



**Government of West Bengal**  
**Department of Health & Family Welfare**  
**Swasthya Bhawan GN-29, Sector - V, Salt Lake, Kolkata – 700091**

Memo No: HFW-27011/364/2021 NHM SEC Dept. of H&FW/3112 Date: 25.09.2025

**From: Principal Secretary,  
Health & Family Welfare Department  
Government of West Bengal**

**To: 1. Executive Director & Secretary  
District Health & Family Welfare Samity, Darjeeling (GTA)  
2. CMOH & Secretary  
District Health & Family Welfare Samity, All District/Health District**

**Subject: Recruitment for the position of Community Health Officers on contractual basis under National Health Mission through DH & FW Samity.**

**Sir/Madam,**

To streamline and expedite the engagement process and also to get more applications from local qualified candidates, it has been decided that the recruitment of Community Health Officers on contractual basis under National Health Mission, which were previously recruited directly by WBSH&FW Samiti will now be recruited by District Level Selection Committee under District Health & Family Welfare Samiti on behalf of WB SH&FWS.

In view of the above, you are requested to initiate the recruitment process for the above mentioned position against the sanctioned posts for your district as per the approved ToRs and suggestive vacancy list (attached) by following reservation rules. However a physical verification to be made at District level to identify actual vacancy based on the number of actual operational SC / Suswasthya Kendras. Recruitment process should be initiated against the actual vacancies of Community Health Officers

on contractual basis under National Health Mission in the operational SC / Suswasthya Kendras.

It may also to be noted that district wise separate recruitment notice must be issued from your end.

The engagement should be completed within 31st December, 2025 as per approved ToR and the copy of the engagement orders should be sent to this end after completion of the engagement process.

Approved ToR (Annexure – A) and district wise vacancies (Annexure –B) are annexed for your reference.

The Selection procedure for the above mentioned recruitment process will be conducted by District Level Selection Committee as notified on 30/12/2022 on behalf of SH&FWS.

Enclo: Annexure-A (ToR and Scale of Scoring)

Annexure-B (District wise Suggestive Vacancy List)

 25/9/2025

Principal Secretary

Health & Family Welfare Department

Government of West Bengal

Memo No: HFW-27011/364/2021 NHM SEC Dept. of H&FW/3117 Date: 25.09.2025  
Copy forwarded for kind information to:

- 1) Director of Health Services, Health & Family Welfare, Department, Govt. of WB.
- 2) SNO, CPCH, Health & Family Welfare, Department, Govt. of WB
- 3) Dy. CMOH (in charge of HR), All District / Health District .
- 4) DPM, All District / Health District .
- 5) State HR Cell, Swasthya Sathi Building, Swasthya Bhawan.
- 6) CPCH Cell
- 7) Office copy.

 25/9/25

Mission Director, NHM &

Executive Director

WB SH & FW Samiti

**A. Terms of Reference for engagement of B. Sc. Nurses with Integrated course of BPCCHN****1. Essential Criteria:**

- (i) Passed Integrated course of BPCCHN included in B. Sc. Nursing in the year 2021 or thereafter from an institute recognised by West Bengal Nursing Council .
- (ii) The selected candidate will be posted as CHOs if she passed the Final year Examination conducted by University recognised by West Bengal Nursing Council.
- (iii) They must have registration certificate/ provisional certificate issued from West Bengal Nursing Council (WBNC).
- (iv) Upto 40 years of age as on 1<sup>st</sup> April of the year of publication of notice. Age relaxation as per Government norms
- (v) Proficiency in Bengali/ local language & dialect.

**2. Desirable criteria:** Competency in MS Office & Internet.**3. Number of vacancy:**

4. The CHOs will be posted in any SC- Suswasthya Kendra.

5. **Mode of selection:** The candidates will be selected through merit list based on **written test (85%) and interview (15%)**. The posting will be given after online counselling. The panel list will be valid for one year from the date of approval of panel.

6. The Consolidated Remuneration will be Rs.20, 000.00 per month.

In addition the CHOs will also get a maximum incentive of Rs 5000/ per month as PLI based on approved parameters.

7. If the incumbent proposes to give her work without covering 1(one) month's notice her remuneration will be adjusted accordingly.

**B. Terms of Reference for engagement of General Nursing & Midwifery (GNM) /Post Basic B.Sc/ B.Sc. Nursing before the year 2021 Nurses for undergoing CPCH Training:****1. Essential Criteria:**

- (i) The candidate must have Passed General Nursing & Midwifery (GNM)/ Post Basic B.Sc / B.Sc. Nursing before the year 2021 from an institute recognised by West Bengal Nursing Council.
- (ii) The must have registration certificate issued from West Bengal Nursing Council (WBNC).
- (iii) Up to 40 years of age as on 1<sup>st</sup> April of the year of publication of notice. Age relaxation as per Government norms.
- (iv) Proficiency in Bengali/ local language & dialect.

**2. Desirable criteria:** Competency in MS Office & Internet**3. Number of vacancy:**

4. The CHOs will be posted in any SC- Suswasthya Kendra.

5. **Mode of selection:** The candidates will be selected through merit list based on **written test (85%) and interview (15%)**. The panel list will be valid for one year from the date of approval of panel.

6. The Consolidated Remuneration will be Rs.20, 000.00 per month after posting in Susasthya Kendra.

In addition the CHOs will also get a maximum incentive of Rs 5000/ per month as PLI based on approved parameters.

7. During their training period they will get Rs. 10,000.00/ per month as stipend.

8. The candidates shall serve in Susasthya Kendra as CHO after successful completion of training, for which they have to sign a bond agreement. In case they fail to serve the bond period, they will have to pay Rs. 2 lakhs .

**C. Terms of Reference for engagement of BAMS doctors for undergoing CPCH Training:**

**1. Essential Criteria:**

- (i) Passed BAMS from a recognised Institute/ University.
- (ii) They must have registration certificate/provisional certificate from Paschim Banga Ayurved Parisad (West Bengal Ayurved Council)
- (iii) Upto 40 years of age as on 1<sup>st</sup> April of the year of publication of notice. Age relaxation as per Government norms.
- (iv) Proficiency in Bengali/local language and dialect.

**2. Desirable criteria:** Competency in MS Office & Internet

**3. Number of vacancy:**

**4. The CHOs will be posted in any SC- Suswasthya Kendra.**

**5. Mode of selection:** The candidates will be selected through merit list based on **academic result (85%) and interview (15%)**. The panel list will be valid for one year from the date of approval of panel.

**6. The Consolidated Remuneration will be Rs.20, 000.00 per month.**

In addition the CHOs will also get a maximum incentive of Rs 5000/ per month as PLI based on approved parameters.

**7. During their training period they will get Rs. 10,000.00/ per month as stipend.**

**8. The candidates shall serve in Susasthya Kendra as CHO after successful completion of training, for which they have to sign a bond agreement. In case they fail to serve the bond period, they will have to pay Rs. 2 lakhs .**



MD, NHM & Executive Director  
WB SH & FW Samiti

## Annexure:B ( Suggestive vacancy List)

| District           | Total no of notified SCs | Total no of co-located SCs | Total no of SCs to be notified as Susasthya Kendra | Regular SN in position as CHO | Detailed regular SN in position as CHO | Contractual in position CHO |      |        | CHO to be engaged | Breakup of District wise vacancy as on 25/9/2025 |            |               |
|--------------------|--------------------------|----------------------------|----------------------------------------------------|-------------------------------|----------------------------------------|-----------------------------|------|--------|-------------------|--------------------------------------------------|------------|---------------|
|                    |                          |                            |                                                    |                               |                                        | Nursing                     | BAMS | Total  |                   | CHO (Nursing )                                   | CHO (BAMS) | Total vacancy |
| A                  | B                        | C                          | D = B - C                                          | E                             | F                                      | G                           | H    | I(G+H) | J [D-(E+I)]       | K                                                | L          | M (K+L)=J     |
| Alipurdwar         | 303                      | 19                         | 284                                                | 175                           | 10                                     | 71                          | 3    | 74     | 35                | 35                                               | 0          | 35            |
| Bankura            | 516                      | 59                         | 457                                                | 233                           | 83                                     | 90                          | 2    | 92     | 132               | 127                                              | 5          | 132           |
| Basirhat HD        | 447                      | 32                         | 415                                                | 163                           | 63                                     | 72                          | 20   | 92     | 160               | 158                                              | 2          | 160           |
| Birbhum            | 362                      | 42                         | 320                                                | 205                           | 15                                     | 84                          | 5    | 89     | 26                | 25                                               | 1          | 26            |
| Bishnupur HD       | 216                      | 28                         | 188                                                | 90                            | 24                                     | 52                          | 2    | 54     | 44                | 42                                               | 2          | 44            |
| Cooch Behar        | 534                      | 41                         | 493                                                | 322                           | 19                                     | 53                          | 3    | 56     | 115               | 114                                              | 1          | 115           |
| Dakhshin Dinajpur  | 306                      | 26                         | 280                                                | 194                           | 23                                     | 28                          | 4    | 32     | 54                | 53                                               | 1          | 54            |
| Darjeeling - GTA   | 157                      | 16                         | 141                                                | 81                            | 2                                      | 7                           | 0    | 7      | 53                | 53                                               | 0          | 53            |
| Darjeeling - SMP   | 131                      | 3                          | 128                                                | 69                            | 4                                      | 48                          | 0    | 48     | 11                | 11                                               | 0          | 11            |
| Diamond Harbour HD | 575                      | 41                         | 534                                                | 238                           | 40                                     | 127                         | 32   | 159    | 137               | 133                                              | 4          | 137           |
| Hooghly            | 794                      | 75                         | 719                                                | 327                           | 76                                     | 97                          | 69   | 166    | 226               | 213                                              | 13         | 226           |
| Howrah             | 631                      | 52                         | 579                                                | 308                           | 37                                     | 97                          | 15   | 112    | 159               | 151                                              | 8          | 159           |
| Jalpaiguri         | 403                      | 30                         | 373                                                | 158                           | 17                                     | 110                         | 5    | 115    | 100               | 99                                               | 1          | 100           |
| Jhargram           | 309                      | 33                         | 276                                                | 89                            | 22                                     | 99                          | 7    | 106    | 81                | 80                                               | 1          | 81            |
| Kalimpong          | 64                       | 8                          | 56                                                 | 36                            | 2                                      | 1                           | 0    | 1      | 19                | 19                                               | 0          | 19            |
| Maldah             | 648                      | 45                         | 603                                                | 248                           | 77                                     | 162                         | 10   | 172    | 183               | 182                                              | 1          | 183           |
| Murshidabad        | 997                      | 90                         | 907                                                | 300                           | 120                                    | 337                         | 24   | 361    | 246               | 243                                              | 3          | 246           |
| Nadia              | 814                      | 61                         | 753                                                | 258                           | 43                                     | 169                         | 15   | 184    | 311               | 308                                              | 3          | 311           |
| Nandigram HD       | 388                      | 31                         | 357                                                | 184                           | 11                                     | 95                          | 18   | 113    | 60                | 59                                               | 1          | 60            |
| North 24 Parganas  | 510                      | 35                         | 475                                                | 322                           | 52                                     | 37                          | 5    | 42     | 111               | 107                                              | 4          | 111           |
| Paschim Bardhaman  | 222                      | 22                         | 200                                                | 148                           | 3                                      | 30                          | 0    | 30     | 22                | 21                                               | 1          | 22            |
| Paschim Medinipur  | 872                      | 78                         | 794                                                | 398                           | 86                                     | 218                         | 11   | 229    | 167               | 165                                              | 2          | 167           |
| Purba Bardhaman    | 901                      | 77                         | 824                                                | 277                           | 65                                     | 297                         | 8    | 305    | 242               | 239                                              | 3          | 242           |
| Purba Medinipur    | 576                      | 40                         | 536                                                | 295                           | 36                                     | 123                         | 10   | 133    | 108               | 106                                              | 2          | 108           |
| Purulia            | 592                      | 71                         | 521                                                | 235                           | 39                                     | 193                         | 6    | 199    | 87                | 82                                               | 5          | 87            |
| Rampurhat HD       | 294                      | 27                         | 267                                                | 141                           | 14                                     | 77                          | 4    | 81     | 45                | 44                                               | 1          | 45            |
| South 24 Parganas  | 763                      | 42                         | 721                                                | 373                           | 73                                     | 175                         | 37   | 212    | 136               | 129                                              | 7          | 136           |
| Uttar Dinajpur     | 491                      | 21                         | 470                                                | 131                           | 26                                     | 236                         | 8    | 244    | 95                | 90                                               | 5          | 95            |
| Grand Total        | 13816                    | 1145                       | 12671                                              | 5998                          | 1082                                   | 3185                        | 323  | 3508   | 3165              | 3088                                             | 77         | 3165          |

Engagement procedure to be initiated after verification of operationalization of SC/ SC-SK