



West Bengal Health Recruitment Board

BENFISH TOWER, (1st, 2nd & 3rd Floor)

GN-31, Sector-V, Salt Lake, Kolkata - 700091

www.hrb.wb.gov.in, Phone : 2357-0085

**Advertisement No.: R/Staff Nurses, Gr. II/GNM/7/2025 Dated:
07.08.2025**

Recruitment for Staff Nurses, Grade-II (GNM)

A- Introduction:

Online applications are invited from Indian Citizen for recruitment to the Post of Staff Nurses, Grade-II (GNM) under Health & Family Welfare Department, Government of West Bengal.

Only online registration & submission of Application will be allowed on the website (www.hrb.wb.gov.in) between **13.08.2025 (From 10:00 AM) to 03.09.2025 (Till 02:00 PM)**.

Mode of appointment: - Appointment on entry to the post of Staff Nurse, Grade-II shall initially be made on temporary basis.

The relevant rules and necessary particulars are stated in the following paragraph:

A candidate should verify from the notified eligibility criteria to ascertain whether he/ she is eligible for submission of application. The conditions prescribed cannot be relaxed. The recruitment will be made by selection DIRECT RECRUITMENT following method prescribed below.

B- Scale of Pay:

Total minimum emoluments: Total Rs.39500/- B. Pay- Rs.29800/- DA-Rs.5364/-, HRA-Rs.3576/-, MA-Rs.500/-, Other-Rs.260/-

C- Anticipated Vacancies:

Name of the Post - Staff Nurses, Grade-II (GNM)			
Post	GNM-Female	GNM-Male	Total
Gender	Female	Male	
Marital Status	ALL	ALL	
UR	763	85	848
UR (E.C.)	0	0	0
UR (Ex-Serviceman in Group-C Post)	0	0	0
UR (Ex-Serviceman in Group-D Post)	0	0	0
UR (Meritorious Sports Person)	0	0	0
SC	490	145	635
SC (E.C.)	0	0	0
SC (Ex-Serviceman in Group-C Post)	0	0	0
SC (Ex-Serviceman in Group-D Post)	0	0	0
ST	119	46	165
ST (E.C.)	0	0	0
ST (Ex-Serviceman in Group-D Post)	0	0	0
OBC-A	255	20	275
OBC Category-A (E.C.)	0	0	0

OBC Category-A (Ex-Serviceman in Group-D Post)	0	0	0
OBC-B	127	14	141
OBC Category-B (E.C.)	0	0	0
OBC Category-B (Ex-Serviceman in Group-D Post)	0	0	0
EWS	182	20	202
EWS (E.C.)	0	0	0
EWS (Ex-Serviceman in Group-C Post)	0	0	0
EWS (Ex-Serviceman in Group-D Post)	0	0	0
Unreserved (PWD)	138	12	150
SC(PWD)	18	2	20
TOTAL	2092	344	2436

The anticipated vacancies may change before the date of publication of Overall Performance List. In case of any changes in vacancies it would be notified subsequently.

D- Qualification as per recruitment rules:

I. Method of Recruitment: -By selection (direct recruitment) through West Bengal Health Recruitment Board.

II. Qualification:-

- (1) (a) Indian Citizen.
- (b) General Nursing and Midwifery course passed from any Nursing Training School recognized by both Indian Nursing Council and respective State Nursing Council.
- (c) Registration as Female/Male Nurse Midwifery from West Bengal Nursing Council.
- (d) Knowledge of Bengali/ Nepali – Spoken and written.

E- Age:

Between 18 years and 39 years of age as on 1st January of the year of advertisement, relaxable for Schedule Caste/ Schedule Tribe/ Other Backward Classes and person with disabilities as per Government Rules and Orders etc. in force.

Note:

- The candidate whose age is within the prescribed limit as mentioned above and does not require any age relaxation should not fill up the field “Age relaxation” while filling up the online application form.
 - For age proof, admit card or mark sheet or certificate of **Secondary** or **Xth standard Examination** or any Government ID Proof have to be submitted (which one contains the candidates name, Father’s name & D.O.B. of the candidate).
 - In case of married women, who are using their changed surname in the application as a result of marriage but who cannot produce documentary evidence in support of her changed surname, the following documents may be uploaded along with proof of D.O.B in a running PDF as detailed below:
- I. Marriage registration certificate as a proof of marriage wherever possible.
- II. In the absence of marriage registration certificate, affidavit before the Judicial Magistrate/ Executive Magistrate regarding the change of surname as a result of marriage.

****D.O.B: Date of Birth.**

F- FEE:

Candidates must submit the online application fee amounting Rs. 210/- (Rupees two hundred ten) only through Banks participating in the GRIPS (Govt. Receipt Portal System).

Money order, Cheque, Bank Draft, and Cash etc. shall not be accepted.

No application shall be considered unless accompanied by the requisite application fee excepting Candidates belonging to SC/ST category of West Bengal and persons with disabilities specified under Disabilities Rule, 1999 (certificates obtained before the Advertisement date) who do not require to pay any fee. Such exemption of fee is, however, not applicable to any OBC candidate.

No claim for refund of the fee shall be entertained nor shall it be held in reserved for any other examination.

G- Relaxation Clause:

Section	Relaxation Year	Fee Type	Part Fee
Unreserved	0 Years	Not Exempted	
Scheduled Caste	5 Years	Exempted	
Scheduled Tribe	5 Years	Exempted	
OBC-A	3 Years	Not Exempted	
OBC-B	3 Years	Not Exempted	
Unreserved (PWD)	6 Years	Exempted	
SC (PWD)	6 Years	Exempted	
EWS	0 Years	Not Exempted	

H- Marks Distribution:

Academic Marks	Experience Marks	Interview Marks
75.00	10.00	15.00

I- Marking Criteria:

i) Marking Criteria for Qualification:-

SI No.	Qualification	Total Marks	Distribution Category	Segregation		Additional Attempt	Marks deduction per additional attempt														
1	Higher Secondary Examination or its equivalent	30.00	Percent	Not Applicable		Will not be evaluated	Not Applicable														
2	General Nursing and Midwifery course from any Nursing Training School recognized by both INC and respective State Nursing Council	40.00	Slab	<table><tr><th>Upto Section</th><th>Marks</th></tr><tr><td>55</td><td>35.00</td></tr><tr><td>60</td><td>36.00</td></tr><tr><td>65</td><td>37.00</td></tr><tr><td>70</td><td>38.00</td></tr><tr><td>75</td><td>39.00</td></tr><tr><td>100</td><td>40.00</td></tr></table>		Upto Section	Marks	55	35.00	60	36.00	65	37.00	70	38.00	75	39.00	100	40.00	Will not be evaluated	Not Applicable
				Upto Section	Marks																
				55	35.00																
				60	36.00																
				65	37.00																
				70	38.00																
				75	39.00																
100	40.00																				
3	Registration as Female/Male Nurse Midwifery from West Bengal Nursing Council	0.00	Full	Not Applicable		Will not be evaluated	Not Applicable														
4	Diploma in Clinical speciality (Minimum 1 year)	5.00	Full	Not Applicable		Will not be evaluated	Not Applicable														

Language assessment:

The knowledge of Bengali/ Nepali (spoken & written) which is an essential qualification for the recruitment will be evaluated through dictation on the date of interview. Candidates, failing in the dictation test, will not be evaluated during interview.

ii) Marking Criteria for Experience:

SI No.	Category	Total Marks	Minimum Month	Distribution Category	Segregation		
1	Relevant working experience in Govt. or Private health care facility	10.00	12	Slab	Section	Months	Marks
					Less Than	12	0.00
					Less Than	24	2.00
					Less Than	36	4.00
					Less Than	48	6.00
					Less Than	60	8.00
					Greater Than Equal	60	10.00

Requisites:

Requisites for Qualification -

1. Higher Secondary Examination or its equivalent:

A. Candidates are requested to upload Mark Sheet(s) including supplementary mark sheet(s), if any along with passed certificate of Higher Secondary Examination or its equivalent, in the space provided for the same.

B. Candidates are requested to generate a single running PDF file containing Mark Sheet(s) including supplementary mark sheet(s), if any of Higher Secondary Examination or its equivalent along with passed certificate and then upload the documents in the “Upload Mark sheet” space provided for the same.

C. Candidates are requested to calculate the marks obtained in Higher Secondary Examination or its equivalent and fill up the total marks (ALL SUBJECTS INCLUDING ELECTIVE/ADDITIONAL SUBJECTS SHOWN IN THE MARKSHEET) in the space for “Marks Obtained”. Whereas in the space “Full Marks”, total full marks (ALL SUBJECTS’ FULL MARKS INCLUDING FULL MARKS OF ELECTIVE/ADDITIONAL SUBJECTS SHOWN IN THE MARKSHEET) of Higher Secondary Examination or its equivalent need to be filled in.

AND

2. General Nursing and Midwifery course from any Nursing Training School recognized by both INC (Indian Nursing Council) and respective State Nursing Council:

A. Candidates are requested to upload all years’ Mark Sheet(s) including supplementary mark sheet(s), if any, along with passed certificate of General Nursing and Midwifery course from any Nursing Training School recognized by both INC (Indian Nursing Council) and respective State Nursing Council, in the space provided for the same.

B. Candidates are requested to generate a single running PDF file containing all years’ Mark sheet(s) including supplementary mark sheet(s), if any of General Nursing and Midwifery course from any Nursing Training School recognized by both INC (Indian Nursing Council) and respective State Nursing Council, along with passed certificate and then upload the documents in the “Upload Mark sheet” space provided for the same.

C. Marks obtained (IN ALL TOTAL CORRESPONDING SUBJECTS/ PAPERS) in General Nursing and Midwifery course from any Nursing Training School recognized by both INC (Indian Nursing Council) and respective State Nursing Council, to be filled in the space for “Marks Obtained” (all years) and grand total of full marks in respect of ALL TOTAL CORRESPONDING SUBJECTS/ PAPERS to be filled in the space for “Full Marks” (all years).

NOTE:

Meaning of Segregation in Marking criteria for qualification [GNM course]:

% of Marks obtained		Marks to be allotted
Upto 54.99%	-	35
55%-59.99%	-	36
60%-64.99%	-	37
65%-69.99%	-	38
70%-74.99%	-	39
75%-100%	-	40

AND

3. Registration as Female/Male Nurse Midwifery from West Bengal Nursing Council:

- A. Candidate must be registered ON OR BEFORE THE LAST DATE OF SUBMISSION OF APPLICATIONS as **Female/Male Nurse Midwifery from West Bengal Nursing Council** and should fill up in specified space provided for the same.
- B. Candidates are requested to input "100" marks in "Marks obtained" column and "100" marks in "Full marks" column while filling up the field i.e., **Registration as Female/Male Nurse Midwifery from West Bengal Nursing Council**. No marks will be allotted for uploading the aforesaid certificate though uploading the same is MANDATORY for all.
- C. Candidates must upload relevant documents generating a single PDF file or jpeg/jpg/png format with high resolution in the space specified for the same.

NOTE:

- **Candidates having valid Registration Certificate/ Reciprocal Registration Certificate, issued by West Bengal Nursing Council (WBNC), as Female/Male Nurse Midwifery, on the date of publication of this advertisement, are only allowed to apply.**
- **i.e., any candidate, who does not possess valid Registration Certificate / Reciprocal Registration Certificate, issued by WBNC, on 07.08.2025, is not allowed to apply. Any Registration Certificate / Reciprocal Registration Certificate, issued by WBNC, after 07.08.2025, will not be accepted as Qualification, as mentioned in Point D.II.(1)(c) above, for this particular advertisement.**
- **Valid Provisional Registration Certificate and/or Provisional Degree/Diploma Certificate, issued by competent authority, will be accepted.**

AND

4. Diploma in Clinical speciality (Minimum 1 year):

- A. Candidates are requested to upload diploma passed mark sheet(s) or certificate(s) in the space specified for the same, if applicable.
- B. Candidates must upload relevant documents generating a single running PDF file or jpeg/jpg/png format with high resolution in the space specified for the same.

C. Candidates are requested to input 100 marks in “Marks obtained” column and 100 marks in “Full marks” column while filling up in the space for “Diploma in Clinical speciality (Minimum 1 Year) ”.

D. It is stated that afore-mentioned qualification is NOT MANDATORY.

N.B.:

(a) Conversion sheet is mandatory to be uploaded along with mark sheets in a single running PDF file, where marks are given in grade pattern. Candidature will be rejected if the candidate fails to upload conversion sheet in case of marks is given in Grade Pattern.

(b) In the column “Additional Attempt”, candidates are requested to put “No” as no deduction of marks is there for additional attempt.

(c) Candidates must upload relevant documents generating a single PDF file or jpeg/jpg/png format with high resolution in the space specified for the same.

Requisites for Experience -

1. Relevant working experience in Govt. or Private health care facility:

A. The candidates possessing the relevant experience must select YES option (Radio Button) in the Experience section.

B. The experience certificate must be issued by the Head of the Institution(s) /Hospital where the candidate has worked, in proper letterhead along with requisite seal/stamp of the office/institution, bearing Memo No. and Date of issue of such certificates.

C. Candidates possessing more than 01(one) experience certificate should click “ADD ROW” button to provide the information of multiple experience certificates.

D. Tenure of any experience should be taken upto the last date of submission of application.

E. Candidates are requested to generate a single running PDF file containing all the relevant certificates of the aforementioned experience and then upload the documents in the “Upload Certificate” space provided for the same.

F. It is once again reiterated that aforementioned experience is NOT MANDATORY.

J- Special Provision for SC/ ST/OBC/PWD(Persons with Disabilities):

Particulars and Certificates required:

(a) A candidate claiming to be S.C./S.T./O.B.C. must have a certificate in support of his/her claim from a competent authority of West Bengal as specified below [vide the west Bengal SCs and STs (Identification) Act, 1994 and SCs /STs Welfare Department order No. 261-TW/EC/MR-103/94 dated with B.C.W. Deptt. Order No. 6320-BCH/MR-84/10 dated 24.09.2010]:

- In the District, the Sub-Divisional Officer of the Sub-Division concerned, and
- In Kolkata, District Welfare Officer, Kolkata & ex-officio Jt. Director, Backward Classes Welfare Deptt., Govt. of West Bengal [No.2420-BCW/MR-61/2012 (Pt.) dated 12.07.13.

No claim for being a member of the SC, ST and OBC, or a Person with Disability shall be entertained after submission of the application

(b) The eligibility of a candidate for applying as Other Backward Classes (Category-A and Category-B), shall be guided by the following Notifications and any other subsequent Notifications if issued, by Backward Classes Welfare Department, Government of West Bengal, till the last date of submission of Online Application for this advertisement.

1. 917-BCW/MR-33/2025, dated 8th May, 2025
2. 1056-BCW/MR-33/2025(Pt. I), dated the 27th May, 2025
3. 1057-BCW/MR-38/2025, dated the 27th May, 2025
4. 1106-BCW/MR-33/2025, dated 3rd June, 2025
5. 1107-BCW/MR-38/2025, dated the 3rd June, 2025
6. 912/Secy/BCW, Dated 13.06.2025

However, the operation of the above mentioned Notifications will be subject to outcome of pending legal proceedings in the competent Court of Law and WBHRB shall abide by such order, if any, arising out of such legal proceedings.

(c) Persons with Disabilities (physically handicapped) must have a certificate from an appropriate Medical Board [vide West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1999]

(d) The West Bengal Health Recruitment Board (WBHRB) may require such further proof or particulars from the candidates as it may consider necessary and may make enquiries regarding eligibility. Original Certificates relating to citizenship (by registration), age, qualifications, caste (SC/ST/OBC), Physical disability shall have to be submitted when the WBHRB asks for them. If any candidate fails to furnish any certificate or any other relevant document or information relating to his/her candidature within the time specified by the Board, his/her claim for allotment may be passed over without further reference to him/her.

NOTE:

- **Persons with Disabilities (PwD) reservation is entirely for the candidates having locomotor disabilities to the tune of 40% to 50% in the lower limb. No reservation for visually handicapped, orthopedically handicapped and hearing impaired candidates.**
- Age Relaxation of candidates applying against PWD reservation are as furnished below: In terms of Notification No. 746-SW/IA-02/11 Dt. 28.02.2011 of Women and Child Development and Social Welfare Deptt., Govt. of W.B., the upper age limit for recruitment of Physically Challenged Persons to State Govt. Services and Posts or otherwise shall be 45 years provided they are otherwise suitable and possess the qualifications and capacity to perform duties and responsibilities attached to the post concerned, read with Finance (Audit) Department G.O. No. 10517-F, Dated 02.12.1980.
- Further, on a clarification whether a physically handicapped person belonging to other Backward Classes should get age relaxation for direct recruitment either as handicapped person or as a member of other Backward Classes, it has been clarified vide Memorandum No. 703-BCW/MR-105/95, Dated 13.02.2001 of Backward Classes Welfare Department, Govt. of West Bengal that a candidate shall be allowed relaxation in age limit either as a physically handicapped person or as a member of other Backward Classes whichever is advantageous to him/her.
- It is hereby informed that for the said advertisement such SC/ST/OBC Category-A/OBC Category -B/PWD candidates can also avail age relaxation even if vacancies against SC/ST/OBC Category -A/OBC Category -B/PWD categories are not available.
- It is further stated that the candidates who avail age relaxation as SC/ST/OBC Category -A/OBC Category -B/PWD candidates may be considered in the UR category of posts according to merit.

- **Special Provision for EWS(Economically Weaker Section):**

The benefit of reservation under EWS can be availed upon production of an income and asset certificate, issued by any of the following authorities in prescribed format as given in annexure-C of office memorandum no.: 325-PAR (AR)/3P-1/2019 dated 09/07/2019 of Personnel & Administrative Reforms Department, Administrative Reforms Cell.

1. District Magistrate /Addl. District Magistrate.
2. Sub Divisional Officer.
3. DWO, Kolkata for Kolkata Municipal Corporation Area.

The income certificate and asset certificate, so produced, to avail the benefit of reservation under EWS may subsequently be verified through proper channels and if the verification reveals that, the claim to belong to EWS is fake/false, the application will be rejected without assigning any further reason and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of fake /false certificate.

No Claim for being Economically Weaker Section (EWS), shall be entertained after submission of the application, if not already indicated at the time of online application.

All the other terms & conditions for reservation for EWS will be guided in pursuance of Memo No. - 325-PAR(AR)/3P-1/2019 dated 09/07/2019 of Personnel & Administrative Reforms Department, Govt. of West Bengal , read with notification No. 18-Emp(EC)/LABR-27011(20)/1/2020-EC Date- 07/02/2023 of Labour Department , (Exempted Category Cell).

K- Instruction to the candidate:

- Mere empanelment shall not confer any right to be recommended and/ or appointed.
- The Board may decide to hold Written Examination or Computer Based Test (CBT), at any subsequent stages of the recruitment process, for either short listing of candidates for interview, or for preparation of Overall Performance List. Accordingly, the marks distribution pattern, mentioned in clause 'H' of this advertisement, may be changed, if such Written Examination or Computer Based Test (CBT) is conducted for recruitment to the above mentioned post.
- Candidates must fulfil the essential qualification at the time of submission of application. No degree or experience certificate issued after the last date of submission of application will be considered.
- In the event, the last date of submission of online application is extended for whatsoever may be the reason, no particulars and certificates and/ or qualification/experience (either essential or desirable) acquired during such extended period, shall be accepted.
- Candidate has to upload all the relevant documents (wherever applicable), preparing a single pdf file or take snap shots of all the relevant documents preparing a single image of jpeg/ png format with high resolution (**maximum size: 2 MB**) while applying in the website. Candidates are requested to upload the relevant documents in legible and readable format in the space provided for the same. If any document is uploaded in the space provided for the other one, the candidature may be rejected.
- Scanning of original copy of all the relevant documents will be taken into consideration.
- Candidate has to be careful that all the words/ marks in the uploaded documents shall be readable clearly, otherwise such uploaded documents will not be accepted and candidature may be rejected.
- Applications received after the scheduled date and time for submission of application will be rejected.
- Address Proof: If Government ID Proof (i.e., Aadhaar Card/Voter Card/Driving License/Passport) is not available, then candidates may submit any certificate issued by the revenue office/ municipality/BDO Office/Panchayat Office as their present address.
- Photo: Recent colour front-facing passport size photograph with single colour background (60% of the

photograph must be covered by face) must be uploaded.

- Signature: Full running signature in blue/black ball point pen on white blank sheet must be uploaded. No short signature/ initial will be entertained.
- No higher qualification without essential qualification shall be entertained.
- Candidates after uploading documents online may edit any information and upload documents till the last date of online submission. Every time a candidate has to log in and go through all the steps till final submission. No step can be skipped. Editing in any step may be done and other steps may be kept unchanged using the "SAVE" button in all the steps.
- **Edit Mode will remain active till final submission.**
- Clauses in the advertisements may be modified/added subsequently. In case of discrepancy, if any, decision of the Board will be final.
- Candidates are requested to follow the website of WBHRB regularly for further notice.
- Candidates are requested to be careful while filling in the information and uploading the documents. As the entire process is software based, sending documents through email or hard copies cannot be uploaded. Hence such request cannot be entertained.
- Candidature of a candidate shall be rejected forthwith for any error in documents submitted/ information filled in by the concerned candidate.
- In case, any of the statement made in the application subsequently found to be false within the knowledge of the candidates- his/her candidature shall be liable to be cancelled, and even if appointed to a post on the results of this examination his/her appointment shall be liable to be terminated. Wilful suppression of any material fact shall also be similarly dealt with.
- Candidates should take particular note that entries in their application submitted to the Board must be made correctly against all the items which shall be treated as final and **no alteration, addition or deletion in this regard shall be allowed after final submission of the application.** Application not duly filled in or found incomplete or defective in any respect or without fee shall be liable to rejection.
- Submission of more than one application is strictly forbidden.
- A candidate should note that his/her participation in the examination and/or interview process shall be deemed provisional subject to determination of his/her eligibility in all respects. If at any stage even after issuance of the letter of appointment a candidate is found in-eligible for admission to this Examination, his/her Candidature shall be cancelled without further reference to him/her.
- Canvassing: Any attempt on the part of candidate to enlist support for his/her application shall disqualify him/her for appointment.
- Applicants may take print-out of the application form for their record.

Note: -

Candidates are advised in their own interest to apply using Online Application Form, much before the closing date and not to wait till the last date to avoid congestion on Web-Server on account of heavy load on website.

Applications received in any form, other than Online Mode, will be rejected.

This advertisement has been issued in terms of Recruitment Rules vide Notification No. 160/HF/O/GA(Ng)/1N-04/15, Dated, Kolkata, 11th January, 2016 and No.281/HF/O/GA(Ng)/1N-04/15, Dated 20th March, 2018 of Government of West Bengal, Health & Family Welfare Department, Nursing Branch.

Date: 07.08.2025

Sd/-

**Secretary & Controller of Examinations
West Bengal Health Recruitment Board**