

SELECTION OF LADIES SUPERVISORS

For over a decade, recruiting Ladies Supervisors had remained an unfulfilled task for the GOVT due to various reasons. Seeing the indispensability of an intermediary level functionary to supervise programs at AWCs and help CDPOs keep records up-to-date at project offices, the Govt. of Bihar decided to go for appointment on CONTRACTUAL basis, initially for one year with option open to renew the agreement. A detailed guideline was framed, and it was decided to invite applications ONLINE. Vacancies were calculated at district level and a seven member selection committee was constituted under the chairmanship of District Magistrates. All the recruiting agencies were directed to strictly adhere to reservation norms and get it approved by respective Divisional Commissioners.

Altogether 3034 posts for appointment were advertised by different districts in Aug-Sep'10. Within the stipulated period some 1,12,000 applicants registered online, out of which some 92,000 odd numbers of applications were actually received in hardcopy in respective districts within the time limit. Applications being available in softcopy, it was not a tough task to prepare merit list category-wise. So Araria, a relatively small and sleepy district, came out with PROVISIONAL MERIT LIST within 42 days, soon to be followed by Purnia, Sheikhpura, Muzaffarpur and Bhagalpur. But before it could get through the scrutiny of District Selection Committee, Model Code of Conduct was introduced by the Election Commission of India, on account of Legislative Assembly Election due in November, 2010.

Once Elections were over, process of selection was expedited and weekly monitoring on progress was taken up at the highest level in the department. Soon FINAL MERIT LISTS started appearing on District Websites. By the end of the financial year, 12 Districts managed to post their new RECRUITS, while the process of selection was completed in 22 Districts for 1458 candidates. Due to on-going PANCHAYAT ELECTIONS, progress once again has been retarded. Thus this has proved to be a major intervention in the affairs of AWCs daily monitoring task.

From those districts where new RECRUITS have been posted, improvement in daily monitoring has been reported. Now department is giving serious thoughts on extending DAILY INSPECTION SMS REPORTING SYSTEM to these supervisors, so as to bring about a larger area under surveillance. Introduction of ONLINE registration of APPLICATIONS proved to be a boon for the smooth and hassle-free selection process. While it directly exposed countryside eligible candidates, hitherto considered sub-standard and docile stuff, to currently available smarter processes and devices, it also ensured a TAMPERPROOF proceeding for district level selection committee.

The list of applicants being available on District Website, it became accessible for everyone to find and see their status. This is further reflected in the fact that only 27 complains were received in the department, all due to misinterpretation of provisions, which were clarified and responded to the applicant, but NO COMPLAINT was reported regarding MISPLACING the MERIT.