Sub. : Manpower under different Health Programmes and their remuneration.

Following to Depts. notification no. 395/MA/P/C-10/1G-5/2007 Pt. dt. 8th April, 2008 and 610/MA/P/C-10/1G-5/2007 Pt. dt. 3rd June, 2008, the ULBs have raised quarries in respect of discrepancy in the mentioned post of annexure and also in respect of their remuneration. This is to state that CUDP III, CSIP and IPP-VIII have been brought under one umbrella of SUDA – records in respect of engagement of manpower in different posts and approved honorarium / salaries are not available with SUDA. However, the records obtained from the requisition of fund submitted by the ULBs and available records of KMDA taken into account while preparing the project-wise manpower along with their remuneration. The same record in respect of IPP-VIII (Extn.), RCH Sub-Project, Asansol, DFID assisted HHW Scheme in 11 Non-KMA ULBs and Community Based Primary Health Care Services in 63 Non-KMA ULBs are available with SUDA. Accordingly the manpower under different Health programmes and their remuneration is enclosed. It may be seen that sanctioned posts and remuneration in many of the cases varies under different Health Programmes.

Submitted.

05.08.08

The list may be seen.
An order for clarifications to ULBs may be drafted.
If ~~any~~ for any position, sanction of Finance Dept. is required, the same may be placed.

5/8

JS (DG)

C:\Dr Goswami\DFID\Note Sheet.doc

Self Contained Note

Different Health schemes presently being run under different Urban Local Bodies were introduced from different dates with the support from several funding agencies with different guidelines that resulted in disparity and differentiation in the staff-pattern, their remuneration structure, although the activity pattern remained more or less same for all the schemes. Since after the funding agencies had withdrawn from the schemes those are being run with the financial support of the state government under different departments such as UD Department, H&FW Department as well as this Department. Since KMDA, UD department and SUDA used to manage different schemes, while enhancing honorarium some cadres were left out either by KMDA or SUDA or the departments, though it ought not to have been done. Since 1st April 2008 all such schemes have been brought under the management, supervision and control of SUDA. In keeping with the assurance given by the Finance Minister of this Government in the State Legislative Assembly, honorarium of 24 different categories of Health Workers was enhanced by Rs 500.00 per month with effect from 01.04.2008 vide this department G.O. No. 395/MA dated 08.04.2008 (cp 26); 610/MA dated 03.06.2008 (cp 102-103) and 1056/MA dated 03.11.2008 with the concurrence of the Finance Department vide notes and orders at NSP- 12 & 5.

Now from the proposal dated 5/8/08 (CP-101) of SUDA it appears that certain other categories of Health Workers have not been covered in the said orders and it is now necessary to set a uniform pattern for all the health related schemes in all the ULBs, for the sake of administrative convenience, with the concurrence of Finance departments.

Although for same types of jobs honorarium should be the same, the following proposal is indicative of the kind of disparity prevails now. Wherever disparity is inescapable because of the very nature of job, name of the post or cadre may be renamed; for example the services rendered by a Nurse in ESOPD is of part-time nature while the same for a municipal hospital is a full-time job. So the Nurse at ESOPD may be renamed as Part-time Nurse. Same is the case for other categories in respect of Municipal Hospital (MH), or ESOPD or HAU or Diagnostic centre (DC) levels. These aspects may be considered after the amalgamation proposal mooted to Finance Department in file no. MA/C-10/3S-55/2005 Pt.(cp. 101 below) gets the nod from Finance Department. Where honorarium is found not to have been enhanced due to error or over-sight, the present proposal is intended to address such types of disparity to some extent. It may therefore be proposed that the honorarium for each of the following categories of workers may be considered for enhancement ~~of honorarium~~ @ Rs 500.00 per month, with the concurrence of the Finance Department, for smooth running of the schemes at ULBs level –

Category of Worker	Scheme Name	Honorarium received till 31.03.2008 [Rs]	Honorarium proposed for sanction with effect from 01.04.2008[Rs]
1. M.O.	CBPHCS	6000	6500
2. STS [Trained]	CSIP	1650	2150
3. STS [Trained]	RCHSP	2000	2500
4. STS ~~[Trained]~~ (Untrained)	CUDP-III, IPP-VIII	1550	2050
5. Specialist Doctor (MH)	IPP-VIII	1000 1500	1500 2000
6. PTMO	RCHSP	2500	3000
7. Nurse (MH)	CSIP	3000	3500
8. Nurse (ESOPD)	CUDP-III, CSIP, IPP-VIII	1700	2200
9. Nurse (ULB)	IPP-VIII	4250	4750
10. Ayah	CSIP, IPP-VIII	2000	2500
11. Pharmacist Cum Store Keeper	CUDP-III, CSIP, IPP-VIII	1700	2200
12. Store Keeper cum clerk	RCHSP	3500	4000
13. Clerk cum store Keeper	HHW	3350	3850
14. Cashier cum Clerk	IPP-VIII	1500	2000
15. Clerk cum Store Keeper	CUDP-III	1350	1850
16. Statistical Assistant	RCHSP	2000	2500
17. Accounts Assistant	RCHSP	2000	2500
18. Accounts Assistant	HHW	4000	4500
19. Lab Technician Cum Clerk/ Lab Assistant (ESOPD)	CUDP-III, CSIP, IPP-VIII	1350	1850

P.T.O.

20. Lab Technician (DC)	IPP-VIII	1350 2000 2100 3000	1850 2500 2600 3500
21. Lab Technician (MH)	IPP-VIII	3000	3500
22. Radiologist/ Pathologist/ Sonologist	IPP-VIII	3000	3500
23. Technician & Radiographer	IPP-VIII	2000	2500
24. UHIO (ULB)	IPP-VIII, IPP-VIII Extn	5000	5500 (2750 from MA Department fund+ ULB to pay equal amount
25. Medical Supervisor	RCHSP	5000	5500
26. Helper (Crèche)	CUDP-III	1150	1650
27. Attendant	HHW	2600	3100
28. PHN	HHW, RCHSP	4000	4500
29. Administrative Management Professional (DC)	IPP-VIII	4000	4500
Management & Supervision Cell			
30. AHO (ULB)	IPP-VIII	5250	5750
31. Computer Assistant	CBPHCS	5000	5500
32. Accounts Assistant	CBPHCS	5000	5500
33. Multipurpose Helper cum Clerk	CBPHCS	5000	5500
34. Health Assistant	CBPHCS	5000	5500
35. Sanitary Inspector	CBPHCS	5500	6000
36. Ambulance Driver-where Ambulance was provided by the Government.	CSIP	2500	3000

This apart some workers, as noted below, appear to have been engaged on very paltry sum and their honorarium may also be enhanced by Rs 500 per month.

Category of Worker	Scheme Name	Honorarium received till 31.03.2008 [Rs]	Honorarium proposed for sanction with effect from 01.04.2008[Rs]
37. Clerk cum Store Keeper (HAU)	CUDP-III	150 250 450	650 750 950
38. Nurse (ESOPD)	CUDP-III	275	775
39. Pharmacist cum Store Keeper (~~HAU~~)(ESOPD)	CUDP-III CSIP IPP-VIII	275 900	775 1400
40. STS [Trained]	CUDP-III	300	800

Some additional papers relating to the issue are placed (cp.108-115) below.

Now, notwithstanding the amount of fund implication on the current year's Budget Estimate (RE) due to ~~the~~ such enhancement, to honour the commitment of the Finance Minister on the floor of the Assembly, the above proposal may be considered favourably by the Finance Department Gr.'P' and 'N'.

Submitted for consideration and forwarding the file to Finance Deptt., Gr. P-Services first.

24.11.08

25/11/08

S.O. Spl. Secy.

State Urban Development Agency, Health Wing, West Bengal

Sub. : Manpower under different Health Programmes and their remuneration.

Following to Depts. notification no. 395/MA/P/C-10/1G-5/2007 Pt. dt. 8th April, 2008 and 610/MA/P/C-10/1G-5/2007 Pt. dt. 3rd June, 2008, the ULBs have raised quarries in respect of discrepancy in the mentioned post of annexure and also in respect of their remuneration. This is to state that CUDP III, CSIP and IPP-VIII have been brought under one umbrella of SUDA – records in respect of engagement of manpower in different posts and approved honorarium / salaries are not available with SUDA. However, the records obtained from the requisition of fund submitted by the ULBs and available records of KMDA taken into account while preparing the project-wise manpower along with their remuneration. The same record in respect of IPP-VIII (Extn.), RCH Sub-Project, Asansol, DFID assisted HHW Scheme in 11 Non-KMA ULBs and Community Based Primary Health Care Services in 63 Non-KMA ULBs are available with SUDA. Accordingly the manpower under different Health programmes and their remuneration is enclosed. It may be seen that sanctioned posts and remuneration in many of the cases varies under different Health Programmes.

Submitted.

PD, CMU

05-08-08

Manpower under Different Urban Health Programmes and their remuneration

1) At Block Level : BHWs				
Name of Health Programmes	Existing Remuneration p.m. before 01.04.2008	Remuneration p.m. after 01.04.2008	Proposed Remuneration p.m.	Remarks

9) At Management & Supervision Cell :				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
RCH Sub-Project	**: Medical Supervisor**			
	5000	5250	5500	-
	: PHN			
	4000	4250	4500	-
	: Storekeeper cum Clerk Medical Store			
	3500	3750	4000	-
	: Statistical Asstt			
	2000	2250	2500	-
	: Accounts Asstt.			
	2000	2250	2500	-

HHW Scheme	**: Community Development Officer**			
	8000	8500	8500	-
	: PHN			
	4000	4250	4500	-
	: Data Entry Operator			
	3350	3850	3850	-
	: Accounts Asstt.			
	4000	2250	4500	-
	: Clerk Cum Storekeeper			
	3350	1850	3850	-
	: Attendant			
	2600	1650	3100	

9) At Management & Supervision Cell :				
CBPHCS	**: Health Officer**			
	8000-13500+DA+DP	Not enhanced	-	-
	: MO			
	6000	6500	-	The remuneration should be clinic based fee @ Rs. 500/- per clinic which has been kept in PIP of World Bank.
	: Sanitary Inspector			
	5500	-	-	World Bank did not agree with this post.
	: Computer Asstt.			
	5000	-	5500	
	: Accounts Asstt.			
	5000	2250	5500	
	: Multipurpose Helper cum SK cum Clerk			
	5000	-	5500	
	: Health Assistant			
	5000	-	5500	

10) At HAU, ESOPD, Creche, MH, DC Level : a) Attendant				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
CUDP III	1150	1650	1650	-
CSIP	1150	1650	1650	-
IPP-VIII	1150	1650	1650	-
IPP-VIII (Extn.)	1150	1650	1650	-
RCH Sub-Project	1150	1650	1650	-
HHW Scheme	1150	1650	1650	-
: b) Sweeper				
CUDP III	950	1450	1450	-
CSIP	950	1450	1450	-
IPP-VIII	950	1450	1450	-
IPP-VIII (Extn.)	950	1450	1450	-
RCH Sub-Project	950	1450	1450	-
HHW Scheme	950	1450	1450	-

NB : All the data in respect of CUDP III, CSIP and IPP-VIII have been obtained from the requisition of fund submitted by the respective ULBs. As such there is no document available with SUDA in respect of sanction of the posts along with remuneration.

District-wise ULB-wise Health Programmes, Health facilities & Health Manpower

Sl. No.	Name of ULBs	Population (2001 Census)	Name of Urban Health Prog. existing	APO responsible for Supervision & Monitoring	No. of Health facilities					No. of Manpower							
					SC	HAU	ESOPD	MH	DC	HHW	FTS	STS / ANM	PTMO	G & O Spl.	Dermato-ligist	HO	AHO
Dist. : Kolkata																	
1	Kolkata MC	4580544	CUDP, CSIP & IPP	Dr. De	152	21	2	0	0	706	152	4	4				
	Total				**152**	**21**	**2**	**0**	**0**	**706**	**152**	**4**	**4**	**0**	**0**	**0**	**0**
Dist. : Bankura																	
1	Bankura	128811	HHW Scheme	Dr. Talukdar	6	1	0			28	6	3	2			1	
2	Bishnupur	61943	HHW Scheme		3	1	0			14	3	2	2				1
3	Sonamukhi	27348	CBPHC Scheme		3	0	0			15	3		1				
	Total				**12**	**2**	**0**	**0**	**0**	**57**	**12**	**5**	**5**	**0**	**0**	**1**	**1**
Dist. : Birbhum																	
4	Bolpur	65659	HHW Scheme	Dr. Talukdar	3	1	0			14	3	2	2				1
5	Dubrajpur	32752	CBPHC Scheme		4	0	0			16	4						
6	Nalhati	34038	CBPHC Scheme		4	0	0			16	4						
7	Rampurhat	50609	CBPHC Scheme		4	0	0			17	4						
8	Sainthia	39244	CBPHC Scheme		4	0	0			16	4						
9	Suri	61818	HHW Scheme		3	1	0			14	3	2	1			1	
	Total				**22**	**2**	**0**	**0**	**0**	**93**	**22**	**4**	**3**	**0**	**0**	**1**	**1**
Dist. : Burdwan																	
10	Asansol MC	486304	RCH	Dr. Talukdar	97	13	2			387	97	26	7			1	
11	Burdwan	285871	IPP-VIII (Extn.)		27	5	1			136	27	10	10			1	
12	Dainhat	22593	CBPHC Scheme		3	0	0			14	3						
13	Durgapur MC	492996	IPP-VIII (Extn.)		57	8	2			229	57	16	16			1	
14	Gushkara	31863	CBPHC Scheme		4	0	0			16	4						
15	Jamuria	129456	CBPHC Scheme		6	0	0			29	6						
16	Kalna	52176	HHW Scheme		3	1	0			12	3	2	2				1
17	Katwa	71573	CBPHC Scheme		5	0	0			24	5						
18	Kulti	290057	CBPHC Scheme		13	0	0			76	13						
19	Memari	36191	CBPHC Scheme		4	0	0			16	4					1	
20	Raniganj	122891	CBPHC Scheme		7	0	0			36	7						
	Total				**226**	**27**	**5**	**0**	**0**	**975**	**226**	**54**	**35**	**0**	**0**	**4**	**1**
Dist. : Cooch Behar																	
21	Cooch Behar	76812	HHW Scheme	Dr. De	4	1	0			17	4	2	2			1	
22	Dinhata	34303	CBPHC Scheme		4	0	0			16	4						
23	Haldibari	13170	CBPHC Scheme		3	0	0			11	3					1	
24	Mathabhanga	21110	CBPHC Scheme		3	0	0			12	3						
25	Mekhliganj	10833	CBPHC Scheme		2	0	0			9	2						
26	Tufanganj	19293	CBPHC Scheme		3	0	0			12	3					1	
	Total				**19**	**1**	**0**	**0**	**0**	**77**	**19**	**2**	**2**	**0**	**0**	**3**	**0**
Dist. : Dakshin Dinajpur																	
27	Balurghat	135516	IPP-VIII (Extn.)	Dr. Basu	12	2	1			65	12	4	2				
28	Gangarampur	53548	CBPHC Scheme		4	0	0			18	4						
	Total				**16**	**2**	**1**	**0**	**0**	**83**	**16**	**4**	**2**	**0**	**0**	**0**	**0**
Dist. : Darjeeling																	
29	Darjeeling	107530	IPP-VIII (Extn.)	Dr. De	16	2	1			78	16	4	2				
30	Kalimpong	42980	CBPHC Scheme		5	0	0			23	5					1	
31	Kurseong	40067	CBPHC Scheme		4	0	0			20	4		1				
32	Mirik	9179	CBPHC Scheme		2	0	0			9	2						
33	Siliguri MC	470275	IPP-VIII (Extn.)		61	8	1			244	61	16	16			1	
	Total				**88**	**10**	**2**	**0**	**0**	**374**	**88**	**20**	**19**	**0**	**0**	**2**	**0**

District-wise ULB-wise Health Programmes, Health facilities & Health Manpower

Sl. No.	Name of ULBs	Population (2001 Census)	Name of Urban Health Prog. existing	APO responsible for Supervision & Monitoring	No. of Health facilities					No. of Manpower							
					SC	HAU	ESOPD	MH	DC	HHW	FTS	STS / ANM	PTMO	G & O Spl.	Dermato-ligist	HO	AHO
Dist. : Hooghly																	
34	Arambag	56129	CBPHC Scheme	Dr. Talukdar	4	0	0			18	4					1	
35	Baidyabati	108231	CUDP & IPP VIII		17	3				85	17	5	4			1	
36	Bansberia	104453	CUDP & IPP VIII		20	3	1	1		99	20	5	5	3	1		1
37	Bhadreswar	105944	CUDP & IPP VIII		23	4	2	1	1	175	23	6	6	2	3	1	1
38	Champdani	103232	CUDP & IPP VIII		19	3		1		94	19	5	1			1	
39	Chandannagar MC	162166	CUDP & IPP VIII		18	3	1	1		85	18	4	2	1	1	1	1
40	Hooghly Chinsurah	170201	CUDP & IPP VIII		27	5	1			148	27	8	7	4	1		
41	Konnagar	72211	CUDP & IPP VIII		13	2				65	13	3	4		1	1	1
42	Rishra	113259	CUDP & IPP VIII		24	4	1	1		121	24	7	7	2	1		1
43	Serampore	197955	CUDP & IPP VIII		31	5	1			156	31	9	11		2		1
44	Tarakeshwar	28178	CBPHC Scheme		3	0				15	3					1	
45	Uttarpara Kotrung	150204	CUDP & IPP VIII		26	4	1	1	1	127	26	6	13	2			1
	Total				**225**	**36**	**8**	**6**	**2**	**1188**	**225**	**58**	**60**	**14**	**10**	**7**	**7**
Dist. : Howrah																	
46	Bally	261575	CUDP & IPP VIII	Dr. Basu	27	4	2			127	27	7	1	1		1	
47	Howrah MC	1008704	CUDP & IPP VIII		71	13				423	71	24	22			1	1
48	Uluberia	202095	CUDP & IPP VIII		26	4	1	1		130	26	7	3	1		1	
	Total				**124**	**21**	**3**	**1**	**0**	**680**	**124**	**38**	**26**	**2**	**0**	**3**	**1**
Dist. : Jalpaiguri																	
49	Alipurduar	73047	IPP-VIII (Extn.)	Dr. De	7	1				39	7	2	2			1	
50	Dhupguri	38010	CBPHC Scheme		4	0				16	4						
51	Jalpaiguri	100212	IPP-VIII (Extn.)		12	1				46	12	2	2			1	
52	Mal	23212	CBPHC Scheme		4	0				16	4						
	Total				**27**	**2**	**0**	**0**	**0**	**117**	**27**	**4**	**4**	**0**	**0**	**2**	**0**
Dist. : Malda																	
53	English Bazar	161448	IPP-VIII (Extn.)	Dr. Basu	14	2				71	14	4	2				
54	Old Malda	62944	CBPHC Scheme		4	0				20	4		1				
	Total				**18**	**2**	**0**	**0**	**0**	**91**	**18**	**4**	**3**	**0**	**0**	**0**	**0**
Dist. : Medinipur (East)																	
55	Contai	77497	CBPHC Scheme	Dr. Talukdar	5	0				26	5						
56	Egra	25180	CBPHC Scheme		3	0				14	3						
57	Haldia	170695	CBPHC Scheme		9	0				45	9						
58	Panskura	49891	CBPHC Scheme		4	0				17	4						
59	Tamluk	45826	CBPHC Scheme		5	0				22	5						
	Total				**26**	**0**	**0**	**0**	**0**	**124**	**26**	**0**	**0**	**0**	**0**	**0**	**0**
Dist. : Medinipur (West)																	
60	Chandrakona	20400	CBPHC Scheme	Dr. Talukdar	3	1				12	3						
61	Ghatal	51586	CBPHC Scheme		4	1				17	4						
62	Jhargram	53158	CBPHC Scheme		4	1				18	4						
63	Kharagpur	207984	IPP-VIII (Extn.)		30	4				112	30	8	8				
64	Kharar	11580	CBPHC Scheme		2	0				10	2						
65	Khirpai	14545	CBPHC Scheme		2	0				10	2					1	
66	Medinipur	153349	HHW Scheme		8	1				38	8	3	2				
67	Ramjibanpur	17363	CBPHC Scheme		3	0				11	3						
	Total				**56**	**8**	**0**	**0**	**0**	**228**	**56**	**11**	**10**	**0**	**0**	**1**	**0**

District-wise ULB-wise Health Programmes, Health facilities & Health Manpower

Sl. No.	Name of ULBs	Population (2001 Census)	Name of Urban Health Prog. existing	APO responsible for Supervision & Monitoring	No. of Health facilities					No. of Manpower							
					SC	HAU	ESOPD	MH	DC	HHW	FTS	STS / ANM	PTMO	G & O Spl.	Dermato-ligist	HO	AHO
Dist. : Murshidabad																	
68	Beldanga	25361	CBPHC Scheme	Dr. De	3	0				14	3						
69	Berhampur	160168	HHW Scheme		8	1				40	8	3	2				1
70	Dhulian	72906	CBPHC Scheme		4	0				19	4						
71	Jangipur	74464	HHW Scheme		4	1				19	4	2	2				1
72	Jiaganj- Azimganj	47228	CBPHC Scheme		4	0				17	4					1	
73	Kandi	50345	CBPHC Scheme		4	0				17	4						
74	Murshidabad	36894	CBPHC Scheme		4	0				16	4						
	Total				**31**	**2**	**0**	**0**	**0**	**142**	**31**	**5**	**4**	**0**	**0**	**1**	**2**
Dist. : Nadia																	
75	Birnagar	26596	CBPHC Scheme	Dr. Basu	3	0				14	3					1	
76	Chakdah	86965	CBPHC Scheme		4	0				20	4						
77	Coopers Camp	17755	CBPHC Scheme		3	0				12	3						
78	Gayeshpur	55028	CUDP & IPP VIII		13	2		1		58	13	3	3				1
79	Kalyani	81984	IPP-VIII		13	1				35	13	2	2				1
80	Krishnagar	139070	HHW Scheme		7	1				35	7	3	2			1	
81	Nabadwip	115036	CBPHC Scheme		8	0				38	8					1	
82	Ranaghat	68754	CBPHC Scheme		4	0				19	4						
83	Santipur	138195	CBPHC Scheme		9	0				46	9					1	
84	Taherpur	20060	CBPHC Scheme		3	0				13	3					1	
	Total				**67**	**4**	**0**	**1**	**0**	**290**	**67**	**8**	**7**	**0**	**0**	**5**	**2**
Dist. : North 24 Parganas																	
85	Ashokenagar Kalyangarh	111475	CBPHC Scheme	Dr. De	8	0				37	8		2				
86	Baduria	47418	CBPHC Scheme		4	0				17	4					1	
87	Bangaon	102115	CBPHC Scheme		13	0				60	13	3					
88	Baranagar	250615	CUDP & IPP VIII		49	2	1	1		227	49	15	1	2	1	1	
89	Barasat	231515	CUDP & IPP VIII		17	8				85	17	5	13			1	1
90	Barrackpore	144331	CBPHC Scheme		8	0	1	1		38	8		4	2		1	
91	Basirhat	113120	CBPHC Scheme		38	0				191	38	12	2				
92	Bhatpara	441956	IPP-VIII		7	6	1			35	7	2	8	2	1		1
93	Bidhannagar	167848	IPP-VIII		7	0	1	1		34	7		2	2	2		1
94	Dum Dum	101319	CUDP & IPP VIII		10	2	2	1	1	53	10	3	2	2	1	1	
95	Garulia	76300	CUDP & IPP VIII	Dr. Basu	19	3	2			95	19	4	4	1	1		1
96	Gobardanga	41618	CBPHC Scheme		4	0				17	4						
97	Habra	127695	CBPHC Scheme		8	0				40	8		2			1	
98	Halisahar	124479	CUDP & IPP VIII		20	3				99	20	5	2			1	1
99	Kamarhati	314334	IPP-VIII		28	4				137	28	8	7				1
100	Kanchrapara	126118	CUDP & IPP VIII		19	3				93	19	5	3			1	1
101	Khardah	116252	CUDP & IPP VIII		27	4				135	27	7	5			1	1
102	Madhyamgram	155503	IPP-VIII		19	3	1	1		94	19	6	6	2	2	1	1
103	Naihati	215432	CUDP & IPP VIII		20	3	1	1	1	129	20	5	4	1	1	1	1
104	New Barrackpore	83183	CUDP & IPP VIII		15	3	1	1	1	95	15	5	5	2	1	1	1
105	North Barrackpore	123523	CUDP & IPP VIII		24	4	1	1	1	169	24	6	5	2	2	1	
106	North Dum Dum	220032	CUDP & IPP VIII		22	4	1			126	22	7	6	1	2	1	1
107	Panihati	348379	CUDP & IPP VIII		40	6	1			198	40	10	10	1	1	1	1
108	Rajarhat Gopalpur	271781	IPP-VIII		32	6		1		186	32	12	7			1	1
109	South Dum Dum	392150	IPP-VIII		41	6	1	1	1	198	41	12	12	4	3	1	1
110	Taki	37302	CBPHC Scheme		4	0				16	4					1	
111	Titagarh	124198	IPP-VIII		20	3	1	1		105	20	6	1	1	1	1	1
	Total				**523**	**73**	**16**	**11**	**5**	**2709**	**523**	**138**	**113**	**25**	**19**	**19**	**16**

District-wise ULB-wise Health Programmes, Health facilities & Health Manpower

Sl. No.	Name of ULBs	Population (2001 Census)	Name of Urban Health Prog. existing	APO responsible for Supervision & Monitoring	No. of Health facilities					No. of Manpower							
					SC	HAU	ESOPD	MH	DC	HHW	FTS	STS / ANM	PTMO	G & O Spl.	Dermato-ligist	HO	AHO
Dist. : Purulia																	
112	Jhalda	17870	CBPHC Scheme	Dr. Talukdar	3	0				12	3						
113	Purulia	113766	HHW Scheme		6	1				29	6	3	2				
114	Raghunathpur	21812	CBPHC Scheme		2	0				13	2						
	Total				**11**	**1**	**0**	**0**	**0**	**54**	**11**	**3**	**2**	**0**	**0**	**0**	**0**
Dist. : South 24 Parganas																	
115	Baruipur	44964	CUDP	Dr. De	5	1				24	5	1	1				
116	Budge Budge	75465	CUDP & IPP VIII		17	3	1	1	1	84	17	5	5	2	1	1	
117	Diamond Harbour	37238	CBPHC Scheme		4	0				16	4					1	
118	Jaynagar Mazilpur	23319	CBPHC Scheme		3	0				14	3					1	
119	Maheshtala	389214	IPP-VIII		41	6	1	1		204	41	12	12	2		1	1
120	Pujali	33863	IPP-VIII		7	1				35	7	2	2				1
121	Rajpur Sonarpur	336390	CUDP & IPP VIII		34	5	1	1	1	158	34	9	8	2	1	1	1
	Total				**111**	**16**	**3**	**3**	**2**	**535**	**111**	**29**	**28**	**6**	**2**	**5**	**3**
Dist. : Uttar Dinajpur																	
122	Dalkhola	29772	CBPHC Scheme	Dr. Basu	3	0				14	3						
123	Islampur	52766	CBPHC Scheme		4	0				17	4						
124	Kaliaganj	47639	CBPHC Scheme		4	0				17	4		1			1	
125	Raiganj	165222	IPP-VIII (Extn.)		14	2				70	14	4					
	Total				**25**	**2**	**0**	**0**	**0**	**118**	**25**	**4**	**1**	**0**	**0**	**1**	**0**
	Grand Total				**1779**	**232**	**40**	**22**	**9**	**8641**	**1779**	**395**	**328**	**47**	**31**	**55**	**34**

Information on ULB-wise positioning of Health Officer (HO) and Asstt. Health Officer (AHO) along with their remuneration

Sl. No.	Name of ULBs	Health Officer	Asstt. Health Officer	Health Programme implemented
For Non-KMA ULBs				
Dist. : Bankura				
41	Bankura	1	-	HHW Scheme
42	Bishnupur	-	1	HHW Scheme
43	Sonamukhi			CBPHC
Dist. : Burdwan				
44	Asansol MC	1	-	RCH Sub-Project
45	Burdwan	-	-	IPP-VIII (Extn.)
46	Dainhat	-	-	CBPHC
47	Durgapur MC	-	-	IPP-VIII (Extn.)
48	Gushkara	-	-	CBPHC
49	Jamuria	-	-	CBPHC
50	Kalna	-	1	HHW Scheme
51	Katwa	-	-	CBPHC
52	Kulti	-	-	CBPHC
53	Memari	-	-	CBPHC
54	Raniganj	-	-	CBPHC
Dist. : Birbhum				
55	Bolpur	-	1	HHW Scheme
56	Dubrajpur	-	-	CBPHC
57	Nalhati	-	-	CBPHC
58	Rampurhat	-	-	CBPHC
59	Sainthia	-	-	CBPHC
60	Suri	1	-	HHW Scheme
Dist. : Cooch Behar				
61	Cooch Behar	1	-	HHW Scheme
62	Dinhata	-	-	CBPHC
63	Haldibari	-	-	CBPHC
64	Mathabhanga	-	-	CBPHC
65	Mekhliganj	-	-	CBPHC
66	Tufanganj	-	-	CBPHC
Dist. : Dakshin Dinajpur				
67	Balurghat	-	-	IPP-VIII (Extn.)
68	Gangarampur	-	-	CBPHC
Dist. : Siliguri MC				
69	Darjeeling	-	-	IPP-VIII (Extn.)
70	Kalimpong	-	-	CBPHC
71	Kurseong	-	-	CBPHC
72	Mirik	-	-	CBPHC
73	Siliguri MC	1	-	IPP-VIII (Extn.)
Dist. : Hooghly				
74	Arambag	-	-	CBPHC
75	Tarakeshwar	-	-	CBPHC
Dist. : Jalpaiguri				
76	Alipurduar	1	-	IPP-VIII (Extn.)
77	Dhupguri	-	-	CBPHC
78	Jalpaiguri	1	-	IPP-VIII (Extn.)
79	Mal	-	-	CBPHC
Dist. : Malda				
80	English Bazar	-	-	IPP-VIII (Extn.)
81	Old Malda	-	-	CBPHC
Dist. : Medinipur (East)				
82	Contai	-	-	CBPHC
83	Egra	-	-	CBPHC
84	Haldia	-	-	CBPHC
85	Panskura	-	-	CBPHC
86	Tamluk	-	-	CBPHC
Dist. : Medinipur (West)				
87	Chandrakona	-	-	CBPHC
88	Ghatal	-	-	CBPHC
89	Jhargram	-	-	CBPHC
90	Kharagpur	-	-	IPP-VIII (Extn.)
91	Kharar	-	-	CBPHC
92	Khirpai	-	-	CBPHC
93	Medinipur	-	1	HHW Scheme
94	Ramjibanpur	-	-	CBPHC

C:\Dr. Goswami\Dr. Bagchi

06.05.08

Information on ULB-wise positioning of Health Officer (HO) and Asstt. Health Officer (AHO) along with their remuneration

Sl. No.	Name of ULBs	Health Officer	Asstt. Health Officer	Health Programme implemented
For Non-KMA ULBs				
Dist. : Murshidabad				
95	Beldanga	-	-	CBPHC
96	Berhampur	-	1	HHW Scheme
97	Dhulian	-	-	CBPHC
98	Jangipur	-	1	HHW Scheme
99	Jiaganj- Azimganj	-	-	CBPHC
100	Kandi	-	-	CBPHC
101	Murshidabad	-	-	CBPHC
Dist. : Nadia				
102	Birnagar	-	-	CBPHC
103	Chakdah	-	-	CBPHC
104	Coopers Camp	-	-	CBPHC
105	Krishnagar	1	-	HHW Scheme
106	Nabadwip	1	-	CBPHC
107	Ranaghat	-	-	CBPHC
108	Santipur	1	-	CBPHC
109	Taherpur	-	-	CBPHC
Dist. : North 24 Parganas				
110	Ashokenagar Kalyangarh	-	-	CBPHC
111	Baduria	-	-	CBPHC
112	Basirhat	-	-	CBPHC
113	Bongaon	-	-	CBPHC
114	Gobardanga	-	-	CBPHC
115	Habra	1	-	CBPHC
116	Taki	-	-	CBPHC
Dist. : Purulia				
117	Jhalda	-	-	CBPHC
118	Purulia	-	-	HHW Scheme
119	Raghunathpur	-	-	CBPHC
Dist. : South 24 Parganas				
120	Diamond Harbour	-	-	CBPHC
121	Jaynagar Mazilpur	-	-	CBPHC
Dist. : Dakshin Dinajpur				
122	Dalkhola	-	-	CBPHC
123	Islampur	-	-	CBPHC
124	Kaliaganj	-	-	CBPHC
125	Raiganj	-	-	IPP-VIII (Extn.)
	Total	**11**	**6**	
	Grand Total	**35**	**35**	

* KMC is not included in this list though they are implementing CUDP, CSIP & IPP-VIII.
* Post of AHO has been approved for 40 KMA ULBs under IPP-VIII including KMC wherein the remuneration of AHO is Rs. 5,250/- per head per month.
* Post of AHO has been created for 21 Non-KMA ULBs {10 ULBs implementing IPP-VIII (Extn.) and 11 ULBs implementing HHW Scheme} where there was no post of HO sanctioned. Here the remuneration of AHO is Rs. 8,000/- per head per month.
* As per notification no. 522/MA/O/C-9/3R-1/2004 dt. 21st Sept., 2007, contractual appointment of 36 nos. of HO has been considered and appointed to the post of HO in the respective ULBs.
* As per notification no. 451/MA/C-10/3S-55/2005 Part dt. 22nd April, 2008, 63 posts of HO for 63 ULBs implementing CBPHC has been sanctioned. It is to mention here that amongst this 63 nos., 3 ULBs namely Habra, Nabadwip and Santipur who are implementing CBPHC Scheme already got sanction for the post of Health Officer as per notification no. 522/MA/O/C-9/3R-1/2004 dt. 21st Sept., 2007.
* Scale of pay of 36 HOs is Rs. 8,000 - 13,500 with admissible DA, HRA & Med. Allowance whereas the scale of pay 63 Non-KMA ULBs is in the scale of pay Rs. 8,000 - 13,500 plus Dearness pay as well as Dearness Allowance as is admissible on the date of contractual appointment.

C:\Dr. Goswami\Dr. Bagchi

Information on ULB-wise positioning of Health Officer (HO) and Asstt. Health Officer (AHO) along with their remuneration

Sl. No.	Name of ULBs	Health Officer	Asstt. Health Officer	Health Programme implemented
For KMA ULBs				
Dist. : North 24 Parganas				
1	Bhatpara	-	1	IPP-VIII
2	Barrackpore	1	-	CUDP & IPP-VIII
3	Bidhannagar	-	1	IPP-VIII
4	Baranagar	1	-	CUDP & IPP-VIII
5	Barasat	1	1	CUDP & IPP-VIII
6	Dum Dum	1	-	CUDP & IPP-VIII
7	Garulia	1	-	CUDP & IPP-VIII
8	Halisahar	1	1	CUDP & IPP-VIII
9	Kanchrapara	1	1	CUDP & IPP-VIII
10	Khardah	1	1	CUDP & IPP-VIII
11	Kamarhati	-	1	IPP-VIII
12	Madhyamgram	1	1	IPP-VIII
13	Naihati	1	1	CUDP & IPP-VIII
14	New Barrackpore	1	1	CUDP & IPP-VIII
15	North Barrackpore	Post is approved but is lying vacant due to demise	-	CUDP & IPP-VIII
16	North Dum Dum	1	1	CUDP & IPP-VIII
17	Panihati	1	1	CUDP & IPP-VIII
18	Raharhat Gopalpur	1	1	IPP-VIII
19	South Dum Dum	1	-	IPP-VIII
20	Titagarh	1	1	IPP-VIII
Dist. : South 24 Parganas				
21	Baruipur	Go [illegible]	-	CUDP
22	Budge Budge	1	-	CUDP & IPP-VIII
23	Maheshtala	1	1	IPP-VIII
24	Pujali	-	1	IPP-VIII
25	Rajpur Sonarpur	1	1	CUDP & IPP-VIII
Dist. : Howrah				
26	Bally	HO engaged	-	CUDP & IPP-VIII
27	Howrah MC	-	1	CUDP & IPP-VIII
28	Uluberia	1	-	CUDP & IPP-VIII
Dist. : Nadia				
29	Gayeshpur	-	1	CUDP & IPP-VIII
30	Kalyani	-	1	IPP-VIII
Dist. : Hooghly				
31	Baidyabati	1	1	CUDP & IPP-VIII
32	Bansberia	-	1	CUDP & IPP-VIII
33	Bhadreswar	1	1	CUDP & IPP-VIII
34	Chandannagar MC	HO engaged	1	CUDP & IPP-VIII
35	Champdani	1	1	CUDP & IPP-VIII
36	Hooghly Chinsurah	-	1	CUDP & IPP-VIII
37	Konnagar	1	1	CUDP & IPP-VIII
38	Rishra	-	1	CUDP & IPP-VIII
39	Serampore	-	1	CUDP & IPP-VIII
40	Uttarpara Kotrung	-	1	CUDP & IPP-VIII
	Total	24	29	

Smt. Sri Goswami
Jt. Secretary
Dept. of MA.

Goswami
06.05.08

C:\Dr. Goswami\Dr. Bagchi

Notes at NSP-23.

On scrutiny of the table at NSP-21-23 the following observations have been made:

- HHW & FTS under CBPHC mentioned at Sl. No. 1 & 2 of the column (category of worker) – the enhanced honorarium of HHW & FTS from the date of joining prior to 01.04.2008 is Rs. 1,250/- p.m. & Rs. 1,420/- p.m. respectively and Rs. 1,750/- p.m. & Rs. 1,920/- p.m. respectively w.e.f. 01.04.2008. Vide the communication of DHFW bearing no. HF/ACS/1M-51/2007/382 dt. September 10, 2008.
- STS (untrained) under CUDP III & IPP-VIII not included in the list. Their present remuneration is Rs. 1,550/- p.m. which will be Rs. 2,050/- p.m. after enhancement.
- At Sl. No. 9 – Nurse is posted at ULB – not DC.
- At Sl. No. 25 – UHIO is posted at ULB – not DC. The existing remuneration is Rs. 5,000/- p.m. After enhancement the remuneration will be Rs. 5,500/- (Rs. 2,750/- from MA fund and Rs. 2,750/- from ULB fund)
- Administrative Management Professional at DC under IPP-VIII has not been included in the list. Their present remuneration is Rs. 4,000/- p.m. After enhancement the remuneration will be Rs. 4,500/-.
- MO under CBPHC not included in the list. Present remuneration is Rs. 6,000/- p.m. After enhancement the remuneration will be Rs. 6,500/-.
- Sanitary Inspector under CBPHC not included in the list. Present remuneration is Rs. 5,500/- p.m. After enhancement the remuneration will be Rs. 6,000/-.
- The category of manpower mentioned at Sl. No. 30 to 33 – the scheme name is omitted which will be CBPHC.
- In the category of manpower engaged on very paltry sum, STS trained under CUDP III is not included whose existing remuneration is Rs. 300/- p.m. After enhancement the remuneration will be Rs. 800/- p.m.

The above mentioned observations may be incorporated.

Perhaps the previous enclosure issued under Notification no. 610/MA/P/C-10/1G-5/2007 dt. 03.06.2008 will remain effective subject to modification wherever needed as taken up in the recent list prepared for submission to Finance Dept. to cover all categories of functionaries of different Health programmes.

U.O No SUDA-Health/08/52 dt-11-09-08

Director, SUDA

Submitted.

Goswami 11.09.08

Category of Worker	Scheme Name	Honorarium received till 31.03.2008 [Rs]	Honorarium proposed for sanction with effect from 01.04.2008[Rs]
34. Clerk cum Store Keeper	CUDP-III	150 250 450	650 750 950
35. Nurse (ESOPD)	CUDP-III	275	775
36. Pharmacist cum Store Keeper (HAU)	CUDP-III CSIP IPP-VIII	275 900	775 1400
37. Ambulance Driver-where Ambulance was provided by the Government.	CSIP	2500	3000

Submitted for consideration and orders.

28/08/08

Spl. Secy

Dir SUDA may kindly go through the above, check whether there are any discrepancies/ contradictions & give her views

1/9

State Urban Development Received - 3 SEP 2008

Dir. SUDA

P.O (H)

3/9/08

9. Nurse (DC)	IPP-VIII	4250	4750
10. Ayah	CSIP, IPP-VIII	2000	2500
11. Pharmacist Cum Store Keeper	CUDP-III, CSIP, IPP-VIII	1700	2200
12. Store Keeper cum clerk	RCHSP	3500	4000
13. Clerk cum store Keeper	HHW	3350	3850
14. Cashier cum Clerk	IPP-VIII	1500	2000
15. Clerk cum Store Keeper	CUDP-III	1350	1850
16. Statistical Assistant	RCHSP	2000	2500
17. Accounts Assistant	RCHSP	2000	2500
18. Accounts Assistant	HHW	4000	4500
19. Lab Technician Cum Clerk/ Lab Assistant	CUDP-III, CSIP, IPP-VIII	1350	1850
20. Lab Technician (DC)	IPP-VIII	1350 2000 2100 3000	1850 2500 2600 3500
21. Lab Technician (MH)	IPP-VIII	3000	3500
22. Radiologist/ Pathologist/ Sonologist	IPP-VIII	3000	3500
23. Technician & Radiographer	IPP-VIII	2000	2500
24. UHIO (DC)	IPP-VIII, IPP-VIII Extn	2750	3250 + ULB to pay equal amount
25. Medical Supervisor	RCHSP	5000	5500
26. Helper (Crèche)	CUDP-III	1150	1650
27. Attendant	HHW	2600	3100
28. PHN	HHW, RCHSP	4000	4500
Management & Supervision Cell			
29. AHO (ULB)	IPP-VIII	5250	5750
30. Computer Assistant		5000	5500
31. Accounts Assistant		5000	5500
32. Multipurpose Helper cum Clerk		5000	5500
33. Health Assistant		5000	5500

This apart some workers, as noted below, appear to have been engaged on very paltry sum and their honorarium may also be enhanced by Rs 500 per month.

(NSP-20)

The proposal at prepage for enhancement of honorarium for Health Workers may be perused.

In keeping with the assurance given by the Finance Minister of this Government in the State Legislative Assembly, honorarium of 24 different categories of Health Workers was enhanced by Rs 500.00 per month with effect from 01.04.2008 with the concurrence of the Finance Department vide notes and orders at NSP- 12 & 5. Now from the proposal dated 5/8/08 (CP-101) of SUDA it appears that certain other categories of Health Workers have not been covered in the said orders, primarily because of the fact that different Health schemes presently being run under different Urban Local Bodies were introduced from different dates with the support from several funding agencies with different guidelines that resulted in disparity and differentiation in the staff-pattern, their remuneration structure although the activity pattern remained more or less same for all the schemes. Since KMDA, UD department and SUDA used to manage different schemes, while enhancing honorarium some cadres were left out either by KMDA or SUDA or the departments, though it ought not to have been done. Where honorarium is found not to have been enhanced due to error or oversight, the present proposal is intended to address such types of disparity to some extent.

Since after the funding agencies had withdrawn from the schemes those are being run with the financial support of the state government. Since 1st April 2008 all such schemes have been brought under the management, supervision and control of SUDA and it is now necessary to set a uniform pattern for all the health related schemes in all the ULBs, for the sake of administrative convenience, with the concurrence of the Health & Family Welfare as well as Finance departments.

A committee with 2/3 members may be constituted to rationalize the structure and submit detailed proposal.

Although for same types of jobs honorarium should be the same, the following proposal is indicative of the kind of disparity prevails now. Wherever disparity is inescapable because of the very nature of job, name of the post or cadre may be renamed; for example the services rendered by a Nurse in ESOPD is of part-time nature while the same for a municipal hospital is a full-time job. So the Nurse at ESOPD may be renamed as Part-time Nurse. Same is the case for other categories in respect of Municipal Hospital (MH), or ESOPD or HAU or Diagnostic centre (DC) levels.

The present proposal for enhancement of honorarium @ Rs 500.00 per month for each of the following categories of workers may be considered for approval with the concurrence of the Finance Department.

Category of Worker	Scheme Name	Honorarium received till 31.03.2008 [Rs]	Honorarium proposed for sanction with effect from 01.04.2008[Rs]
1. HHW	CBPHCS	1000	1500
2. FTS	CBPHCS	1170	1670
3. STS [Trained]	CSIP	1650	2150
4. STS [Trained]	RCHSP	2000	2500
5. Specialist Doctor	IPP-VIII	1000 1500	1500 2000
6. PTMO	RCHSP	2500	3000
7. Nurse (MH)	CSIP	3000	3500
8. Nurse (ESOPD)	CUDP-III, CSIP, IPP-VIII	1700	2200

Sub.: Re-designation of various staff position and harmonizing their honorarium

Following to the meeting of MIC, MA & UD held at SUDA on 16.12.2008, action points on the activities have been jotted and sent to the Secretary, Dept. of Municipal Affairs through e-mail , as desired by him. The copy of the said action points is enclosed at " Flag-A".

As the various health projects have been in different ULBs in phases since the year 1985-86. Out of 7 projects , 5 are in O& M phase wherein activities are being maintained by State Govt. There are various category of staff with different nomenclature and honorarium / salary. All the Urban Health Programmes have been taken over by SUDA from KMDA wef 01.04.2008. As all the Urban health programmes are similar in nature by principle, it is decided that rationalization of nomenclature of the post and pay structure are to be taken up for simplification and to maintain uniformity.

Accordingly, suggestive Man-power planning , rationalization of Nomenclature & pay structure for each of the posts has been prepared and enclosed at " Flag-B".

Submitted for kind perusal and approval.

U.O. No
SUDA-HCell/31
Pt-II/08/[illegible]
23.12.08

Director, SUDA

23.12.08

Have we received the reaction of the Secretary?

6/1/09

PO(H)

The matter was discussed with the Secy. MAD wherein Spl. Secy. MAD was also present. The note on rationalisation of pay structure of man-power has been communicated with Spl. Secy, MAD.

Director, SUDA

14.01.09
10.02.09

Manpower under Different Urban Health Programmes and their remuneration

1) At Block Level : HHWs				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
CUDP III	1250	1750	1750	-
CSIP	1250	1750	1750	-
IPP-VIII	1250	1750	1750	-
IPP-VIII (Extn.)	1250	1750	1750	-
RCH Sub-Project	1250	1750	1750	-
HHW Scheme	1250	1750	1750	-
CBPHCS	1000	1750	1750	Concurrence in respect of enhancement of Rs. 250/- p.m. wef 01.07.2006 and Rs. 500/- wef 01.04.2008 is yet to be received from DHFW
2) At Sub-Centre Level : FTSs				
CUDP III	1420	1920	1920	-
CSIP	1420	1920	1920	-
IPP-VIII	1420	1920	1920	-
IPP-VIII (Extn.)	1420	1920	1920	-
RCH Sub-Project	1420	1920	1920	-
HHW Scheme	1420	1920	1920	-
CBPHCS	1170	1920	1920	Concurrence in respect of enhancement of Rs. 250/- p.m. wef 01.07.2006 and Rs. 500/- wef 01.04.2008 is yet to be received from DHFW
3) At HAU Level : a) PTMOs				
CUDP III	2100	2600	2600	-
CSIP	2100	2600	2600	-
IPP-VIII	2100	2600	2600	-
IPP-VIII (Extn.)	2100	2600	2600	-
RCH Sub-Project	2500	3000	2600	Dept. has decided to make the remuneration uniform
HHW Scheme	2100	2600	2600	-

3) At HAU Level : b) STSs (Trained)				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
CUDP III	300	-	-	Mpl. Staff getting allowance for providing addl. services under the project. The Dept. is to decide to increase an lump sum amount.
CSIP	1650	2150	2250	-
IPP-VIII	1750	2250	2250	-
IPP-VIII (Extn.)	1750	2250	2250	-
RCH Sub-Project	2000	2500	2250	-
HHW Scheme	1750	2250	2250	-
	: c) STSs			
CUDP III	1550	-	2050	Not included in the Govt. order dt. 8th April, 2008
IPP-VIII	1550	-	2050	Not included in the Govt. order dt. 8th April, 2008
	: d) Clerk cum Storekeeper			
CUDP III	250 / 450 / 1350 / 8648	1850	1850	1350/- at Chinsurah 8648/- at North Dum Dum - Order in this regard is not available with SUDA. Data obtained from the requisition for fund submitted by the ULBs. Mpl. Staff getting allowance for providing addl. services under the project which varies 250/- to 450/-. The Dept. is to decide the rate of remuneration.
CSIP	1350	1850	1850	-
IPP-VIII	1350	1850	1850	-
IPP-VIII (Extn.)	1350	1850	1850	-
RCH Sub-Project	1350	1850	1850	-
HHW Scheme	1350	1850	1850	-
4) At ESOPD Level : a) Specialist Doctor				
CUDP III	2100	2600	2600	Initially Hono. was fixed @ Rs. 200/- per sitting – not exceeding Rs. 1600/- p.m. But subsequently during enhancement of hono. for last two terms the amount has been fixed as consolidated remuneration. But perhaps it is better to enhance the rate of hono. per sitting not exceeding eight (8) sittings p.m.
CSIP	2100	2600	2600	
IPP-VIII	2100	2600	2600	
IPP-VIII (Extn.)	2100	2600	2600	
RCH Sub-Project	2100	2600	2600	

4) At ESOPD Level : b) PTMOs – Same as PTMO at HAU Level				
	: c) Nurse			
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
CUDP III	275 / 1700	-	2200	Not included in the Govt. order dt. 3rd June, 2008
CSIP	1700	-	2200	
IPP-VIII	1700	-	2200	
	: d) Clerk cum Storekeeper			
CUDP III	250 / 150 / 1350	1850	1850	Mpl. Staff getting allowance for providing addl. services under the project which varies 150/- to 250/-. The Dept. is to decide the rate of remuneration in such cases.
IPP-VIII	1350	1850	1850	-
	: e) Pharmacist cum Storekeeper			
CUDP III	275 / 1700 |900	-	2200	Not included in the Govt. order dt. 3rd June, 2008. Mpl. Staff getting allowance for providing addl. services under the project which varies 275/- to 300/-. Dept. is to decide the rate of remuneration in such cases.
CSIP	1700	-	2200	
IPP-VIII	1700	-	2200	
	: f) Lab. Technician cum Clerk / Lab. Assistant			
CUDP III	1350	-	1850	Not included in the Govt. order dt. 3rd June, 2008.
CSIP	1350	-	1850	
IPP-VIII	1350	-	1850	
5) At Creche Level : Helper				
CUDP III	1150	-	1650	Not included in the Govt. order dt. 3rd June, 2008.
6) At MH Level : a) MO				
IPP-VIII	6000	6500	6500	-
IPP-VIII (Extn.)	6000	6500	6500	-
RCH Sub-Project	6000	6500	6500	-
	: b) Specialist Doctor			
IPP-VIII	1000 / 1500	-	1500 / 2000	Not included in the Govt. order dt. 3rd June, 2008. Document in respect of this sanction post is not available with SUDA. Data obtained from the requisition for fund submitted by the ULBs.

6) At MH Level : c) Nurse				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
CSIP	3000	4500	4500	-
IPP-VIII	4000	4500	4500	-
IPP-VIII (Extn.)	4000	4500	4500	-
RCH Sub-Project	4000	4500	4500	-
: d) Lab. Technician				
IPP-VIII	3000	2200	3500	Placement of Lab. Technician at ESOPD at sl. no. (4 f) and at MH does not match, even in respect of remuneration. The Dept. is to decide the rate of remuneration.
: e) Ayah				
CSIP	2000	-	2500	Not included in the Govt. order dt. 3rd June, 2008.
IPP-VIII	2000	-	2500	
: f) Night Guard				
IPP-VIII	950	1450	1450	-
IPP-VIII (Extn.)	950	1450	1450	-
RCH Sub-Project	950	1450	1450	-
: g) Ambulance Driver				
CSIP	2500	-	3000	Not included in the Govt. order dt. 3rd June, 2008. Ambulance Driver has not sanctioned in any of the ULBs where ambulance was provided. Dept. is to decide whether expenditure for this post will be borne or not.
7) At Diagnostic Centre Level : a) Admn. Management Professional				
IPP-VIII	4000	-	4500	Not included in the Govt. order dt. 3rd June, 2008.
: b) Radiologist, Pathologist & Sonologist				
IPP-VIII	3000	3250	3250	-
IPP-VIII (Extn.)	2750	3250	3250	-
RCH Sub-Project	2750	3250	3250	-

: c) Technician & Radiographer				
IPP-VIII	2000	2250	2250	-
IPP-VIII (Extn.)	1750	2250	2250	-
RCH Sub-Project	1750	2250	2250	-

7) At Diagnostic Centre Level : d) Lab. Technician				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
IPP-VIII	1350/2000/2100/3000	2200	2200	Remuneration varies in IPP-VIII – data obtained from the requisition fund submitted by the ULBs
IPP-VIII (Extn.)	1700	2200	2200	-
RCH Sub-Project	1700	2200	2200	-
: e) Cashier cum Clerk				
IPP-VIII	1500	-	2000	Not included in the Govt. order dt. 3rd June, 2008.
8) At ULB Level : a) Senior Nurse				
IPP-VIII	4250	4500	4500	-
: b) UHIO				
IPP-VIII	2750	3250		UHIO was engaged initially @ Rs. 4500/- p.m. out of which 50% borned by MAD and 50% by ULB. During enhancement of hono. wef. 2004 , the remuneration was fixed at 2500/- - getting remuneration of 5000/- in total. During enhancement wef. 01.07.2006 remuneration was raised to 2750/- - getting remuneration of Rs. 5500/ in total. In the latest enhancement during 01.04.2008 remuneration enhanced to 3250/- thus total remuneration is 6,500/- which is more than that of AHO. This practice is in vogue in IPP-VIII only. Actually half of the total enhancement should be borne by Dept. and remaining half by ULB. Dept. is to take decision.
IPP-VIII (Extn.)	2750	3250		
8) At ULB Level : c) AHO				
IPP-VIII	5250	8500	8500	Separate proposal will be submitted shortly towards enhancement of hono. to the medical professional at market rate.
IPP-VIII (Extn.)	8000	8500	8500	
HHW Scheme	8000	8500	8500	

9) At Management & Supervision Cell :				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
RCH Sub-Project	**: Medical Supervisor**			
	5000	5250	5500	-
	: PHN			
	4000	4250	4500	-
	: Storekeeper cum Clerk Medical Store			
	3500	3750	4000	-
	: Statistical Asstt			
	2000	2250	2500	-
	: Accounts Asstt.			
	2000	2250	2500	-

HHW Scheme	**: Community Development Officer**			
	8000	8500	8500	-
	: PHN			
	4000	4250	4500	-
	: Data Entry Operator			
	3350	3850	3850	-
	: Accounts Asstt.			
	4000	2250	4500	-
	: Clerk Cum Storekeeper			
	3350	1850	3850	-
	: Attendant			
	2600	1650	3100	

9) At Management & Supervision Cell :				
CBPHCS	**: Health Officer**			
	8000-13500+DA+DP	Not enhanced	-	-
	: MO			
	6000	6500	-	The remuneration should be clinic based fee @ Rs. 500/- per clinic which has been kept in PIP of World Bank.
	: Sanitary Inspector			
	5500	-	-	World Bank did not agree with this post.
	: Computer Asstt.			
	5000	-	5500	
	: Accounts Asstt.			
	5000	2250	5500	
	: Multipurpose Helper cum SK cum Clerk			
	5000	-	5500	
	: Health Assistant			
	5000	-	5500	

10) At HAU, ESOPD, Creche, MH, DC Level : a) Attendant				
Name of Health Programmes	**Existing Remuneration p.m. before 01.04.2008**	**Remuneration p.m. after 01.04.2008**	**Proposed Remuneration p.m.**	**Remarks**
CUDP III	1150	1650	1650	-
CSIP	1150	1650	1650	-
IPP-VIII	1150	1650	1650	-
IPP-VIII (Extn.)	1150	1650	1650	-
RCH Sub-Project	1150	1650	1650	-
HHW Scheme	1150	1650	1650	-
: b) Sweeper				
CUDP III	950	1450	1450	-
CSIP	950	1450	1450	-
IPP-VIII	950	1450	1450	-
IPP-VIII (Extn.)	950	1450	1450	-
RCH Sub-Project	950	1450	1450	-
HHW Scheme	950	1450	1450	-

NB : All the data in respect of CUDP III, CSIP and IPP-VIII have been obtained from the requisition of fund submitted by the respective ULBs. As such there is no document available with SUDA in respect of sanction of the posts along with remuneration.

Re-designation of various categories of staff and harmonizing their honorarium

I) Man-Power planning

- 1 HHW be allotted for a population not exceeding 1000 BPL contained in a single ward. A ward having less than 1000 BPL population will have 1 HHW; a Ward having BPL population between 1000 – 2000 will have 2 HHWs and so on. There will be at least 1 HHW per Ward regardless whether that ward has BPL population or not.

- 1 FTS for 5000 BPL population

- 1 FTS (Public Health) per 20000 general population

- Creche under CUDP III existing in 3 ULBs i.e. Hooghly Chinsurah, Garulia and North Barrackpore are required to be examined for assessing its necessity and utilization.

- Man-power at HAU level where ever existing be amalgamated at ULB level

- ESOPD (45 nos. ; 24 at IPP-VIII, 6 at CUDP, 1 at CSIP, 11 at IPP-VIII (Extn.) and 2 at RCH SP)
  - Specialist Doctors 1 each for 8 disciplines (need for no. of disciplines at ULB basis to be assessed) @ 2 clinics per discipline per week
  - Nurse, Clerk cum Store Keeper, Pharmacist , Attendant & Sweeper @ 1 each per ESOPD

- MH (34 nos. ; 21 at IPP-VIII, 11 at IPP-VIII (Extn.) and 2 at RCH SP)
  - RMO-4, Spl. Doctor -3 (G&O, Paediatrics, Anaesthesia), OT Nurse-2 , Nurse-4, Clerk cum SK-1 for 12 hours, Female Attendant -1 per 3 bed for 12 hours , Male Attendant- 2 for 12 hours , Night Guard- 1 , Sweeper- 1 per MH for 12 hours

- Diagnostic Centre (26 nos. ; 13 at IPP-VIII, 11 at IPP-VIII (Extn.) and 2 at RCH SP)
  - Manager, Radiologist, Pathologist, Sonologist, Technician cum Radiographer, Lab Technician , Clerk cum Cashier @ 1 each per DC

- Health Cell at ULB level for management & supervision
  - Health Officer , AHO (1 per ULB with population more than 80000), Nutritionist, Health Statistician, Computer Asst. @ 1 each per ULB
  - Pt time Medical Officer may be deployed on service based fee basis instead of honorarium based engagement to cater services at SCs @ at least 6 clinics per SC per month (4 General Treatment Clinics, 1 ANC/PNC, 1 Immunisation clinic)
  - ANM/GNM/PHN (instead of STS at HAU) to provide ANC (when doctor is not available) / Immunisation service, conduct of Awareness programme at SCs and monitoring and preparation of MIES; Clerk cum Storekeeper & Attendant be deployed @ 1 each per 40000 BPL population

II) Rationalisation of Nomenclature & pay structure in respect of posts created for Urban Health Programmes

18 nos. of nomenclature have been derived at in place of 45 nos. of nomenclature for existing posts under different Health Programmes.

Contd. to P-2.

III) Rationalization of Pay structure of Man-power

Sl. No.	Category	Existing Pay Per Head / p.m. (Rs.)	Proposed Pay	Remarks
1	HHW	1750.00 (honorarium)	To be fixed up by the Dept.	Part Time
2	FTS FTS (PH)	1920 .00 1920.00	Do	Do
3	Spl. Doctor at (a) ESOPD	Rs. 325/- per clinic not exceeding Rs. 2,600/- per specialist p.m.	1000/- per clinic for 4 hours duration	Restricting to maximum 8 visits per month
	(b) MH	2600.00	Pay Scale 8000-13,500/-	G&O- full time,
			1000/- per visit for 4 hours duration	Anaesthetist & Paediatrician – Part Time
	(c) DC (Radiologist, Pathologist, Sonologist)	3250.00	Consolidated : 3250.00	Part-Time
4	Nurse at (i) ESOPD (ii) MH (iii) ULB	 2200.00 3000.00 – 4000.00 4500.00	Pay Scale for GNM : 4,000 – 8,850/- ANM : 3,350 – 6,325/-	Full Time
5	Clerk cum Store Keeper at (i) ESOPD (ii) ULB	 1850.00 1850.00 to 5000.00	Pay Scale 3350 – 6,325/-	Do
6	Pharmacist at ESOPD	2200.00	Pay Scale 3350 – 6,325/-	Do
7	RMO at MH	6500.00	Pay Scale 8000-13,500/-	Do
8	Manager at DC	4500.00	Pay Scale 6,000 – 12,000/-	Do
9	Technician (Lab & Radiographer) at DC	2250.00	Pay Scale 4,000 – 8,850/-	Do
10	Clerk cum cashier at DC , MH	2000.00	Pay Scale 3350 – 6,325/-	Do

Contd. to P-3.

Sl. No.	Category	Existing Pay Per Head / p.m. (Rs.)	Proposed Pay	Remarks
11	Health Officer (HO) at ULB	Pay Scale 8000-13,500/- for 36 HOs. Consolidated pay of Rs. 16,920/- for the rest HOs (Considering only DP & DA)	Pay Scale 8000-13,500/-	Full Time
12	AHO at ULB	5250.00 – 8500.00	Pay Scale 8000-13,500/- (Not exceeding Rs. 15,000/-)	Do
13	Nutritionist at ULB	nil	Pay Scale 4,000 – 8,850/-	Do
14	Health Statistician at ULB	nil	Pay Scale 4,000 – 8,850/-	Do
15	Computer Asst. at ULB	3350.00 – 5000.00	Pay Scale 3350 – 6,325/-	Do
16	Attendant at ESOPD , MH, ULB	1650.00	Pay Scale 2,600 – 4,175/-	Do
17	Sweeper at ESOPD, MH, ULB	1450.00	1,800/-	Part Time
18	Night Guard at MH	1450.00	1,800/-	Do

- Engagement of HO at ULB be made at per with 36 HOs appointed by the Government.
- Other full time staff may be engaged on contract. Consolidated remuneration may be fixed on the basis of pay scale keeping provision of enhancement as per Government Employees.
- Part time staff be engaged on contract. Consolidated remuneration be enhanced based on service performance at two yearly interval.

Action points following to the meeting of the MIC, MA & UD held at SUDA on 16.12.2008

Activity	Action by	Time Frame
Formation of Ward level Health Committee in all the 126 ULBs as per Urban Health Strategy August, 2008 of GOWB : Preparation of note & submission to the Director, SUDA for taking further necessary action.	PO, Health, SUDA	By 23.12.2008
Training of Health Officer (HO) of 63 ULBs implementing Community Based Primary Health Care Services : At present only 25 HOs are in position. Training will be imparted in three batches covering 63 HOs centrally at SUDA.	PO, Health, SUDA	1st batch by mid January, 2009 Date for 2nd & 3rd batch will be decided depending on positioning of HO.
The ULBs out of 63 who could not yet engage HO, common advertisement by SUDA may be floated : Letter to be issued to the ULBs under the signature of Director, SUDA intimating the above decision. Draft letter for the purpose will be put up to Director, SUDA. On receipt of information from the ULBs, advertisement will be floated in leading news paper.	PO, Health, SUDA PO & SUDA	By 19.12.2008
Non / less functioning of Maternity Home (MH) created under different Health Programmes : PPP is to be tried out. Model of PPP is to be obtained from DHFW. File will be put up.	PO, Health, SUDA	By 24.12.2008 By Mid January, 09
Common name for all the Urban Health Programmes instead of having existing different names of Health Programmes – Community Based Urban Health Programmes : File under the name of restructuring has already been put up to the Dept. of MA by PO, Health, SUDA.	Dept. is to issue notification	
Re-designation of various staff position and harmonizing their honorariums	PO, Health	By 24.12.2008

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