



GOVERNMENT OF GOA
DIRECTORATE OF HIGHER EDUCATION
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No. DHE.24/48/2025-ACAD (II)/ 1506

Dated:- 19/05/2025

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ORDER

Sub:- Staffing Pattern for Colleges offering Programmes in Nursing.

The Government is pleased to issue consolidated instructions regarding the Staffing Pattern for Teaching and Non-Teaching Staff for the Colleges offering Programmes in Nursing. The Staffing Pattern as contained in this Order shall be applicable to all the Government Aided Colleges offering said programmes.

Note: Categorization of the Colleges will be done by the Directorate of Higher Education based on the sanctioned intake capacity of the College. Categorization will be fixed by the department which will be revised only after three years irrespective of sanctioned intake capacity year on year basis.

The following Staffing Pattern shall be made applicable to the Colleges offering **Diploma Program in Auxillary Nurse & Midwifery (ANM)**, **Diploma Program in General Nursing & Midwifery(GNM)** and **Under-Graduate Program in B.Sc.(Nursing)**.

1. Pattern for Teaching Staff:

Sr. No.	Designation	ANM 20-60 Students intake	GNM 20-60 Students intake	B.Sc (Nursing) 40-60 Students intake	B.Sc (Nursing) upto 100 Students intake
1	Principal	1	1	1	1
2	Vice-Principal	-	1	1	1

Cont...2/-

3	Professor	-	-	1	1-2
4	Associate Professor	-	-	2	2-4
5	Assistant Professor	-	-	3	3-8
6	Tutor	4-12	6-18	8-16	16-24

The number of Tutors for ANM and GNM programs will be as per the Tutor- Student ratio of 1:10.

If the college runs a single program (not as a combination of ANM, GNM & B.Sc Nursing), the college will be entitled to the respective teaching staff.

Terms for Teaching Staff in a Composite Institute

It is recommended that in the event the Diploma in Auxillary Nurse & Midwifery (ANM), Diploma in General Nursing & Midwifery (GNM) and Undergraduate degree program in B.Sc. (Nursing) is run along with any other nursing program(s) in one college as a composite institute, the teaching staff is to be appointed as per the requirements of the program. However, if the program requires the Principal and/or Vice-Principal (or equivalent) and College Librarian, the composite institute to be eligible for only one post each of the Principal and/or Vice-Principal (or equivalent) and College Librarian, per institute/college irrespective of the number of programs and students.

Teachers for non-nursing programs are to be appointed on Contract or Lecture Basis or as Guest Faculty for the following subjects:

English, Anatomy, Physiology, Sociology, Psychology, Biochemistry, Nutrition & Dietetics, Health Nursing Informatics and Technology, Microbiology, Pharmacology, Pathology & Genetics, Forensic Nursing, Any other Clinical Discipline, Physical Education and other Elective Courses.

2. Pattern of Ministerial staffing for Non-Teaching Staff:

- iii. Diploma in Auxillary Nurse & Midwifery (ANM) and/or Diploma in General Nursing & Midwifery (GNM).

Sr. No.	Category of Post	Number of Posts
1	Accountant	01

Cont...3/-

2	Lower Division Clerk	01
3	Librarian Grade II	01
4	Laboratory Assistant	01
5	Multi-Tasking Staff	02

- iv. Staffing Pattern for Non-Teaching Staff offering Undergraduate program in B.Sc. (Nursing).

Sr. No.	Category of Post	Number of Posts
1	Office Superintendent	1
2	Accountant	1
3	Junior Stenographer	1
4	Upper Division Clerk	2
5	Lower Division Clerk	2
6	Store Keeper	1
7	MTS	2
8	Sanitary Staff	Outsourcing
9	Security Staff	Outsourcing
10	MTS	4
11	Library a) Librarian b) MTS	1 1
12	Skill Laboratory a) Laboratory Assistant b) MTS Computer Laboratory a) System Administrator	5 5 1

However, if any college offers an Undergraduate program in B.Sc. (Nursing) along with Diploma Program in Auxillary Nurse & Midwifery (ANM) and/or Diploma Program in General Nursing & Midwifery (GNM) or any other nursing programs, then the college is entitled to the Non-Teaching Staff as per the Staffing pattern of Non-Teaching Staff for Undergraduate program in B.Sc. (Nursing) only and shall also share laboratories if all the programs are running in the same campus.

Cont...4/-

Each College is required to get sanction of Director of Higher Education of their Teaching and Non-Teaching sanction strength of their College and mere their eligibility as per Staffing Pattern will not determine their sanction strength, besides separate NOC of Director of Higher Education will be required to fill the posts and subsequently approval for selected candidates once recruitment procedure is over.

This issues with the approval of the Government and same to be utilized for obtaining Finance Concurrence for respective Grant-In-Aid Colleges.

By Order and in the name
of the Governor of Goa



(Safal Shetye)

Under Secretary (Higher Education)

Copy to:

1. The Director, Directorate of Accounts, Panaji-Goa.
2. The Accountant General (Audit), Audit Bhavan, Green Valley, Porvorim-Goa.
3. The Principal of Nursing College (Govt. Aided).
4. The Accounts Section of Directorate of Higher Education.
5. The GIA Section of Directorate of Higher Education.
6. The Audit Section of Directorate of Higher Education.
7. The A.I.M.C. Section of Directorate of Higher Education.
8. Office file.
9. Guard file.