

**Government of Nagaland
Department of Health & Family Welfare
Nagaland: Kohima**

**NO.HFW(A)/T&P-7/7/2016
Dated 16th April, 2022**

OFFICE MEMORANDUM

Sub: Instructions for management of situation arising on account of call for agitation through mass casual leave by Nagaland In-Service Doctors Association (NIDA)

With reference to the call for agitation by NIDA by taking of mass casual leave by Government Medical Doctors from 18th April 2022, it is brought to notice that government has issued OM NO.HFW(A)-12/129/2021 dated 11th April, 2022 wherein instructions have been issued to the Principal Director, DHFW, and the Chief Medical Officers and Medical Superintendents in the State, for not sanctioning any leave to any Government Medical Officer or health care professionals. Further vide order No. HFW(A)MISC-12/38/16/329 dated 14th April, 2022, it has been directed that no government medical doctors shall communicate with members of press in matters not connected with discharge of official duty. Failure to comply with the instructions make the officers liable to disciplinary action in addition to deduction of pay for the unauthorized absence on the principle of 'no work no pay'.

In order to manage and mitigate the likely impact of any such unauthorized absence by a large number of government medical doctors, and ensure that health services are not disrupted for the citizens following measures are to be activated at various levels:

1. A state level control room with dedicated helpline shall be set up for coordination and real time monitoring of the situation in the state. The Control Room shall be overseen by Principal Director, DHFW, who may draw officers from the Directorate to assist him. The Control Room shall, inter alia, assist the Principal Director to enforce the instructions given in this and earlier Office Memorandum, and provide guidance to any individual needing access to healthcare facilities during the period.
2. At the District Level, following action and measures are to be undertaken:
 - i. A District Level Control Room under the Chairmanship of an officer not below the level of ADC/SDO(Civil) and consisting of officers from Medical and other departments for coordination and real time monitoring of the situation in respective districts shall be set up. The control room shall be in constant touch with the state level control room and provide regular status updates for effective monitoring.
 - ii. The Control Room shall also provide guidance to any individual needing access to healthcare facilities during the period. A district level helpline shall be set up and given wide publicity through media, hospitals etc.
 - iii. The attendance shall be monitored closely by the CMO and DC and daily report be furnished through the Principal Director and Commissioner, Nagaland respectively.
 - iv. The CMO in consultation with the Deputy Commissioner shall redeploy all available contractual/temporary Medical and Ayush doctors or any other healthcare professional in various facilities in the district to fill the gap due to anticipated unauthorized absences, to ensure that all routine and essential services including OPD, IPD, emergency services are not impacted. Any officer who has been granted leave or left station should be recalled. A list of contractual doctors appointed by Government is attached for reference, and would also be available with the CMOs and MSs.

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- v. The Deputy Commissioners shall hold a meeting with the available private hospitals/health care providers to work out the modalities for management of OPD and referral cases from the Government Facilities as and when required. In case of Dimapur, the OPD and other referrals may be redirected preferably to CIHSR. In district with limited availability of private sector health facilities/clinics, arrangements shall be worked out with nearest such facility available in other districts by the concerned Deputy Commissioners.
 - vi. The CMO/MS in consultation with the Deputy Commissioner shall establish facilitation centers at each health facility till PHC level for the aid of the patients and management of cases requiring urgent attention like referral transport etc. For the Centers, available Nurses and Paramedical staff, in addition to the contractual doctors and administrative officers may be used.
 - vii. It is to be ensured that functional referral transport like ambulances should be readily available and deployed in an efficient manner across the district to provide timely transport for urgent medical cases in coordination with the district control room/facilitation centers.
 - viii. The Deputy Commissioner shall review the supplies of medical consumable, drugs etc. at each of the government facilities in the district and communicate any exigencies to the state control room for quick replenishment.
 - ix. The CMO/MS are to ensure that all the health care professionals including Doctors, Ayush Doctors, CHOs, ANM/GNMs, ASHAs are in their respective station. Disciplinary action is to be initiated against those not available in respective place of duty.
 - x. The Deputy Commissioners shall review the implementation of public health programme including TB elimination, Malaria programme, AIDS control programme, Immunisation etc with the CMO and District Programme managers in order to ensure that all services under the programmes are provided without any disruption.
3. The Deputy Commissioner shall be overall in-charge of ensuring implementation of the instructions at the district level and take all necessary measures to ensure smooth functioning of health services without disruption, and shall be assisted by the SP, CMO, MS, and other officers as he may deem fit to assist him. The Deputy Commissioner is to ensure sufficient security deployment along with executive magistrates at health facilities to ensure peaceful and orderly conduct of affairs.
 4. Principal Director (H&FW) shall be overall in-charge for ensuring that the proposed call by NIDA has the minimum impact on provision of health services to public, including enforcement of the various instructions issued by the Government as far as these regard functioning of the department, and the various services provided and programs implemented by it. Principal Director shall also, in coordination with MD, NHM ensure that facilities like Naga TeleHealth are fully operational during the period of agitation and all public health programmes remain unaffected.
 5. All steps undertaken by the concerned officers in accordance with the instructions contained in this O.M. shall be well publicized so that public do not face any undue hardship.

Sd/- J. Alam, IAS
Chief Secretary to the Government of Nagaland.

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Copy to:

1. The Commissioner & Secretary to the Governor, Nagaland for kind information
2. The Principal Secretary to the Chief Minister, Nagaland for kind information.
3. The Sr. P.S to the Minister, H&FW, Nagaland for kind information
4. The Sr. P.S to all Ministers/Advisors for kind information.
5. The Deputy Secretary to Chief Secretary, Nagaland for kind information
6. The ACS& Finance Commissioner, Nagaland, Kohima.
7. The Principal Secretary, Health & Family Welfare Department, Nagaland for information and necessary action.
8. The Commissioner, Nagaland for information and necessary action.
9. All DCs for wide dissemination of the above Order to all the employees of the department in the districts and for taking further necessary action.
10. The Director General of Police for information and necessary action.
11. The Principal Director, Health & Family Welfare Department, Nagaland for information and for ensuing dissemination of the above Order to all the employees of the Department and for taking further necessary action.
12. The Principal Director, Treasuries & Accounts, Nagaland, Kohima for information and necessary action.
13. All AHoDs/HoDs for information.
14. The President, NIDA for information.
15. The Director, IPR, Kohima Nagaland for wide publicity.
16. The Station Director, AIR and Doordarshan, Kohima for information.

Asang Imti 16/6/2022

(ASANGLA IMTI), NCS

Secretary to the Government of Nagaland