



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

**C.K. Mishra**

Additional Secretary &  
Mission Director, NHM  
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**D.O.No.Z-18015/10/2015-NRHM-II**

**Dated: 22nd January, 2016**

*Dear Principal Secretary,*

As you are aware, quality human resource is the backbone of any healthcare delivery system. A key contribution of the National Health Mission is the support provided to State/UT Governments to increase the number of Human Resources for Health ranging from clinical service providers and paramedical workers to programme and data managers. The resultant addition has been key to the improvements in India's health indicators over the past ten years.

2. Several States during the NPCC meetings and otherwise have been expressing difficulties in filling up, even the approved contractual posts. More important has been the issue of the best person to be selected for the appropriate job. You would recall that earlier, we had suggested to the States that Government of India would be willing to help States through NHSRC in their recruitment process. Many States have availed of this assistance from NHSRC.

3. You would agree that it is absolutely essential that individuals are selected for their competence, motivation and commitment to the public service. In continuation of our further discussion, we had requested NHSRC to work out a detailed programme whereby support of professional recruitment agencies could be provided to State Governments. Accordingly, NHSRC empaneled 10 HR recruitment agencies (list of such agencies is enclosed) which could be utilized by State Governments for recruitment purposes. However, the final decision in this regard would rest with the State Governments in view of the laid down procedures of the States. But, a situation where several

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posts are lying vacant and shortages of HR continue or where because of lack of capacity, competent people are not recruited for critical posts, will in no case be appropriate for running a large public health programme.

4. It is in this background and as a tool and mechanism to assist State Governments and to ensure that most suitable candidates are appointed in a free and transparent, conducted in a professional manner, this assistance has been thought of.

5. State Governments should avail of this facility to ensure proper recruitment of professionals unless they have an equally robust system in place. The States can call for financial quotes from the empaneled agencies which will then shortlist the suitable candidates for them. Thereafter, States can consider final selection through a Committee which can have an independent representative as well. However, the final recruitment decision would obviously lie with the State Government.

6. If the States so desire, they can utilize the services of empaneled agencies or empanel additional agencies in which criteria adopted by NHSRC should be looked at. It is expected that this mechanism would be a support to such State Governments which are facing difficulty in recruiting the right people for the right place.

7. In case, there are any further queries or any suggestions in this regard, you may ask your officials to consult NHSRC and take further action.

*With regards,*

Yours sincerely

  
(C.K. Mishra)

**Principal Secretary(Health & Family Welfare) – All States/UTs**

**Panel of HR Recruitment Agencies for Recruitment Services for National/State/UT Health Missions & NHSRC**

<b>Sl No</b>	<b>Name and Address of Agency</b>
1	<b>Harmony Consultancy,</b> H. No 12-8-403, Flat#: 401, Gayatri Plaza, Mettuguda, Secunderabad – 500 017.
2	<b>Inductus Consultant (P) Ltd,</b> 807, Padma Tower II, Rajendra Place, New Delhi – 110 008.
3	<b>ICRA Management Consulting Service Limited,</b> Logix park, 1st floor, plot no A4 & A5, Sector – 16, Noida -201301.
4	<b>CS Datamation Research Services Pvt. Ltd,</b> Plot no 361, Patparganj Industrial Area, Delhi- 110092.
5	<b>KITCO Limited,</b> Femith's, PB No.4407, Puthiya Road, NH Bypass Vennala, Cochin-682 028, Kerala.
6	<b>Srijan Infratech &amp; Development Services Pvt. Ltd,</b> 4th community shopping Centre, 1st floor Anupam apartments, Saidullajab, MB Road, New Delhi- 110068.
7	<b>SPC Management of Services Pvt. Ltd,</b> 253/ 3A , 1st floor Shahpur Jat, opp. Panchsheel Community Centre, New Delhi – 110049.
8	<b>Strategic Alliance Management Services Private Ltd,</b> 1/1B, Chaudhary Health House, Bharat Nagar, New Friends Colony , New Delhi – 110025.
9	<b>TM Inputs,</b> Career Inputs, 1-08-30/48/12, Prenderghast Road, Secunderabad – 500003.
10	<b>Institute of Education and Examination Management Pvt. Ltd,</b> Corporate Office : 8/10, Chinar Park Kolkata- 700157, West Bengal.