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[ No.10680-MSNG-III-M-03/2011/H.]

## HEALTH & FAMILY WELFARE DEPARTMENT

### RESOLUTION

The 19th April, 2012

**Sub: Guidelines for filling up of the posts of Multipurpose Health Worker (Female)/ANM.**

In supersession of the previous Instructions/ guidelines; except as respects things done or omitted to be done before such supersession, the Government in Health & F.W. Department, in pursuance of the direction of Hon'ble High Court in respect of W.P(C)No.14101/05 and Misc. Case No.5424/08 filed by Ranjita Kumari Banya and 27 others and O.A. No.967(C)/10 filed by Sujata Mohanty vrs State of Odisha and others, do hereby formulate the following guidelines for recruitment of ANM/ MPHWF in the State under general health care.

1. Constitution of cadre – (1) The MPHWF/ANM in each district shall form a separate cadre.

(2) The CDMO shall be the appointing authority and shall have the power to transfer them from one place to another within the District.

2. Method of Recruitment- The posts shall be filled up by Direct Recruitment by means of Career Assessment by the Selection Committee constituted under Para. 6.

3. Reservations- There shall be reservation of vacancies or posts, as the case may be, for-

- (a) Scheduled Castes & Scheduled Tribes in accordance with the provisions of the Orissa Reservation of Vacancies in Posts and Services (for Scheduled Castes & Scheduled Tribes) Act, 1975 and the Rules made thereunder; and
- (b) SEBC, Sports Men and Persons with Disabilities in accordance with the provisions of such Act and Rules or Instructions made in this behalf by the Government from time to time.

4. Eligibility criteria- In order to be eligible for direct recruitment a candidate shall have to satisfy the following conditions.

(1) **Nationality:** She must be a citizen of India.

(2) **Age Limits:** She must have attained the age of 18 years and must not be above the age of 32 years:

Provided that the upper age limit in respect of Persons with Disabilities referred to in Para 3 shall be relaxed in accordance with the provisions of the rules, orders or instructions, for the time being in force.

**Explanation-I:** A woman who comes under more than one category shall be eligible for only one benefit of relaxation which shall be considered most beneficial to her.

**Explanation-II:** Since only women candidates are eligible to apply and a woman candidate belonging to ST, SC or SEBC Category is eligible for relaxation of upper age limit by 5 years as woman and 5 years as ST, SC or SEBC, in such case, she shall be eligible only for 5 years of age relaxation. But a woman candidate who is a person with disabilities is eligible for relaxation of upper age limit by 10 years as person with disabilities, in such case; she shall be eligible only for 10 years of age relaxation, which is considered more beneficial to her.

(3) **Knowledge in Odia:** She must be able to read, write and speak Odia and have-

- (a) passed Middle School examination with Odia as a language subject; or
- (b) passed Matriculation or equivalent examination with Odia as medium of examination in non-language subject; or
- (c) passed in Odia as language subject in the final examination of Class VII from a school or educational institution recognized by the Government of Odisha or the Central Government ;or
- (d) passed a test in Odia in Middle English School Standard conducted by the School and Mass Education Department.

(4) **Minimum Educational Qualification:** She must have-

- (a) passed HSC or equivalent examination;
- (b) passed ANM examination conducted by the Odisha State Nursing and Midwives Board; and

(c) passed out from INC (Indian Nursing Council) approved institutions either Govt. or Private) and having ONC(Orissa Nursing Council) registration.

(5) **Physical Fitness:** she must be of good mental condition and bodily health and free from any physical defect likely to interfere with the discharge of her duties assigned to the post.

(6) She must have registered her name in any employment exchange within the state and have a valid registration certificate.

5. Assessment and Publication of Vacancies- (1) In the month of January each year the CDMO shall determine the vacancies (existing vacancies Plus anticipated vacancies)to be filled up in that year.

(2) Advertisement inviting application from eligible candidates shall be published in at least 2(Two) leading Odia daily newspapers for two consecutive days indicating the number of posts to be reserved for SCs, STs, SEBCs and Persons with Disabilities by the chairman of the Selection Committee.

6. Constitution of Selection Committee- (1) The selection committee in each district shall consist of the following members; namely:—

- |                                     |   |                  |
|-------------------------------------|---|------------------|
| (a) CDMO of the District            | - | Chairman         |
| (b) Representative of the Collector | - | Member           |
| (c) ADMO(Medical)                   | - | Member           |
| (d) District Welfare Officer        | - | Member           |
| (e) District Social Welfare Officer | - | Member           |
| (f) ADMO(FW)                        | - | Member Secretary |

(2) The recommendation of the selection Committee shall be valid and can be operated upon notwithstanding the absence of any one of its members other than the Chairman:

Provided that the member so absenting was duly invited to attend the meeting of the Committee and the majority of members of the Committee attended the meeting.

7. Career Assessment- *Total Marks: 100*

<b>Examination</b>	<b>weightage</b>
<i>HSC(excluding fourth optional)</i>	<i>50 %</i>
<i>ANM examination</i>	<i>50%</i>

8. Procedure for Selection by the Committee- (1) The Committee shall meet to consider career assessment of the eligible candidates, after scrutiny of applications received.

(2) The Selection Committee shall verify the certificates of the candidates in support of their eligibility and the genuineness of private institutions with regards to their approval by INC and ONC for the particular year during which the candidate prosecuted and completed the ANM training course.

(2) Draw a list of candidates in order of merit at least twice the number of vacancies advertised

(3) Publish their names with dates for verification of Original Certificates.

(4) After verification of the original certificates the Committee shall draw the final merit list; which shall contain names of candidates equal to the number of vacancies advertised:

Provided that if 2 (two) or more candidates secure equal marks on carrier assessment, then-

(i) the candidate who secures more marks in ANM Examination shall be assigned higher position. If the marks shall be equal, then-

(ii) the candidate who secures higher mark in Mathematics (HSC) shall be assigned higher position. If the marks shall be the same, then-

(iii) the candidate who secures higher marks in English (HSC) shall be assigned higher position. If the marks shall be equal, then-

(iv) the candidates older in age shall be assigned higher position.

(5) In case of non-availability of required number of candidates of the district, the case of candidates belonging to other border districts may also be considered separately by the committee.

(6) The merit list referred to under Sub-Para.(4) shall ordinarily be in force for a period of one year from the date of its publication or until another merit list is prepared afresh whichever is earlier.

(7) Appointments shall be made in the order in which the names of persons appear in the merit list.

9. Inter se-seniority- (1) The *inter se*-seniority of the persons appointed to the post in a particular year shall be in the order in which their names appear in the merit list.

(2) The seniority list of all the Multipurpose Health Worker (F), who join the post, shall immediately be forwarded to the Director, Family Welfare for the purpose of preparation of State level gradation list.

10. Relaxation- When it is considered by the Government that it is necessary or expedient to do so in the public interest, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules.

11. This has been concurred in by the G.A. Department vide their UOR No.41/GAD., dated the 19th January, 2012.

**ORDER**

Ordered that the Resolution be published in the Extraordinary issue of the *Odisha Gazette* for general information. Ordered also that copies of the Resolution be forwarded to all Departments of Government/ all Heads of Departments/ all Collectors/ Registrar, Odisha High Court/ Registrar, Odisha Administrative Tribunal.

By Order of the Governor

ANU GARG

Commissioner-*cum*-Secretary to Government