

**OFFICE OF THE COMMISSIONER, PUBLIC HEALTH AND FAMILY WELFARE
ANDHRA PRADESH :: HYDERABAD.**

Re.no. 472/RKSK/2015

Date: 06.11.2015

Sub: Appointment of Counsellors at Adolescent Friendly Health Clinics (YUVA Clinics) under RKSK programme- Reg.

Ref: 1. RKSK Operational Framework – 2014
2. NHM RoP 2015-16 of RKSK

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It is to inform that in order to address the health and development needs of adolescent in a holistic manner the MoHFW, GoI has launched RKSK in 2014 and has identified six strategic priorities areas emerged from situational analysis of adolescent health and development needs as Nutrition, Sexual Reproductive Health (SRH), Non – Communicable diseases (NCD), Substance misuse, Injuries and violence (including Gender Based Violence) and Mental Health. The RKSK program focuses on age group 10-19 years with universal coverage i.e. Males and females, Urban and rural, in school and out of school, married and unmarried, vulnerable and underserved.

Further under RKSK program provision of counseling services through dedicated Adolescent Health (AH) Counsellors to effectively identify and address the needs of adolescent's establishment at facility (AFHC) and community level is critical. In this connection it is important to appoint (40) Adolescent Health Counsellors at Adolescent Friendly Health Clinics / YUVA clinics on contractual basis in 4 High Priority Districts of Andhra Pradesh State as approved in RoP 2015-16 under FMR code A.8.17.5.2 at consolidated pay of Rs. 10,000/- per month.

In this regard the selection criteria, recruitment process and roles and responsibilities as per GoI guidelines are detailed as follows.

Selection Criteria of AH Counsellors:

1. Qualified with degree in Social Work preferably Master in Social Work preferably women
2. Between the age of 25-30 years.
3. Someone Who demonstrate a clear understanding of laws, policies and procedure pertain to informed consent and confidentiality, contraceptive services, abortion, STI/HIV testing and treatment, substance abuse treatment, management of mental health and sexual abuse / domestic violence cases etc.,
4. Capable of maintaining privacy and confidentiality
5. Open compassionate and willing to listen and engage young people.
6. Non judgemental with progressive attitude i.e., in no circumstances the counselors try to impose his or her values.

Selection process: A board or panel including Adolescent Health expert should ideally be set up to recruit counselors.

1. Initial short listing based on age, education qualification and previous work experience.

2. Group discussion i.e., short listed candidates divided into shall group of 4-5 people and be given case study covering sensitive topics. They should be evaluated by atleast two members of the panel and candidate the arrives at an appropriate response, demonstrate sensitivity and leader ship qualities should be invited to next round.
3. Personal interview a panel should conduct final interview to determine suitability based on candidates expectation, availability and why they want job.

Roles and responsibilities of counselors:

1. Organize and conduct outreach services for adolescents and their parents at school and colleges / other platform.
2. See that the health facilities deliver effective services to adolescents i.e., specified packages services that adolescents need.
3. Able to create enabling environment exists in the community for adolescents to seek services.
4. To see that the management systems are in place to improve the quality of services i.e., maintenance of registers, privacy, confidentiality.
5. Support adolescents for interaction at times of concern through counseling.
6. Provide referral linkages with secondary and tertiary level facilities.
7. Makes links with other services such as ICTC, de addiction centres, ICDS counseling center school education, social workers and legal system.
8. Refer to treat conditions that give rise to ill health or cause adolescent concern in coordination with health staff.

Further it is found that majority of adolescent girls and boys who are supposed to be provided sexual / adolescent and reproductive health education and advise by the counselors are being educated in the high schools and junior colleges. They shall be provided required information in their education institutions rather them asking to attend the hospitals which are perceived to be treatment centers rather advisory clinics. The details of the high schools and junior colleges in four high priority districts are detailed below for your information

S.No.	District	CHNCs	Mandals	No. of High Schools	No. of Junior Colleges
1	Vizianagaram	12	34	310	27
2	Visakhapatnam	15	43	429	49
3	Kadapa	14	51	409	54
4	Kurnool	20	54	481	52
	Total	61	182	1629	182

Hence the counselors may be directed to visit he educational institutions on fixed days in the clusters where more number of high schools and junior colleges are located in Rural and semi urban localities to impart the advises by developing AFHC in consultation with Head Master and Principal concerned and develop rapport for further assistance at nearby health facilities. On linking the AFHCs at educational institutions the health leadership among the adolescents may be developed by the counselors to make use of their services in other educational institutions for dissemination of RKSK objectives and facilities. The RKSK coordinator and DMHO in consultation with DEOs and Regional education officers shall evolve fixed day counseling schedule by the counselors for first five days of the week and


last day they shall report to the attached health facility where the needy children shall be provided further management if required.

8. Further the districts wise number of identified clinics for appointment of counsellors is proposed as follows.

S.No.	District	Total Education facilities	Counsellors to be appointed as per requirement	Amount @ Rs. 10000 per each counsellors for 6 months
1	Vizianagaram	337	8	480000
2	Visakhapatnam	478	9	540000
3	Kadapa	463	11	660000
4	Kurnool	533	12	720000
	Total	1811	40	2400000

Hence the DM&HOs of the above mentioned four districts (Vizianagaram, Visakhapatnam, Kadapa, Kurnool) are requested to appoint the counselors as per above mentioned guidelines and send list of appointed counsellors in the respective districts along with Bank Account Details (Account No. and IFSC code) to enable the payment of salaries on line.

This has got the approval of Commissioner of Health and family Welfare, AP Hyderabad.


For Commissioner of Health and Family Welfare
Hyderabad, Andhra Pradesh

To

1. The DM&HOs of Vizianagaram, Visakhapatnam, Kadapa and Kurnool District with the attached copy of RSKS operational Guidelines.
2. The RBSK/RSKS Coordinators of Vizianagaram, Visakhapatnam, Kadapa and Kurnool Districts

Copy to

1. District Collectors and magistrates of Vizianagaram, Visakhapatnam, Kadapa and Kurnool.
2. The State Program Manager, O/o CH&FW, Hyderabad AP
3. Deputy Director, RBSK O/o CH&FW, Hyderabad AP

