



Manoj Jhalani, IAS
Joint Secretary
Telefax : 23063687
E-mail : manoj.jhalani@nic.in



भारत सरकार
स्वास्थ्य एवं परिवार कल्याण मंत्रालय
निर्माण भवन, नई दिल्ली - 110011
Government of India
Ministry of Health & Family Welfare
Nirman Bhavan, New Delhi - 110011

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Dated the 29th April, 2016

Dear *Arvind,*

At the outset, I would like to commend the State Government for taking the initiative to introduce a HR policy in the State. The draft policy was examined and it is observed that while a good effort has gone into it, there are major gap areas. One of the major shortcomings is that the policy has not adopted a comprehensive approach. The exercise is geared only towards HR planning for certain NHM contractual position. The policy does not apply to regular HR and other NHM contractual staff excluding clinical positions. This will not help the State in getting a full picture of HR available and needed for the State. The policy also needs strengthening in certain areas including competency-based recruitment, transfers & postings policies, performance management, systematic training plans etc. The draft policy should also include the approval process for creating new posts prior to appointment and process of recruitment. There are other observations that are enclosed separately. You are also aware that Ministry has empaneled HR agencies to facilitate recruitment process.

May I suggest that you look into the observations and proceed accordingly.

With regards,

Yours Sincerely,

(Manoj Jhalani)

Shri Arvind Kumar

Principal Secretary (Health & FW), Department of Health & Family Welfare,
Government of Uttar Pradesh,
5th floor, Room No. 516,
Vikas Bhawan, Janpath Market,
Vidhan Sabha Road,
Hazrat Ganj,
Lucknow - 226 001

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