



HFW/NHM/CPHC-UHC/Integrated/30/2021-22

Date: 04.01.2022

## **CIRCULAR**

- Sub:** Selection Guidelines for Recruitment of Community Health Officer-CHO (on contract basis) to Sub Centre -Health and Wellness Centers
- Ref:**
1. GOI NHM RoP F No M-11016/8/2021/NHM-II dated: 20/05/2021.
  2. Approved District RoP 2021-22 No NHM/PIP/District RoP/01/2021-22 dated:15/06/2021
  3. Karnataka State Health Society 73<sup>rd</sup> Executive Committee meeting decisions dated 10-08-2021.
  4. Government Order No HFW 108 CGM 2021 Dated 27-08-2021
  5. As per Government approval in F.No: HFW/NHM/CPHC-UHC/Integrated/30/2021-22, dated 17.12.2021

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Provision of Comprehensive Primary Healthcare (CPHC) under Universal Health Coverage (UHC) from Ayushman Bharat- Health and Wellness centres (AB-HWCs), was planned and implemented to reach the whole population with adequate health care services, to ensure optimal utilization of free primary health care by community and minimize the out of pocket expenditures to families. Innovative strategies were adopted by Government of India for strengthening the Primary Healthcare services at the door-step of community.

Government of Karnataka has envisaged that well trained nursing personnel placed at Health Sub Centers will prove beneficial in taking Primary health care to underserved, marginalized, rural and remote population in Karnataka under Universal Health Coverage (UHC). Experience from other developing countries reveals that the “caring component of the nursing profession has been an asset for nurses to function more effectively as primary health care providers”.

Based on the ROP approvals, online exams were conducted for 3006 post, but still 680 post remain vacant. It is essential to make the centres operational by March 2022, as the State gets financial incentives for making all the approved centres operational, hence it was decided to notify for 680 post under integrated batch so that with 15 days orientation they can be put to the HWCs and can be made operational.

Hence Karnataka state has adopted B.Sc. Nursing graduates as Community Health Officers (CHOs) for delivery of preventive, promotive, curative, rehabilitative & palliative care services at the door-step of community at Sub Centre Level Health and Wellness Centers (SC-HWCs).

In this context, state has recruited 3339 B.Sc. graduated Nurses as CHOs (from CPCH course Non-integrated batches), and additionally 2614 CHOs in FY 2021-22 in phase-wise manner for SC-HWCs in 17 districts, including Kalyana Karnataka region. The foreword of HWC programme is detailed in

### **Annexure -1.**

At present in Phase-5 additional batch, NHM, Karnataka, through District Health Society is selecting 680 BSc graduated Nurses as CHOs, for 25 districts against vacancy posts as per the

approvals given in ROP-2019-22 (Ref-01) and EC meeting decisions (Ref-2). District details with vacancies for CHOs selection are provided in

**Annexure-2.**

The eligible candidates are BSc / Post BSc graduates from the CPCH course integrated batches only and presently working CHOs, having qualified degree certificate and enrolled in KNC/INC with knowledge on Computer system as well as Kannada fluency (speaking and writing).The criteria for applying to the posts including age and other essential requirements are described in **Annexure -03.**

The eligible candidates shall apply only once in online platform for any selected district after registration through email with uploading of mandatory identity proofs and certificates. The relevant documents shall be uploaded in PDF format where ever it is mandated while filling up of the online application. Documents required for uploading are listed in **Annexure -4.**

Selection shall be done among the candidates passed in BSc /PB BSc nursing course qualified under integrated Certificate Programme in Community Health (CPCH) curriculum (Community health Nursing-II) from any recognized university and/or presently working as CHOs under NHM. The selection of Community Health Officer (CHO) will be done at the district level under NHM through District Health Society.

The “District Level Selection Committee for CPHC-Community Health Officer (CHO) selection” shall be constituted **under the Chairmanship of Chief Executive Officer (CEO)**, Zilla Panchayath. District Health Officer will be Member Secretary for conducting CHO selection. Application fees for candidates will be Rs.600/- (Six hundred only) (includes online Registration and to attend selection exam), shall be paid through Online process by the candidates. Similarly, the application fee for SC/ST/Ex-service (Men &Women) will be Rs.300/-, shall be paid through online process. Candidates availing fees concession (E.g: SC/ST/Ex-Service (Men &Women)), if they fail to upload the specific valid documents, then their applications will be rejected without any notice.

After online verification of documents from District level selection committee, the Admission tickets (Hall tickets) will be issued to eligible candidates to appear in online selection examinations.

**The Institutional Arrangements and process adopted for CHO selection is described under Annexure 5.**

**Examination Process& selection of candidates:**

- The examination will be online in objective type for 90 minutes.
- The number of questions will be 80, and against which totally 100 marks will be allotted.
- Each question in general carry 1 marks (sixty questions for 60 marks) but skill based 20 questions will carry 2 marks (20 questions for 40 Marks).
- The exam shall be commenced at 11.00 am and end at 12.30pm, date will be notified in NHM website.
- If the applied candidates number is exceeding the limit (>4000), To follow the COVID appropriate behavior (CAB) as per Govt guidelines, an additional online exam will be conducted on the same day in same centers (i.e two batches in same day) timings for online exams to batch-2 is from 3.00pm to 4.30pm.

- Candidates will be allocated randomly for batch-02, to take exams in afternoon it will be intimated in admission ticket/ Hall ticket

Candidates can approach support system for their grievances pertaining to online registration, exam, results and selection. The details are available in Health and family welfare website:

<https://karunadu.karnataka.gov.in> > hfw > page

After selection, placement for SC-HWCs will be based on merit marks obtained in selection exams for CHOs of CPCH Integrated curriculum batch (i.e 2020-21 onwards batch) & presently working CHOs.

Non Kalyana Karnataka (KK) candidates will be considered for selection in KK districts, if eligible KK candidates are not available under roster system.

The selected CHOs should execute a bond and submit all the original relevant certificates to DHS abiding to work for minimum 3 years under NHM-DHS, renewed after every 364 days with one-day break. Failing to work / resignation within this period they have to pay the penalty amount to DHS as executed in bond.

**The details of selection process, Declaration of Results, Procedures to be followed after selections including execution of bond and penalty amount are described in Annexure -06**

Further terms and conditions if any will be notified from time to time in website and candidates shall be abide by the same.

**Syllabuses for Selection exams will be based on topics covered during nursing course by Rajiv Gandhi University of Health Sciences, Karnataka and MoHFW website. They are described in Annexure -07.**

**The selected candidates of B.Sc. & PB B.Sc nursing graduates from CPCH Integrated Curriculum batch should execute a bond for Rs. 1.0 lakh (format described in Annexure- 8A) and similarly present working CHOs shall execute a bond for Rs. 1.38 lakhs (format described in Annexure- 8B) with the District Health Society (DHS) of selected districts.**

Sd/-

**Mission Director  
National Health Mission**

**Copy for Information and Action:**

1. Chief Executive Officer, Zilla Phanchayath- Bagalkote, Bidar, Ballari, Bengaluru(R), Bengaluru(U), Belagavi, Chikkamagaluru, Chikkaballapura, Chamarajnagar, Chitradurga, Dharwad, Davanagere, Gadag, Haveri, Kalburgi, Kolar, Kodagu, Koppal, Mysore, Mandya, Shivamogga, Tumakuru, Udupi, Uttara Kannada and Vijayapura districts.
2. Divisional Joint Directors: Kalburgi / Belagavi/ Mysore and Bengaluru Divisions
3. District Health Officers / District RCH Officers/ District Surveillance Officers/ DPMs of- Bagalkote, Bidar, Ballari, Bengaluru(R), Bengaluru(U), Belagavi, Chikkamagaluru, Chikkaballapura, Chamarajnagar, Chitradurga, Dharwad, Davanagere, Gadag, Haveri, Kalburgi, Kolar, Kodagu, Koppal, Mysore, Mandya, Shivamogga, Tumkuru, Udupi, Uttara Kannada and Vijayapura districts.

**Copy for Information to:**

1. Principal Secretary, Health and Family Welfare Department, Vikasa Sauda, Bengaluru.
2. Commissioner, Health and Family Welfare Services. Bengaluru.
3. Project Director, RCH, Bengaluru

4. Chief Administer Officer NHM, Bengaluru
5. State Programme Manager, NHM, Bengaluru.
6. Chief finance officer –NHM, Bengaluru

## Annexure- 01

### Foreword on HWC programme

1. The goal of Universal Health Coverage (UHC) is to ensure that all people obtain the health services they need: preventive, promotive, curative, rehabilitative and palliative without the risk of financial hardship. Department of Health and Family Welfare (DOHFW) Government of Karnataka (GOK) is committed to the vision of accomplishing UHC, also outlined in National Health Mission framework as- “Enabling Universal Healthcare Access to Equitable, Affordable and Quality health care services, accountable and responsive to people’s needs. The path charted out by the Twelfth Five Year Plan for achieving UHC emphasizes provision of affordable, quality health care by the public health system as the main form of social protection.
2. Provision of Comprehensive Primary Healthcare is a pivotal part of UHC and there is a need to evolve innovative strategies for strengthening the Primary Healthcare. However, a major challenge today for DOHFW, GOK is to reach the whole population with adequate health care services, ensure its utilization and minimize the out of pocket expenditures by families.
3. Thus, based on the proposal of Ministry of Health and Family Welfare, Government of India, state has initiated a pilot project of Comprehensive Primary Health Care (shared vide-D.O. Z-15015/ 11 / 2015-NRHM-I Dated the 11<sup>th</sup> February 2015)in T. Narasipur taluk, Mysore and Lingasagur taluk of Raichur under NHM. GOK has envisaged that well prepared nursing personnel placed at Health Sub Centers will prove beneficial in taking Primary health care to underserved, marginalized, rural and remote population in Karnataka under UHC. Experience from other developing countries reveals that the “caring component of the nursing profession has been an asset for nurses to function more effectively as primary health care providers”.
4. In this context, in addition to on - going activities in T Narsipura of Mysore and Lingasagur of Raichur as pilot phase, approvals have been accorded to scale up Health and Wellness Centres - CPHC across 17 Districts namely, Bidar, Kalaburgi, Yadgir, Raichur, Ballari, Koppal, Vijayapura, Bagalkote, Chikkamagaluru, Mysore Kolar, Haveri, Gadag, Uttara kannada, Shivamogga, Chamarajanagara and Chitradurga in phase wise manner (Phase – 1, 2, 3 and 4). Totally 3339 SCs have been upgraded as HWCs by appointing Community Health Officer (CHO) from non-integrated batch and state has provided CPCH training through IGNOU.
5. **In Phase-5, NHM through District Health Society has selected 2614 Community Health Officers for 12 new CHO programme implementing districts as approved in ROP-2021-22 namely Belagavi, Tumkur, Mysore, Dakshina Kannada, Mandya, Udupi, Chikkaballapura, Kodagu, Davanagere, Bengaluru rural, Bengaluru urban and Dharwad along with 145 CHOs against vacancies existing in 13 older districts.**

**These CHOs were been selected from Certificate Programme in Community Health (CPOCH) Integrated batch of RGUHS as well as Non Integrated Batch also.**

- 6. At present NHM through District Health Society is selecting the Community Health Officers for 680 vacant posts which were raised due to resignation of appointed CHOs and also Non-filling up of posts from 25 districts which have already implemented CHO programme as approved from Govt of India ROP-2016-22 namely Belagavi, Tumkur, Mysore, Mandya, Udupi, Chikkaballapura, Kodagu, Davanagere, Bengaluru rural, Dharwad, Bengaluru urban, Chamarajnagar, Shivamogga, Uttara Kannada, Vijayapura, Chikkamagaluru, Chitradurga, Gadag, Haveri, Kalaburgi, Kolar, Ballari, Bagalkote, Bidar and Koppal a total of 680 Posts (details in annexure-2).**
7. Functioning of HWC will be led by a Community Health Officer (CHO) and in addition, the HWC team will comprise of primary Health care officer, Health inspecting officer and a group of five ASHAs attached to the sub-centre. This team will function together and will be responsible for enabling outreach, outpatient primary level care to the population covered under each sub-center area. Placement of Community Health Officer (CHO) at the health sub-center level will improve accessibility of primary care services, broaden the package of primary care services being delivered, increase the utilization of public health facilities and reduce out of pocket expenditures on routine ambulatory care amongst the households served by the Health-Sub Centre.
- 8. Community Health Officer(CHO) will get an salary of Rs. 24200/- per month for High priority districts (HPDs) namely Bidar, Ballari, Kalburgi, Chikkamagaluru, Vijayapura , Bagalkote, Koppala , Uttara Kannada, Shivamogga, and Rs. 22000/- per month for Non-High priority districts (Non-HPDs) namely Chamarajanagara, Chitradurga, Haveri, Kolar, Belagavi, Tumkur, Mysore, Mandya, Udupi, Chikkaballapura, Kodagu, Davanagere, Bengaluru rural, Bengaluru urban, Gadag, and Dharwad Districts**
9. Additional amount of Rs. 8000/- per month will be paid as performance based incentive against achievement of set of service delivery indicators to all working Community Health Officer (CHO).

**Annexure-2**

**Table-1 District-wise Vacancy CHO post as on 03.01.2022 (as per district confirmation)\***

Sl.No	District	Total Approved till FY-2021-22	Vacancies as on 03.01.2022 (as per concerned District Health Society ) <sup>§</sup>
1	Belagavi	476	44
2	Tumkur	404	27
3	Mysore	392	2
4	Mandya	267	57
5	Udupi	249	25
6	Chikballapura	161	45
7	Kodagu	160	58
8	Davanagere	147	16
9	Bengaluru Rural	142	59
10	Dharwad	122	16
11	Bengaluru urban	81	3
12	Chamarajanagar	221	42
13	Shivamogga	211	39
14	Uttara Kannada	292	35
15	Vijayapur	216	20
16	Chikkamagalur	228	19
17	Chitradurga	249	27
18	Gadag	122	14
19	Haveri	212	31
20	Kalaburgi	246	4
21	Kolar	190	54
22	Ballari	248	18
23	Bagalkote	155	10
24	Bidar	215	2
25	Koppal	145	13
<b>Total vacancy posts</b>			<b>680</b>

\*the final number of selection of posts may vary based on the posts available at that time/ district

<sup>§</sup>Districts need to select the Candidates based on roster & merit list applicable to their districts for CHOs recruitment.

<sup>#</sup> All the posts will be filled by selecting BSc / Post Basic BSc Nursing Graduates of CPCH course Integrated batch only.

### Annexure – 03

#### The selection guidelines to be followed for the recruitment of the candidates as CHOs-

**Name of the Post:- Community Health Officer (CHO) for delivering Comprehensive Primary Health care under Ayushman Bharat-Arogya Karnataka.**

#### **Criteria for applying to CHO post:**

- Community Health Officer (CHO) preferably be a resident of Karnataka (shall produce at least 10 year domicile certificate in Karnataka obtained from Revenue authorities / School studying certificate at the time of document verification) and should know to speak, read and write Kannada Language (for better community rapport and prevention of attrition).
- **Age Limit:** 35 years in case of General category; 40 years in case of candidates belonging to Scheduled Caste and Scheduled Tribes and Category-I; 38 years in case of candidates belonging to Category-II(a), II(b), III(a) and III(b) of other backward classes. And 40 years in case of Ex-serviceman, war widow, physically/ specially challenged Persons. Age shall be calculated as years completed before the date of notification for recruitment. Additional age relaxation for 10 years is applicable Differently abled (e.g physically challenged etc), Widows and Bonded labours with production of certificate from appropriate authorities. Ex-service men are eligible for additional 3 years of age relaxation plus the number of years of service rendered by him/ her in the armed forces of the union
- Candidate must be mentally and physically fit.
- She/he should be a registered nurse with minimum B.Sc Nursing / post basic B.Sc nursing qualification/ or equivalent qualification from an institution recognized by Karnataka State Nursing Council / Indian Nursing Council.
- **In B.Sc Nursing/Post Basic BSc nursing, the candidate shall have passed graduation from RGUHS or any other recognized university under CPCH Course integrated batches (FY- 2020-21 & 2021-22) with registration done under KNC/INC only will be eligible to apply.**
- For Technical Eligibility to attend online selection exam is minimum Pass marks in BSc Nursing / Post Basic BSc nursing course with valid Final/ Provisional degree certificate and shall be registered under Karnataka /Indian Nursing Council before applying to post.
- She/he should have effective communication skills in both English and Kannada language, should have passed matriculation / SSLC with Kannada as one language.
- Candidates should have knowledge of basic computers.



- She/he is expected to have leadership qualities and be able to lead the Health and Wellness Center (HWC) team.
- Candidates who secure 40 (forty) and above marks in online entrance examination are eligible for selection at district level based on the roster cum merit basis applicable to that district.
- The roster system shall be followed separately as per existing State Government norms for Kalyana Karnataka and Non Kalyana Karnataka districts.
- Candidates shall apply only once for any of the selected districts. Their Application number and password are unique to individuals only.
- **Already working CHOs, if intends to take the selection exams, for any other recruiting district need to obtain temporary No Objection Certificate (NOC) as per NHM guidelines, from existing (working place) District Health Society and upload the same NOC in online recruitment portal during registration.**
- **Vacancies of 680 CHO posts had been generated due to resignation of previously working CHOs (Non-integrated batch CHOs trained under IGNOU) and by Non-filling up after notification & completion of selection process from the 25 CHO programme implementing districts.**

**Hence State has taken a decision to fill-up these posts from the CPCH Course integrated batches of BSc / Post Basic BSc nursing course candidates as there is very urgent need to provide primary health care services to the deprived community of backward districts by filling up of these vacant posts.**

#### Annexure – 04

#### The Essential / Required documents to be uploaded in PDF format by the CPCH Course Integrated Batch BSc/ PB BSc Nursing candidates during applying for CHO Post-

- Proof for age and considering for Knowledge on Kannada - SSLC or Matriculation or equivalent 10<sup>th</sup> standard certificate (Mandatory)
- Proof of Qualification - Provisional degree certificate / Convocation certificate (mandatory)
- Proof for KNC/ INC registration in Karnataka – Valid KNC/ INC Registration certificate under Karnataka / Indian Nursing Council at the time of applying to the post shall be uploaded (Mandatory)
- Proof for Certificate Programme in Community Health (CPCH) Integrated Nursing Batch – Declaration certificate from Dean of concerned Nursing College, stating that “As per Circular issued by Registrar, RGUHS No ACA/ DCD/ MLHP/ 386/ 2019-20, Dated 2/3/2020, additional syllabus of Certificate Programme in community Health Nursing has been Integrated in accordance with RGUHS guidelines, and the candidate ( Name and details shall be entered) has successfully passed the course with this new integrated Community Health syllabus” from RGUHS or equivalent Universities in final year of degree (BSc or Post Basic BSc nursing) during the year 2020/2021/2022
- Caste and Income certificate - Valid & relevant caste and Income certificate obtained from appropriate authority shall be uploaded as per the Karnataka state government norms for claiming the reservations, otherwise they will be considered under General category
- Special Certificates obtained from appropriate authority shall be uploaded - for claiming reservations under Differentially abled (like Physically challenged etc), Ex- Service men, Kannada medium, PDP, transgender and Kalyana Karnataka Quotas as per Government of Karnataka norms.
- Address and Identity proof: Adhaar card / Voter ID / Ration card / Driver’s license details is required as mandatory address & Identity proof for future communication
- Proof for stay in Karnataka (Mandatory) : All candidates shall produce domicile certificate issued by Revenue Authorities ( not less than Deputy-Tahsildar cadre) for (minimum 10 years) having stayed in Karnataka. Horanadu / Gadinadu Kannadigas shall produce appropriate certificates as per state norms. Alternatively 10 years of study certificate can also be produced at the time of document verification.

If the candidates fail to produce the above documents both in online and during document verification their application will be rejected automatically.

## Annexure – 05

### **Institutional Arrangements and process adopted for CHO selection**

- The selection of Community Health Officer (CHO) will be at the district level for the posts mentioned below, as prescribed by NHM Procedure. Wide publicity shall be ensured prior to selection using the advertisement placed in Website & newspaper. (This process will enthruse Graduated Nurse Candidates who are residents of the same district or blocks to apply and will facilitate future retention and community rapport with the serving population). The cost for notification and publicity shall be met through District Programme management cost at DHS level.
- The District Health and Family Welfare Officer (Member Secretary) will be responsible for the constitution of “District Level Selection Committee for CPHC-Community Health Officer (CHO) selection”**under the Chairmanship of Chief Executive Officer (CEO), Zilla Panchayath or any other representative authorized by CEO, ZP under District Health Society (DHS).**
- Selection shall be done among candidates passed in BSc /PB BSc nursing course having integrated curriculum (Community health Nursing-II) from any recognized university registered under KNC. The eligibility to appear in selection exams will be minimum pass in BSc /PB BSc nurse course with Degree certificate and Registration under Nursing council.
- Application to be filled through Online process for each candidate after registration in the website address and uploading the relevant documents (Matriculation / SSLC, INC/KNC certificate & Degree certificate are mandatory for all. Similarly, valid Caste certificate & relevant documents are compulsory for claiming reservation).
- Application fees of Rs.600/- (Six hundred only) for both online Registration and to attend selection exam, shall be paid through Online process by the candidates.
- Similarly, the application fee for SC/ST/Ex-service (Men & Women) will be Rs.300/- shall be paid through online process. Candidates applied under SC/ST /Ex-Service (Men & Women) and availed fees concession, if they fail to upload the specific valid documents, then their applications will be rejected without any notice.
- District team has to verify the essential documents uploaded by candidates in online process and provide acceptance through online process. Subsequently after acceptance of DHS, Admission / Hall ticket will be generated for candidates to appear in the online selection exams.
- If Candidates fail to upload the mandatory document, their application will be rejected and candidates will not be allowed to take online examination. Similarly, if

candidates fail to produce valid documents for claiming reservation (including SC/ST/Ex Service (Men, Women & Trans genders), then they will be considered under General Category for selection. Admission Hall tickets are issued for valid applications only.

- The District Level selection committee should ensure that selection of the appropriate BSc /PB BSc nurse as Community Health Officer (CHO) as per merit marks obtained in online selection exams & shall apply district level roster (Including provision of 1% reservation to Transgender in all categories as per State Government orders). The Candidate selection shall be done in transparent manner as per the guidelines laid down in circular. Minimum consideration marks for selection to post is 40 and above (as obtained in online examinations only).
- The complete selection process shall be fulfilled by the concerned District Health Society in close coordination with State Nodal Officer-UHC. Detailed Time-lines for conducting each activity for selection of the candidates is deliberated below in **Sub-Annexure A**

#### Sub-Annexure - A

#### Tentative Time-lines to be followed for the CHO selection & training placement process at the district level\*

Sl. No	Activities	Tentative Timelines (2021)
1	Issue of advertisements for selection (State+ District level)- State Newspaper + Local Newspaper	6 <sup>th</sup> Jan 2022
2	Opening of Website for Online Registration	6 <sup>th</sup> Jan 2022*
3	Last date to Receive application	23 <sup>rd</sup> Jan 2022 Time 5:00pm
4	Scrutinize applications and shortlist candidates with ID/Admit card issue-online (SMS Hall tickets Module)	24 <sup>th</sup> to 28 <sup>th</sup> Jan- 2022
5	Conduct online exams with provisional result declaration	29 <sup>th</sup> - Jan- 2022
6	District-wise submission of eligible candidates merit list to CEO, ZP & DHOs by state	31 <sup>th</sup> - Jan- 2022
7	Evaluation & Verification of Original document of candidates	1 <sup>nd</sup> to 3 <sup>rd</sup> - Feb- 2022
8	Provisional selection list declaration based on reservation policy and call for objections	4 <sup>th</sup> - Feb- 2022
9	Publishing Final selection list & Issue offer letter to selected candidates	11 <sup>th</sup> - Feb-2022
10	Signing of surety bond & filling of training application Forms by candidates (based on acceptance) after objection period	14 <sup>th</sup> - Feb-2022
12	Deputation of Candidates to PSC for Orientation Training	15 <sup>th</sup> Feb-2022
15	Completion of 15 working days Induction training	Feb 15 <sup>th</sup> to Mar 5 <sup>th</sup> (Ist batch), Mar 7 <sup>th</sup> to Mar 25 <sup>th</sup> , 2022 (IInd batch)
16	Deputation of CHO (who completed the 15days training )to SC-HWC	7 <sup>th</sup> March-2022

\* Candidates need to follow the instructions given in **website:** <https://karunadu.karnataka.gov.in> > hfw > page for any latest updates

- No provision for second time placement / paying bond amount, if already once re-appointed in any district as CHO candidates – i.e only once change of place with payment of penalty is allowed.
- Districts shall announce a waiting list also (10% of total vacancy) along with provisional list.
- District shall restrict their recruitment / selection to the notification of post concerned
- Previous batches of CHO selection/ additional lists can't be clubbed for current recruitment, once the fresh notification is issued district to stand for the selection within the guidelines.
- Since the NHM Programme is mission mode activity, during recruitment if the eligible candidates in the present roster are not available in concerned district, then roster points can be continued till the filling up of all the vacancy posts, keeping the unfilled roster points as backlog. These backlogs shall be considered as missed roster with priority roster points for next recruitment.
- All selected candidates should be subjected for Medical fitness before placing them for Induction training.
- Candidates Selected from integrated curriculum batch they will be provided with salary during training period also. These Integrated curriculum batch candidates shall execute a surety bond for Rs. 1.00 Lakh, if they leave the job within 3 years.
- Any working CHOs if they join to new district after resigning for job in older district shall execute a bond for 1.38 lakh as they are quitting the post which needs to be filled up with fresh process again

## Annexure -06

### Exam conduction and process adopted for selection of candidates

- The examination will be online in objective type for 90 minutes.
- The number of questions will be 80, and against which totally 100 marks will be allotted.
- Each question in general carry 1 marks (sixty questions for 60 marks) but skill based 20 questions will carry 2 marks (20 questions for 40 Marks).
- The exam shall be commenced at 11.00 am and end at 12.30pm, date will be notified in NHM website.
- Reporting time at the exam center will be at- 10.00 am.

Candidates can approach support system for their grievances pertaining to online registration, exam, results and selection. The questionnaire and answer are standardized with validation by committee; any specific grievance against each question will not be entertained. The details are available in Health and family welfare website: <https://karunadu.karnataka.gov.in> > hfw > page

- Results will be displayed immediately after the online selection examinations to each candidate. Candidates can verify their total questions attempted & marks obtained sheets after final submission of answers list in online exams.
- The marks obtained by candidates will be displayed in website against Registration number, on the same day and any discrepancy in result shall be intimated to support system within 2 days.
- Selection will be based on Roster cum merit as per reservation policy applicable to concerned districts based on government norms including placement of additional list of candidates under waiting list.
- In the districts where the candidates are not available as per missed roster, for Backlog posts districts shall operate the further continued roster as per 1-1000 Roster list, as it is essential obligation for the state to provide health services to community under strengthening Comprehensive Primary Health Care services
- After selection, placement for SC-HWCs will be based on marks obtained in selection exams for CHOs of CPCH Integrated curriculum batch (i.e 2020-21 batch onwards).
- Non Kalyana Karnataka (KK) candidates will be considered for selection in KK districts, if eligible KK candidates (HK region candidates) are not available under roster system.

### Declaration of Results

- The District Level selection committee should monitor the online examination process and selection of candidates

- The cumulative result copy of the online examination pertaining to each district will be submitted to Chief Executive Officer, Zilla Panchayath within 2 days from state and districts will prepare provisional selection list based on roster cum merit criteria as applicable to norms of Karnataka state.
- Provisional selection list should be prepared after approval from concerned district CEO, ZP based on merit cum roster and shall be shared to State NHM by next working day
- In case of a tie in results, between the candidates then the following criteria shall be considered in order for selection – **1.** Applicant’s age **2.** Master’s degree marks if any **3.**Bachelor degree marks
- Notifications of all selected candidates will be displayed within 3 days for inviting objections; objection period shall be stipulated for maximum 7 days. Later final selection list to be displayed & selection letter shall be communicated to candidates within 1 days after display of Final selection list. A joining period of minimum ten days shall be given to selected candidates.
- If the selected candidates fail to join the service within stipulated time, the District Health Societies (DHS) shall select the eligible candidates by operating waiting list by following similar process and shall complete the district quota.

#### **Procedures to be followed after selection**

As per the GOI- NHM Guidance Note for States **“the appointment is purely on contract basis up to a minimum period of 3 years to be renewed every year (364 days) from the date of appointment.**

- Selection and placement of Candidates on contract basis shall be done after the approval of the district Health and Family Welfare Society. The selected candidate shall submit all the relevant documents in original before the selection committee, e.g. SSLC Marks card, BSc Nursing marks card, Registration Certificate of Candidates under Karnataka Nursing Council/ INC, BSc Nursing / Post Basic BSc convocation/ provisional certificates, proof of date of birth, experience certificate, caste certificate, CPCH integrated declaration certificate (for 2020-21 onward batches) and No Objection Certificate (NOC) from the competent authority by the candidate if they are working in Govt jobs (for both regular and contract appointment) including Community Health Officer (CHO) etc.
- **The selected CHO candidates from CPCH integrated curriculum (those who passed during/after-Financial Year 2020-2021) will be sent to 15 working days’ induction training at the program study centers of the state before placement to SC-HWCs.**

- The selected CHOs shall work in SC-HWCs under the supervision of PHC Medical officer and they have to abide the instruction passed by the District health society/ DHO for any additional duties / deputation work.
- The posting / placement for CHO (Integrated batch) will be as per the merit marks obtaining in the online selection examination through counseling.
- The selected candidates are required to reside compulsorily in their head quarter and provide services as and when required. Leave rules as applicable under NHM shall apply to the selected contractual candidates.
- Selected candidate shall abide and follow all the Government service rules and regulation that are in force and those issued from time to time by DHS and NHM.
- Selected candidates do not have a claim and / or are eligible for automatic regularization of service, retirement benefit, pay-scale revisions, any leave allowances and any sort of benefit.
- The selected candidates are liable to compensate the dept. for any loss caused due to their misbehavior or Negligence.
- The selection may be terminated by the District Health and Family Welfare Society at the conclusion of the programme or for reasons of major impediment to be given in writing. The selected candidates will have to execute a contract Agreement on a stamp paper of value not less than Rs.200/- for the above terms and conditions before joining duty, valid for a period 3 years after completion of training.
- CHOs selected from Integrated Community Health nursing course (CCH) of BSc & PBSc nursing graduates batch (2020-21 onwards graduation completed batches) He/ She shall executive bond for Rs.1.0 lakh (one lakh only) to the concerned District Health Society undertaking to serve the society for a period of 3 years, failing which shall pay a bond amount of Rs.1.0 lakh (one lakh only) to the DHS.
- **The working CHOs (older batches) shall executive bond for Rs.1.38 lakh (one lakh and thirty eight thousand only) to the concerned District Health Society as per the previous norms undertaking to serve the society for a period of 3 years, after completion of Induction training period, failing which shall pay a bond amount of Rs.1.38 lakh (one lakh and thirty eight thousand only) to the DHS.**
- Further terms and conditions if any will be notified from time to time and candidates shall be abiding by the same.



## **Annexure -07**

**Syllabus for Selection exams (As prescribed under Rajiv Gandhi University of Health Sciences, Karnataka and MoHFW website) are from below topics:**

- Nursing Foundation
- Community Nursing/ Public Health Nursing
- Medical /Surgical Nursing
- MCH /OBG
- General aptitude &Pediatrics
- Practical skill analysis and skill based Questions
- Nutrition and Diet related
- Anatomy, Physiology & pharmacology
- All National Health Programme as described in MoHFW website
- Ayushman Bharath –HWC 12 packages of services as described in MoHFW website