

**TERMS AND CONDITIONS OF SELECTION AS “CANDIDATE”**

**1. Bridge Programme**

1.1 Candidate will undergo Bridge Programme (Certificate) in Community Health conducted by the Indira Gandhi National Open University (IGNOU) (hereinafter referred to as “Programme”), which is a programme of six months duration. The Candidate shall complete the programme successfully in all aspects within the stipulated six months period or within the extended period as per IGNOU norms.

**2. Maximum Limit of Sponsorship:-**

2.1 Candidates shall be provided support for IGNOU fee (covers study materials and counselling fee), boarding and lodging, transport expenses, etc as part of the sponsorship for the Programme, as per applicable norms. However, this support will be provided only for one tenure (i.e; the period from commencement of the course till the final Term End Examination conducted for the concerned batch by IGNOU for the first time). No support shall be provided to the candidate for any successive attempts to successfully complete the programme.

**3. No Permanent Absorption in the NHM**

3.1 After successful completion of the Programme, the Candidate will be eligible for deployment as Community Health officer, (CHO) at Health & Wellness Centre (HWC)/Sub Centre.

3.2 The deployment of the Candidate as CHO will be purely on contractual/conditional basis, and the Candidate will have no right to claim for appointment on permanent roll in State Health Department/State Health Society or permanent absorption. However, this clause is not applicable to candidate who is already regular employees of State Health Department/on permanent roles of the State.

3.3 Contractual/Conditional placement and posting thereof to any Sub Centre/Health & Wellness Centre within the State, will be at the discretion of the Competent Authority.

3.4 Honorarium for CHO:- Candidate, upon deployment as CHO, may be paid additional honorarium/incentive for duration of his/her tenure as CHO.

**4. Surety Bond**

4.1 The Candidate Shall sign and submit a Surety Bond in the prescribed format on Rs. 100/- Stamp paper (non-judicial) to complete the Bridge Programme (Certificate) in Community Health and to serve the State Health Department/State Health Society or at the discretion of the competent authority to serve any other clinic/hospital/nursing centre etc. of the State Health Department for at least three (03) years (number of years as decided by the State) after successful completion of the Programme. In case the Candidate fails to complete the Programme successfully (within the programme period agreed by the competent authority, including extensions, if any) and/or serve the State Health Department/State Health Society for the stipulated period of three (03) years thereafter, Candidate and Candidate's surety shall jointly and severally compensate the State Health Department/State Health Society for IGNOU fee, boarding and lodging, transport expenses, etc. paid during the Programme period and expenses incurred by it on account of and in connection with Programme and this amount will be recovered from Candidate and/or his/her surety, if Candidate leaves the State health Department/State Health Society within the Programme/bond period. However, the total amount recoverable under this clause shall not exceed Rs. \_\_\_\_\_/- (Rupees One \_\_\_\_\_ only). Further Candidate will be required to serve one month advance notice while on contractual/conditional employment, or pay salary (notice pay) in lieu thereof in addition to fulfilling the obligations stipulated in the Service Agreement Bond/Norms of the state Health Department/State Health Society.

Candidate may note that Candidate shall not be allowed to apply for the Programme without the Surety Bond completed in all respects.

4.2 Candidate shall not be released during the Programme period or during the period of operation of surety Bond for any employment elsewhere. Candidate shall not apply for employment elsewhere during the Programme period or bond period thereafter, without the prior permission of competent authority. In case Candidate has already applied and/or appeared in any such test, interview etc. before joining for the Bridge Programme, in the event of Candidate's selection Candidate shall not join the new organization, unless Candidate has fully complied with the terms and conditions of the Surety Bond.

5. Along with acceptance of the offer, the Candidate is required to submit the duly filled application of admission to the Bridge Programme (Certificate) in Community Health (to be obtained from the IGNOU Programme Prospectus) along with following documents:-
- (a) Attested copies of Mark-sheet and Certificate of relevant qualification as per eligibility criteria as mentioned in the Student Handbook & Prospectus.
  - (b) Attested copy of proof of date of birth (10<sup>th</sup>/ Madhyamik/ Secondary Certificate)
  - (c) Experience Certificate (Wherever applicable).
  - (d) Caste Certificate (If the candidate belongs to SC/ST/OBC category).
  - (e) Duly filled-in identity Card (available in the Student Handbook & Prospectus) with recent passport size photograph.
  - (f) Duly filled-in Acknowledgement Card (available in the Student Handbook & Prospectus) with requisite postal stamp.

## **6. Travelling Expenses**

- 6.1 Candidate will be reimbursed travelling expenses by AC-III tier train fare (or as per applicable norms) for self only from the place of posting to which this letter has been posted or the place from which Candidate has actually travelled whichever is nearer to the place of reporting for joining for the purpose of Bridge Programme.
- 6.2 Reimbursement will be subject to production of original traveling ticket.

## **7. General**

- 1.1 The Candidate will anytime be subject to the terms and conditions of his/her employment, including the Conduct, Discipline etc. and such other rules and administrative orders that may be in force from time to time during the Bridge Programme too.
- 1.2 Candidate's selection is subject to
  - 1.2.1.1 Candidate should not be suffering from and medical disability or illness, which is likely to hamper Candidate's selection, including posting (after successful completion of Bridge Programme) at Sub Centres/Health & Wellness Centres. In case it is detected at a later stage that Candidate had concealed any information pertaining to Candidate's medical status, the State Health Department/State Health Society will be forced to cancel the offer of selection. In case of such evidence coming to light after Candidate's joining, Candidate's services (Contractual/conditional) will be liable for termination without notice at any time and Candidate will accordingly cease to be in the employment (Contractual/conditional) of the State Health Department/State Health Society.
- 1.3. Postings under the State Health Department/State Health Society are transferable. The State Health Department/State Health Society reserves the right to post Candidate at any of its Sub Centres/Health & Wellness Centres within the state, if needed.
- 1.4. The offer of selection is liable to be withdrawn at any point before joining and if joined, liable for termination without notice if competent authority comes across any evidence/knowledge that the qualification, caste/category and/or any other particulars indicated by the Candidate in his/her application/personal resume/other forms/formats submitted to the competent authority are not recognized/false/misleading and/or amounts to suppression of information particulars/facts, which should have been brought to the notice of competent authority.
- 1.5. Inadvertent omission or commission or mistakes, if any, appearing in the offer of selection are liable to be rectified at any time before or after joining to bring the terms and conditions of offer in accordance with the extant policy/rules and regulations of the State Health Department/State Health Society that may be in force from time to time.

- 1.6. The above terms and conditions are not exhaustive and this offer is subject to the understanding that during period of Programme and subsequent service (Contractual/conditional), Candidate will be governed by the relevant rules, regulations and administrative orders that are framed from time to time.
- 1.7. As the Programme is conducted for a whole batch, and not for individual candidate, extension in joining time will not be granted formally as no deferred batch is planned. Hence, the candidate should join on the scheduled date itself. Else, the offer may be subject to cancellation and withdrawal without further notice to the candidate. However, the competent authority/MD, NHM may grant suitable extension in joining time on a case to case basis.
- 1.8. Candidate will honor and observe the State Health Department/State Health Society's vision, mission and values at all time to maintain high esteem of the State Health Department/ State Health Society.

## **8. Legal Matters**

Any legal proceeding in respect of any matter of claim or dispute arising out of this offer of selection shall be instituted in the court at \_\_\_\_\_(place) in...(State) only.

- (a) Candidate is required to put his/her signature on each at bottom right side.
-