

HEALTH AND FAMILY WELFARE DEPARTMENT

POLICY NOTE – 2014-15

HUMAN RESOURCES AND MEDICAL SERVICES RECRUITMENT BOARD

11.1 The Health and Family Welfare Department consists of multiple directorates under its control and the appointment to various categories of posts is being made by different modes of recruitment to improve the human resources in the Government Medical Institutions. Earlier appointments in direct recruitment in medical and para medical or non-medical category, was made either through Tamil Nadu Public Service Commission or through Employment Exchange. The staff strength of this Department consists of over one lakh personnel spread over the directorate and under various programmes. The details of the staff strength have been given separately in the performance budget presented along with the policy note. For a very long time, the Government have found it difficult to make appointments in this Department in a speedy manner, which affected the health care delivery to the public especially the poor patients in the Government Hospitals. Further as the medical services are essential services, keeping the posts vacant for a long time is not desirable in public interest. Therefore it was considered necessary to centralize the mode of direct recruitment by constituting a separate Recruitment Board for the Health and Family Welfare Department on the lines of the TeachQers Recruitment Board.

11.2 Thus, with the objective of making appointments to various categories of posts including medical and para medical staff in the Health and Family Welfare Department to provide health care services to the public in a speedy manner, the Medical Services Recruitment Board has been constituted in January 2012. The Medical Services Recruitment Board, first of its kind in India, started functioning with effect from 06.02.2012. The Medical Services Recruitment Board consists of a Chairman, a Member and a Member Secretary.

11.3 The Medical Services Recruitment Board conducts recruitment by the following methods:

- Recruitment by obtaining seniority list from the Employment Exchange.
- By open advertisement.

11.4 The Medical Services Recruitment Board has so far recruited the following categories of posts till 1.3.2014.

Sl. No.	Name of the post	No. of candidates selected
1	Assistant Surgeon	2,726
2	Assistant Surgeon (Speciality)	197
3	Assistant Surgeon (Dental) (General)	56
4	Assistant Surgeon (Dental) (Speciality)	19
5	Physiotherapist Grade-II	48
6	ECG Technician	29
7	Radiographers	197
8	Fitter Grade II	60
9	Pharmacist	633
10	Village Health Nurse	200
11	Therapeutic Assistant	8
TOTAL		4,173

11.5 Based on the orders of the Hon'ble High Court, Government issued orders that all vacant posts of Nurses in all Government Medical Institution shall be filled up from among the trained nurses who studied in Government Institutions as well as Government approved private institutions by conducting an examination by the Medical Services Recruitment Board. The Government Order was challenged and counter challenged by the students who studied in Government Medical Institutions and the Private Nursing Schools and Private Studied Nurses Associations. The Divisional Bench of the Hon'ble High Court of Madras has upheld the above Government Order. The Medical Services Recruitment Board (MRB) is taking action to fill up the 4,000 Staff Nurse vacancies. In order to ensure quality care to the patients, nurses have been appointed through outsourcing temporarily.