



West Bengal Health Recruitment Board

BENFISH TOWER (1st & 2nd Floor)

GN 31, Sector-V, Salt Lake, Kolkata – 700091

www.wbhrb.in

Advt. No. R/C.I.(CSL)/69(1)/2019

Direct recruitment for filling up of 15(fifteen) nos. vacancies in the post of Clinical Instructors for the Comprehensive Skills Laboratories at various Govt. Colleges of Nursing under the control of Health & Family Welfare Department

Online applications are invited from Indian Citizen and such other nationals as declared eligible by Government of India for recruitment to the Posts of Clinical Instructors for the Comprehensive Skills Laboratories at various Govt. Colleges of Nursing *in the Cadre of the West Bengal Health Service* under the control of the Directorate of Health services, Health & Family Welfare Department, Government of West Bengal.

Only online registration of Application shall be allowed on the website (www.wbhrb.in) between 14.08.2019 TO 21.08.2019(before 8 P.M.)

Posts are temporary but likely to be permanent in future.

The relevant rules and necessary particulars are stated in the following paragraph:

A candidate should verify from the notified rules that her candidature is eligible. The conditions prescribed cannot be relaxed. The recruitment shall be made by selection, but where a large number of applications are received, as a result of Advertisement, the Board may, for the purpose of short-listing, hold a preliminary examination.

Scale of Pay: Rs. 9000/- – 40,500/- [Grade Pay – Rs. 4400/-]. Dearness allowance as per Government norm; Uniform, Washing and amenity allowances as admissible.

Anticipated Vacancies in Staff Nurse: Grade II

| Name of Post | Unreserved | SC | ST | OBC Category A | OBC Category B | PWD | Total |
|---|----------------------------|---|---------------------|-------------------|-------------------|-----|--|
| West Bengal General Service/Clinical Instructor at Skills Laboratories | 02 (Direct) 06(Lateral) | 01 (Dire ct) 03(lat eral) | 01 (Late ral) | 01 (Lateral) | 01 (Lateral) | 0 | 15 (Direct 3 & Lateral 12) |

Qualification:

For Direct Recruitment: M.Sc. Or B.Sc. Degree in Nursing acquired from a recognized University with 1 year experience in Clinical Speciality, or Teaching, or Basic B.Sc. Degree in Nursing acquired from a recognized University with Post Basic Diploma in Clinical Speciality.

For Lateral Induction: M.Sc. Or B.Sc. Degree in Nursing acquired from a recognized University with 1 year experience in Clinical Speciality, or Teaching, or Basic B.Sc. Degree in Nursing acquired from a recognized University with at least 5 years experience of serving under this State Government in the Cadre of West Bengal Nursing Service, or West Bengal General Service.

Desirable: Knowledge of Bengali – Spoken & Written

Age:

For Direct Recruitment: Not more than **36 years on the 1st Day of January 2019**. The age may be relaxed for otherwise well qualified candidates and for persons already in Government Service. Provided that the age may be relaxed for the candidates belonging to the categories of Scheduled Castes/ Scheduled Tribes/ Other Backward Classes as per the Government orders in force.

For Lateral Induction, age should not be not more than **50 years on the 1st day of January 2019**, relaxable for otherwise well qualified candidates.

Duties (Job Brief / Terms of Reference) of the Post: The Clinical Instructors and Sister Tutors at Skills Laboratories shall be the key 'Resource Trainer' to conduct in-service Skills Training at Skills Laboratories; shall organize the Training Batches at the Skills Labs including all logistic arrangements required for the Training; Co-ordinate with Nursing Superintendent/ Deputy Nursing Superintendent and District Public Health Nursing Officer for Drafting of Trainees for each batch; shall be responsible for maintaining a detail database of all Nurses (DPHNO, NS, DNS, Sister-in-Charge, Staff Nurse, PHN, HA(F), who are trained; Organize refresher Trainings / Advanced 'Skills Trainings' for Nurses at Skills Labs; Shall Check the inventory regularly and keep the Stock Register updated, as necessary, she shall also initiate procurement of Drugs/ Consumables as required for 'Skills Training'; Shall maintain Stock Register of all items delivered at the Skills Lab and it shall be counter signed by Principal, College of Nursing/ Principal Nursing Officer/ Senior Sister Tutor of the Nursing Training School, shall also maintained the records of non-serviceable articles and report to the concerned; Shall ensure proper maintenance of mannequins, instruments, equipments, linen, teaching aids etc at the Skills Lab in accordance with the contracts entered into by WBMSCL; Shall be responsible to ensure overall cleanliness of Skill Laboratories; Mentoring at the delivery points shall be one of the most critical and important activities of this manpower, which includes: continuous 'Supportive Supervision' to the Nursing Personal at all 'Delivery points' that is, Institutions conducting Deliveries at Primary Health Centres, Block Primary Health Centres, Rural Hospitals, State General Hospitals, Sub-Divisional Hospitals, District Hospitals, and Medical College and Hospitals; Mentor every Nurse trained at the Skills Labs and evaluate her continuously, document the findings and share with Hospital Authorities and appropriate Authority; Monitor whether the 'SOP' is maintained at Labour Room, most importantly to ensure 'Partograph' is maintained, Monitor and action taken based on Partograph; review the Labour Room Preparedness including Drugs, Consumables, Equipments, Instruments and other logistics during Mentoring visits and gaps, if any, are to be brought to the notice of the Hospital Authorities (MSVP/Superintendent/ Nursing Superintendent), follow up and co-ordinate continuously to ensure all resource gaps are filled up; Shall keep close co-ordination with Principal, College of Nursing/ Principal Nursing Officer, NTS/ Senior Sister Tutor, NTS, Nursing Superintendent and Ward Sister of Labour Room, Maternity Ward (Antenatal and Postnatal), G & O OT on service delivery and Generate Reports as required periodically; Shall do evidence based research; post of Clinical Instructors/ Senior Tutors sanctioned for Skills Laboratories to be engaged to Act as the key 'Resource Persons' to impart Training at Skills lab for 1 (One) / 2 (Two) weeks, or as required every month, she shall be responsible for regular mentoring at the Delivery Points for the remaining days of every month.

NOTE:

- 1) Candidates have to upload the Nursing Council Registration Certificate.
- 2) The applicant must be a citizen of India or such a person of other nationality as declared eligible by Govt. of India.
- 3) Age ,as recorded in Madhyamik or equivalent certificate, shall only be acceptable;
- 4) The claim of candidates for relaxation of age as a regular /contractual Govt. employee should be proved by a certificate from the appropriate authority showing the period of candidate's continuous service under Government of West Bengal and the same should be furnished when called for;
- 5) If in service, the No-Objection Certificate from the competent authority has to be submitted.

Fee: Candidates must submit the application fee amounting to Rs. 210/- (Rupees two hundred ten only) through Bank participating in the GRIPS (Govt. Receipt Portal System), Govt. of West Bengal at Receipt Head of Account: ' 0051-00-104-002-16'.

It may please be noted that after making payment to Bank, Candidates have to log in to the website with the log in ID & Password, already provided to them after registration through SMS/ Email for *payment verification* and filling up the Page 2 of the Application Form.

Money order, Cheque, Bank Draft, Cash etc. shall not be acceptable.

No application shall be considered unless accompanied by the requisite application fee, excepting Candidates belonging to SC/ST category of West Bengal and persons with disabilities (specified under Disabilities Rule, 1999) (certificates obtained before the Advertisement date), who need not pay any fee. Such exemption of fee is, however, not applicable to any OBC (category A or B) candidate.

No claim for refund of the fee shall be entertained nor shall it be held in reserved for any other examination.

Application shall be made in the format available in the West Bengal Health Recruitment Board Website (www.wbhrb.in).

Application received after the closing date shall be rejected.

In case, any of the statements made in the application found subsequently false, his/ her candidature shall be liable to cancellation, and even if appointed to a post on the results of this examination, his/ her appointment shall be liable to be terminated. Willful suppression of any material fact shall also be similarly dealt with.

Candidates should take particular note that entries in their application submitted to the Board must be made correctly against all the items, which shall be treated as final and no alteration and addition in this regard shall be entertained after full submission of the application. Application, not duly filled in or found incomplete or defective in any respect or without fee, shall be liable to rejection.

Candidates must fulfill the essential qualification by the closing date.

All information regarding recruitment (how to apply, how to make payment, date of examination/ interview etc.) to the post, will be available time to time in the Board Website.

Particulars and Certificates required:

- (a) A candidate claiming to be S.C./S.T./O.B.C. must have a certificate in support of her claim from a competent authority of West Bengal as specified below [vide the West Bengal SCs and STs (Identification) Act, 1994 and SCs /STs Welfare Department order No. 261-TW/EC/MR-103/94 dated 06.04.1995 read with B.C.W. Dept. Order No. 6320-BCH/MR-84/10 dated 24.09.2010]:
- In the District, the Sub-Divisional Officer of the Sub-Division concerned, and
 - In Kolkata, Collector of Kolkata, 11 N.S. Road, Kolkata – 700001

No claim for being a member of the SC, ST and OBC or a Person with Disability shall be entertained after submission of the application.

- (b) Persons with Disabilities (Physically handicapped) [40% and above] must have a certificate from an appropriate Medical Board [vide West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1999]
- (c) The West Bengal Health Recruitment Board (WBHRB) may require such further proof or particulars from the candidates as it may consider necessary and may make enquiries regarding eligibility.

Original Certificates relating to citizenship (by registration), age, qualifications, caste (SC/ST/OBC), Physical disability (40% and above) shall have to be submitted, when the WBHRB asks for. If any candidate fails to furnish any certificate or any other relevant document or information relating to her candidature within the time specified by the Board, her claim for allotment shall be passed over without further reference to the candidate.

A candidate should note that her admission to the Examination/ Interview shall be deemed provisional subject to determination of her eligibility in all respects. If at any stage, even after issue of the letter of appointment a candidate is found ineligible for admission to this Examination, her candidature shall be cancelled without further reference to her.

Canvassing: Any attempt on the part of candidate to enlist support for her application shall disqualify for appointment.

CLOSING DATE FOR ONLINE REGISTRATION OF APPLICATION : 21.08.2019(before 8 P.M.)

Applicants need not send any Print out/ hard copy.

Important Dates:

| | |
|---|----------------------------------|
| Website Link open – For on-line Registration of Applications | 14.08.2019 |
| Last date of full submission of Form | 21.08.2019(before 8 P.M.) |

Note: - Candidates are advised in their own interest to apply Online. Application Form should be submitted much before the closing date and not to wait till the last date to avoid congestion on Web-Server on account of heavy load on internet/website.

Candidates are requested to follow the website (www.wbhrb.in) time to time for any update information.

Marks distribution pattern :

Clinical Instructor- Direct entry (M.Sc. Nursing or B.Sc. Nursing + 1 year experience)

| | | |
|---|-------------------------|-----|
| | Total Marks | 100 |
| A | Interview | 15 |
| B | Academic & Professional | 85 |
| C | Experience | |

| | | | | | | |
|---|------------------------------------|---------|---------|---------|---------|-----------|
| B | Academic & Professional | 51-60% | 61-70% | 71-80% | >80% | |
| | Higher Secondary: 10 | 2.5 | 5 | 7.5 | 10 | |
| | B.Sc. Nursing: 10 | 2.5 | 5 | 7.5 | 10 | |
| | M.Sc. Nursing: 10 | 2.5 | 5 | 7.5 | 10 | |
| | | | | | | |
| C | Experiences: 55 | 2 Years | 3 Years | 4 Years | 5 Years | > 5 Years |
| | Clinical Experience | 5 | 10 | 15 | 20 | 25 |
| | Teaching Experience | 4 | 8 | 12 | 16 | 20 |
| | Both Clinical &Teaching Experience | 5 | | | | |
| | Experience in Govt. Set up | 5 | | | | |

Clinical Instructor- Lateral entry (M.Sc. Nursing or B.Sc. Nursing + 5 years experiences)

| | | |
|---|----------------------------|-----|
| | Total Marks | 100 |
| A | Interview | 15 |
| B | Professional Qualification | 85 |
| C | Experience | |

| | | | | | | |
|---|------------------------------------|---------|---------|---------|---------|------------------|
| B | Professional Qualification | 51-60% | 61-70% | 71-80% | >80% | |
| | B.Sc. Nursing: 20 | 5 | 10 | 15 | 20 | |
| | M.Sc. Nursing: 20 | 5 | 10 | 15 | 20 | |
| | | | | | | |
| C | Experiences: 45 | 6 Years | 7 Years | 8 Years | 9 Years | 10 Years or more |
| | Clinical Experience | 4 | 8 | 12 | 16 | 20 |
| | Teaching Experience | 4 | 8 | 12 | 16 | 20 |
| | Both Clinical &Teaching Experience | 5 | | | | |