

**Terms of Reference  
Security Personnel  
District Hospital, Mamit**

**Background**

The Mizoram Health Systems Strengthening Project with financial and technical assistance from the World Bank aims to improve the management, quality, accessibility, and delivery of health services in the state of Mizoram at various health facilities and units.

For anybody entering into a hospital or a healthcare facility, security concerns should be the least of their worries. It is inherent upon any employer to offer the safest possible environment to their employees and to anyone entering their place of work. Healthcare professionals deserve the greatest level of protection as they serve their communities and those under their care. Hospital patients are in a vulnerable position during their stay and must also be afforded the correct levels of security from their caregivers and healthcare facilities.

For these reasons, with funding from the MHSSP, **District Hospital, Mamit** proposed to engage **Security personnel** to provide safe environment to the patient, visitors and employees.

**Contract duration:** 3 months with the possibility of renewal subject to satisfactory performance

**Objective:** To meet the needs and requirements of the facility in terms of Security services and to maintain a progressive patient safety program and to provide safe environment to the patient, visitors and employees

**Scope of work:** The **Security** personnel will be responsible for:


- (i) Hospital wide security services.
- (ii) Labour room and OT security services.
- (iii) IPD security services.
- (iv) As per the needs of the facility.

**Qualification(s):**

1. HSSLC/ Equivalent and above.
2. Fluent in Mizo/must be able to communicate with the locals.
3. Fit, healthy and at least 162 cm in height.

**Essential:**

- A person with experience in Security services.
- Experience of working in the public sector will be added advantage

  
District Medical Superintendent  
District Hospital, Mamit

**Skills and Competencies:**

- 1) As per the needs of the facility.
- 2) Effective communication skills, with demonstrated ability to talk and listen to people and build rapport with them.

**Age limit:** Up to 35 years as on date of advertisement with five years' relaxation for reserved (SC/ST/OBC) category.

**Emoluments:** Consolidated Pay of **Rs 7,000/- per month** with (5%/or any proposed rate) increment annually (or any other proposed frequency) on extension of contract.

**Reporting:** The **Security personnel** will report to Medical Superintendent and Nursing Superintendent at the facility.

**General Information:** Engagement of the **Security personnel** will be on a full-time basis.



District Medical Superintendent  
District Hospital, Mamit