



Odisha State Health & Family Welfare Society, Govt. of Odisha
Deptt. of Health & Family Welfare, Govt. of Odisha
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Adv. No.: 19/19

Date: 16/05/2019

Applications are invited from eligible Staff Nurses (both Govt. Regular & NHM Contractual) for 6 months Bridge Programme on Certificate in Community Health for the academic session July' 2019.

Applications are invited for the session July' 2019 from eligible staff nurses (both Govt. Regular & NHM contractual) working at health facilities in all Districts of the State for 6-months Bridge Programme on Certificate in Community Health for Nurses (BPCCHN). Candidates who successfully complete this course will be posted as Community Health Officers (**CHOs**) at designated Sub Centers in the same districts where they are working at present, with additional performance based incentives. The Programme will be implemented through Indira Gandhi National Open University (**IGNOU**), with contact classes at accredited Programme Study Centres (PSCs). The course will commence from July' 2019. All expenditure for this course will be sponsored by NHM. All selected candidates will have to sign a bond to work for at least 5 years as CHO.

All applicants fulfilling following eligibility criteria are required to appear for a qualifying examination to be held in the month of June' 2019 at Bhubaneswar. The details of the qualifying examination will be communicated to short-listed candidates through concerned CDM & PHOs.

Basic eligibility criteria:

- GNM/ B. Sc Nursing with RNRM from recognized institute or University.
- 40 years (upper age limit).
- At least 1 year of relevant work experience in the health sector.

Eligible candidates may submit their applications along with all requisite documents on or before **04.06.2019, by 5.00 P.M** through concerned CDM & PHO. The guideline and application form can be downloaded from NHM Website.

(www.nrhmodisha.gov.in)

Note

1. All applications will be subjected to a screening process and shortlisted candidates will have to undergo a written examination in the month of **June, 2019 at Bhubaneswar**.
2. All essential documents will be verified on the day of the written examination.
3. Please note that **May 15, 2019** shall be taken as reference date for computing experience, age, qualification etc.

Sd/-

**Mission Director, NHM
Member Secretary, OSH&FWS, Odisha**

12. Employment Record:					
12.1 Present place of posting with District:					
12.2 Date of joining in Govt. sector:					
12.3 Total years of post qualification experience in Govt. Sector as on 15.05.2019					
12.4 Experience Details (starting from present / last employment):					
Name of the Employer	Post Held	From Date	To Date	Total	
				Year	Month

Declaration:

I do hereby declare that the information furnished above are true to the best of my knowledge and belief , if at any stage, it is found that any of the above information is false / incorrect or is suppressed by me, my candidature for pursuing 6 month Bridge Course on Community Health sponsored by NHM, Health & Family Welfare Department, Government of Odisha, is liable for rejection.

I do hereby undertake that I will sign a bond that after completion of the course, I will work as Community Health Officer at least for 5 years in the identified sub centres of the District wherein I am working at present, failing which, the bond amount which is equal to the total training cost fixed by Govt. of India shall be paid by me to Govt.

I do hereby undertake that I shall repay the bond amount in full to Govt. in case of leaving the course midway for reasons purely attributable on account of my lapses or negligence.

Date:

Place:

Full Signature of the Applicant

List of enclosure(s):-

Note:

1. **The following documents are to be enclosed along with the application:**
 - a. **Two copies of passport size colour self attested photographs. One copy of self attested photograph will however to affixed at the place in the application form.**
 - b. **Self attested photocopies of documents in support of age, qualification, experience etc.**
 - c. **Self attested photocopy of Identity Proof (Voter ID card / PAN card / Driving License / Aadhar card / Passport).**

Guidance Note for States on “The Bridge Programs on Certificate in Community Health for Nurses”

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 Ayurvedic doctors and B. Sc/ GNM qualified nurses are available in the system, who could be trained in public health & primary care through suitably designed ‘Bridge Programs on Certificate 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 bridge course 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 Centres and Health Centres (District Hospitals, CHCs, PHCs, Sub Centres, 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 on Certificate in Community Health for Nurses: **Diploma in General Nursing (GNM) or B.sc. Nursing with RNRM no.**

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 Programmes & 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 Centres (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, Angan wadi Centres 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 Centres as **Community Health Officers (CHOs)** to lead a primary care provider team consisting of female health workers (ANMs), male health workers (MPWs), 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 Centres (H&WCs). They would be expected to:

- a) Implement National Programmes.

- b) Administration and management at Health and Wellness Centres (or Sub-centres).
- 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. Selection of Health Facilities for Implementing the Programme

(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 quick checklist for assessing the proposed DHs is at Annexure I)
 - 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

- The minimum faculty required for conducting the bridge programme will be as follows:
 - Clinical
 - a. MD/DNB Medicine
 - b. MS/DNB General Surgery
 - c. MD/ MS/DNB O&G
 - d. MD/DNB/Diploma Pediatrics/Child health
 - e. Experienced Medical Officer (MBBS)
 - f. Experienced Nursing faculty in related areas, as appropriate.
 - Public health
 - a. MD Preventive and Social Medicine/Community Medicine
 - b. MPH with relevant experience
 - c. Counselors already deployed within the public health system under different national health programs
 - d. Programme managers from DPMU such as District Program Manager, District Accounts Manager and the District Data Manager

- States may wish to add additional faculty from other specialties as per the programme curriculum.
- **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

- Number of nurses and/or Ayurveda Practitioners to be trained in the Bridge programme on Certificate in Community Health may be decided by the State based on the number of Health & Wellness Centres (HWCs) to be operationalised or the number of middle level health care providers to be deployed at Sub Centre level.

- It may be kept in mind that a minimum of 10 students are required to operationalize a DH as IGNOU Programme Study Centre (PSC).
- Eligibility Criteria for Bridge Programs in Community Health:

Bridge Program on Certificate in Community Health for Nurses
<p>Essential Criteria:</p> <ul style="list-style-type: none"> ▪ General Nursing and Midwifery (GNM) RNRM from a recognized Institute/Bachelor of Science in Nursing from a recognized Institute/University. ▪ Less than 40 years of age. ▪ At least 1 year of relevant work experience in the health sector.
<p>Desirable Criteria</p> <ul style="list-style-type: none"> ▪ Proficiency in regional/local language and dialect ▪ Work experience in the public health system, preferably at the Primary/Community Health Center level ▪ Candidates who are graduates of INC recognized institutes.
<p>*The course is open to regular and contractual staff nurses working at health facilities under State Govt. **Candidates will have to sign a bond to serve in sub centers for at least 5 years after the training.</p>

- State may constitute a committee or a similar mechanism on the bridge programme for selection of candidates and oversight of the entire programme. The committee may be headed by MD, NHM or Director (Health Services) and have members from Directorate, SPMU, Districts where Middle Level Health Care Providers will be deployed and District Hospitals which are proposed to be IGNOU Programme Study Centre.
- State may call for applications from in service candidates (regular and/or contractual as decided by the State) for the bridge programme. If decided so, State may call for new recruitment for Community Health Officer at Health & Wellness Centre also.
- 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.
 - In order to assist the States in selection of Nurses for the Bridge Programme in the initial year, a written test is proposed to be conducted across the country on a pre-fixed date and time, preferably in mid of November, 2016. Question paper will be provided by Government of India and will include multiple choice questions to evaluate applicants' knowledge from basic course curriculum of training and work experience. State needs to conduct the test, evaluate the answer sheets, and prepare a rank list. (Detailed instructions in this regard will be conveyed in due course).

- For finalizing the candidates, State may opt to have an interaction with candidates who pass the written test. For this, a panel may be constituted with representatives from Directorate, SPMU and an IGNOU Programme Study Centre. The interaction may assess applicant's knowledge in primary care, attitude towards public health, readiness to undergo 6 months academic training and evaluation procedures, and willingness to work at Sub Centre post training. This interaction may also be used to convey the terms and conditions for sponsorship for undertaking the Bridge Programme.
- Final selection of the candidate may be done based on score in the written test and/or interaction, total experience, experience of working in rural area and any other criteria deemed appropriate by the State. In case of candidates with same score in written test and interaction, preference may be given to applicants residing in the District where deployments are to be made.
- The selected applicants may be informed of the same in writing.
- IGNOU prospectus and application formats need to be shared with selected applicants for submission to IGNOU upon call for admission from IGNOU.
- IGNOU will admit candidates nominated by States in the initial batches as per its admission procedures. In the initial year, IGNOU Head Quarters would directly admit the candidates for this programme.
- State should get IGNOU admission application forms of all selected candidates filled along with required documents from the candidates for submission to the IGNOU Head Quarters.

3. Sponsorship

- State may sponsor the candidates for the bridge programme for fees to be paid to IGNOU (including Registration, Training Materials, Contact Sessions & Trainings, External Assessment/ Evaluation, etc), boarding; lodging allowances, honorarium/ sustenance allowance for fresh recruits, and transport allowance for practicum. The rates of expenses other than fees to be paid to IGNOU should be as per extant rules of the State government.
- State may get a bond signed by the candidates to serve in sub centers/ PHC(N) for at least 5 years after the training.
- Other the terms and conditions of the bond may be mentioned in the letter to candidate informing about selection and sponsorship which should be countersigned by the sponsored candidate, and may include
 - Sponsorship only for those selected and admitted by IGNOU.
 - All academic requirements including assignments, practical hours, final assessment to be fulfilled.
 - Working at Health & Wellness Centre/Sub Centre for a minimum of 5 years post completion of training
- Relaxation for the conditions above may be specified in the bond.

- The penalty to be paid by the candidate for non-fulfillment of above conditions and its timelines may also be decided and specified in the bond document.
- It may be ensured that the sponsored candidates are paid their applicable allowances at regular intervals.

4. Post Training Deployment

- The candidates who successfully complete the bridge programme may be deployed at Health & Wellness Centres or Sub Centres / PHC(N) to be upgraded.
- In case the candidate is not able to successfully complete the course in his/her 1st due attempt, in –service candidates may continue with his/her previous position and fresh recruits for H&WC may not be given continuation. However, if he/she succeeds in the successive attempt, his/her case may be considered for deployment on a case to case basis.

5. Budget

(a) Budget for Training of Candidates (Indicative - Details at Annexure IV)

- Training Cost per Candidate is estimated as **Rs. 1,30,900/-** (Includes selection of candidates; boarding, lodging allowances, honorarium/ sustenance allowance for fresh recruits ; IGNOU fees; Transport for practicum and miscellaneous costs)
- Apart from the above, in-service candidates whether regular or contractual will get their salary/remuneration during the training period (provided by the State/ NHM, as applicable)
- Candidates under contractual engagement should have a contract which extends beyond the training period.
- IGNOU fees for all in service candidates admitted to the programme may be paid directly to IGNOU by the State through Demand Draft drawn in favour of IGNOU and payable at the city of the Regional Centre.
- Additional performance based incentive of Rs. 15000/- apart from their remuneration will be given as approved by Govt.