

determined in consultation with the Finance Department in the same manner as mentioned above.

(iii) When such casual/daily rated/contractual workers are allowed the entry point basic pay, they will not get any other allowances like dearness allowance, house rent allowance etc. However, their basic pay will be enhanced by 5% after every three years and the three years will be counted by treating the period from 1<sup>st</sup> August 2011 to 1<sup>st</sup> July 2012 as completed year for giving effect to 5 per cent increase in basic pay.

(iv) The remuneration of casual/daily rated/contractual workers who have not yet completed 10-year service will be equivalent to 75% of the remuneration admissible under sub-para (ii) above subject to a minimum of Rs. 5000/- p.m.

(v) Those casual/daily rated/contractual workers who will complete 10-year service on 1<sup>st</sup> July every year will come under the purview of this Order provided, no such worker if engaged after 01-04-2010 will come under the purview of this Order.

(vi) A casual/daily rated/contractual worker who will fulfil the conditions as laid down in sub-para (i) above will continue to be engaged in such a manner till he/she attains the age of 60 years when he/she will be paid an amount of Rs. 1 lakh as one time cessation of engagement benefit.

(vii) A casual/ daily rated/contractual worker may be allowed 30 (thirty) off days a year and a female such worker may be allowed Maternity leave of 180 (one hundred eighty) days in addition to 30 days off as mentioned hereinbefore.

Female - 180+30  
- 210

(viii) A casual/daily rated/contractual worker who is engaged in two different Government Departments but has rendered services for 10 years without a break will come under the purview of this Order.

(ix) It is reiterated that Officer/Officers responsible for any further engagement of such casual/daily rated/contractual worker will be personally liable for violation of this Order. However, having regard to the exigencies of situation and in order to facilitate smooth running of any project/administration or for serving academic interest where it is absolutely necessary contractual engagement may be made for a very limited period not exceeding 1 (one) year. This engagement shall be made on strict observance of recruitment rules and against sanctioned vacancies. Advertisement shall be published in newspaper and applications shall be invited from eligible candidates to fill up those temporary vacancies. Simultaneously steps should be taken to fill up the vacancies on regular basis following recruitment rules. Such contractual engagement may be renewed from time to time, but not exceeding a total period of 6 (six) years. No claim to regularization of this contractual service in terms of G.O. No. 8305-F dt. 26-09-2005 read with G.O. No. 642-F dt. 24-01-06 shall lie.

(x) The provisions of this Order will not be applicable where contractual engagement has been made without any sanctioned post and for any specific project for a very temporary period upto a maximum 6 (six) years or

3

Government of West Bengal  
Finance Department  
Audit Branch

No. 900 F(P)

Kolkata, the 16<sup>th</sup> September, 2011

MEMORANDUM

In order to provide security of tenure, appropriate emoluments and certain terminal benefits subject to fulfilment of certain conditions to the casual/daily rated/contractual workers who have remained engaged in various Government Establishments for a considerable period of more than 10 years in connection with implementation of various schemes/projects of various Departments of the government two Memorandums vide No. 2966-F(P) dt. 23-04-2010 and No. 11794-F(P) dt. 22-12-2010 were issued by the Government in Finance Department.

The question of making the provisions of the two aforesaid orders more effective and suitable to the convenience of the Government Establishments/Organization has been under active consideration of the Government for some time past.

After careful consideration of the matter and in supersession of the aforesaid orders and all other orders issued by other Departments in the matter, the undersigned is directed by order of the Governor to say that the Governor, has now been pleased to order that the casual/daily rated/contractual workers, who are remaining attached to various establishments of the Government Departments/ Directorates/Regional Offices/other Organizations for not less than 10 years continuously as on 01-08-2011 and have rendered service for at least 240 days each year will be allowed the following benefits :

(i) The casual/daily rated/contractual workers who have rendered 10 years of service continuously with at least 240 days attendance each year may remain engaged in the same status and capacity till their attaining the age of 60 years.

The continuity of service shall have to be certified by a competent officer not below the rank of Assistant Secretary in the case of a Secretariat Department, Director in the case of a Directorate and Assistant Engineer/S.D.O/B.D.O in the case of Regional Offices. The concerned officer, who certifies may be advised to exercise extreme precautions and take assistance of an office of WBA & AS, if necessary.

(ii) An entry point basic pay in PB-I i.e. Rs. 6600/- (Rs. 4900 + 1700) p.m. will be admissible to casual/daily rated/contractual Group 'D' workers as consolidated remuneration, similar entry point pay (entry point pay in the Pay Band plus Grade Pay) will be admissible to casual/daily rated/contractual Group 'C' worker and an employee of any other category, if he/she fulfils the required condition will be entitled to a monthly remuneration which will be minimum entry level pay of Pay Band and Grade Pay corresponding to his/her category and the remuneration may be

(A)

Government of West Bengal  
Finance Department  
Audit Branch

No. 1107-F(P)

Howrah, the 25<sup>th</sup> February, 2016

MEMORANDUM

In this Department No. 9008-F(P) dated 16.09.2011, it was decided to allow appropriate emoluments, security of tenure and certain terminal benefits to the casual/daily rated contractual workers subject to fulfilment of conditions therein.

2. The matter regarding improvement of monthly remuneration, annual increase, medical facilities, leave and others benefits as well as review of the conditions of engagement were under active consideration of the Government for some time past.

3. Now, after careful consideration of the matter, the Governor has been pleased to decide to revise the benefits as follows:

(i) All contractual / casual / daily rated workers shall continue to be in engagement up to the age of 60 years. Engagement of contractual / casual / daily rated worker shall not be terminated except as prescribed in the above referred Memo.

(ii) Consolidated monthly remuneration of contractual / casual / daily rated workers will be as follows:

Group D		
Period of engagement	Present	Proposed
Less than 5 years	Rs. 7,600/-	Rs. 10,000/-
5 - 10 years	Rs. 7,000/-	Rs. 12,500/-
10 - 15 years	Rs. 8,500/-	Rs. 14,500/-
15 - 20 years	Rs. 8,500/-	Rs. 17,000/-
More than 20 years	Rs. 9,500/-	Rs. 20,000/-

Group C		
Period of engagement	Present	Proposed
Less than 5 years	Rs. 8,500/-	Rs. 11,500/-
5 - 10 years	Rs. 8,500/-	Rs. 13,500/-
10 - 15 years	Rs. 11,000/-	Rs. 16,000/-
15 - 20 years	Rs. 11,000/-	Rs. 19,000/-
More than 20 years	Rs. 11,000/-	Rs. 22,500/-

(iii) Enhancement of remuneration 3% in every year

(iv) Terminal benefit on attaining the age of 60 years Rs. 2.00 lakh.

(v) Medical benefit All contractual/casual workers and their families will be covered under a health insurance coverage upto Rs. 1.50 lakh for secondary and tertiary illnesses and Rs. 5 lakh for critical illnesses.

GOVERNMENT OF WEST BENGAL  
FINANCE (AUDIT) DEPARTMENT  
325, SARAT CHATTERJEE ROAD, NABANNA,  
HOWRA -711 102

No. 7245-F[P]/FA/O/2M/214/1/[NB]

Howrah, the 24<sup>th</sup> Nov., 2017

MEMORANDUM

The casual/daily rated/contractual workers who are engaged in terms of Finance Department Memorandum No.9008-F[P], dated 16.09.2011, are entitled to an amount of Rs.2 lakhs as one time benefit on account of cessation of engagement on attaining the age of 60 years as per Finance Department Memorandum No.1007-F[P], dated 25/02/2016.

Payment of such benefit to the family of such casual/daily rated contractual worker who dies before attaining the age of 60 years had been under active consideration of the Government for some time past.

After careful consideration of the matter, the undersigned is directed by order of the Governor to say that the Governor has been pleased to order that in the event of death of casual/daily rated/contractual workers who were engaged following due process delineated under No.9008-F[P], dated 16.09.2011, before attaining the age of 60 years, the legal heirs of such casual/daily rated/contractual workers shall be paid an amount of Rs.2 lakhs as one time death benefit. The appointing authority concerned will allow the benefit from their end.

The order will be deemed to have taken effect from 01.03.2016.

Sd/- H.K.Dwivedi  
Principal Secretary to the  
Government of West Bengal

Contd....p/2

filling up of the project whichever is earlier. Thus in such cases steps will not be required to be initiated for filling up the posts through regular appointments as per the Recruitment Rules, since the posts are temporary by nature.

(xi) During the period of engagement, the service of a casual/daily rated/contractual worker may be terminated because of involvement in criminal case/misconduct/delinquency/incapacitation etc. or if the concerned worker intends to opt out of the engagement on his/her own.

(xii) The benefit of this Memo will be applicable *mutatis mutandis* to the Panchayat Bodies, U.B./ Statutory Bodies.

(xiii) The casual/daily rated/contractual workers who have already got the benefit with reference to 1<sup>st</sup> April, 2010 as cut off date will continue to get the benefit in terms of F.D. Memo No. 2966-F(P) dt. 23-04-2010 and No. 11974-F(P) dt. 22-12-2010, while the others will be covered in terms of provisions of this Memo.

The undersigned is further directed to reiterate that henceforth no further engagement of Group 'D' employees, who are engaged in the manner as laid down in F.D. Memo. No. 3727-F dt. 20-05-2009 and paid out of contingency, will be done, on or after 01-04-2010. Officer/Officers responsible for such engagement will be personally liable for violation of this Order.

(xiv) The final approval will be given by the ACS/Principal Secretary/Secretary as the case may be, of the concerned Department, after exercising necessary checks & balances & ensuring that any ineligible person does not get the benefits of this order.

(xv) A proforma statement is hereby annexed for supplying information by the respective appointing authority to the Administrative Department.

Sd/- S.K. Chattopadhyay  
OSD & E.O. Special Secretary  
to the Government of West Bengal

Contd.....P/4.

Government of West Bengal  
Finance Department  
Audit Branch

No. : 11794-F(P)

Kolkata, the 22<sup>nd</sup> December, 2010.

MEMORANDUM

For implementation of this Department's Memo No. 2966-F(P), dated 23.04.2010 under which it has been decided to give some financial and other benefits to the Casual/Dailyrated/Contractual Workers who are rendering service for a substantial period remaining attached to various Government Establishments the undersigned is directed by order of the Governor to prescribe the following modalities for due observance of all concerned :-

- 1) The benefits detailed at Sl. Nos. 1 to 4 of the aforesaid order will be available w.e.f. 1<sup>st</sup> January, 2011 to those casual, daily-rated, contractual workers who have rendered at least 10 years of service as on 01.04.2010 with 240 days of work each year.
- 2) The continuity of service shall have to be certified by a Competent Officer not below the rank of Assistant Secretary in case of a Secretariat Department, Director in case of a Directorate and Assistant Engineer / S.D.O. / B.D.O. in case of regional offices. The concerned Officer who certifies may be advised to exercise extreme precautions and take assistance of an Officer of WBA&AS, if necessary.
- 3) As entry point basic pay in PB-1 i.e. Rs. 6,600/- p.m. will be admissible to casual, daily rated, Gr. - 'D' workers as consolidated remuneration, similar entry point basic pay plus Grade Pay will be admissible to Casual, Dailyrated Group - 'C' worker and other categories of Casual Workers as consolidated remuneration, if they fulfill the prescribed conditions.
- 4) When such Casual Workers are allowed the entry point basic pay, they will not get any other allowances like dearness allowance, house rent allowance etc. However, their basic pay will be enhanced by 5% after every 3 (three) years.
- 5) The benefit of the G.O. No. 2966-F(P), dated 23.04.2010 will be applicable mutatis mutandis to the Panchayat Bodies / ULBs / Statutory Bodies etc.
- 6) A Casual / Dailyrated / Contractual Worker who will fulfill the conditions as laid down in para (1) above will continue to be engaged in such a manner till he or she attains the age of 60 years.
- 7) A Casual / Dailyrated Worker when given a security of tenure may be allowed a benefit of 30 (thirty) off days a year.
- 8) Maternity Leave to the Female Workers may be allowed in addition to 30 (thirty) off days a year.
- 9) A Casual / Dailyrated Worker who is engaged in two different Government Departments but has rendered services for 10 years without a break will come under the purview of the G.O. No. 2966-F(P), dated 23.04.2010.
- 10) The benefit of the G.O. No. 2966-F(P), dated 23.04.2010 will be a one time benefit for the Casual / Dailyrated Workers who have completed 10 (ten) years of service as on 31.03.2010.
- 11) It is reiterated that such Casual Workers will continue to remain in the status of Casual Workers.

The undersigned is further directed to say that henceforth no further engagement of Gr.-'D' employees who are engaged in the manner as laid down in Finance Department's Memo No. 3727-F, dated 20.05.2009 and paid out of contingencies will be done. Officer / Officers responsible for such engagement will be personally liable for violation of this Government Order.

A proforma statement is hereby annexed for supplying information by the respective appointing authorities to the Administrative Departments who will examine the same and forward it to this Department for approval.

Sd/- S.K. Chattopadhyay  
O.S.D. & E.O. Special Secretary to the  
Government of West Bengal,  
Finance Department.

Government of West Bengal  
Finance Department  
Audit Branch

①  
UPHCC

No. : 2966-F(P)

Kolkata, the 23<sup>rd</sup> April, 2010.

MEMORANDUM

It has come to the notice of the Government for some time past that for implementation of various schemes/projects of the various Departments of the Government the controlling authorities have been compelled to engaged casual, daily rated workers. In many cases, these employees render service for a substantial period of time even for more than 10 years remaining attached to various Departments of Government. The issue of security of tenure, appropriate emoluments and certain retirement benefits in respect of these employees so engaged on long term basis has been under consideration of the Government for some time past.

After careful consideration of the matter the Governor has now been pleased to order that these casual/daily rated workers who are remaining attached to various establishments of the Government Departments/Directorates/Regional Offices for not less than 10 years as on 01.04.2010 and have rendered service for at least 240 days each year will be allowed the following benefits -

1. These casual/daily rated workers may remain engaged till their attaining the age of 60.
2. They will be paid remuneration which will be the minimum pay with corresponding category of workers of Pay Band - 1 (PB-1) i.e. Rs. 6,600/- p.m. with enhancement @ 5% every 3 (Three) years. They will not be entitled to any other allowances. An employee of any other category, if he/she fulfils the required condition will be entitled to a monthly remuneration which will be minimum entry level pay of Pay Band and Grade Pay corresponding to his/her category and the remuneration may be determined in consultation with the Finance Department in the same manner as mentioned above.
3. After the period of engagement of such an employee ceases on his attaining 60 years of age, he/she will be paid an amount of Rs. 1 lakh as one time cessation of engagement benefit.
4. During the period of engagement, the service of such an employee may be terminated because of involvement in criminal case/misconduct/delinquency/incapacitation etc. or if the employee intends to opt out of the engagement on his own. The enhanced remuneration will be paid w.e.f. 01.06.2010. The detailed modalities will be worked out soon for implementation of this order.
5. From the date of issue of this order no further engagement of such casual/daily rated worker shall be entertained. Officer/Officers responsible for any further engagement of such casual/daily rated worker will be personally liable for violation of this Government order.

By order of the Government

Sd/ C.M. Bachhawat

Principal Secretary to the  
Government of West Bengal,  
Finance Department.

GOVERNMENT OF WEST BENGAL  
HEALTH & FAMILY WELFARE DEPARTMENT  
NATIONAL HEALTH MISSION (NHM)  
GN -29, 1ST FLOOR, GRANTHAGAR BHAWAN,  
SWASTHYA BHAWAN PREMISES, SECTOR -V  
SALT LAKE, BIDHANNAGAR, KOLKATA - 700 091.

☎ 033 - 2333- 0432, 📠 033 - 2357 - 7930,  
Email ID: [spmuhm@gmail.com](mailto:spmuhm@gmail.com); website: [www.wbhealth.gov.in](http://www.wbhealth.gov.in)

Memo No. HFW/NUHM-469/2016/ 3413

Date: 9.11.2016

From : Sanghamitra Ghosh  
Mission Director, NHM,  
Health and Family Welfare Department,  
Government of West Bengal

To : Secretary,  
Department of Municipal Affairs,  
Govt. of West Bengal

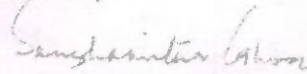
Sir,

You are aware of the fact that there is provision for engagement of ASHA under NUHM as Community Health Worker. The ULBs under NUHM already have such type of workers namely HHW & FTS. Now, to utilize the existing workforce under NUHM, it has been decided by the Health & Family Welfare Department with the approval of the highest authority that existing HHWs will function against the sanctioned number of ASHA. New ASHA will only be engaged in the ULBs where the number of existing HHWs is less than the sanctioned number of ASHA. Henceforth, HHW and ASHA will function as Community Health Worker (CHW) in all the ULBs under NUHM (this office Memo No. HFW/NUHM/553/2015/2903 dated 15.09.2016, copy enclosed)

At present existing HHWs are getting a monthly honorarium of Rs. 3125/- out of state budget whereas ASHAs will earn incentive on the basis of performance and a fixed honorarium of Rs. 1500/- per month. Thus to keep parity between the work profile and monthly earnings of HHW and newly recruited ASHAs, it has been decided by the competent Authority that the existing HHWs will also earn some performance-based incentives. Accordingly, the job-responsibility for the existing HHWs and ASHA to be engaged has been drafted by us. You are requested to have the draft examined and revert to us with your views.

You are also aware that as per the NUHM framework, one ASHA/ HHW will serve 1000 vulnerable population. Therefore, the area of work on the field will have to be specifically assigned for each CHW. In this regard, the concerned ULBs may be requested from your end, with an intimation to us, to demarcate the field area for each CHW.

Yours faithfully

  
(Sanghamitra Ghosh)

Enclosure: as above (3 no. of pages)



## Job Responsibilities

The activities mentioned at **Category I** will be performed by both ASHAs and HHWs. For this, ASHAs will draw an incentive of Rs. 1000/- per month. For this set of activities, the HHWs will draw the remuneration they are currently drawing, ie. Rs. 3125/- per month

### Category I

- Home visit to each vulnerable families within her area fortnightly
- Motivate the community to avail health services – collection of data and filling up of Family Schedule-
  - Line listing of households done at beginning of the year and updated every six months
  - Maintaining records as per the desired norms like Household Registers, Meeting Minutes, Outreach Camps registers
  - Preparation of due list of children to be immunized updated on monthly basis
  - Preparation of due list of ANC beneficiaries to be updated on monthly basis
  - Preparation of list of eligible couples updated on monthly basis
- Treatment of minor ailments at door step, distribution of drugs for three days maximum
- Identification of danger signs of pregnancy and its referral
- Act as depot holder of ORS, Nirodh, OCP, Iron Folic Acid tablet etc.,
- Counseling on child nutrition and immunization.
- Organizing monthly meeting with adolescent girls pertaining to Menstrual Hygiene
- Counseling adolescents for physical, psychological and nutritional growth
- Mobilizing and attending outreach sessions or Urban Health and Nutrition Days
- Convening and guiding monthly meeting of MAS
- Promotion of IEC activities including group discussion with the community on awareness generation towards Primary Health Care, Public Health and National Health Programmes.
- Assisting implementation of ongoing National Health Programmes.
- Preparation and submission of fortnightly HMIS report.
- Ensure community participation.
- Organize at least two ward level meeting in a month

The activities listed at **Category II** are to be performed by both ASHAs and HHWs and for these activities, both will earn performance-based incentives at similar rates.

## Category II

- Registration of pregnant women within 12 weeks
  - Has to register of a pregnant woman within 12 weeks of her pregnancy to an ANM either in UPHC or in UHND
  - help her to be included in JSY (if applicable)
- Complete immunization for a child under one year
- Gather the children for immunization on the immunization day of PHC and also on the UHND
  - Ensure that all children up to 1 yr get complete immunization(as per govt. order) in due time
- Has to ensure that every pregnant woman whose name has been registered within 12weeks, get the total services during pregnancy [minimum 4 ANC check-up during pregnancy, 100 IFA tablets, TT (twice or Booster), Blood test, urine test]
- Facilitating institutional delivery
- Report death of women (15-49 years age group)
  - Besides Health Centre, if there is any maternal death, ASHA should provide the information to ANM.
- Up to 42days ASHA has to visit on the day (1<sup>st</sup>, 3<sup>rd</sup>, 7<sup>th</sup>, 14<sup>th</sup>, 21<sup>st</sup>, 28<sup>th</sup> & 42<sup>nd</sup> for home delivery and 3<sup>rd</sup>, 7<sup>th</sup>, 14<sup>th</sup>, 21<sup>st</sup>, 28<sup>th</sup> & 42<sup>nd</sup> for institutional delivery-govt/non-govt.).
- In case of home delivery, ASHA has to visit to check-up the child within 24hours of birth and provide necessary post-delivery suggestions to the new mother
- Take birth weight immediately after birth in case of Home delivery
- Undertaking six (in case of institutional deliveries) and seven (for home deliveries) home-visits for the care of the new born and post-partum mother
- Ensuring monthly follow up of low birth weight babies and new born discharged after treatment from Specialized New Born Care Units
- Report death of Child up to 5 years

Draft

- Besides health centre if there is any child death (up to 5 yrs), the information will be provided to ANM filling in a form and submitted
- Ensure that all children from 1yr to 2yrs get complete immunization(as per govt. order) in due time
- Family planning
  - Ensuring spacing of 2 years after marriage
  - Ensuring spacing of 3 years after birth of 1st child
  - Ensuring a couple to opt for permanent limiting method after 2 children
  - Counseling, motivating and follow up of the cases for Tubectomy
  - Counseling, motivating and follow up of the cases for Vasectomy/ NSV
  - Social marketing of contraceptives as home delivery through ASHAs
  - Escorting or facilitating beneficiary to the health facility for the PPIUCD insertion

## Existing honorarium of Health personnel and that of under NUHM

Sl. No.	UPHCS – Post	Honorarium / Salary (per month)	NUHM – Post	Honorarium / Salary (per month)	Remarks
1	HHW	3,125/-	ASHA		Newly recruited ASHA will get fixed of grant of Rs. 1,500/- & incentive. HHW who will act as ASHA will get Rs. 3,125/- & incentive.
2	FTS	3,338/-	Full Time MO	40,000/-	As such no post of FTS under NUHM
3	PTMO	4,188/-	Part Time MO	24,000/-	
4	Second Tier Supervisor (STS)	3,500/-	Staff Nurse	17,220/-	As such no post of STS under NUHM
5	Clerk	3,250/-	Clerk	9,000/-	
6	GDA	3,000/-	Group D	5,000/-	
7	Sweeper	2,750/-	-	-	As such no post of Sweeper under NUHM
8	Specialist Doctor	2,600/-	-	-	
9	Pharmacisct	3,350/-	Pharmacist	16,860/-	
10	Nurse	3,750/-	ANM	9,380/-	
11	Lab. Tech.	3,688/-	Lab. Technician	9,380/-	
12	RMO	9,063/-	-	-	
13	Nurse (MH)	6,563/-	-	-	
14	Ayah	4,063/-	-	-	
15	Lab. Tech. (MH)	5,313/-	-	-	
16	Night Guard	2,750/-	-	-	
17	Pathologist	5,000/-	-	-	
18	Radiologist	5,000/-	-	-	
19	Sonologist	5,000/-	-	-	
20	Radiographer	3,750/-	-	-	
21	Lab. Asstt.	3,250/-	-	-	
22	Administrative Manager	6,563/-	-	-	
23	Cashier cum Clerk	3,438/-	-	-	
24	Asstt. Health Officer	8,125/-	-	-	
25	Statistical Asstt.	4,063/-	-	-	
26	Acctt. Asstt.	4,063/-	-	-	
27	Clerk (ULB)	5,938/-	-	-	
28	UHIO	3,906/-	-	-	
29	PHN	6,875/-	-	-	

Date - 02/11/2017



মাননীয়,  
ডাইরেক্টর মহাশয় সমীপেশু,  
সুভা / রাজ্য উন্নয়ন পর্যদ,  
ইলগাস ভবন, এইচ। সি। ব্লক,  
সেক্টর - ৩, বিধাগনগর,  
কলকাতা - ৭০০১০৬।

PO(H)  
06/11/17

বিশেষ দৃষ্টি আর্কষণার্থে : স্ত্রী মনি প্রধান

বিষয় : পৌরসাম্বুকমী রূপে গন্য না করার জন্য উত্তরপাড়া -কোতরং  
আই।পি।পি - ৮ বিভাগের পৌরসাম্বুক কর্মচারীদের প্রতি বৈষম্যমূলক  
আচরনের প্রতিকারার্থে একান্ত হস্তক্ষেপ প্রার্থনা।

মহাশয়,

আমারা নিম্নে স্বাক্ষরকারী উত্তরপাড়া - কোতরং পৌরসভার হাউ - ১ এবং হাউ - ২ এর অধিনস্ত আই।পি।পি - ৮ স্বাস্থ্য কর্মচারীবৃন্দ। আমরা উত্তরপাড়া - কোতরং পৌরসভার অধিনস্ত উত্তরপাড়া, ভদ্রকালী, কোতরং এবং মাখলা অঞ্চলের সাধারণ মানুষের স্বাস্থ্য পরিষেবা প্রদানে দীর্ঘ ২২ বছর যাবৎ নিযুক্ত আছি। এছাড়া ও আমরা ভারত সরকারের জনগননা এবং নির্বাচন দপ্তরের কাজ করিয়া আসিতেছি। আমাদের মধ্যে আনেকেই বর্তমানে কর্মরত আছেন, আবার আনেকেই ৬০ বছর পূর্ণ হয়েছে বলিয়া পৌর কতৃপক্ষ দ্বারা কর্মচ্যুত হয়েছেন। আবার পর্যাপ্ত স্বাস্থ্যকর্মীর অভাবে পৌর এলাকার ডেঙ্গু সচেতনতা এবং পোলিও রোগ দূরীকরণে এলাকায় সমাজ কর্মীরা নিজেদের কর্তব্য ও নিষ্ঠার সাথে দয়িত্ব পালন করে পৌরসভার সুনাম বজায় রেখেছে।

ইতিমধ্যে গত ইংরাজী ১৫/০৯/২০১৬ তারিখে MEMO NO. : HFW/NUHM/553/2015/2903 দ্বারা Sanghamitra Ghosh, Mission Director, NHM, Health and Family Welfare Department, Government of West Bengal দ্বারা কতৃক ইস্যুকৃত সাকুলার মারফৎ জানতে পারলাম যে, আমরা সমস্ত স্তর এর স্বাস্থ্য কর্মীবৃন্দ NUHM এর অধীনে রূপান্তরিত হয়ে সমবেতন সহ সকল সুবিধাদি প্রাদান করিয়াছেন মাননীয় মুখ্যমন্ত্রী মমতা ব্যানার্জী।

কিন্তু অত্যন্ত দুঃখের সাথে জানাইতেছি যে, আমরা যে তিমিরে ছিলাম, সেখানেই অবস্থান রত আছি। পৌর কতৃপক্ষ কর্মচ্যুত স্বাস্থ্যকর্মীদের এককালীন অনুদান এবং নূন্যতম মাসিক পেনশন সহ অন্যান্য সকল সুবিধাদি সহ অসংগঠিত শ্রমিকের ন্যায্য পাওনা থেকে বঞ্চিত করেছেন। আবার কর্মরত সমস্ত স্বাস্থ্যকর্মীবৃন্দ ৩৬৫ দিন কাজ করেও ১০০ দিনের পারিশ্রমিক টুকু ও পাচ্ছেন না। আজ ও আমরা সন্মানিক ভাতা ৩১২৫ টাকা ( তিন হাজার একশ পঁচিশ ) পেয়ে থাকি। এই পয়সায় আমরা সকলেই কেউ অর্ধআহারে আবার কেউ কেউ অনাহারে থেকে NUHM এর সাকুলার অনুযায়ী সমস্ত কর্মই করিতেছি। ইতিমধ্যেই দুজন স্বাস্থ্যকর্মী ও সমাজকর্মী অপুষ্টি ও চিকিৎসার অভাবে হৃদরোগে আক্রান্ত হয়ে মারা গেছেন। পৌরকতৃপক্ষ পাশে দারানো তো দুরে থাক, নূন্যতম সহানুভূতি দেখানোর সৌজন্য বোধটুকু প্রয়োজন মনে করেন নি। এদিকে নুতন স্টাফ নিয়োগ করে NUHM এর হারে মাসিক বেতন চালু করেছেন। আর আমাদের প্রতিটি স্বাস্থ্যকর্মীবৃন্দের প্রতি অমানবিক আচরন করেছেন পৌর কতৃপক্ষ।

এমত পরিস্থিতিতে এই বৈষম্যমূলক আচরনের বিরুদ্ধে NUHM এর সমহারে বেতন এবং অন্যান্য সুবিধা প্রদানের জন্য আমরা আপনার একান্ত হস্তক্ষেপ প্রার্থনা করিতেছি ।

এবং আপনার সমক্ষে আমরা কয়েকটি দাবি পেশ করছি এবং আশা করছি যে আপনি সমস্ত ব্যাপারটি অধ্যয়ন করিয়া আমাদের নিরাশ করিবেন না ।

আমাদের দাবি :-

- ❖ কর্মচ্যুত I.P.P VIII স্বাস্থ্যকর্মীদের বর্তমান বাজার দর অনুপাতে ন্যূনতম মাসিক পেনশন ও এককালীন অনুদান প্রদান করিবেন ।
- ❖ I.P.P VIII কর্মরত স্বাস্থ্যকর্মীদের NUHM মে কর্মরতদের সহিত সমহারে এবং বাজার দর অনুপাতে মাসিক বেতন প্রদান কারন খালি পেটে কখন ই ধর্ম হয় না। ইহা আপনি ও বিশ্বাস করেন ।
- ❖ শূন্যপদে বর্তমান কর্মরত I.P.P VIII ও অস্থায়ী সমাজকর্মীদের স্থায়ীরূপে নিয়োগ করিয়া বাধিত করবেন। কারন এরা সবাই কাজ জানে । ইহাই পরীক্ষীং সত্য ।
- ❖ ইতিমধ্যে গত ১০ই আগষ্ট ২০১৭ তারিখে উত্তরপাড়া কোতরং পৌরসভার কার্যনির্বাহ আধিকারিক (Executive Officer) মহাশয় সমগ্র বিষয়টি মাননীয় মুখ্যমন্ত্রী মমতা ব্যানার্জী সহ উর্দ্ধতন কতৃপক্ষকে জানানোর জন্য পরামর্শ দিয়েছেন ।

ইতি

নমস্কারান্তে

উত্তরপাড়া - কোতরং পৌর স্বাস্থ্যকর্মচরীবন্দ

Enclose as above

Narayan Sharma clerk -

Kana Chakraborty B.T.S.-

Silaha Bamejje S.T.S-

নরায়ণ শর্মা

ফোন ৮২০৩৭ ৯৮৩৬৮৭৫/৫৩/৭১৬৩৪০৩৭৬

৯৮৩০৩৩৫৮/১৫

৯৯০২৫৬০১৭৭

৯১৯২৯৩

Archana Chakraborty.	S.T.S.	G.P.P. VIII
Sukla Chakraborty.	S.T.S.	G.P.P. VIII
Farida Begam.	H.H.W.	G.P.P. VIII
Maitreyee Basu.	F.T.S.	G.P.P. VIII
Soma Moira.	F.T.S.	G.P.P. VIII
Murjahan Begam.	H.H.W.	G.P.P. VIII
Nirupama Dutta.	F.T.S.	G.P.P. VIII
Puspa Sarkar.	F.T.S.	G.P.P. VIII
Alpama Ghosh.	F.T.S.	G.P.P. VIII
Minati Banerjee.	H.H.W.	G.P.P. VIII
Chanda Ghosh.	H.H.W.	G.P.P. VIII
Ila Ghosh.	H.H.W.	G.P.P. VIII
Sharna Dhar.	H.H.W.	G.P.P. VIII
Smriti Dey.	H.H.W.	G.P.P. VIII
Sandhya Chakraborty.	F.T.S.	G.P.P. VIII
Gita Mazumdar.	H.H.W.	G.P.P. VIII
Rina Adhikary.	H.H.W.	G.P.P. VIII
Kalpana Basman.	H.H.W.	G.P.P. VIII
Mallika Mazumdar.	H.H.W.	G.P.P. VIII
Chhaya Bhownick.	H.H.W.	G.P.P. VIII
Manju Mitra.	H.H.W.	G.P.P. VIII
Sipra Sengupta.	H.H.W.	G.P.P. VIII
Rita Sarkar.	H.H.W.	G.P.P. VIII
Manju Aich.	H.H.W.	G.P.P. VIII
Biva Paul.	H.H.W.	G.P.P. VIII
Minati Das.	H.H.W.	G.P.P. VIII
Kalyani Dutta.	H.H.W.	G.P.P. VIII
Dipti Bhattacharjee.	H.H.W.	G.P.P. VIII
Sweta Sengupta.	F.T.S.	G.P.P. VIII
Juthika Chatterjee.	H.H.W.	G.P.P. VIII
Alpama Dhar.	H.H.W.	G.P.P. VIII
Seelha Bhattacharjee.	H.H.W.	G.P.P. VIII
Ila Kamungo.	H.H.W.	G.P.P. VIII
Kalita Chowdhury.	H.H.W.	G.P.P. VIII
Rahima Begam.	H.H.W.	G.P.P. VIII

৯৩

1. Archana Chakraborty
2. Smt Sukla Chakraborty  
Farida Begam  
Maitreyee Basu  
Soma Moira  
Murjahan Begam  
Nirupama Dutta  
Puspa Sarkar  
Alpama Ghosh.  
Minati Banerjee  
Chanda Ghosh  
Ila Ghosh  
Sharna Dhar  
Smriti Dey  
Sandhya Chakraborty  
Gita Mazumdar  
Rina Adhikary  
Kalpana Basman  
Mallika Mazumdar  
Chhaya Bhownick  
Manju Mitra  
Sipra Sengupta  
Rita Sarkar  
Manju Aich  
Biva Paul  
Minati Das  
Kalyani Dutta  
Dipti Bhattacharjee  
Sweta Sengupta  
Juthika Chatterjee  
Alpama Dhar  
Seelha Bhattacharjee  
Ila Kamungo  
Kalita Chowdhury  
Rahima Begam

<u>নাম</u>	<u>শ্রেণি</u>	<u>ইউনিট</u>
Mangie Barman.	H.H.W.	১, P.P. VII
Suehitra Roy.	H.H.W.	১, P.P. VII
Sikha Ghosal.	H.H.W.	১, P.P. VII
Rina Chatterjee.	H.H.W.	১, P.P. VII
Rupali Das.	H.H.W.	১, P.P. VII
Bithika Dhal.	H.H.W.	১, P.P. VII
Sikha Biswas.	H.H.W.	১, P.P. VII
Dr. Meera.	H.H.W.	১, P.P. VII
Moya Sengupta.	H.H.W.	১, P.P. VII
Gita Dhar.	H.H.W.	১, P.P. VII
Tapasi Bose.	S.W.	১, P.P. VII
Guoddu Dutta.	S.W.	১, P.P. VII
Mocesumi Chakraborty.	S.W.	১, P.P. VII
Bani Mondal	S.W.	১, P.P. VII
Rama Bhattacharjee.	S.W.	১, P.P. VII
Sandhya Nasir.	S.W.	১, P.P. VII
Chinu Das.	S.W.	১, P.P. VII
Tapasi Chakraborty.	F.T.S.	C.U.D.P. III
Tinku Banerjee.	H.H.W.	১, P.P. VII
Mira Talapatra.	H.H.W.	C.U.D.P. III
Dhira Nae.	H.H.W.	C.U.D.P. III
Reba Malakar.	H.H.W.	C.U.D.P. III
Kalpna Karmakar.	H.H.W.	১, P.P. VII
Sukla Ghosh.	H.H.W.	১, P.P. VII
Bilkis Begam.	H.H.W.	১, P.P. VII
Dipsikha Das.	H.H.W.	১, P.P. VII
Mina Paul.	Sweeper.	১, P.P. VII
Aloka Das (Dey)	H.H.W.	১, P.P. VII
Lipika Das.	H.H.W.	১, P.P. VII
Sonali Roy.	S.W.	১, P.P. VII

স্বাক্ষর  
 মঞ্জু বরম  
 স্মৃতি রায়  
 সিকখা ঘোষাল  
 রীনা চ্যাটার্জী  
 রূপালী দাস  
 বিথিকা দাল  
 সিকখা বিস্বাস  
 ডা. মীরা  
 ময়া সেনগুপ্ত  
 গীতা ধার  
 তাপসী বোস  
 গুড্ডু দুতা  
 মোসুমী চক্রবর্তী  
 বানী মন্ডল  
 রামা ভট্টাচার্য  
 সান্দ্যা নাসির  
 চিনু দাস  
 তাপসী চক্রবর্তী  
 তিন্কা বানার্জী  
 মীরা তালপাত্রা  
 ধীরেন নৈ  
 রেবা মালেকার  
 কাল্পনা কুম্কার  
 সুক্লা গোস্ব  
 বিল্কিস বেগম  
 দীপসিখা দাস  
 মিনা পল  
 অলকা দাস (দেয়)  
 লিপিকা দাস  
 সোনালী রয়



GOVERNMENT OF WEST BENGAL  
HEALTH & FAMILY WELFARE DEPARTMENT  
NATIONAL HEALTH MISSION (NHM)  
GN -29, 1ST FLOOR, GRANTHAGAR BHAWAN,  
SWASTHYA BHAWAN PREMISES, SECTOR -V  
SALT LAKE, BIDHANNAGAR, KOLKATA - 700 091.

☎ 033 - 2357 - 7928, ☎ 033 - 2357 - 7930,  
Email ID: spmu.nuhm@gmail.com; website: www.wbhealth.gov.in

Memo No. HFW/NUHM/553/2015/2903

Date: 15.09.2016

From: Sanghamitra Ghosh  
Mission Director, NHM,  
Health and Family Welfare Department,  
Government of West Bengal.

Dr. Nankar  
26/9/16

- To: 1) Secretary, Department of Municipal Affairs, Govt. of West Bengal  
2) Commissioner, Kolkata Municipal Corporation  
3) Director, State Urban Development Agency  
4) Chief Medical Officer of Health (All Districts)

Sub: Guideline for utilisation of existing HHW against  
the sanctioned numbers of ASHA under NUHM

Sir,

As per NUHM framework, ASHA has a significant role to play in improving health care services among urban poor. As per NUHM norms, one ASHA will serve 1000-2500 vulnerable population like slum dwellers, homeless/ pavement dwellers, beggars, street children, women working as commercial sex workers, construction workers, rag pickers, rickshaw pullers, elderly poor, disabled people and people with mental illness.

You are aware that Community Health Workers (CHW), such as First Tier Supervisor (FTS) and Honorary Health Worker (HHW) engaged under various schemes are deployed in all the ULBs approved under NUHM, except Haringhata, Kulti and Dankuni. These FTSs and HHWs perform SRCHs as well as Public Health activities with regard to the BPL population. Their fixed monthly honorarium is borne on the state budget. As informed by Director, SUDA, vide Memo No. SUDA-Health/111/13/269 dated 6.1.2016, there are 7701 number of CHW (both FTSs and HHWs taken together) out of which 6403 are HHWs in the ULBs approved under NUHM.

The sanctioned number of ASHAs under NUHM in these 88 ULBs is 6058. It has been decided by the Competent Authority that instead of engaging fresh ASHAs in these ULBs, the existing HHWs will be utilised against the sanctioned numbers of ASHA under NUHM.

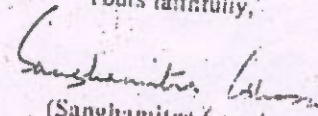
All existing CHWs will continue under NUHM as FTS & HHW and will provide services as before.

Now on the basis of existing number of HHWs in the ULBs, it has been decided that

1. In the ULBs where the sanctioned number of ASHAs is more than the existing number of HHWs, all the existing HHWs will continue against the sanctioned ASHAs, and the remaining area will be served by engaging new ASHAs.
2. In the ULBs where sanctioned number of ASHAs is less than or equal to the total number of existing HHWs, all the HHWs (even the excess number) will continue under NUHM. No ASHAs will be engaged in such ULBs at present. New ASHAs in these ULBs will be engaged only when the number of existing HHWs becomes less than the sanctioned number of ASHAs under NUHM.
3. After retirement of an HHW, her service area will be served by engaging fresh ASHA. All ASHAs will be engaged as per the guideline to be issued by the Deptt of Health & Family Welfare shortly.

This is for your kind information.

Yours faithfully,

  
(Sanghamitra Choudhury)

Date: 15.09.2016

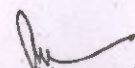
Memo No. HFW/NUHM/553/2015/2903/(9)

Copy forwarded for information to:

1. Director Health Services, Govt. of West Bengal
2. Commissioner, Municipal Corporation (Howrah MC / Bidhannagar MC / Chandanagar MC / Asansol MC / Durgapur MC / Siliguri MC)
3. State Family Welfare Officer, Govt. of West Bengal
4. CMHO, Kolkata Municipal Corporation.

5. Executive Officer, Municipality (Raigunj / Islampur / Kaliagunj / Balurghat / Gangarampur / English Bazar / Old Malda / Krishnagar / Kalyani / Nabadwip / Santipur / Chakdah / Gayeshpur / Haringhata/ Ranaghat / Maheshtala / Diamon Harbour / Rajpur Sonarpur / Budge budge / Baruipur / Burdwan / Kalna / Katwa / Rampurhat / Suri / Bolpur / Medinipur / Jhargram / Kharagpur / Ghatal / Tamralipta / Haldia / Contai / Panskura / Alipurduar / Berhampur / Dhulian / Jangipur / Azimgunj Jiagunj / Kandi/ Coochbehar/ Jalpaiguri/ Darjeeling / Barasat / Basirhat /Bhatpara / Habra / Ashoknagar Kalyangarh / Bangaon / Baranagar / Barreckpore / Dundum / Halisahar / Kamarhati / Kanchrapara / Khardaha / Madhyamgram / Naihati / North Barrackpore / North Dundum / Panihati / South Dundum / Titagarh / Baduria / New Barrackpur / Garulia / Uluberia / Hooghly Chinsurah /Dankuni / Baidyabati / Bansberia / Bhadreswar / Champdani / Rishra / Serampore / Uttarpara Kotrzng / Arambag / Konnagar / Bankura / Bishnupur / Purulia )
6. Sr. PA to Principal Secretary to the Govt. of West Bengal, Department of Health and Family welfare for kind information of Principal Secretary
7. State ASHA Cell, Health & Family Welfare Department, Govt. of West Bengal
8. IT Cell, Swasthya Bhavan for web posting
9. Guard file

Yours faithfully,

  
Addl. Mission Director, NHM &  
Special Secretary, West Bengal