



Government of West Bengal
Health & Family Welfare Department
National Health Mission
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Memo No. HFW/NHM-466/2020/Pt-II/2756

Date: 20. 09.2024

From : Programme Officer (NHM) & Sr. Deputy Secretary
Health & Family Welfare Department

To: 1. CMOH (All Districts/Health Districts)
2. CMHO, Kolkata Municipal Corporation

Sub: Resolution of 24th Meeting of HR Advisory Committee

Madam/Sir,

The 24th meeting of HR Advisory Committee was held on 10.07.2024 at 4 pm. The resolution of the meeting is hereby sent for taking kind necessary action on such cases based on the relevant conditions.

Encl: Resolution of 24th meeting of HRAC

Yours faithfully,

Programme Officer, NHM &
Sr. Dy. Secretary to the Govt. of West Bengal

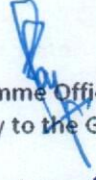
Memo No. HFW/NHM-466/2020/Pt-II/2756/1(22)

Date: 20. 09.2024

Copy forwarded for kind information to

1. Secretary, Health Services, Health & FW Department, Govt. of WB.
2. Director of Health & Services, Health & FW Department, Govt. of WB
3. Programme Officer-II, NHM & Deputy Secretary, Health & FW Department, Govt. of WB
4. Advisor, WBSH&FW Samiti, Health & FW Department, Govt. of WB
5. Director Finance, State FMG, Health & FW Department, Govt. of WB
6. State Family Welfare Officer, Health & FW Department, Govt. of WB
7. Jt. DHS, NCD, Health & FW Department, Govt. of WB
8. Jt. DHS, PH & CD, Health & FW Department, Govt. of WB
9. DDHS, NCD-I/NCD-II, Health & FW Department, Govt. of WB
10. DDHS, Malaria, Health & FW Department, Govt. of WB
11. DDHS, Leprosy, Health & FW Department, Govt. of WB
12. Financial Advisor, WBSH&FWS & Senior Accounts Officer, NHM, Health & FW Department, Govt. of WB
13. State TB Officer, Health & FW Department, Govt. of WB
14. State Nodal Officer, Quality Assurance, Dept. of H & FW, Govt. of WB
15. State Nodal Officer, NUHM, Dept. of H & FW, Govt. of WB
16. State Programme Officer (All Programmes), NHM, Health & FW Department, Govt. of WB

17. Superintendent,(IDBG Hospital/SN Pandit Hospital/Lady Dufferin Hospital/Abinash Dutta Maternity Home/Chittaranjan Seva Sadan/Ramrik Hospital/Garden Reach State General Hospital/B C Roy & PGIPS)
18. CTO, Kolkata
19. In-charge, KMC IDSP Society
20. Advisor, Law, WBSH&FWS
21. State HR Cell , Swasthya Sathi Building
22. Office Copy


Programme Officer, NHM &
Sr. Dy. Secretary to the Govt. of West Bengal

Date: 20 .09.2024

Memo No. HFW/NHM-466/2020/Pt-II/2756/2(3)

Copy forwarded for kind information to

1. Director/Principal, Medical College & Hospital (All)
2. Director(CMS/RIO/BIN/STM/IBTM/STDC/IHTM)
3. MSVP, Medical College & Hospitals and Medical Colleges (All)

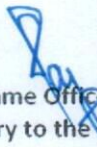

Programme Officer, NHM &
Sr.Dy. Secretary to the Govt. of West Bengal

Date: 20 . 09 .2024

Memo No. HFW/NHM-466/2020/Pt-II/2756/3(2)

Copy forwarded for kind information to

1. Special Municipal Commissioner, Kolkata Municipal Corporation
2. Municipal Commissioner, Bidhannagar/Howrah/Chandannagore/Asansol/Durgapur/Siliguri Municipal Corporation


Programme Officer, NHM &
Sr.Dy. Secretary to the Govt. of West Bengal

**Resolution of 24th Meeting of HR Advisory Committee (HRAC) on
various HR issues of NHM & WBSH&FW Samiti**

	Members Present
Date: 10-07-24 Time: 4.00pm. Venue: Board Room, 4th floor, Swasthya Sathi Building	1. Advisor, WBSH&FWS,H&FWD, GoWB
	2. Director, State FMG, H&FWD, GoWB
	3. State Family Welfare Officer, H&FWD, GoWB
	4. Programme Officer-I (NHM) & Sr.Dy. Secretary, H&FWD, GoWB
	5. Financial Advisor, WBSH&FWS,H&FWD, GoWB
	6. Jt. DHS TB, WBSH&FWS,H&FWD, GoWB – Invitee Member
	7. SNO Quality Assurance, WBSH&FWS,H&FWD, GoWB – Invitee Member
	Other Officials Present:
	6. State Human Resource Manager, SPMU, NHM, GoWB
	7. State Consultant (Monitoring & Evaluation), SPMU, NHM, GoWB
	8. State Programme Manager (Planning and HR), SPMU, NHM, GoWB

Sl. No.	Matters for Discussion	Decision(s) Taken
1.	Complaints against Partha Ghosh BAM, Bethuadahari RH, Nadia [HFW-27099/74/2024-NHM Sec Dept of H&FW]	<p>1.1: In the 23rd HRAC meeting it was decided that: CMOH, Nadia will conduct an enquiry with district level officials and send a detailed report with specific comments and recommendations to this end.</p> <p>1.2: The Enquiry Committee under CMOH Nadia, concluded that:</p> <ul style="list-style-type: none"> - As per the inspection of all the records it seems that there are some gross financial irregularities regarding condemnation, Auction procedure, Tree Cutting, Nischoy Yan Vehicles and Pond digging matter. - That Govt. assets and earnings are not accounted for nor deposited to the Treasury <p>1.3: However, the Enquiry Committee has not mentioned anything specifically in the Enquiry report regarding the allegation against Shri. Partha Ghosh, BAM of Bethuadahari RH Nadia or any other person responsible for such gross financial irregularities.</p> <p>1.4: CMOH, Nadia is now being directed to communicate his opinion regarding the observations related to irregularities pointed out by the Enquiry Committee along with recommendations/action points within 15 days of receipt of this communication.</p>

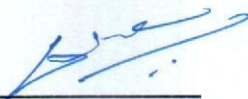
Sl. No.	Matters for Discussion	Decision(s) Taken
2.	<p>Two Months Leave without pay of Medical Ground of Kamala Mandal, CHA, Anchuri RH, Bankura [HFW-27011/103/2024-BANKURA CMOH SEC-Dept. of H&FW]</p>	<p>2.1: In the 23rd HRAC meeting it was decided that: CMOH, Member Secretary, District H&FW Samiti, Bankura will issue a letter with receipt instructing Kamala Mandal, CHA, Anchuri RH, to join at her respective place of posting within seven (7) days from the receipt of the notice along with all medical reports, barring which decision of non-renewal of contract beyond 30-06-2024 may be considered.</p> <p>2.2: Based on the same a letter vide Memo No.2796 was issued on 21.06.2024 through Speed Post and e-mail was sent to Mrs. Kamala Mandal, Community Health Assistant (CHA), Bhagabanpur Sub-Health Centre (SSK) under Anchuri Rural Hospital (RH), regarding instructions for joining.</p> <p>2.3: However, since she has not joined till date notice may be served to her once again with instruction to join at her respective place of posting within seven (7) days from the receipt of the notice barring which the employee's contractual engagement stands terminated under <u>Clause 11</u> of Order issued vide Memo No. SHFWS/ESTD/-578/2012/1135 dated 16/10/2023.</p> <p>2.4: In case of non-joining, CMOH and Member Secretary, DH&FWS Bankura is directed complete the process of deletion in HRMIS.</p>
3.	<p>Clarification re-joining of NHM employee - Priyanka Saha – Counsellor - K S Roy TB Hospital [HFW-27011/176/2024-MC Sec-dept of H&FW] and Regarding Approval of Leave of Priyanka Saha HFW-45035(16)/1/2024 CMOH S(24) Prgs</p>	<p>3.1: Ms. Priyanka Saha Counsellor - K S Roy TB applied for re-joining on 15-04-2024 to Superintendent KS Roy TB Hospital after unauthorised absence from 21-02-24 to 13-04-2024 without a fitness certificate. Superintendent KS Roy TB Hospital sent her to CMOH South 24 Parganas for rejoining provided she has submitted a fitness certificate. However, a file for unauthorised absence was initiated by CMOH, South 24 Parganas and placed before 23rd HRAC for guidance regarding her rejoining after such long unauthorised absence.</p> <p>3.2: Based on the same since the decision for her re-joining was communicated in the Resolution of 23rd HRAC Meeting vide Memo No. HFW/NHM-466/2020/Pt II/1795 dated 19-06-2024 and since CMOH, South 24 Parganas has allowed her rejoining</p>

Sl. No.	Matters for Discussion	Decision(s) Taken
		<p>on 26-06-2024 so her official re-joining date will be considered from 26-06-2024.</p> <p>3.3: The existing available leaves of the employee for the concerned FY will have to be adjusted against the period of unauthorised absence. Any leave beyond the admissible limit will be treated as leave without pay.</p> <p>3.4: The admissibility of leave for the employee will be guided by Clause 2.7 of order vide Memo No: HFW/NHM- 466/2020/Pt-1/520 dated 14-09-2022.</p>
4.	<p>Enquiry regarding Misappropriation of Fund at Basirhat DH&FWS (File No. HFW-27021/168/2023-NHM SEC-Dept. of H& FW)</p>	<p>4.1: Considering the seriousness of the financial irregularities in which the incumbent has been involved and as per the enquiry report conducted by State FMG, CMOH Basirhat is being directed not to renew his contract further till further instruction.</p> <p>4.2: Considering the legal implications the file may be sent to the Law Branch for further suggestion if any in this regard.</p>
5.	<p>Transfer prayer of Sipra Purkait Bhandari, CHA of Patharpratima block File No. HFW-45017(99)/63/2024-CMOH(HFW)-Dept. of H&FW</p>	<p>5.1: As per order vide Memo No. HFW/NHM-466/2020/Pt-1/356 dated 26-05-2022 the Clause 1.4 states that "<i>Inter district transfers, where Appointing Authorities are different will not be allowed except for newly created health districts or newly formed revenue districts carved out of the existing administrative district</i>". Moreover, as per order vide No. HSL(Misc)- 136(30)/07 dated Wednesday Oct' 2007 regarding engagement of erstwhile 2nd ANMs, it was mentioned that the "<i>selected candidates shall have to be a resident of one of the villages comprising the sub centre area.</i>"</p> <p>5.2: Considering both the above Clauses the transfer of Smt. Sipra Purkait Bhandari, CHA(R) of Patharpratima block to Diamond Harbour cannot be considered.</p> <p>5.3: CMOH and Member Secretary, DH&FWS, DHHD is being directed to communicate the decision to the concerned employee.</p>
6.	<p>Regarding 90 days without pay leave of Rina Dey (Roy), CHA (R), Beliaberah SSK, Gopiballavpur - II Block, Jhargram [File no. HFW-</p>	<p>6.1: On careful consideration of the detailed report sent by CMOH, it has been decided that Rina Dey (Roy), CHA (R), Beliaberah SSK, Gopiballavpur - II Block, may be allowed to re-join in her present place</p>

Sl. No.	Matters for Discussion	Decision(s) Taken
	45022(13)/5/2024-CMOH(HFW)-Dept. of H&FW]	<p>of posting.</p> <p>6.2: The existing available leaves of the employee for the FY 24-25, will have to be adjusted against the period of absence. Any leave beyond the admissible limit will be treated as leave without pay.</p> <p>6.3: The admissibility of leave for the employee will be guided by Clause 2.7 of order vide Memo No: HFW/NHM-466/2020/Pt-I/520 dated 14-09-2022.</p>
7.	Complaints received against Mr. Subir Saha, Executive Assistant, Thalassemia Control unit, BSMCH, Bankura (File No. HFW-21099/66/2023-MC SEC-Dept. of H&FW)	<p>7.1: Repeated complaints has been received regarding the unprofessional behaviour, lack of sincerity, entering data without approval of authority and long unauthorised absence of Mr. Subir Saha, Executive Assistant, Thalassemia Control Unit, BSMCH, Bankura from MSVP and CMOH Bankura, and the same is being viewed seriously by the committee.</p> <p>7.2: Further it may be noted that such allegations attract provision of termination under <u>Clause 11</u> of Order issued vide Memo No. SHFWS/ESTD/-578/2012/1135 dated 16/10/2023.</p> <p>7.3: However, it has been decided by the committee to monitor his performance including attendance strictly for another 3 months.</p> <p>7.4: On completion of 3 months, MSVP BSMCH will send a detailed report to this end regarding the performance of Mr. Subir Saha, Executive Assistant, Thalassemia Control Unit, for continuation of his service further.</p> <p>7.5: CMOH, Bankura is being instructed to renew his contract for 3 month only w.e.f 01-07-2024. Further renewal will be decided after receipt of performance report from MSVP, BSMCH, Bankura.</p>
8.	Issues Related to Transfer of Contractual Employees under NHM, West Bengal vide Memo No. HFW/NHM-466/2020/Pt-1/356 dated 26-05-2022	<p>8.1: In partial modification of the order vide Memo No. HFW/NHM- 466/2020/Pt-1/356 dated 26-05-2022 regarding Transfer Guidelines of Contractual Employees under NHM West Bengal, it was decided that any employee who has applied for transfer and has been transferred will not be eligible for further transfer for the next 3 years subject to renewal of his contract w.e.f the issuance of the transfer order.</p> <p>8.2: However, the above mentioned criteria will not</p>

Sl. No.	Matters for Discussion	Decision(s) Taken
		<p>be applicable for transfers on administrative ground or severe medical reasons.</p> <p>8.3: All transfer prayers will have to be mandatorily screened by CMOH office based on all the criteria mentioned in the order vide Memo No. HFW/NHM-466/2020/Pt-1/356 dated 26-05-2022 including the criteria mentioned above before finally forwarding the application to MD, NHM.</p>


The decisions taken in the meeting with the Committee members along with recommendations are placed before the Executive Director, WBSH&FWS and Mission Director, NHM and Chairman of the HR Advisory Committee for kind approval.




 State FW Officer &
 Member, HR Advisory
 Committee




 Director, State FMG &
 Member, HR Advisory
 Committee



 PO - In Charge of HR, NHM &
 Sr. Dy. Secretary, H&FWD &
 Member-Convenor, HR
 Advisory Committee

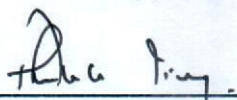


 Financial Advisor
 WBSH&FWS &
 Member, HR Advisory
 Committee



 Advisor, WBSH&FWS &
 Member, HR Advisory
 Committee

Approved by



ED, WBSH&FWS & MD, NHM & Secretary, H&FWD &
 Chairman, HR Advisory Committee