

Government of Himachal Pradesh
Department of Health & FW

No. HFW-H(NHM/RCH)ASHA Trg.

Dated: Shimla-9

17th Aug, 2019

12983-13012

NOTIFICATION

In supersession of all previous notifications of this department i.e. No. HFW-H(ASHA) Trg.2006 dated 17 Aug 2017, No. HFW-H(NRHM)ASHA/Trg.2007 dated 19 Oct 2003, No. HFW-H(NRHM)ASHA/Trg.2007-IV dated 12 Aug 2016, the Governor of Himachal Pradesh is pleased to issue the **Guidelines for the engagement of the ASHA on performance based incentive Community Process Programme in NHM**, Himachal Pradesh. Provided that the supersession of this Departments earlier Notifications shall not affect the proceedings pending before any 'Appellate Authority' in appeal and such proceedings shall be continued and be decided as if relevant provision for appeal before the Appellate Authority has not been repealed. The above guidelines shall come into force from the date of issue of this Notification.

1	<p><u>Selection procedure</u></p> <p>The recruitment is to be done strictly on the basis of ward- wise distribution of ASHA only for sanctioned posts. The CMO of the concerned District would be nodal officer for the recruitment who would oversee the whole process of recruitment.</p>
2	<p><u>Criteria for Selection</u></p> <ul style="list-style-type: none">• ASHA must be a woman resident of the ward for which she is being selected• The age of ASHA Candidate shall be between 25 and 45 years.• She should be preferably 'Married/Widow/Divorced/Separated'.• ASHA should have effective communication skills with language fluency of the area/population she is expected to cover. She should have good leadership qualities and be able to reach out to the community.• She should be a literate woman with formal education of at least 8th class for Rural and at least 10th Class for urban area (NUHM & Non NUHM).• She should have family and social support to enable her to find the time to carry

out her tasks.

3 **Selection Committee** for recruitment of ASHA (Non NUHM/NUHM/Rural):-

Committee	NUHM & Non NUHM Area	Rural Area
Member Secretary	Chief Medical Officer (CMO)	Block Medical Officer (BMO)
Member	EO- MC	BDO
Member	CDPO	CDPO

4 **Member Secretary** will issue the appointment order to respective ASHA.

5 **Selection** shall be based on merit out of the total marks of 20.

1. Marks will be awarded as follows for engagement of ASHA in Rural Area:

- A) 10 marks – 8th pass or equivalent
- B) Additional 03 marks for those candidates who are matriculate or above.
- C) Additional 02 marks for Widow/destitute/Divorce
- D) Additional (Maximum) 02 marks for SC/ST/BPL/OBC
- E) 03 Marks for Personal interview

2. Marks will be awarded as follows for engagement of ASHA in urban (NUHM & Non NUHM) Area:

- A) 10 marks – 10th Pass or equivalent
- B) Additional 03 marks for those candidates who are +2 or above.
- C) Additional 02 marks for Widow/destitute/Divorcee .
- D) Additional (Maximum) 02 marks for SC/ST/BPL/OBC
- E) 03 Marks for Personal interview

6 **Appeal against selection**

1st and final appeal by any aggrieved candidate can be made to the concerned Chief Medical Officer in case of Rural ASHA and Dy Mission Director in case of Non-NUHM and NUHM ASHA respectively. The appeal shall be admissible only within 15 days of declaration of result, beyond which no appeal shall be accepted, being time barred. The appellate authority will decide the same within 1 month from the date of filing appeal.

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7	<p><u>Age of discontinuation of engagement</u></p> <p>An ASHA can work up to the age of 60 years. On attaining the age of 60, Concerned CMO (for NUHM & Non NUHM Area)/BMO (Rural Area) will issue office orders to discontinue her performance based incentive services, which will be effective from the last date of the month of her birth / attaining 60 years of age.</p>
8	<p><u>Resignation</u></p> <p>a) The ASHA can submit her resignation to Concerned CMO (for NUHM & Non NUHM Area)/BMO (Rural Area).</p> <p>b) In both cases the concerned Chief Medical officer shall be the competent authority to accept the resignation and for termination of services under intimation to MD-NHM.</p>
9	<p><u>Removal</u></p> <p>ASHA are performance based incentive workers. For any act of misconduct, misbehavior and for non-performance of her duties or being absent for consecutively 3 monthly meetings, the services of ASHA can be terminated after serving 15 days notice for giving reasons to be recorded in writing. The discontinuation of services order will be issued by the concerned Chief medical Officer with the prior approval of Mission Director- NHM.</p>
10	<p><u>Rights to claim Regular Appointment</u></p> <p>Any candidate engaged as ASHA shall have NO right to claim regularization /absorption /appointment as regular Govt. employee of the State Govt.</p>
11	<p><u>Right of amendments</u></p> <p>The Govt. of Himachal Pradesh shall have the right to amend any of the provisions mentioned in the above scheme in public interest.</p>
12	<p><u>Repeal</u></p> <p>All previous instructions/guidelines issued regarding appointment of ASHA will stand repealed from the date of notification of this new scheme.</p>

By Order

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Additional Chief Secretary (Health) to the
Government of Himachal Pradesh



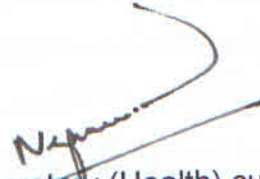
Endst. No: As above

dated Shimla-171009

^{17th}
the August, 2019

Copy to:-

1. The Addl. Chief Secretary (Health) to the Govt. Himachal Pradesh, Shimla-2.
2. The Director (Panchayati Raj & Rural Development) to the Govt. of H.P.
3. The Director (Urban Development) to the Govt. of H.P.
4. The Director Health Services, Himachal Pradesh for favour of information please.
5. The Director (WCD) H.P Shimla-1 for favour of information please
6. All Deputy Commissioners, Himachal Pradesh for favour of information please.
7. All The Chief Medical Officers, Himachal Pradesh for necessary action please.
8. Guard file.


Special Secretary (Health) cum
Mission Director, NHM
Himachal Pradesh, Shimla - 9