

01:12 pm

**GOVERNMENT OF MEGHALAYA
HEALTH AND FAMILY WELFARE DEPARTMENT**

No. Health.170/2022/Pt/9

Dated Shillong, the 23rd October, 2026

NOTIFICATION

Subject: Constitution of the Productive Task Force Human Resources for Health

The Government of Meghalaya is pleased to constitute a Human Resources for Health Task Force to provide policy direction and coordinated oversight for workforce planning, recruitment, deployment, development and retention in the State. The Task Force shall ensure that the health workforce is adequate, competent, equitably distributed and aligned with service needs.

The composition of the Task Force shall be as follows:

Sl. No.	Designation	Role
1	Secretary to the Government of Meghalaya, Health and Family Welfare Department	Chairperson
2	Director of Health Services (MI)	Member
3	Director of Health Services (MCH&FW)	Member
4	Director of Health Services (ME&R)	Member
5	Joint Director of Health Services (MI)	Member Secretary
6	State Program Manager (SPM), National Health Mission (NHM)	Member
7	General Manager, Meghalaya Health Systems Strengthening Project (MHSSP)	Member
8	Human Resources Manager, National Health Mission (NHM)	Member
9	Head - HR, Meghalaya Medical Drugs and Services Limited (MMDSL)	Member
10	Human Resources Manager, Meghalaya Health Insurance Scheme (MHIS)	Member
11	Manager (Human Resources & Training), Meghalaya Health Systems Strengthening Project (MHSSP)	Member
12	State Manager (Admin & HR), Ayushman Bharat Digital Mission (ABDM)	Member
✓ 13	eHRMS implementation in charge, National Informatics Centre (NIC)	Member
14	Representative from Robert Hospital, Shillong	Invitee
15.	RCH Consultant/NHM & Sr. Consultant, SHSRC	Invitee
16.	Representative from IIPHS	Invitee

Pis 222
hence The Chairperson may invite or co-opt officers, technical experts or representatives of other departments and institutions, as required, for any meeting or specific agenda item.

1. The Terms of Reference of the Task Force shall be as follows:

a. Strategy, governance and workforce planning

- i. oversee finalisation, implementation and periodic revision of the State HRH Strategy, including institutional arrangements, cadre restructuring, service rules and a costed short, medium and long-term roadmap;
- ii. maintain workforce projections; develop a Facility Requirement Index linking staffing to service packages, workload, population needs, geography, infrastructure, competencies and fiscal sustainability; and plan HRH for commissioning and activation of upcoming health facilities and services;

b. Recruitment, deployment, career and retention

- i. guide rational deployment and redeployment and formulate and periodically review a transparent Transfer and Posting Policy covering tenure, rotation, difficult-area classification and financial and non-financial rural incentives;
- ii. examine measures to address the acute shortage of specialists in the State, including strengthening the specialist cadre and developing suitable recruitment, engagement, deployment and retention models for specialists from within and outside the State;

c. Workforce production, competencies and performance

- i. assess and strengthen the production of doctors, specialists, nurses, midwives, allied health professionals, public health professionals and health managers through State institutions, sponsored education and recognised partnerships;
- ii. define cadre-wise competencies and guide induction, continuing professional development, clinical and managerial training, mentoring, supportive supervision, simulation and digital learning;
- iii. implement a fair performance management system linked to responsibilities, service standards, regular feedback, competency improvement and career development;

d. HRH information systems and accountability

- i. establish an integrated and regularly updated State HRH registry covering regular, contractual, programme, project, outsourced and other personnel;
- ii. guide integration of eHRMS and other HR systems and digitisation of recruitment, joining, service history, attendance, leave, posting, training, performance, promotion, retirement and payroll reconciliation;
- iii. approve standards for data ownership, privacy, validation and audit, and use dashboards to monitor vacancies, distribution, attendance, workload, competencies, attrition, training and expenditure;

e. Partnerships, resilience and implementation

- i. guide engagement of public and private institutions, visiting or retired specialists and other partners through standard contracts, credential verification, defined outputs, quality standards and financial oversight;
 - ii. promote equitable and ethical workforce policies, regulatory compliance and arrangements for rapid workforce mobilisation during outbreaks, disasters and other emergencies;
 - iii. monitor implementation through agreed indicators, resolve inter-agency bottlenecks, guide research and pilots, and submit periodic policy and progress recommendations to the Government.
2. The Joint Director of Health Services (MI), as Member Secretary, shall convene meetings with the approval of the Chairperson, coordinate the required data and agenda, maintain records of proceedings and follow up on decisions of the Task Force.
3. The concerned Directorates, Missions, Societies, Agencies and institutions shall provide the information and assistance required by the Task Force. They may nominate a suitable representative, including in place of a specifically indicated designation, having regard to the subject matter and functions concerned.
4. The Task Force shall function as a continuing mechanism for the review, evaluation and implementation of HRH reforms. It shall meet as often as necessary, monitor progress, address implementation issues, guide course correction and place its recommendations before the Government periodically or as directed by the Chairperson.
5. This Notification shall come into force with immediate effect and shall remain valid until further orders.

Sd/-

Shri Sampath Kumar, IAS

Additional Chief Secretary to the Government of Meghalaya
Health and Family Welfare Department

Dated Shillong, the 23rd October, 2026

Memo No. Health.170/2022/Pt/9

Copy forwarded for information and necessary action to:

1. P.S. to Minister i/c Health & Family Welfare Department.
2. P.S. to Additional Chief Secretary, Health & Family Welfare Department.
3. P.A. to Commissioner & Secretary, Health & Family Welfare Department.
4. P.A. to Secretary, Health & Family Welfare Department.
5. Joint Secretary, Health & Family Welfare Department.
- ✓ 6. All members of the Productive Task Force Human Resources for Health.
7. The State Informatics Officer, National Informatics Centre, Meghalaya, with a request to nominate the officer responsible for eHRMS.

By Order etc.


Smti Evarina Liza Warjri, MCS,
Joint Secretary to the Government of Meghalaya
Health and Family Welfare Department