Dear Sir/Madam,

At the outset I wish to compliment the efforts of your teams in containing, controlling and managing the COVID-19. Whereas, the HR teams have to repurpose themselves to respond to COVID-19 challenge including a possible surge, it is also equally important to ensure that at least the core essential services such as immunization, care of pregnant women and newborns, children, and TB and malaria control etc., are not compromised.

In such a scenario, it is necessary to make all out efforts to supplement the necessary HR such as doctors, nurses and multipurpose workers (males and females). Please take note that flexibility has already been given to States\UTs for engagement of additional HR for 3-6 months vide my D.O. letter no. Z-18-10/NHM-I/Part, dated 15.03.20, vide which flexibility has been provided to States\UTs for appropriation of resources under NHM for management of COVID-19. Although, engagement of HR under the NHM is entirely in the domain of state governments, however, to meet the urgent need for additional HR, the states may explore avenues for:

1. Delegation of powers to District Collector\Deputy Commissioners for engagement of HR including engagement of retired doctors, nurses and multipurpose workers and other necessary staff for clinical services.
2. The process for engagement of HR may be simplified. Processes such as walk-in interviews or engagement of additional HR through placement agencies, may also be explored.

It is reiterated that suitable provisions may also be made in the appropriate COVID FMR code (B.31.4) and a copy of the re-appropriation order may please be shared with the Ministry.

Warm regards

Yours sincerely

(Vikas Sheel)

To,

1. Additional Chief Secretary/Principle Secretary/Secretary, Health – All States\UTs.
2. Mission Directors – National Health Mission – All States\UTs.