

PROCEEDINGS OF THE STATE MISSION DIRECTOR, THIRUVANANTHAPURAM

Present : Dr.Rathan U. Kelkar IAS

Sub:- NHM – Recruitment, deployment, training, other benefits and remuneration- Covid
Brigade - orders issued - reg

Read:- GO. (MS) no.112/2020/H&FW dt.07/08/2020.

ORDER NO: NHM/3061/CON(ADMIN)/2020/SPMSU (I), Dated, 18.08.2020

ORDER

WHO has declared COVID 19 as a pandemic and the world is trying to control the spread by effectively utilizing all its resources. Kerala State has strengthened the surveillance and control measures against the disease with the following broad objectives: Least morbidity, Least Mortality, Least community spread.

Considering the possibility of an escalation in the number of COVID cases in Kerala State, it is required to mobilize all the available resources to provide the best care to the patients. Hence Government vide reference cited has directed to recruit more human resource (HR) than those already working who will assist the state in effective COVID management. The mode of recruitment, training, deployment and payment of remuneration shall be done as follows:

I. RECRUITMENT

Persons preferably between 21 years to 45 years (and without chronic morbidities) shall be recruited in various categories for COVID management in the state. There also exist resources already recruited by the District Programme Managers of NHM as part of health department activities who have been delivering health care services across the state and managing COVID. The new and previously recruited Human resources on duty for COVID management together shall be termed as the COVID brigade. The COVID brigade will consist of three broad categories as detailed below.

1. Medical:

- a. Modern Medicine Doctors
- b. AYUSH doctors
- c. Nurses
- d. Pharmacists
- e. Lab Technicians

2. **Non-Medical:** With MSW/MBA/MHA who can be used for management of logistics and for organisational functions.

3. **Multipurpose workers:** Anyone belonging to the age group mentioned above who is willing to be part of the brigade and deliver responsibilities entrusted by the State/ District Administration in COVID management.

4. The final year MBBS, nursing, Pharmacy and Lab Technician students can also be added into the pool based on needs.

I. A) Core Team

In order to implement the plan for COVID Brigade, it has been decided to form the State level and District level core teams with the following members who will have the responsibility to

recruit, deploy, train and supervise the COVID brigade. The State level and district level teams will function under the overall supervision of the State Mission Director, NHM and District Collectors respectively.

a. State Level Core Team

Dr Sriram Venkitaraman IAS, Joint Secretary, Health
Dr.V.R.Raju, Addl DHS (Planning)
Dr Santhosh Kumar, MCH Trivandrum
Dr Mohammed Asheel, Executive Director, KSSM
Dr Bijoy E, Joint Director, S H A
Dr Latheesh K V, State Urban Health Manager, NUHM
Dr.Veena Saroji, Asst. Director, DHS Office
Dr.Divya V.S., SNO (Training), NHM

b. District level

Addl./Dy.DMO nominated by the DMO
DPM- NHM
COVID HR Nodal Officer (already designated by the districts)

I B) Process of recruitment and deployment

- The new recruitment for all categories of resources shall be undertaken in the web portal <https://covid19jagratha.kerala.nic.in/home/covidBrigade>
- The IT team in KSSM will have the responsibility to list out the details of personnel who have applied in the portal, sort it according to districts and send the same to District Collector, and all members of the core team. The list has to be forwarded to all districts at **7 pm daily**.
- The district core team will interact with all the registered people and ensure their suitability and eligibility for the work. The district team will also closely monitor the covid19 jagarata portal for real-time information on the HR.
- *10% of the eligible resources (who have registered in the portal) in all categories in the district shall be maintained as a state pool, wherein the State will decide on their deployment on need basis.*
- In each district, District Program Manager, NHM has to conduct a need assessment and issue appointment order to these registered personnel as per the requirement. The personnel can be posted to an institution for the functioning of COVID hospital / CFLTC or any other place only for COVID management as the District Collector deems appropriate.
- Sufficient training to all registered HR shall be conducted before deployment .
- The existing guidelines for staff duty as issued by the Government and practised by the districts may be followed for the purposes of the COVID Brigade.

II. TRAINING FOR COVID BRIGADE

- **Online training** - Orientation training regarding General management in CFLTCs, General treatment guidelines, Red flag signs identification, Bio medical waste management etc.
- **Buddy training** - Selected volunteers will be deployed to functioning CFLTCs for buddy training. Focus on Swab collection technique, Pulse oximetry, infrared thermometry, Oxygen cylinder usage, check list updation, telemedicine platform usage, high flow nasal cannula oxygenation etc.
- **Hands on Training for ICU brigade-** Existing COVID Hospitals or Medical colleges will

conduct the training. Assistance of Private medical colleges may also be taken in this regard. 7-days intensive ICU training with full time duty cum training is required. The ICU brigade will be deployed to the facilities to work immediately after completion of their ICU training. Topics to be covered should include Intubation, ventilator management and management of other ICU functions. A well-designed training curriculum available with the State Level Resource team of the Health Department and MCH Thiruvananthapuram may be used for the purpose.

III. OPERATIONAL ASPECTS

- District COVID HR Nodal Officer shall be in-charge for managing the COVID brigade (including training and deploying them to various places as per need and liaison with the State team)
- State level core team shall interact on a regular basis and guide the district teams in the operational aspects of COVID management.

IV. MONITORING AND EVALUATION

District Nodal Officer with the help of the block Medical Officers will evaluate the performance of the resource deployed and intimate the same to the state team.

V. OTHER BENEFITS

- **Health care cover** : COVID Brigade will be eligible for health care cover as per the package rates approved for KASP beneficiaries for COVID Care management. (Ref: GO cited)
- **Life Insurance** : COVID Brigade will be eligible for the Pradhan Mantri Garib Kalyan Yojana as per the applicable terms and conditions
- **Appreciation certificate by the Hon'ble Chief Minister**

VI. REMUNERATION

- The remuneration and risk allowance shall be paid as directed in the Government order vide reference cited above. This shall be applicable for previously recruited HR who are already working for COVID management and the new HR who are going to be recruited through the covid19 jagrata portal.
- The remuneration for the newly recruited HR will be calculated from the date of joining in the institution/training based on the posting orders issued by the DPM, NHM.
- The remuneration approved in the Government order cited in reference will be applicable prospectively and until further instructions.

Encl: Flow chart.

Dr.Rathan U. Kelkar IAS
State Mission Director

To

All officers of State / District Level Core Team
District Collectors, All Districts
District Medical Officers, All Districts

District Program Managers, All Districts

District HR Nodal Officers, All Districts

Copy To

Submitted to Principal Secretary to Government, Health & Family Welfare Department,
Government of Kerala, Thiruvananthapuram (with C/L)

State Mission Director (NHM)

Joint Secretary, Health & Family Welfare Department

Director of Health Services

Director of Medical Education

All others concerned

Office copy / Spare

Approval Valid

Digitally Approved By

Dr.Rathan U. Kelkar IAS

Date: 18.08.2020

Reason: Approved

The document is digitally approved. Hence signature is not needed.

FLOW CHART

