Minutes of the 16th Executive Committee Meeting of State Health Society held on 14th September 2016 at the Conference Hall of National Health Mission, Assam

The 16th Executive Committee Meeting of State Health Society was held on 14th September 2016 at the Conference Hall of National Health Mission, Assam under the Chairmanship of Shri Samir Kumar Sinha, IAS, Commissioner & Secretary to the Government of Assam, Health & Family Welfare Department and Chairman, Executive Committee.

At the outset, the Chairperson welcomed all the members of the committee for the meeting.

The meeting noted that the Executive Committee meetings have not been held regularly and therefore decided that henceforth the Executive Committee meetings would be held regularly as per schedule.

The Chairperson suggested that steps should be initiated for the next Governing Body meeting and State Health Mission Meeting as well.

Record of proceeding of the meeting:

Agenda Point No 1: Action taken report on the decisions of 15th Executive Committee meeting reviewed.

a. The issue of payment of ASHA incentives was discussed. It was informed that all Health Blocks started payment through PFMS using "ASHA Payment System". It was decided that if any member of Executive Committee found that ASHA incentive payment was pending, then the matter should be immediately informed to Mission Director, NHM, Assam and NHM would ensure release of incentive within 7 days.
b. The issue of providing free drugs to pregnant women under JSSK was discussed. The Executive Committee decided that Prescription Audit system would be effectively enforced in the State, and in this endeavor cooperation from DCs would be solicited.
c. The issue of functioning of FRUs and night C-section delivery was discussed. It was decided to review the monthly performance of all FRUs. It was also decided that performance report of Jt. DHSs would be collected and reviewed on a monthly basis by the Director of Health Services, Assam, and one of the performance indicators in of the monthly report would be functioning of FRUs in the district.

d. The Executive Committee noted that training of Jt. DHS and Addl. CM&HO (FW) are required on administrative matters for smooth functioning of the health system. It was decided that orientation programme would be organized accordingly in the immediate future.

e. The Executive Committee reviewed the progress of construction works executed by PWD (B) and Assam State Housing Board (ASHB) and decided to withdraw the works which were yet to be started and the same would be executed by NHM. It was decided to constitute a committee under the Chairmanship of MD, NHM to review the matter and find out solution to complete the remaining construction work at the earliest.

Agenda Point No 2: Discussion on RoP approval for the financial year 2016-17

The meeting reviewed the RoP approvals for the financial year 2016-17. It was decided to expedite the implementation of the activities so as to ensure implementation of activities within the financial year.

Agenda point No 3: HR Issues

Sl	Discussion Point	Decisions of the meeting
3	**Major HR issues**	
3.1	Notification of difficult areas for posting of 39 approved specialist doctor positions for which salary to a maximum of Rs. 1,20,000/- per month may be paid.	Govt. would notify the difficult areas after due examination. File with justifications to be moved to the Health & FW Department for issuing the notification.
3.2	**ROP 2016-17 related HR Issues**	
3.2.a	New Approval of the posts of SIHFW in ROP 2016-17	The approved posts in NHM RoP 2016-17 to be recruited expeditiously. The meeting decided, DHS(FW), Assam to move file to the Health & FW Department for creation of posts at SIHFW
3.2.b	Pending Approval for HR for NVBDCP & NTCP. Respective SPO / SNO to take necessary action	Noted. MD, NHM to move to Govt. of India for approval for the pending HR at NVBDCP and NTCP.
3.2.c	Abolition of posts of Data Entry Operators and Computer	Matter to be taken up with Govt. of India.

Sl	Discussion Point	Decisions of the meeting
	Assistant across all programmes and approval of Lump Sum amount for outsourcing of data entry operations or payment on task rate basis. Existing DEOs to be paid from the lump sum amount approved in ROP. No new recruitment of DEOs. Against 70 Posts of DEO, NCD, recruitment was initiated in 2015-16 and the final interview was held in July and the merit list has been prepared. However, due to non approval of posts, the result is not withheld	A comprehensive proposal to be submitted to the Govt. of India for considering Assam as a special case and to approve the posts as per the number approved in ROP 2015-16.
3.2.d	Abolition of posts of Support Staff across SNCU / NRC / NBSU and approval of Lump Sum amount for outsourcing of support services including or payment on task rate basis to the extent possible. Existing HR may be discontinued as contractual employee and to be engaged on task rate basis or through outsourcing from the lump sum amount	Matter to be taken up with Govt. of India. A comprehensive proposal to be submitted to the GOI for considering Assam as a special case and to approve the posts as per the number approved in ROP 2015-16.
3.2.e	Non-approval of additional 114 new posts proposed for CHOs. 14 from earlier batch and 34 from current batch remain to be engaged. Presently, 562 are in position	Matter to be taken up with Govt. of India. A comprehensive proposal to be submitted to the Govt. of India for considering Assam as a special case and to propose for approval of additional posts of Community Health Officers (CHOs).

Sl	Discussion Point	Decisions of the meeting
		The meeting also decided that no posting or attachment of CHOs at Health Institutions above Sub Centres. Further, the meeting decided that non-compliance of Office Orders will lead to disciplinary action including release from contract within 7 days.
3.2.f	Non-approval of 300 New Medical Officers & 213 Laboratory Technicians for functionalization of New Model Hospitals & New PHCs by GoI. As per NPCC discussion, posts of Regular Medical Officers to be filled up first before proposing for additional HR to fill up the gaps. All facility bases service delivery HR including Laboratory Technicians to be integrated across the programmes to avoid duplication.	Noted. Regular recruitments under DHS & DHS(FW) to fill up the Regular Vacancies to be expedited. As per GoI Guidelines, integration of available HR from Programatic Approach to Systems approach as per the 13th June 2016 Letter to be initiated.
3.2.g	Proposal of 25 New & 10 Existing Radiographers Posts at District Hospitals - Not Approved. 9 already Radiographers posted at MMCH to be adjusted in vacant positions against approved positions against MMUs.	Noted.
3.2.h	50 MMU Radiographers (under FMR B11) to be posted in Facility Level Hospitals as per ROP conditionality. Accordingly, the Radiographers engaged in the MMUs may be placed in Health Facilities within the same district	Agreed. The meeting agreed to the proposal. The Radiographers engaged in the MMUs may be placed in Health Facilities within the same district wherever vacancies exist.

Sl	Discussion Point	Decisions of the meeting
3.3	**Salary related issues.**	
3.3.a	Revision of Initial Salary to the Key Posts, both Clinical as well as Programme Management Units at State HQ as well as at the Districts	Agreed in principle. To move file to Health & FW Department for approval.
3.3.b	Salary to the SPM / Consultants as per GOI approved amount in ROP	Agreed in principle. To move file to Health & FW Department for approval.
3.3.c	Non-approval of revised remuneration of CHOs. Base remuneration considered as Rs. 18000/- and not as Rs. 20,000/ as enhanced earlier vide order dated 26.09.2012. Initial proposal of revision of Remuneration of CHOs to Rs. 28,110/- as per DHS, Assam proposal not approved.	Noted for examination.
3.3.d	The enhanced remuneration of MO(Homoeo) at par with MO(Ayur) in pursuance of Hon'bleGauhati High Court Order in WP(C) 426/2013 not enhanced. Base remuneration kept at Rs. 22000/- while for MO(Ayur) is Rs. 30,500/-	Noted. To move the file to the Health & FW Department for appraisal of Hon'ble Minister for implementation of the Hon'ble Court's Order.
3.3.e	Enhancement of Remuneration of ASHA Supervisors not approved. Base remuneration considered at Rs. 4500/- (including TA/DA) and not as enhanced earlier to Rs. 5500/- vide order dated 11.03.2013	Noted.
3.3.f	Non-approval of revised remuneration and proposed arrear of the State & District Data Managers. Base	Noted.

Sl	Discussion Point	Decisions of the meeting
	remuneration considered at Rs. 18,000/- instead of Rs. 20,000/-	
3.3.g	As per NPCC Discussion, non-approval for Employer's Contribution for EPF for Contractual employees drawing remuneration above Rs. 15000/- per month. Approval for EPF has been accorded only to those employees drawing remuneration uptoRs. 15,000/-. Registration of the State Health Society, Assam as per EPF & MP 1952 Act has been initiated.	Noted.
3.4	Non writing of Performance Appraisal by NHM Employees in last 2 years	Performance Appraisal of all the NHM Employees to be completed within Nov 2016. The Increment and Loyalty Bonus shall be paid to the employees after the completion of the performance appraisal. The meeting also decided for Performance and activity monitoring of Regular Cadre staff including Jt, DHS, Addl. CM&HO, DIO etc besides that of the Contractual Staff.
3.5	Recruitment done in last 2 years and procedure followed to be placed to EC for ex-post facto approval	Noted and approved. The meeting suggested expediting the recruitment process for all vacant or newly approved positions in RoP 2016-17.
3.6	Competency Assessment Tests as per GoI Guideline	Noted and approved.
3.7	Maintenance of Reserve List from the Merit List with validity of 1 year for quick posting in case of vacancy due to non-joining of selected candidates or due resignation / attrition	The matter may be examined within the provision of AFRBM Act, 2005 and processed accordingly

Sl	Discussion Point	Decisions of the meeting
3.8	Revision of TA/ DA for NHM Employees under State & District Health Societies	Approved in principle. The meeting empowered MD, NHM for examine the matter and submit proposal to the Chairman, EC for approval.
3.9	Payment of Performance Based Incentives; enhancement of Incentive to Rs. 3000/- to hired Anaesthetist for conduct of CS in hospitals with Rs. 1500/- from JSY and remaining 1500 from other linked FMRs (A.8.1.10.7 PBI for EmoC Team at Sub-District CHCs/FRUs in the 6 HPDs as well as A.8.1.10.8 PBI for EmOC at DH for 6 HPDs)as well as from 6% JSY Administrative Cost as per admissibility	Approved. Payment of additional incentives of Rs. 1,500/- from JSY Administrative Expenses and other linked activities of RoP for hiring of Specialists subject to budget provision.
3.10	Matter of Standing Counsel	The matter relating to the Standing Counsel, File to be moved to the Health & FW Department with details for decision and approval.
3.11	Creation of EPF Unit within the HRD Cell for implementation	Approved for creation of EPF Unit at State HQ with the already ROP Approved HR. No new HR positions to be created.
3.12	Provision for engaging Trainees in the State HQ	Approved in principle. To engage Trainees for internship without Stipend subject to value addition to the organization. The meeting suggested constituting a committee for engaging the Trainees. However, no appointments shall be done beyond ROP approved posts for all Programmes under NHM.

- The maximum age of entry and exit in NHM, Assam was also discussed. The meeting proposed entry age maximum 62 Years for Doctors and 60 years for other posts. An employee under NHM may work up to the age of 65 years expect in special cases. The Chairman, EC suggested the matter may be placed in next Governing Body meeting.

Agenda point No 4: Financial Status, 2015-16 and 2016-17

The meeting reviewed the financial progress of NHM, Assam for the financial year 2015-16 and 2016-17 (up to August'16). The Chairman, EC suggested for expediting the implementation of activities & utilization.

Agenda Point 5: Status of Central and State Share, 2015-16 and 2016-17

The meeting reviewed the status of release of Central and State Share of NHM. It was decided that shortfall of State Share would be proposed in the Supplementary Demand proposal of State Budget for the financial year 2016-17.

Agenda Point No 6: Special Immunization Drive, 2016-17

The meeting reviewed the status of preparedness of Special Immunization Drive. Director of Health Services (FW) assured that there would be no shortage of vaccines for "Special Immunization Drive". The meeting decided that, "Special Immunization Drive" would be conducted in intensive manner to increase the full immunization coverage in the State.

The issue of Road Permit for vaccines and syringes was discussed. It was decided to take up the matter with Finance Department.

Agenda Point No 7: Comprehensive Management of Children with Hearing Impairment and Vision Impairment Etc.

The EC approved the proposal of Comprehensive Management of Children with hearing impairment and vision impairment mainly for the children up to 18 years under RBSK programme with the synergetic efforts of Social Welfare Department, Sarva Siksha Abhiyan, Rashtiya Madhyamik Shiksha Abhiyan and National Health Mission, Assam.

Agenda Point No 8: Discussion on construction of Medical Colleges at Jorhat and Diphu

The meeting reviewed the progress on construction of Medical Colleges at Jorhat and Diphu. The Chairman, EC suggested expedite the construction works and to be completed in stipulated time.

Agenda Point No 9: Installation of DG set and gas pipeline at MCH Wings, Silchar Medical College

The meeting agreed the proposal for Installation of Gas Manifold System including installation of 3 (Three) Noumbers Diesel Generator Sets of 50KVA, 100KVA and 180KVA rating at 200 Bedded Mother and Child Hospital wing at Silchar Medical College and Hospital. Rs. 70.05 lakh has been approved from saving amount of Civil works of MCH Wing, Karimganj.

Agenda Point No 10: ASHA Insurance & Welfare Programme.

The meeting reviewed about the scheme and MD, NHM informed that there is no budget provision in State Budget for the FY 2016-17. The Chairman, EC suggested proposing required amount in Supplementary Demand proposal in State Budget for the FY 2016-17 for the scheme.

Agenda Point No 11: Loan to different State Govt. schemes/ projects

The meeting reviewed the status of loan amount provided from State Health Society (SHS) for implementation of different State Govt. Schemes. The Chairman, EC suggested recouping of loan amount from current FY approved fund of respective schemes and additional fund requirement to be proposed in Supplementary Demand Proposal 2016-17, if required. The State Health Society has provided fund as loan as follows.

#	Scheme/Project	Loan Amount
1	Const^{n}. of AH&MRI Medical College, Diphu	Rs. 14.56 Crs
2	Const^{n}. of Jorhat Medical College	Rs. 12.00 Crs
3	Const^{n}. of Barpeta Medical College	Rs. 13.275 Crs.
4	Guwahati Medical College & Hospital	Rs. 1.282 Crs
5	ASHA Kiran Scheme (2013-14)	Rs. 1.32 Crs
6	Adult JE Vaccination (2013-14)	Rs. 17.73 Crs.
7	Opex of 108 Service (uoto FY 2015-16)	Rs. 7.495 Crs
8	Opex of 108 Service (2016-17)	Rs. 13.775 Crs
	Total:	**Rs. 81.437 Crs.**

Agenda Point No 12: Discussion on decentralized printing order

The EC decided printing of all stationary & publicity material in use for different programmes/scheme will be done centrally to maintain uniformity, quality and for cost reduction within the RoP provisions. As per need, MD, NHM may delegate to the districts.

Agenda Point No 13: Housekeeping services at District Hospital

The meeting discussed about the Housekeeping services at District Hospitals. The EC decided to float tender for Housekeeping services. The Chairman, EC suggested to move the file to the Govt. for approval.

Agenda Point No 14: Other Issues

Sl	Discussion Point	Decisions of the meeting
14.1	Construction of Community Health Centre (Model Hospital) including residential quarters at Fakirganj in Dhubri District under NRHM ---- approval for addl. fund.	Agreed and additional amount i.e. Rs.121.55 Lakhs is to be utilised from the overall savings amount of Model Hospital schemes approved in RoP 2010-11 & 2012-13 for completion of CHC (Model Hospital) including residential quarters at Fakirganj in Dhubri District, if guidelines permit.
14.2	Construction of 100bedded Maternity Child Health wing at existing L.G.B. Civil Hospital in Tinsukia District under NRHM ---- approval for addl. amount	Decision pended.
14.3	Construction of Community Health Centre (Model Hospital) at Nityanandapur in Hailakandi District under NHM ---- approval for according AA	Decision pended.
14.4	Approval for utilization of savings amount under different FMR codes of ROP	Decision pended.
14.5	Construction of PHC with residential accommodation for staffs at Bechimari in Darrang District	Decision pended.
14.6	Strengthening of existing Blood Bank in 16 (Sixteen) districts	Decision pended.

- The Chairperson, Executive Committee requested members of the meeting to raise any issues related to their component. Dr. J. Barman, DHS(FW), Assam commented that no one was aware about the programme & what activity was being approved in RoP. Dr. R. Sarma, Addl. DHS cum SPO, NMHP objected to the statement of DHS(FW) for making derogatory comment to the State Programme Officials in a official meeting and requested Chairman, EC to take appropriate action in this regard.

  The Chairperson, Executive Committee reprimanded Dr. J. Barman, Director of Health Services (FW), Assam for using unparliamentarily words in the meeting and asked to maintain decorum in future.

- It was decided that the Chairman, EC will review the Vertical and NCD programme separately.

The meeting ended with vote of thanks from the Chair.

Sd/-
(Samir Kr. Sinha, IAS)
Commissioner & Secretary to the Govt. of Assam
Health & FW Department, Dispur

Memo No. NHM/Ex. Com Meeting/252/Part/07-08/ 8682-88 Date: 20/10/2016

Copy to-

1. P.S. to Hon'ble Minister, H&FW Dept. Govt. of Assam, Dispur for kind appraisal of the Hon'ble Minister.
2. P.S. to the Commissioner & Secretary, Health & FW Dept. Govt. of Assam, Dispur for kind appraisal of the Comm. & Secy. H&FW Dept.
3. Secretary to the Govt. of Assam, Health & FW Deptt. (A), Dispur for kind information.
4. The ..... , Member of EC, State Health Society, Assam for kind information.
5. Executive Director, NHM, Assam.
6. Director, Finance & Accounts, NHM, Assam.
7. SPOs/Consultants/Suptt. Engineer/ Proc. Expert/ MIS Manager/Programme Heads, NHM, Assam for information and necessary action.

Mission Director,
National Health Mission, Assam