

### Summary points of restructuring urban health system in West Bengal

With the objectives of providing preventive and curative primary healthcare services to the urban poor and vulnerable population, two programmes namely Urban Primary Health Care Services (UPHCS) [in 50 ULBs] and Community Based Primary Health Care Services & Honorary Health Worker Scheme (CBPHCS & HHW) [in 71 ULBs] are functional in different Urban Local Bodies in the State. The major services include reproductive and child health care including immunization and family planning, prevention, diagnosis and management of communicable and non communicable diseases, promoting sanitation, hygiene and nutrition etc.

National Urban Health Mission, being a centrally sponsored programme, is functioning in 90 ULBs in the State with the objective of addressing the diverse health needs of the urban population with multipronged preventive and curative services offered through Urban Primary Health Centres (U-PHC) and Special Outreach programmes. The programme is funded by Dept of Health & Family Welfare.

Health & Family welfare programmes at ULB level is presently facing various challenges that includes overlapping of service delivery by similar programmes, lack of structured health set up, disparity in HR issues, simultaneous fund flow for common projects etc. As such it is felt an hour's need calls for restructuring of urban health system in West Bengal. In this regards initial meetings have been held between UD & MA and H& FW Depts dated 11.04.2019, 26.04.2019, 10.05.2019 and 17.05.2019 to develop a policy framework in order to address several issues as listed below:

SL	Issue	Present status	Proposal by H&FW Deptt
1	Administrative set up	Presently health care system in urban areas run through ULBs, where funds for implementation of different programme directly goes to Municipalities/Municipal Corporations. Human Resource recruitment is also done at ULB level or through Municipal Service Commission.	It is proposed to form Urban Health Society at 118 Municipality (6 MCs already have NUHM society) having the following structure : Chairperson : Chairman of Municipality Vice Chairman : Sub Divisional Officer Member Secretary : Health Officer Treasurer : Finance Officer in ULB Members: Executive Officer, CIC (Health) , MOIC (U-PHC), Sr. PHN ,Any officer nominated by CMOH ,Public Health Manager, CDPO-ICDS Health Officer is the compulsory signatory as Member Secretary with any one of the following ii) Executive Officer (Member) / Finance Officer (Treasurer) iii) Sr. PHN (Member)

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2	Service delivery mechanism	Presently different service delivery points exist under different programme such as under UPHCS , services are delivered through HAU, ESOPD, Maternity Home, Diagnostic Centres etc. Under CBPHCS programme subcentre is the point of service delivery. In NUHM Urban Primary Health Centre (UPHC) are in place for OPD based services.	It is proposed to set up uniform service delivery structure at ULB level under DHFW instead of separate projects heads like CBPHCS and UPHCS. Health facilities such as ESOPD, MH, DCs under UD & MA will be taken over by DHFW. Standardized service delivery will be made through subcentre, UPHCs, followed by SDH, SGH etc. Health service delivery & Programme implementation will be controlled by DHFW in the following hierarchy. ANM of SC -> MO of UPHC --> MMOH at ULB ---> CMOH at district ----> DH&FW at State level
3	HR recruitment & mobilization	Presently under UD & MA dept following staffs are working in different projects/ ULBs/SUDA :- Permanent HO/MO -27 CPHO/PHO -3 (At SUDA) HO/MO/AHO/Spl Doctors – 283 HHW – 6360 FTS- 1070 Others- 1228	H& FW will absorb all Health Specific HR of UD & MA such as HO/MO/ HHW/FTS/ Nurse/ Lab Tech/ Pharmacist etc. H& FW will do further recruitment in remaining vacant positions of HHW, MMOH, MO of UPHC, ANM, PHN, Sr. PHN etc. Uniform service terms and remuneration will be followed across similar posts as per rules of DH&FW.
4	Infrastructure set up	At present 45 ESOPDs, 32 MHs and 23 DCs are functioning under UD & MA.	All the health infrastructure under UD & MA will be utilized by H& FW for construction of UPHC, subcentres including Lab set up. UD & MA will provide land/space for additional UPHCs, Subcentres and office of MMOH.
5	Fund Flow- Last year fund involvement from UD & MA Dept – 3628.16 lakh (for UPHCS project)	No control of CMOH (District H & HW Samity) except NUHM. Fund flow from UD & MA is directly to ULBs resulting overlap of funding for same purposes	All financial support will be provided through Urban Health Society as proposed to be formed and from CMOH of the district.
6	Role of different depts	Programme Monitoring and reporting is presently being done by both depts. (UD & MA & DH&FW)	All service delivery/ health programme monitoring/ procurement of drug and consumables, equipment, furniture /training/technical & managerial support – to be provided by DHFW. UD&MA will monitor only sanitation, SWM, and allied administrative issues.

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With the objectives of providing preventive and curative primary healthcare services to the urban poor and vulnerable population, two programmes namely Urban Primary Health Care Services (UPHCS) [functioning in 50 ULBs] and Community Based Primary Health Care Services & Honorary Health Worker Scheme (CBPHCS & HHW) [functioning in 71 ULBs] are functional in different Urban Local Bodies of West Bengal. The major services include reproductive and child health care including immunization and family planning, prevention, diagnosis and management of communicable and non communicable diseases, promoting sanitation, hygiene and nutrition etc.

National Urban Health Mission, being a centrally sponsored programme, is functioning in 90 ULBs of the state with the objective of addressing the diverse health needs of the urban population with multipronged preventive and curative services offered through Urban Primary Health Centres (U-PHC) and Special Outreach programmes. The programme is funded by Dept of Health & Family Welfare.

Multiplicity of health programmes with overlapping service delivery at ULB level is presently facing various challenges such as dual control (UD & MA and H&FW), lack of structured health set up, disparity in HR issues, overlapping fund flow etc which calls for a restructuring of urban health system in West Bengal. In this regards ~~several~~ <sup>at</sup> meetings have been conducted between UD & MA and H& FW Depts to develop a policy framework in order to address several issues as listed below:

SL	Issue	Present status	Proposal by H&FW Deptt
1	Administrative set up	Presently Municipal Governance runs through Commissioners, Chairpersons, Executive Officers etc. Health Officers at ULBs are not adequately empowered to implement the health programmes unlike BMOHs in rural areas.	Formation of Urban Health Society <del>needs to be formed</del> <sup>It is proposed to form</sup> at 118 Municipality (6 MCs already have NUHM society) having the following structure : Chairperson : Chairman of Municipality Vice Chairman : Sub Divisional Officer Member Secretary : Health Officer Treasurer : Finance Officer <sup>ULB</sup> Members: Executive Officer, CIC (Health) , MOIC (U-PHC), Sr. PHN ,Any officer nominated by CMOH ,Public Health Manager, CDPO-ICDS Health Officer is the compulsory signatory as Member Secretary with any one of the following ii) Executive Officer (Member) / Finance Officer (Treasurer) iii) Sr. PHN (Member)

Presently health care system in urban areas runs through ULBs, where funds for implementation of different programme directly goes to municipalities/Mcs.

HR recruitment is also done ~~being~~ at ULB level or through Municipal Service Commission.

It is proposed to set up

2	Service delivery mechanism	Presently different Service Delivery points exist under different programme such as under UPHCS, services are delivered through HAU, ESOPD, Maternity Home, Diagnostic Centres etc. Under CBPHCS programme subcentre is the point of service delivery. In NUHM Urban Primary Health Centre (UPHC) are in place for OPD based services.	Uniform service delivery structure <del>needs to be set up for all ULBs</del> <sup>at level</sup> under DHFW instead of separate projects heads like CBPHCS and UPHCS. Health facilities such as ESOPD, MH, DCs under UD & MA will be taken over by DHFW. Standardized service delivery will be made through subcentre, UPHCs, followed by SDH, SGH etc. Health service delivery & Programme implementation will be controlled by DHFW in the following hierarchy. ANM of SC -> MO of UPHC --> MMOH at ULB ---> CMOH at district ----> DH&FW at State level
3	HR recruitment & mobilization	Presently under UD & MA dept following staffs are working in different projects/ ULBs/SUDA :- Permanent HO/MO -27 CPHO/PHO -3 (at SUDA) HO/MO/AHO/Spl Doctors - 283 HHW - 6360 FTS- 1070 Others- 1228	H& FW will absorb all Health Specific HR of UD & MA such as HO/MO/ HHW/FTS/ Nurse/ Lab Tech/ Pharmacist etc. H& FW will do further recruitment in remaining vacant positions of HHW, MMOH, MO of UPHC, ANM, PHN, Sr. PHN etc. Uniform service terms and remuneration will be followed across similar posts as per rules of DH&FW. Redeployment of HR (e.g. Sanitary Inspector, Second Tier Supervisor (STS), Sweeper etc.) who will work under UD & MA Deptt.
4	Infrastructure set up	At present 45 ESOPDs, 32 MHs and 23 DCs are functioning under UD & MA.	All the health infrastructure under UD & MA will be utilized by H& FW for construction of UPHC, subcentres including Lab set up. UD & MA will provide land/space for additional UPHCs, Subcentres and office of MMOH.
5	Fund Flow <i>Last yr fund involve from UD &amp; MA Deptt.</i>	No control of CMOH (District H & HW Samity) except NUHM. Fund flow from UD & MA is directly to ULBs resulting overlap of funding for same purposes	All financial support will be provided <del>to ULB</del> through formation of Urban Health Society <sup>as proposed to be formed</sup> and from CMOH of the district. The structure and signatories of the society is already mentioned.
6	Role of different depts	Programme Monitoring and reporting is presently being done by both depts. (UD & MA & DH&FW)	All service delivery/ health programme monitoring/ procurement of drug and consumables, equipment, furniture /training/technical & managerial support - to be provided by DHFW. UD&MA will monitor only sanitation, SWM, <del>engineering</del> and allied administrative issues.

## Annexure – A

### List of ULBs project wise

Sl. No.	District	ULB	UPHCS	CBPHCS	NUHM	URBAN RCH
1	Kolkata	KMC	√		√	
2	Alipurduar	Alipurduar	√		√	
3	Bankura	Bankura		√	√	
4		Bishnupur		√	√	
5		Sonamukhi		√		
6	Cooch Behar	Cooch Behar		√	√	
7		Dinhata		√		
8		Haldibari		√		
9		Mathabhanga		√		
10		Mekhliganj		√		
11		Tufanganj		√		
12	Dakshin Dinajpur	Balurghat	√		√	
13		Buniadpur				
14		Gangarampur		√	√	
15	Darjeeling	Darjeeling	√		√	
16		Kalimpong		√	√	
17		Kurseong		√		√
18		Mirik		√		
19		Siliguri MC	√		√	
20	Jalpaiguri	Dhupguri		√		
21		Jalpaiguri	√		√	
22		Mal			√	
23	Midnapur (E)	Contai		√	√	
24		Egra		√		
25		Haldia		√	√	
26		Panskura		√	√	
27		Tamluk		√	√	
28	Midnapur (W)	Chandrakona		√		
29		Ghatal		√	√	
30		Jhargram		√	√	
31		Kharagpur	√		√	
32		Kharar			√	
33		Khirpai			√	
34		Medinipur			√	√
35		Ramjibonpur			√	
36	Uttar Dinajpur	Dalkhola		√		
37		Islampur		√	√	
38		Kaliaganj		√	√	
39		Raiganj	√		√	
40	Malda	Englishbazar	√		√	
41		Old Malda		√	√	
42	Hooghly	Arambag		√	√	
43		Baidyabati	√		√	
44		Bansberia	√		√	

45	Hooghly	Bhadreswar	√		√		
46		Champdani	√		√		
47		Chandannagar MC	√		√		
48		Dankuni			√		
49		Hooghly Chinsurah	√		√		
50		Konnagar	√		√		
51		Rishra	√		√		
52		Serampore	√		√		
53		Tarakeswar		√			
54		Uttarpara Kotrung	√		√		
55		Nadia	Birnagar		√		
56			Chakdah		√	√	
57			Coopers' Camp		√		
58			Gayeshpur	√		√	
59	Haringhata				√		
60	Kalyani		√		√		
61	Krishnagar			√	√		
62	Nabadwip			√	√		
63	Ranaghat			√	√		
64	Santipur			√	√		
65	Taherpur			√			
66	Purulia	Jhalda		√			
67		Purulia		√	√		
68		Raghunathpur		√			
69	Burdwan (W)	Asansol MC	√		√		
70		Durgapur MC	√		√		
71	Burdwan (E)	Burdwan	√		√		
72		Dainhat		√			
73		Guskara		√		√	
74		Kalna		√	√		
75		Katwa		√	√		
76		Memari		√			
77	Birbhum	Bolpur		√	√		
78		Dubrajpur		√			
79		Nalhati		√			
80		Rampurhat		√	√		
81		Sainthia		√		√	
82		Suri		√	√		
83	North 24 Parganas	Ashoknagar Kalyangarh		√	√		
84		Baduria		√	√		

85	North 24 Parganas	Bongaon		√	√	
86		Baranagar	√			
87		Barasat	√			√
88		Barrackpore	√			√
89		Basirhat			√	√
90		Bhatpara	√			√
91		Bidhannagar MC	√			√
92		Dum Dum	√			√
93		Garulia	√			√
94		Gobardanga			√	
95		Habra			√	√
96		Halisahar	√			√
97		Kamarhati	√			√
98		Kanchrapara	√			√
99		Khardah	√			√
100		Madhyamgram	√			√
101		Naihati	√			√
102		New Barrackpore	√			√
103		NKDA				√
104		North Barrackpore	√			√
105		North Dum Dum	√			√
106		Panihati	√			√
107		South Dum Dum	√			√
108		Taki			√	
109		Titagarh	√			√
110		South 24 Parganas	Baruipur	√		√
111	Budge Budge		√		√	
112	Diamond Harbor				√	√
113	Joynagar				√	
114	Mazilpur					
115	Maheshtala		√			√
116	Pujali		√			√
117	Rajpur Sonarpur	√			√	
118	Howrah	HMC	√		√	
119		Uluberia	√		√	
120	Murshidabad	Beldanga		√		
121		Berhampur		√	√	
122		Dhuliyān		√	√	
123		Domkal			√	
124		Jangipur		√	√	
125		Jiaganj-Azimganj		√	√	
126		Kandi		√	√	
127		Murshidabad		√		√

CBPHCS+NUHM – 38,  
 UPHCS+NUHM - 49  
 ONLY NUHM – 3 + 1 (NKDA)  
 Only UPHCs -1, Only CBPHCS - 33

## Annexure – B

### ULB wise list of HHW/FTS - CBPHCS

Sl. No.	Name of the municipality	Programme	HHW		FTS	
			S	E	S	E
1	Arambag	CBPHCS	18	18	4	4
2	Ashokenagar Kalyangarh	CBPHCS	37	37	8	8
3	Baduria	CBPHCS	17	17	4	4
4	Bangaon	CBPHCS	34	34	7	7
5	Bankura	CBPHCS	28	28	6	6
6	Basirhat	CBPHCS	38	35	8	8
7	Beldanga	CBPHCS	14	14	3	3
8	Berhampur	CBPHCS	40	40	8	8
9	Birnagar	CBPHCS	14	14	3	3
10	Bishnupur	CBPHCS	19	19	3	3
11	Bolpur	CBPHCS	18	17	3	3
12	Chakdah	CBPHCS	20	20	4	4
13	Chandrakona	CBPHCS	12	12	3	3
14	Contai	CBPHCS	26	26	5	5
15	Cooch Behar	CBPHCS	20	19	4	4
16	Coopers Camp	CBPHCS	12	12	3	3
17	Dainhat	CBPHCS	14	14	3	3
18	Dalkhola	CBPHCS	14	14	3	3
19	Dhulian	CBPHCS	19	17	4	5
20	Dhugguri	CBPHCS	16	16	4	4



21	Diamond Harbour	CBPHCS	16	16	4	4
22	Dinhata	CBPHCS	16	16	4	4
23	Dubrajpur	CBPHCS	16	16	4	4
24	Egra	CBPHCS	14	14	3	3
25	Gangarampur	CBPHCS	18	18	4	4
26	Ghatal	CBPHCS	17	16	4	4
27	Gobardanga	CBPHCS	17	17	4	4
28	Gushkara	CBPHCS	16	16	4	4
29	Habra	CBPHCS	40	39	8	8
30	Haldia	CBPHCS	45	44	9	9
31	Haldibari	CBPHCS	11	11	3	3
32	Islampur	CBPHCS	17	17	4	4
33	Asansol (Jamuria)	CBPHCS	29	29	6	6
34	Jangipur	CBPHCS	20	18	4	4
35	Jaynagar Mazilpur	CBPHCS	14	14	3	3
36	Jhalda	CBPHCS	12	12	3	3
37	Jhargram	CBPHCS	18	18	4	4
38	Jiaganj Azimganj	CBPHCS	17	17	4	4
39	Kaliaganj	CBPHCS	17	17	4	4
40	Kalimpong	CBPHCS	23	23	5	4
41	Kalna	CBPHCS	18	18	3	2
42	Kandi	CBPHCS	17	13	4	4
43	Katwa	CBPHCS	24	24	5	5
44	Kharar	CBPHCS	10	10	2	2

45	Khirpai	CBPHCS	10	10	2	2
46	Krishnagar	CBPHCS	35	34	7	7
47	Asansol (Kulti)	CBPHCS	76		13	
48	Kurseong	CBPHCS	20	18	4	4
49	Mal	CBPHCS	16	16	4	4
50	Mathabhanga	CBPHCS	12	12	3	3
51	Medinipur	CBPHCS	38	36	8	8
52	Mekhliganj	CBPHCS	9	9	2	2
53	Memari	CBPHCS	16	16	4	4
54	Mirik	CBPHCS	9	8	2	2
55	Murshidabad	CBPHCS	16	14	4	0
56	Nabadwip	CBPHCS	38	38	8	8
57	Nalhati	CBPHCS	16	16	4	4
58	Old Malda	CBPHCS	20	20	4	4
59	Panskura	CBPHCS	17	17	4	4
60	Purulia	CBPHCS	29	26	6	6
61	Raghunathpur	CBPHCS	13	13	2	2
62	Ramjibanpur	CBPHCS	11	11	3	3
63	Rampurhat	CBPHCS	17	16	4	4
64	Ranaghat	CBPHCS	19	19	4	4
65	Asansol (Raniganj)	CBPHCS	36	35	7	6
66	Sainthia	CBPHCS	16	16	4	4
67	Santipur	CBPHCS	46	46	9	9
68	Sonamukhi	CBPHCS	15	15	3	3

69	Suri	CBPHCS	18	18	3	3
70	Taherpur	CBPHCS	13	10	3	3
71	Taki	CBPHCS	16	15	4	4
72	Tamluk	CBPHCS	22	22	5	5
73	Tarakeshwar	CBPHCS	15	15	3	2
74	Tufanganj	CBPHCS	12	12	3	3
<b>Total</b>			<b>1538</b>	<b>1429</b>	<b>328</b>	<b>308</b>

ULB wise list of HHW/FTS - UPHCS

Sl. No.	Name of Municipality	HHW		FTS	
		S	E	S	E
1	Alipurduar	39	37	7	4
2	Asansol MC	387	362	97	82
3	Baidyabati	83	83	17	17
4	Balurghat	65	41	12	9
5	Bansberia	99	38	20	7
6	Baranagar	65	44	11	0
7	Barasat	230	114	47	23
8	Barrackpore	83	37	17	8
9	Baruipur	24	24	5	0
10	Bhadreswar	115	115	23	23
11	Bhatpara	188	188	37	21
12	Bidhannagar MC	222	112	44	20
13	Budge Budge	84	83	17	14
14	Burdwan	136	104	27	18
15	Champdani	94	93	17	17
16	Chandannagar MC	93	93	18	18
17	Darjeeling	78	78	16	16
18	Dum Dum	53	51	10	10

19	Durgapur MC	229	226	57	57
20	English Bazar	71	49	14	12
21	Garulia	98	98	19	19
22	Gayeshpur	65	61	13	4
23	Halisahar	99	38	19	8
24	Hooghly Chinsurah	153	108	33	28
25	Howrah MC	515	265	103	57
26	Jalpaiguri	46	36	12	7
27	Kalyani	35	17	7	3
28	Kamarhati	140	138	27	18
29	Kanchrapara	93	90	19	9
30	Kharagpur	112	84	30	24
31	Khardah	132	128	25	10
32	KMC	760	176	152	26
33	Konnagar	65	65	13	13
34	Madhyamgram	96	93	19	17
35	Maheshtala	205	99	42	14
36	Naihati	100	93	18	17
37	New Barrackpore	75	70	15	8
38	North Barrackpore	111	57	24	10
39	North Dum Dum	129	129	26	13
40	Panihati	200	59	40	25
41	Pujali	35	34	7	3
42	Raiganj	70	70	14	13
43	Rajpur Sonarpur	173	164	34	18
44	Rishra	121	68	24	12
45	Serampore	170	170	30	30
46	Siliguri MC	244	166	61	39
47	South Dum Dum	200	200	40	10
48	Titagarh	105	105	21	10
49	Uluberia	135	134	27	12
50	Uttarpara Kotrung	130	126	26	12
<b>Total</b>		<b>7050</b>	<b>5113</b>	<b>1453</b>	<b>890</b>

Annexure – C

List of HR of all projects along with their salaries

CBPHCS

CBPHCS & HHW Scheme (Not getting EPF)	Consolidated Remuneration (per month)	Sanctioned Health Manpower	Existing Health Manpower
HHW	3,125/-	1538	1429
FTS	3,338/-	328	308
PTMO	4,188/-	27	10
PHN	7,188/-	11	10
ANM	3,750/-	27	20
Clerk	3,250/-	11	9
GDA (Field Level)	3,000/-	11	11
GDA (M & S Cell)	3,000/-	11	0
Sweeper	2,750/-	11	9
Night Guard	3,000/-	11	5
Community Development Officer	11,563/-	11	7
Health Officer (Basic+ DP + DA)	35,880/-	74	36
Asstt. Health Officer	11,563/-	4	2
Medical Officer	9,063/-	43	13
Acctt. Asstt.	7,813/-	63	58
	7,188/-	11	10
Computer Asstt.	7,813/-	63	48

	6,375/-	11	8
Health Asstt.	7,813/-	63	53
Clerk (M & S Cell)	7,813/-	63	59
	6,375/-	11	0
Sanitary Inspector	8,438/-	63	44
<b>Total =&gt;</b>		<b>2466</b>	<b>2149</b>

**UPHCS**

<b>UPHCS (Not getting EPF)</b>	<b>Consolidated Remuneration (per month)</b>	<b>Sanctioned Health Manpower</b>	<b>Existing Health Manpower</b>
<b>Health Administrative Unit (HAU)</b>			
a) Honorary Health Worker (HHW)	3,125/-	7,050	5,113
b) First Tier Supervisor (FTS)	3,338/-	1,453	890
c) Second Tier Supervisor (STS)	3,500/-	336	78
	3,750/-		74
d) Part-Time Medical Officer (PTMO)	4,688/-	394	10
	4,188/-		249
e) Clerk	3,250/-	222	134
f) Attendant	3,000/-	352	211
g) Sweeper	2,750/-	222	171
<b>Extended Specialised Out Patient Department (ESOPD)</b>			
a) Specialist Doctor	2,600/-	319	232

b) Part-Time Medical Officer (PTMO)	4,188/-	70	38
c) Pharmacist cum SK cum clerk	3,250/-	35	23
d) Nurse	3,750/-	37	12
e) Laboratory Assistant	3,688/-	27	13
	3,250/-		12
f) Attendant	3,000/-	73	53
g) Sweeper	2,750/-	71	43
<b>Maternity Home (MH)</b>			
a) Specialised Doctor	2,600/-	66	53
b) Medical Officer (RMO)	9,063/-	70	53
c) Nurse	6,563/-	127	68
d) Lab. Technician cum Storekeeper	5,313/-	35	17
e) Ayah	4,063/-	88	68
f) Attendant	3,000/-	15	4
g) Sweeper	2,750/-	59	11
h) Night Guard	2,750/-	37	18
<b>Regional Diagnostic Centre (RDC)</b>			
a) Administrative Management Professional	6,563/-	8	5
b) Radiologist	5,000/-	22	12
c) Pathologist	5,000/-	22	11
d) Sonologist	5,000/-	22	12
e) Radiographer	3,750/-	21	6
f) Technician	3,250/-	29	1
	3,750/-		24

g) Cashier cum Clerk	3,438/-	9	8
h) Attendant	3,000/-	16	8
i) Sweeper	2,750/-	16	5
<b>ULB Staff</b>			
a) Health Officer (HO)		51	
b) Asstt. Health Officer (AHO)	8,125/-	39	16
c) UHIO	3,906/-	49	12
d) PHN	6,875/-	40	10
e) Accounts Asstt.	4,063/-	1	1
f) Clerk cuk Storekeeper	5,938/-	1	1
g) Medical Supervisor	4,063/-	1	0
h) Statistical Asstt.	4,063/-	1	1
<b>Total =&gt;</b>		<b>11,506</b>	<b>7,781</b>



Scheme-wise & Post-wise consolidated remuneration :

Sl. No.	UPHCS (Not getting EPF)	Consolidated Remuneration (per month)	CBPHCS & HHW Scheme (Not getting EPF)	Consolidated Remuneration (per month)	NUHM (Getting EPF)	Consolidated Remuneration (per month)
1	HHW	3,125/-	HHW	3,125/-	Consultant (Epidemiologist)	37,000/-
2	FTS	3,338/-	FTS	3,338/-	Urban Health Planning & Monitoring Manager	22,000/-
3	PTMO	4,188/-	PTMO	4,188/-	Accounts Manager	23,270/-
4	STS	3,500/-	ANM	3,750/-	Data Manager	23,270/-
5	Clerk	3,250/-	Clerk	3,250/-	Computer Assistant	13,560/-
6	GDA	3,000/-	GDA	3,000/-	Data Entry Operator	13,560/-
7	Sweeper	2,750/-	Sweeper	2,750/-	Full time MO	40,000/-
8	Specialist Doctor	2,600/-	Night Guard	3,000/-	Part time MO	24,000/-
9	Pharmacist	3,350/-	CDO	11,563/-	Staff Nurse	17,220/-
10	Nurse	3,750/-	Health Officer (Basic+DP+ DA)	32,760/-	Pharmacist	16,860/-
11	Lab. Tech.	3,688/-	Asstt. Health Officer	11,563/-	Lab. Technician	9,380/-
12	RMO	9,063/-	Medical Officer	9,063/-	ANM	9,380/-
13	Nurse (MH)	6,563/-	Acctt. Asstt.	7,813/-	LDC	9,000/-
14	Ayah	4,063/-	Computer Asstt.	7,813/-	Group D	5,000/-
15	Lab. Tech. (MH)	5,313/-	Health Asstt.	7,813/-		
16	Night Guard	2,750/-	Clerk	7,813/-		
17	Pathologist	5,000/-	SI	8,438/-		
18	Radiologist	5,000/-	PHN	7,188/-		
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/-				

**Annexure – D**

**ULB wise list of HAU with upgradation to UPHCs of NUHM**

Sl. No.	Name of Municipality	NUHM Y/N	No. of HAU	No. of HAU converted to NUHM UPHC
1	Alipurduar	Y	1	1
2	Asansol MC	Y	13	11
3	Baidyabati	Y	1	1
4	Balurghat	Y	2	2
5	Bansberia	Y	3	2
6	Baranagar	Y	2	2
7	Barasat	Y	8	3
8	Barrackpore	Y	3	3
9	Baruipur	Y	1	1
10	Bhadreswar	Y	4	2
11	Bhatpara	Y	6	6
12	Bidhannagar MC	Y	7	7
13	Budge Budge	Y	3	2
14	Burdwan	Y	5	5
15	Champdani	Y	3	2
16	Chandannagar MC	Y	3	2
17	Darjeeling	Y	2	2
18	Dum Dum	Y	2	1
19	Durgapur MC	Y	8	8
20	English Bazar	Y	2	2
21	Garulia	Y	3	1
22	Gayeshpur	Y	2	0
23	Halisahar	Y	3	2
24	Hooghly Chinsurah	Y	5	3
25	Howrah MC	Y	17	12
26	Jalpaiguri	Y	1	0
27	Kalyani	Y	1	0
28	Kamarhati	Y	4	4
29	Kanchrapara	Y	3	1
30	Kharagpur	Y	4	4
31	Khardah	Y	4	2
32	Konnagar	Y	2	2
33	Madhyamgram	Y	3	3
34	Mahehtala	Y	6	6
35	Naihati	Y	3	2
36	New Barrackpore	Y	3	2
37	North Barrackpore	Y	4	3
38	North Dum Dum	Y	4	3

39	Panihati	Y	6	4
40	Pujali	N	1	0
41	Raiganj	Y	2	2
42	Rajpur Sonarpur	Y	5	4
43	Rishra	Y	4	2
44	Serampore	Y	5	4
45	Siliguri MC	Y	9	9
46	South Dum Dum	Y	6	6
47	Titagarh	Y	3	2
48	Uluberia	Y	4	4
49	Uttarpara Kotrung	Y	4	3
<b>Total</b>			<b>200</b>	<b>155</b>

ULB wise list of subcentres with upgradation to UPHCS of NUHM

Sl. No.	ULBs	NUHM Y/N	No. of sub centers	Sub center converted to NUHM UPHC
1	Arambag	Y	4	1
2	Ashokenagar Kalyangarh	Y	8	2
3	Baduria	Y	4	1
4	Bangaon	Y	7	2
5	Bankura	Y	6	3
6	Basirhat	Y	8	3
7	Beldanga	N	3	0
8	Berhampur	Y	8	4
9	Birnagar	N	3	0
10	Bishnupur	Y	3	1
11	Bolpur	Y	3	2
12	Chakdah	Y	4	2
13	Chandrakona	N	3	0
14	Contai	Y	5	2
15	Cooch Behar	Y	4	2
16	Coopers Camp	N	3	0
17	Dainhat	N	3	0
18	Dalkhola	N	3	0
19	Dhulian	Y	4	2
20	Dhupguri	N	4	0
21	Diamond Harbour	Y	4	1
22	Dinhata	N	4	0
23	Dubrajpur	N	4	0

24	Egra	N	3	0
25	Gangarampur	Y	4	0
26	Ghatal	Y	4	1
27	Gobardanga	N	4	0
28	Gushkara	N	4	0
29	Habra	Y	8	3
30	Haldia	Y	9	4
31	Haldibari	N	3	0
32	Islampur	Y	4	1
33	Jangipur	Y	4	2
34	Jaynagar Mazilpur	N	3	0
35	Jhalda	N	3	0
36	Jhargram	Y	4	1
37	Jiaganj Azimganj	Y	4	1
38	Kaliaganj	Y	4	1
39	Kalimpong	N	5	0
40	Kalna	Y	3	1
41	Kandi	Y	4	1
42	Katwa	Y	5	2
43	Kharar	N	2	0
44	Khirpai	N	2	0
45	Krishnagar	Y	7	3
46	Kurseong	N	4	0
47	Mal	N	4	0
48	Mathabhanga	N	3	0
49	Medinipur	Y	8	3
50	Mekhliganj	N	2	0
51	Memari	N	4	0
52	Mirik	N	2	0
53	Murshidabad	N	4	0
54	Nabadwip	Y	8	3
55	Nalhati	N	4	0
56	Old Malda	Y	4	2
57	Panskura	Y	4	1
58	Purulia	Y	6	2
59	Raghunathpur	N	2	0
60	Ramjibanpur	N	3	0
61	Rampurhat	Y	4	1
62	Ranaghat	Y	4	2
63	Sainthia	N	4	0
64	Santipur	Y	9	3
65	Sonamukhi	N	3	0
66	Suri	Y	3	1
67	Taherpur	N	3	0
68	Taki	N	4	0
69	Tamluk	Y	5	1

70	Tarakeshwar	N	3	0
71	Tufanganj	N	3	0
<b>Total</b>			<b>302</b>	<b>68</b>

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25/4/19