

## **Annexure- I**

### **TERMS AND CONDITIONS OF SELECTION AS “CANDIDATE” ON THE DAY OF COUNSELLING FROM 26<sup>TH</sup> JULY TILL 28<sup>TH</sup> JULY 2018**

#### **1. BridgeProgramme**

1.1 Candidate will undergo Bridge Programme (Certificate) in Community Health conducted by the Indira Gandhi National Open University (IGNOU) (hereinafter referred to as “Programme”), which is a programme of six months duration ( 70 Days contact classes with 20 days theory & 50 days Practical classes) . The candidate shall complete the programme successfully in all aspects within the stipulated six months period or within the extended period as per IGNOUnorms.

#### **2. Maximum Limit of Sponsorship:-**

2.1 Candidates shall be provided support for IGNOU fee (Rs. 15,000/- which covers study materials and counseling fee – (Applicable for all candidates i.e in service and fresh recruits).

2.2 Boarding and lodging, transport expenses, etc as part of the sponsorship for the Programme will be provided to the new recruit candidates or an honorarium as per GOI norms.

2.3 In service candidates will be getting their monthly salary/honorarium for the contact class period of 70 days in addition to the above sponsorship or honorarium)

2.4 However, this support will be provided only for one tenure (i.e; the period from commencement of the course till the final Term End Examination conducted for the concerned batch by IGNOU for the first time). No support shall be provided to the candidate for any successive attempts to successfully complete the Programme

#### **3. No Permanent Absorption in theNHM**

3.1 After successful completion of the Programme, the Candidate will be eligible for deployment as Community Health Officer (CHO) or Mid-level Health Provider (MLHP) at Health & Wellness Centre (HWC)/Sub Centre.

3.2 The deployment of the Candidate as CHO will be purely on contractual/conditional basis, and the Candidate will have no right to claim for appointment on permanent roll in State Health Department/State Health Society or permanent absorption.

3.3 Contractual/Conditional placement and posting thereof to any Sub Centre/Health & Wellness Centre within the State, will be at the discretion of the Competent Authority.

3.4 Honorarium for CHO/MLHP- Candidate, upon deployment as CHO/MLHP, will be paid fixed honorarium of Rs. 25,000/- (Rupees Twenty Five thousand only) and an performance incentive of Rs. 15,000/- (Rupees Fifteen Thousand only) for duration of his/her tenure as CHO/MLHP.

#### 4. **SuretyBond**

4.1 The Candidate shall sign and submit a “**Surety Bond in the prescribed format on Rs.100/- Stamp Paper (non-judicial), along with a Demand draft in favour of UHFWS-RCH Flexi Pool**” to complete the Bridge Programme (Certificate) in Community Health and to serve the NHM-Uttarakhand/State Health Department/ State Health Society or at the discretion of the competent authority to serve any other clinic/hospital/nursing centre etc. of the NHM-Uttarakhand/ State Health Department for at least three (03) years after successful completion of the Programme. In case the Candidate fails to complete the Bridge-Programme course successfully (within the programme period agreed by the competent authority, including extensions, (if any) or if Candidate leaves the NHM-Uttarakhand /State health Department/State Health Society within the Programme/bond period and/or fails to serve the State Health Department/State Health Society for the stipulated period of three (03) years, Candidate shall jointly and severally compensate the State Health Department/State Health Society for IGNOU fee, boarding and lodging, transport expenses, etc. paid during the Programme period and expenses incurred by it on account of and in connection with Programme and this amount will be recovered from Candidate and/or his/her surety by withholding the demand draft amount of Rs.1,03,400/- (Rupees One Lakh three thousand and four hundred Only) submitted as Bond money/surety,. However, the total amount recoverable under this clause shall not exceed Rs.1,03,400/- (Rupees One lakh three thousand and four hundred Only). Further Candidate will be required to serve one month advance notice while on contractual/conditional employment, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligations stipulated in the Service Agreement Bond/ Norms of the NHM-Uttarakhand/State Health Department/State Health Society. Candidate may note that Candidate shall not be allowed to apply for the Programme without the Surety Bond completed in all respects).

4.2 Candidate if wishes to join any other organization during the period of operation of Surely Bond for any employment elsewhere and wishes to discontinue the employment then the NHM-Uttarakhand/State Health Department/State Health Society will have the liberty to withhold the demand draft amount of Rs.1,03,400/- (Rupees One Lakh three thousand and four hundred Only) submitted as Bond money/surety.

4.3 However after successful completion of the course and three (03) years of services of the candidate at NHM-Uttarakhand/State Health Department/State Health Society, the written bond shall lapse and the bond/surety money of Rs. 1,03,400/- (Rupees One Lakh three thousand and four hundred Only) will be refunded to the candidate.

5. Along with acceptance of the offer letter, the Candidate is required to submit the duly filled application of admission to the Bridge Programme (Certificate) in Community Health along with following documents during the day of the

## Counselling :-

- a) Attested copies of Mark-sheet and Certificate of relevant qualification (BAMS- Bachelors of Ayurvedic Medicine and Surgery, B.SC Nursing & GNM Only) as per eligibility criteria as mentioned in the advertisement on 11<sup>th</sup> April 2018. 2 sets
- b) Attested copy of proof of date of birth (10th/ Madhyamik / Secondary Certificate) 2 sets
- c) Surety Bond original copy with a DD in favour of " UHFWS-RCH Flexipool".
- d) No Objection Certificate copy from current employer with original if applicable. 2 sets
- e) Experience Certificate copy (wherever applicable). 2 sets
- f) Caste Certificate copy (If the candidate belongs to SC / ST / OBC category). 2 sets
- g) Physically challenged certificate copies with original. 2 sets
- h) Ex Servicemen Certificate copies with original. 2 sets
- i) Freedom Fighter Certificate copies with original. 2 Sets
- j) Aadhar Card Copy with Original. 2 sets
- k) 4 recent Passport size photographs.

## 6. **General**

1.1. The Candidate will anytime be subject to the terms and conditions of his/her employment, including the Conduct, Discipline etc. and such other rules and administrative orders that may be in force from time to time during the Bridge Programmetoo.

1.2. Candidate's selection is subjectto

1.2.1.1. Candidate should not be suffering from any medical disability or illness, which is likely to hamper Candidate's selection, including posting (after successful completion of Bridge Programme) at Sub Centres/Health & Wellness Centres. In case it is detected at a later stage that Candidate had concealed any information pertaining to Candidate's medical status, the State Health Department/State Health Society will be forced to cancel the offer of selection. In case of such evidence coming to light after Candidate's joining, Candidate's services (Contractual/conditional) will be liable for termination without notice at any time and Candidate will accordingly cease to be in the employment (Contractual/conditional) of the State Health Department/State Health Society.

Postings under the State Health Department/State Health Society are transferable. The State Health Department/State Health Society reserves the right to post Candidate at any of its Sub Centres/Health & Wellness Centres within the State, if needed.

1.3. The offer of selection is liable to be withdrawn at any point before joining and

if joined, liable for termination without notice if competent authority comes across any evidence/ knowledge that the qualification, caste/category and/or any other particulars indicated by the Candidate in his/her application/ personal resume/ other forms/ formats submitted to the competent authority are not recognized/ false/ misleading and/or amounts to suppression of information/ particulars / facts, which should have been brought to the notice of competent authority.

- 1.4. Inadvertent omission or commission or mistakes, if any, appearing in the offer of selection are liable to be rectified at any time before or after joining to bring the terms and conditions of offer in accordance with the extant policy/rules and regulations of the State Health Department/State Health Society that may be in force from time to time.
- 1.5. The above terms and conditions are not exhaustive and this offer is subject to the understanding that during period of Programme and subsequent service (Contractual/conditional), Candidate will be governed by the relevant rules, regulations and administrative orders that are framed from time to time.
- 1.6. As the Programme is conducted for a whole batch, and not for individual candidate, extension in joining time will not be granted formally as no deferred batch is planned. Hence, the candidate should join on the scheduled date itself. Else, the offer may be subject to cancellation and withdrawal without further notice to the candidate. However, the competent authority/MD, NHM may grant suitable extension in joining time on a case to case basis.
- 1.7. Candidate will honor and observe the NHM-Uttarakhand/State Health Department/State Health Society's vision, mission and values at all times to maintain high esteem of the State Health Department/State Health Society.

## **7. Legal Matters**

Any legal proceeding in respect of any matter of claim or dispute arising out of this offer of selection shall be instituted in the courts at Dehradun in Uttarakhand only.