

Terms of References (TOR)

Bridge Programmes in Community Health for Ayurveda Practitioners/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 service providers can provide considerable primary care. For this qualified Ayurveda doctors, GNM/B.Sc Nursing 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 (MLHP) 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 Centres (or Sub Centres). 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 (Nalanda & Vaishali) 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:

Working Regular Ayurvedic Doctor under Govt. of Bihar or, working contractual Ayurvedic Doctor under NHM/Govt. of Bihar or, Fresh Ayurvedic Doctors Bachelor in Ayurvedic Medicine and Surgery (BAMS) from recognized University/Institution and candidates should have Permanent registration in State Council of Ayurvedic and Unani Medicine, Bihar, Patna (for 60 posts).

or,

Working Regular Staff Nurse GNM under Govt. of Bihar or, working contractual Staff Nurse/GNM under NHM/Govt. of Bihar or, Fresh GNM/B.Sc Nursing General Nurse and Midwifery (GNM) from a recognised Institute/Bachelor of Science in Nursing from a recognised University/Institution and candidates should have Permanent registration in Nursing Council of Bihar, Patna (for 30 posts).

Maximum Age Limits: UR (Male) - 42 yrs, BC/MBC (Male & Female) - 45 yrs, UR (Female) - 45 yrs, SC/ST (Male & Female) - 47 yrs as on 01-01-2018.

As per provision, 10 years age relaxation to differently abled candidates will be admissible.

Desirable Criteria:

Working experience in Public Health System preferably at the primary/community Health Centre Level.

Medium of Instruction: English/ Hindi for teaching as well as assessments

Course Duration: Six months

Academic Session: July to December 2018.

Course Objectives: Based on the gaps identified through curriculum mapping between BSc (CH) and BAMS courses, the program would broadly cover the following:

- Introduction to National Health Programs & 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 behaviour, 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. Fresh candidate if failed in final IGNOU Examination will not be allowed to take further admission.

Internship: Rotational postings for 18 days, mainly at the District Hospital, with practical training at PHCs, H&WCs/SCs, Anganwadi 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 worker (MPW), 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.

1. Selection of Candidates

- 60 Ayurveda Practitioners and 30 Nurses to be trained in the Bridge programme on Certificate in Community Health.
- Eligibility Criteria for Bridge Programs in Community Health:

Sl. No	Name of the Course	No. of Seats*	Maximum Age as on 01 st January, 2018	Eligibility Criteria
1	Certificate in Community Health for Ayurveda Practitioner under Bridge Program of National Health Mission	60 Posts (Category-wise vacancy as per Prevalent Reservation Policy of Govt. of Bihar)	As per Resolution of Govt. of Bihar UR (Male)- 42 yrs, BC/MBC (Male & Female) – 45 yrs, UR (Female) – 45 yrs, SC/ST (Male & Female) – 47 yrs	Essential Qualification: Working Regular Ayurvedic Doctor under Govt. of Bihar or, Working contractual Ayurvedic Doctor under NHM/Govt. of Bihar or, Fresh Ayurvedic Doctors Bachelor in Ayurvedic Medicine and Surgery (BAMS) from recognized University/ Institution and candidates should have Permanent registration in State Council of Ayurvedic and Unani Medicine, Bihar, Patna. Desirable Experience: Working experience in Public Health System preferably at the Primary/ Community Health Centre Level.
2	Certificate in Community Health for Nurses under Bridge Program of National Health Mission	30 Posts (Category-wise vacancy as per Prevalent Reservation Policy of Govt. of Bihar)	As per Resolution of Govt. of Bihar UR (Male)- 42 yrs, BC/MBC (Male & Female) – 45 yrs, UR (Female) – 45 yrs, SC/ST (Male & Female) – 47 yrs	Essential Qualification: Working Regular Staff Nurse GNM under Govt. of Bihar or, Working contractual Staff Nurse/GNM under NHM/Govt. of Bihar or, Fresh GNM/B.Sc Nursing General Nurse and Midwifery (GNM) from a recognised Institute/Bachelor of Science in Nursing from a recognised University/ Institution and candidates should have Permanent registration in Nursing Council of Bihar, Patna. Desirable Experience: Working experience in Public Health System preferably at the Primary/ Community Health Centre Level.

* Categoriwise vacancy subject to Roster Clearance by Department of Health, Govt. of Bihar.

- Eligible candidates may submit their applications online only at State Health Society Website in the Link – **HR Cell of the society's official website www.statehealthsocietybihar.org on or before 07th May, 2018. Applications are invited from in service candidates (regular and/or contractual working under Govt. of Bihar or State Health Society Bihar) and Fresh candidates for the bridge programme.**
- For selecting candidates SHSB will conduct a screening process & written examination.

- All applications will be subjected to a screening process as per marks obtained in BAMS course & PG in Ayurveda/GNM/BSc Nursing as following:

A. Total percentage of marks obtained in BAMS /GNM/BSc Nursing Examinations	-	90
B. PG in Ayurvedic Stream/MSc Nursing	-	<u>10 (Flat)</u>
	TOTAL	<u>100</u>

Note: The marks to be given to a candidate for BAMS/GNM/BSc Nursing Examination shall be determined by multiplying the percentage of total marks obtained in the aforesaid examination by multiple of 0.9.

For example, if a candidate has obtained 50% marks then he/she will be given $50\% \times 0.9 = 45$ marks.

- Shortlisted candidates as per decision of State Health Society, Bihar will have to undergo written examination.
- Selection shall be subject to reservation policy, as per Bihar Government Rules.
- As per provision, 10 years age relaxation to differently abled candidates will be admissible.
- Candidates applying under reserved category should have a copy of their caste certificate, issued by competent authority of Bihar and be able to produce at the time of verification of the documents.
- All essential documents will be verified before the day of the admission.
- All selected candidates will have to sign a bond to serve in sub centres for at least three years after posting at HSC/H&WC's
- The penalty to be paid by the candidate for non fulfilment of Bond's condition
- Rs. 10,000 per month for six months stipend will be provided to the fresh selected candidate for Boarding/Lodging Allowances, Honorarium/Sustenance Allowance. IGNOU's fees/transport practicum and miscellaneous cost will be afforded by the SHSB for training purpose.
- The selected working candidates will continue to get their present salary/remuneration for the training period.
- Tentative indicative monthly emoluments for the CHO is approximately 25000-40,000 per month will be provided to the trained persons after posting at HSC/Health Wellness centre (H&WC).
- Please note that 01-01-2018 shall be taken as reference date for computing experience, age, qualification etc.
- Centre for training will be "Sadar Hospital Vaishali" and Nalanda" or any other hospital to be accredited by IGNOU as PSU.
- Selection of candidates for the Bridge Programme, a written test is proposed to be conducted across the country on a pre-fixed date and time. Question paper will be provided by Government of India and will include multiple choice questions to evaluate applicants knowledge.
- Final selection of the candidates will be done based on **marks obtained in the written examination.**
- In case of candidates with same total score in written test preference may be given to applicants having working experience in public health system.
- No TA/DA will be admissible/given for attending the competency test/ interview.
- State Health Society, Bihar reserves the right to change the number of vacancies or cancel the advertisement without assigning any reason.
- The selected applicants may be informed of the same by email and official website of SHSB only.
- IGNOU prospectus and application formats will be shared with selected applicants for submission to IGNOU upon call for admission from IGNOU.

- Admission of Selected Candidates will be done by IGNOU as per IGNOU Admission Procedure.

- **Tentative dates for shortlisting, downloading of Admit Card and Written test is as under:-**

List of shortlisted candidates to be published	2 nd week of May, 2018
Downloading of Admit Card	One week before the date of examination
Written test	dated and venue will be communicated on official website of State Health Society, Bihar

- The candidates should regularly check the official website of the SHSB, so that they may get information of exact dates. Preferred mode of communication of the society's official website www.statehealthsocietybihar.org
- **It is once again clarified that both fresh candidates as well as those already working as regular/contractual Ayurvedic Doctors/Nurses with Health Department, Govt. of Bihar and State Health Society Bihar may apply for the above mentioned position.**
- If any stage it is found that candidate has furnished any wrong information or has suppressed any material information, the candidature will be liable for cancellation at any stage and appropriate legal action will be taken against the candidate.

Executive Director
State Health Society, Bihar

16/4/18