

**GOVERNMENT OF WEST BENGAL
DEPARTMENT OF HEALTH & FAMILY WELFARE
NATIONAL HEALTH MISSION
GRANTHAGAR BHAVAN 1st FLOOR
SWASTHYA BHAVAN
GN 29, SECTOR V, SALT LAKE
KOLKATA 700091**

Memo No: HFW/NRHM/20/06/Pt II/3019

Dated: 19.05.14

Order

Sub: Functioning of ASHAs under NHM

In response to the queries raised from different districts regarding functioning of ASHAs the following decisions may be noted:

1. Leave Entitlements:

- 1.1: ASHAs will be entitled for a rest period of 45 days after delivery. During this rest period, an ASHA will be allowed to draw the fixed honorarium
- 1.2: Apart from this ASHAs will not be entitled to any kind of leave for any other purpose.

2. Discontinuation of non-functional ASHAs:

- 2.1: The following criteria will be applicable to identify an ASHA as inactive/non-functional/drop out and take appropriate action:
 - 2.1.1: She **voluntarily expresses in writing** her inability to continue as an ASHA.
 - 2.1.2: If **she has not served at least 50% of the cases reported by the Sub Centre** in her area of operation, with respect to activities assigned to her, for two continuous months, the BMOH will issue a show cause notice to her. If she fails to serve at least 50% of the cases reported by the Sub Centre in her area of operation, with respect to activities assigned to her, for the 3rd consecutive month, the BMOH will discontinue her, declare the position vacant, and initiate process for new selection.

3. ASHAs elected as members of Gram Panchayat and Panchayat Samity:

- 3.1: An ASHA **elected as members of Gram Panchayat and Panchayat Samity will be allowed to continue** with her present work as ASHA since as per Panchayat Act, 1973 these positions are not full time jobs and she is not eligible for any fixed remuneration for the said posts.

4. ASHA's elected as Pradhans of Gram Panchayat, Sabhapati, Sahakari Sabhapati of Panchayat Samity and Sabhadhipati, Sahakari Sabhadhipati and Swasthya Karmadhakshya of Zilla Parishad:

- 4.1: An ASHA, selected as Pradhans of Gram Panchayat, Sabhapati, Sahakari Sabhapati of Panchayat Samity and Sabhadhipati, Sahakari Sabhadhipati and Swasthya Karmadhakshya of Zilla Parishad **will not be eligible to continue as ASHA** since as

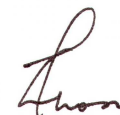
per Panchayat Act 1973 these positions are full time jobs and she is entitled for a fixed remuneration for the said posts.

4.2: In such cases where ASHA is holding a full time post as per Panchayat Act 1973, the BMOH will discontinue the concerned ASHA, declare the position vacant, and initiate process for new selection. Hence **there is no question of allowing a 5 years leave to ASHAs** who have been elected as Pradhans of Gram Panchayat, Sabhapati, Sahakari Sabhapati of Panchayat Samity and Sabhadhipati, Sahakari Sabhadhipati and Swasthya Karmadhakshya of Zilla Parishad

4.3: A few ASHAs, who were elected as **Panchayat functionaries for the period 2008-2013** and had not discharged their duties as ASHAs during the said period, are now expressing their willingness to resume their duties as ASHA. They **will not be allowed to re-join as ASHA**. The BMOH will declare the concerned position(s) vacant and initiate process for new selection.

In cases regarding discontinuation of ASHA under any of the clauses mentioned above, the block will submit the information in the MS Excel based format sent monthly to the State ASHA Cell with a comment stating the reasons for discontinuation.

This supersedes all previous orders issued in this regard.



Mission Director

NHM and Secretary to Govt. of West Bengal

Memo No: HFW/NRHM/20/06/Pt II/3019/1(118)

Dated: 19.05.14

Copy forwarded for information and necessary action to:

- 1-18. The District Magistrate –All Districts
- 19-36. The AEO-Zilla Parishad, with a request to keep Sabhadhipati intimated - All Districts
- 37-62. The CMOH- All Districts (including health districts)
- 63-80. The Deputy CMOH-III - All Districts
- 81-98. The DPHNO - All Districts
- 99-116. The District Programme Coordinator, PMU - All Districts
- 117. Guard File
- 118. Office Copy for State ASHA Cell



Mission Director

NHM and Secretary to Govt. of West Bengal