



ABSTRACT

Establishment – Tamil Nadu Public Health Subordinate Service- Norms for Multi Purpose Health Worker (Male) (Health Inspector Grade II) and Multipurpose Health Supervisor (Health Inspector Grade I) – Revised norms - Orders issued.

HEALTH AND FAMILY WELFARE (L1) DEPARTMENT

G.O.(Ms) No.337

Dated 02.08.2019

Thiruvalluvar Aandu– 2050
Vihari, Aadi-17

Read:

1. From the Director of Public Health and Preventive Medicine, Letter No.R.No.69080/MP1/S1/2016, dated 10.8.2016, 29.9.2016.
2. Government Letter No.30774/L1/2016-1, Health and Family Welfare Department, dated 16.9.2016, 18.10.2016.
3. From the Director of Public Health and Preventive Medicine, Letter No.R.No.69080/MP1/S1/2016, dated 25.10.2016, 17.11.2016.
4. Government Letter No.30774/L1/2016-8, Health and Family Welfare Department, dated 14.2.2017.
5. From the Director of Public Health and Preventive Medicine, Letter R.No.69080/MP1/S1/2016, dated 18.2.2017, 21.5.2017, 22.6.2017 and 28.8.2017.

ORDER:

In his letters first, third and fifth read above, the Director of Public Health and Preventive Medicine has stated among others that as per G.O.(Ms) No.1192, Health, dated 16.09.2003, continuance have been obtained for the sanctioned strength of 5700 posts of Health Inspector Grade I and II together. Out of the said 5700 posts 387 posts were redeployed as Food Safety Officers. In G.O.(Ms) No.278, Health and Family Welfare (N2) Department, dated 31.10.2006, the norms have been fixed for Health Inspector Grade I and II as follows:-

1. Every 3 Health Sub Centre will have one Multi Purpose Health Worker (Male) (formerly Health Inspector Grade-II).
2. In addition every Primary Health Centre will have one Health Inspector Grade-I.

Staff position in respect of the post of Multi Purpose Health Worker (Male) (formerly Health Inspector Grade II) as follows:-

i)	Sanctioned Strength	-	2894
ii)	In position	-	1644
iii)	Vacancy	-	1250

2. The Director of Public Health and Preventive Medicine has further, stated that the concept of Multipurpose Health Worker (Male and Female) was introduced in 1974 for the delivery of preventive and promotive health care services to the community at the village level at Health Sub Centre (HSC), the most peripheral health facilities, covering 5000 population in plains and 3000 population in hill / tribal / difficult areas. The Multipurpose Health Worker (Male) is the grass root health functionary at Health Sub Centre (HSC) level at the rate of 1 per HSC for the control of communicable diseases including vector borne diseases like Guinea worm disease, Malaria, Dengue, Japanese Encephalitis and Filariasis, Water Borne Diseases like Cholera, acute diarrhoeal diseases, Typhoid, Jaundice, Food Borne Illness, Zoonotic diseases like Plague, Rabies, Leptospirosis, Anthrax, Brucellosis, Kyasanur forest Diseases, air borne diseases like Tuberculosis, Swine Flu, Leprosy etc., as well as promotion of Environmental Sanitation, early detection of Communicable Diseases, outbreaks and their control, Health Education etc. Due to the intensive field work done by the male health workers of the Directorate of Public Health and Preventive Medicine at the field level over the years led to the eradication of dreaded diseases like smallpox, Plague and Guinea worm had been eliminated completely. Water borne diseases like Cholera, Typhoid, Jaundice and Malaria have been reduced significantly and other diseases like Rabies, Filariasis are effectively controlled. Due to the decline in communicable disease threat in the state, Government restricted the number of sanctioned post at the rate of 1 per every three Health Sub Centres and the Multi Purpose Health Workers (Male) training was discontinued.

3. The Director of Public Health and Preventive Medicine has also stated that Dengue has become a serious matter Public Health concern which is also reported in media now and then and also has become a matter of debate in the legislature itself. Surveillance of infectious diseases like Dengue, Malaria, Leptospirosis etc is also affected due to lack of hands. It is a well known fact that the Multi Purpose Health Workers (Male) are the backbone of the Public Health Department for prevention and control of communicable diseases. In the absence of adequate number of Multi Purpose Health Worker (Male), the work of the department is very much affected. Further the trained work force in the department is almost at the verge of retirement. In the absence of trained work force in the department in the days to come, knowledge management will become a serious administrative challenge. Hence, he has requested the Government to approve the estimate of vacancies as 1250 for the post of Multipurpose Health Worker (Male) by relaxing the relevant rules.

4. The Government have examined the proposal of the Director of Public Health and Preventive Medicine in detail and in G.O.(Ms)No.278, Health and Family Welfare (N2) Department, dated 31.10.2006, the Government had fixed the cadre strength of the Health Inspectors Grade-I and Grade-II as follows:

1.	Multi Purpose Health Supervisor (Health Inspector Grade -I)	1417
2.	Multi Purpose Health Worker (Health Inspector Grade -II) at Health Sub Centre Level	2894
Total		4311

The number of Primary Health Centres has increased over the period of time since the issue of G.O.(Ms)No. 278, Health and Family Welfare (N2) Department, dated 31.10.2006, without commensurate increase in the number of Health Sub-Centre, and as a result of which one PHC has about 4.82 Sub-Centres. The previous norm of 1 Multi Purpose Health Worker (Male) (Health Inspector Grade II) for every 3 Health Sub-Centre will lead to many of the Multi Purpose Health Worker (Male) working under two Multipurpose Health Supervisor (Health Inspector Grade I), which will result in ineffective supervision and control. Therefore, it is quite necessary to review the number of Multi Purpose Health Worker (Male) (Health Inspector Grade II) and Multipurpose Health Supervisor (Health Inspector Grade I) posts. The Government have therefore, decided to revise the norms for the post of Multi Purpose Health Worker (Male) (Health Inspector Grade II) and Multipurpose Health Supervisor (Health Inspector Grade I) in view of the upgradation of many Health Sub Centres as Public Health Centres and fixed the norms as follows:

- i. Multipurpose Health Supervisor (Health Inspector Grade-I) will only be a promotional opportunity post for Multipurpose Health Worker (Health Inspector Grade-II) and it will not be treated as a supervisory post for Multipurpose Health Worker as was done in the past. Hence, both the Multipurpose Health Supervisor and Multipurpose Health Worker shall be supervised by the Medical Officer of the respective Primary Health Centre.
- ii. One post of Multi Purpose Health Supervisor (Health Inspector Grade-I) shall be sanctioned to each Primary Health Centre which has less than 3 Health Sub-Centres. The entire work in that Primary Health Centre and the Health Sub Centres, upto the maximum of 3, under its area shall be carried over by the Multi Purpose Health Supervisor himself. No post of Multipurpose Health Worker (Male) shall be sanctioned for that Health Sub Centres.
- iii. In the Primary Health Centre which is having more than 3 Health Sub-Centres, apart from one post of Multi Purpose Health Supervisor sanctioned as mentioned above, one Multi Purpose Health Worker (Male) shall be sanctioned for every additional set of 3 Health Sub-Centres.
- iv. The cadre strength for the post of Multi Purpose Health Worker (Male) (Health Inspector Grade II) and Multipurpose Health Supervisor (Health Inspector Grade I) shall be re-distributed as detailed below:

Count of HSCs per PHC	Proposed Norm for the post sanction		No of rural PHCs	No of HSCs	Posts to be sanctioned as per the proposed Norm	
	MPHS/ HI Gr-I	MPHW/ HI Gr-II			MPHS/ HI Gr-I	MPHW/ HI Gr-II
2	1	0	163	326	163	0
3	1	0	320	960	320	0
4	1	1	377	1508	377	377

5	1	1	326	1630	326	326
6	1	1	350	2100	350	350
7	1	2	126	882	126	252
8	1	2	68	544	68	136
9	1	2	30	270	30	60
10	1	3	26	260	26	78
11	1	3	11	121	11	33
12	1	3	8	96	8	24
13	1	4	0	0	0	0
14	1	4	0	0	0	0
15	1	4	0	0	0	0
16	1	5	1	16	1	5
Total			1806	8713	1806	1641

- v. As per the above revised norms, the cadre strength for the posts of Multipurpose Health Worker (Male) (Health Inspector Grade-II) and Multipurpose Health Supervisor (Health Inspector Grade-I), the men in position and net vacancy are as follows:

	Cadre Strength sanctioned as per Revised Norms	Men in position (as on date)
Grade I Health Inspector	1806	2063
Grade II Health Inspector	1641	1050
Total	3447	3113
Vacancies against Total Health Inspector posts		334

It is found that there are 2063 incumbents holding the post of Multipurpose Health Supervisors against the sanctioned strength of 1806 posts (i.e. excess 257 posts) and there are 591 vacancies available in the post of Multipurpose Health Worker (Male). As there is no differentiation in the working nature of these two posts, the remaining vacancies of 334 posts (Total sanctioned strength of Multipurpose Health Worker and Multipurpose Health Supervisor 3447 – Men in position of these two categories 3113 = 334) in the cadre of Multipurpose Health Worker (Health Inspector Grade-II) shall be filled up.

- vi. The Director of Public Health and Preventive Medicine is directed that no promotion shall be given to the post of Multi Purpose Health Supervisor from

the cadre of Multipurpose Health Worker (Male) until the incumbents holding the post of Multipurpose Health Supervisor comes down to the sanctioned strength of 1806.

5. The Government also direct the Director of Public Health and Preventive Medicine to redistribute the incumbents holding the post of Multi Purpose Health Worker (Male) (Health Inspector Grade II) and Multipurpose Health Supervisor (Health Inspector Grade I) at present based on the above norms.

6. This order is issued with the concurrence of Finance Department vide its U.O.No.82/DS(MA)/19, dated 10.07.2019.

(BY ORDER OF THE GOVERNOR)

BEELA RAJESH
SECRETARY TO GOVERNMENT

To

✓ The Director of Public Health and Preventive Medicine, Chennai-6.
✓ The Accountant General, Chennai-18
The Pay and Accounts Officer, Chennai-35

Copy to:

✓ The Senior Personal Assistant to Hon'ble Minister for Health, Chennai-600 009.
The Finance (Health 1) Department, Chennai-9
✓ Health and Family Welfare (Data Cell) Department, Chennai-9.
Stock file / Spare copy.

// Forwarded By Order //

Don. Gnanapriya
SECTION OFFICER
9/4
02.08.19