



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.

Encl: 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
1. (7)

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 1st 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 1st 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 1st 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
Alipurduar	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