentors, CMC Vellore in coordination with NHSRC shall conduct a national level screening test. The screening test shall focus on knowledge, skills, experience, and aptitude of the candidate for mentoring.

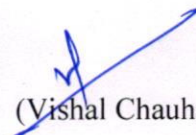
In this regard, the State/UT needs to nominate candidates for selection of State Mentors as per the criteria enclosed in Annexure 1. **The number of candidates to be nominated is three times the number of State Mentors required.** The details of the number of candidates to be nominated by the State/UT for each cycle of training is given in columns 5, 6, 7 and 8 based on the cycles in Annexure 2. The States are requested to

- (1) send the nominations for the selection of State Mentors to NHSRC for the first cycle latest by 10th December 2021
- (2) send the nominations for the second cycle latest by 20th February 2021
- (3) send the nominations for the third cycle latest by 20th May 2022
- (4) send the nominations for the fourth cycle latest by 20th August 2022
- (5) submit the NHM Supplementary PIP for payment of honorarium for State Mentors @ Rs. 100/CHO mentored/month with an additional Rs. 50/CHO/month to be paid as a performance linked incentive based on predefined indicators.

The States/UTs are encouraged to contact Mr Atul Rairker (Ph No: 9982333733; atulbhanu.rairker@nhsrindia.org), Ms Haifa Thaha (Ph No: 7045811894; haifa@nhsrindia.org) or Dr Anantha Kumar (Ph No: 9019126371; ananth.kumar@nhsrindia.org) for any further clarifications in this regard.

With best wishes

Yours sincerely


(Vishal Chauhan)

Encl: as stated.

Mission Directors, NHM of all States/UTs.

Annexure 1: Eligibility criteria for State Mentors

- The States may nominate the State Mentors from the existing pool of:
 - 1) State CHO Trainers
 - 2) Faculty members of Nursing College and ANM Training Institutes
 - 3) PHC/CHC Medical Officers
- Candidates with below mentioned education qualification and experience may be preferred: (*Experience in Primary Health Care & as a Team Leader is essential; experience in training and mentoring is desirable*)
 - MBBS with two years of experience or
 - BAMS with two years of experience or
 - MSc Nursing with two years of experience or
 - BSc Nursing with five years of experience
- Possess expert level proficiency in vernacular language of the State, and intermediate level proficiency in English
- Willingness to work as a State Mentor in the project
- Aptitude for engaging in virtual training and handling digital equipment

Annexure 2:**Table 1: Batchwise Nominations for State Mentors**

SI No.	State/UT	Total CHOs to be available by Dec 2022	Number of STATE MENTORS required in TOTAL	Nominations to be sent for FIRST cycle by 10th December 2021	Nominations to be sent for SECOND cycle by 20th February 2022	Nominations to be sent for THIRD cycle by 20th June 2022	Nominations to be sent for FOURTH cycle by 20th September 2022	Total nominations
1	Andaman & Nicobar Islands	91	1	3	0	0	0	3
2	Andhra Pradesh	5695	47	15	42	42	42	141
3	Arunachal Pradesh	183	2	3	3	0	0	6
4	Assam	3322	28	12	24	24	24	84
5	Bihar	7246	60	15	54	54	57	180
6	Chhattisgarh	3987	33	9	30	30	30	99
7	Dadra & Nagar Haveli	56	1	3	0	0	0	3
8	Daman & Diu	26	1	3	0	0	0	3
9	Goa	172	2	3	0	3	0	6
10	Gujarat	6922	58	15	54	54	51	174
11	Haryana	2006	17	6	15	15	15	51
12	Himachal Pradesh	1341	11	6	9	9	9	33
13	Jammu & Kashmir	1770	15	9	12	12	12	45
14	Jharkhand	3237	27	9	24	24	24	81
15	Karnataka	6299	52	12	48	48	48	156
16	Kerala	4094	34	12	30	30	30	102
17	Ladakh	221	2	3	0	0	3	6
18	Madhya Pradesh	9105	76	15	72	69	72	228
19	Maharashtra	7915	66	18	60	60	60	198
20	Manipur	303	3	3	3	3	0	9
21	Meghalaya	298	2	3	0	0	3	6
22	Mizoram	283	2	3	0	0	3	6
23	Nagaland	238	2	3	3	0	0	6

24	Odisha	4857	40	12	36	36	36	120
25	Puducherry	82	1	3	0	0	0	3
26	Punjab	2274	19	3	18	18	18	57
27	Rajasthan	11155	93	18	87	87	87	279
28	Sikkim	135	2	3	0	3	0	6
29	Tamil Nadu	6560	55	18	48	51	48	165
30	Telangana	3702	31	12	27	27	27	93
31	Tripura	830	7	3	6	6	6	21
32	Uttar Pradesh	15211	127	24	117	120	120	381
33	Uttarakhand	1439	12	3	12	9	12	36
34	West Bengal	8579	71	21	63	63	63	210
Total		119632						

1. The number of State Mentors for each State/UT is accounted based on the number of Community Health Officers that shall be placed till Dec 2022
2. The number of required State Mentors for each State/UT is calculated as per the ratio 1:100-120, rounded off to 1000 required for the pilot phase.
3. The number of required State Mentors are evenly distributed across the batches to ensure that all States can engage early in the project as per their current need and preparedness.