



**HUMAN RESOURCES FOR HEALTH**

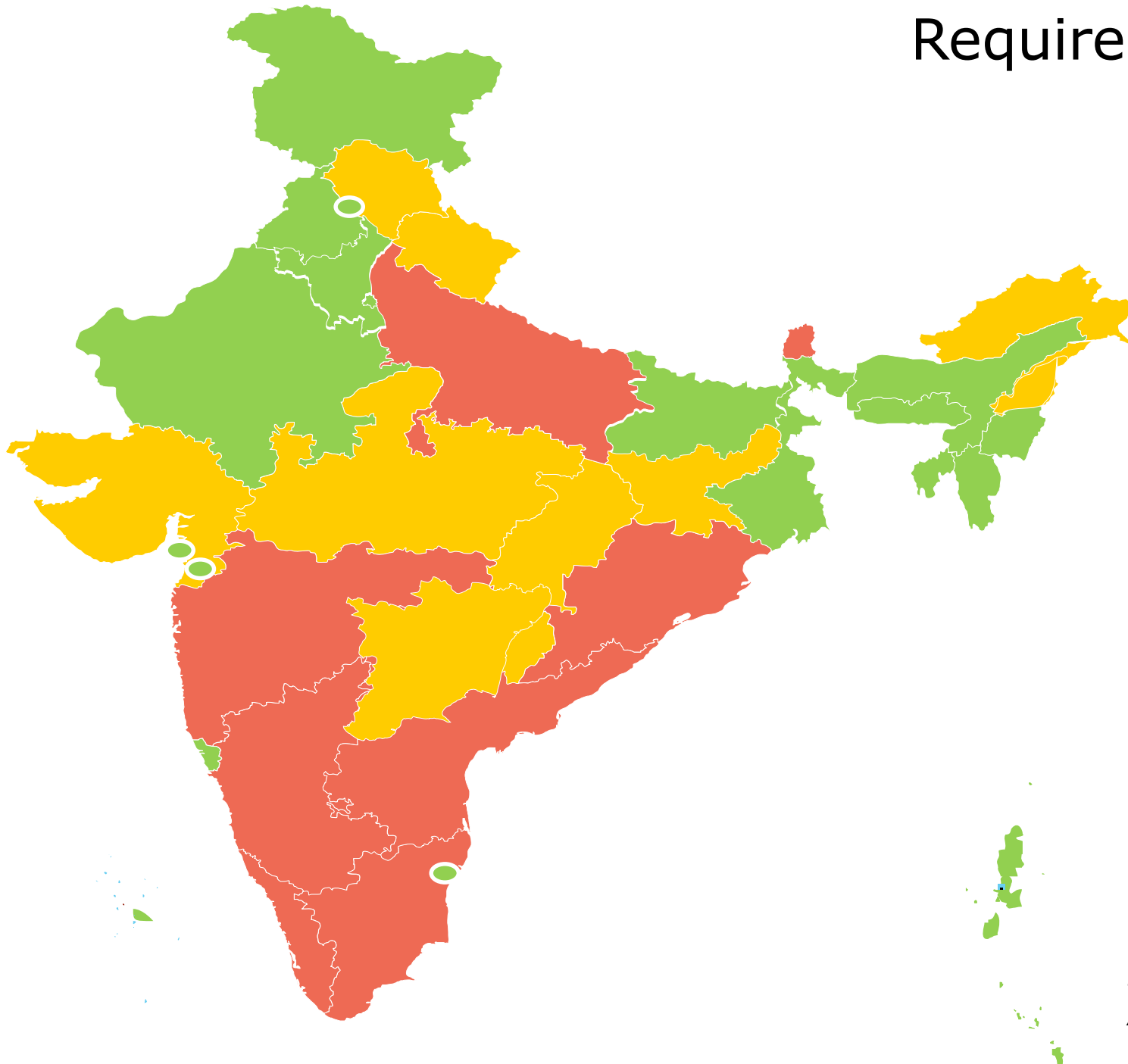
**HEALTH SYSTEMS**

## Overall HR Status: All India



- Total Required number of Key Healthcare Providers: **8.98 lakhs**
- Total Sanctioned number of posts (Regular & NHM): **7.98 lakhs (91%)**
- Total Healthcare Providers in place (Regular & NHM): **5.71 lakhs**
- **66% against requirement and 72% against sanctioned posts**
- Average Vacancy across all HRH categories: **28%**

# Required vs. Sanctioned Figures



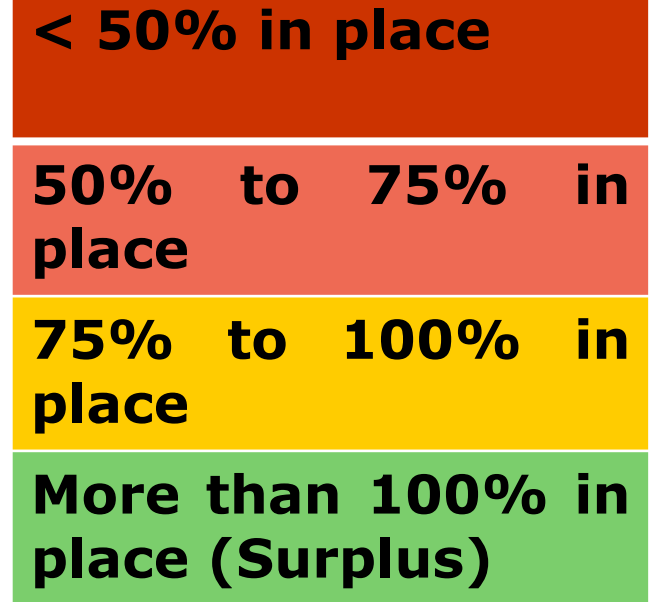
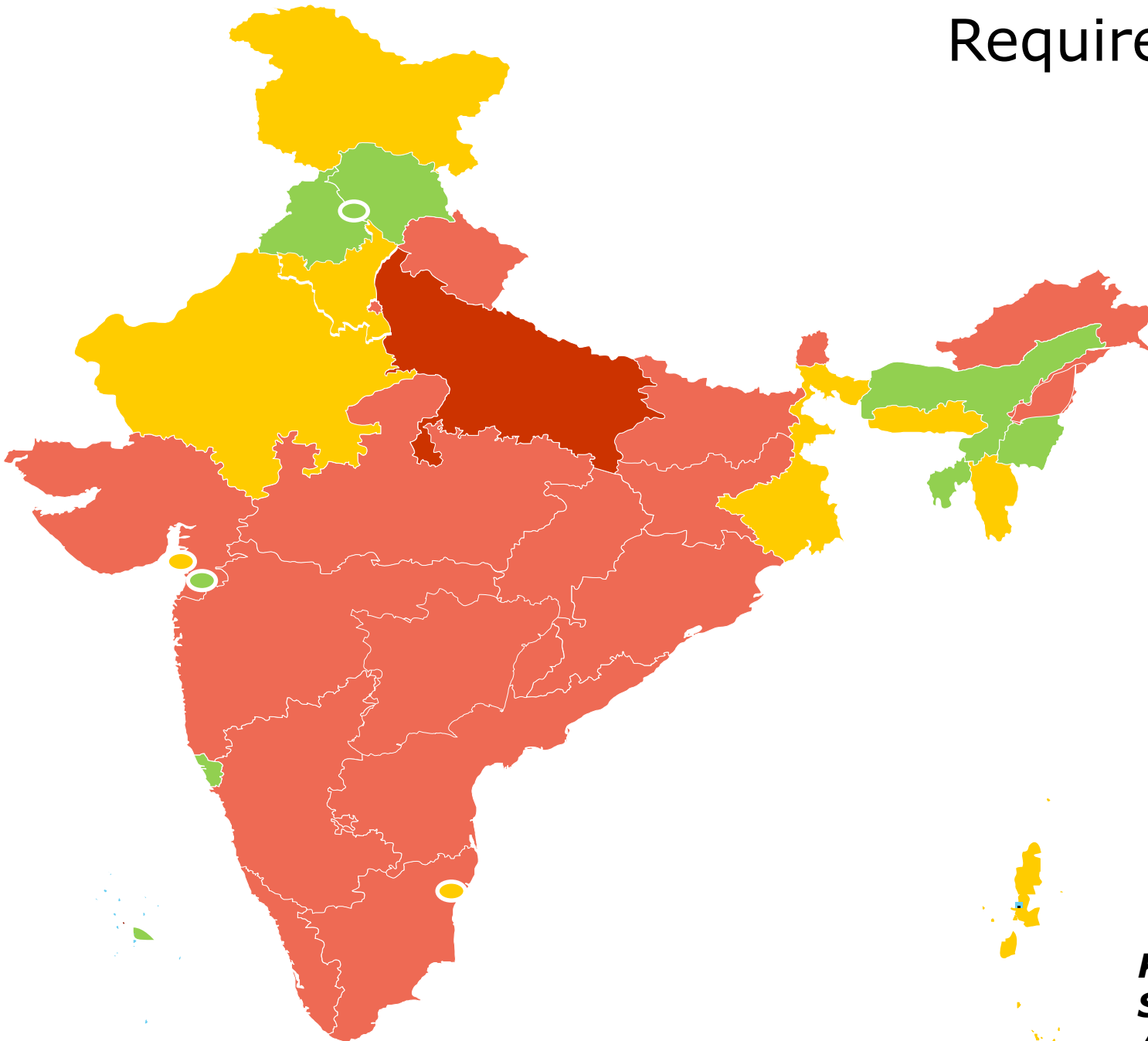
**50% to 75% posts sanctioned**

**75% to 100% posts sanctioned**

**More than 100% posts sanctioned**

**Key HRH Categories: ANM, SN, LT, MO, Specialists, Pharmacists, Radiographer, AYUSH MO, Dentist/ Dental Surgeon**

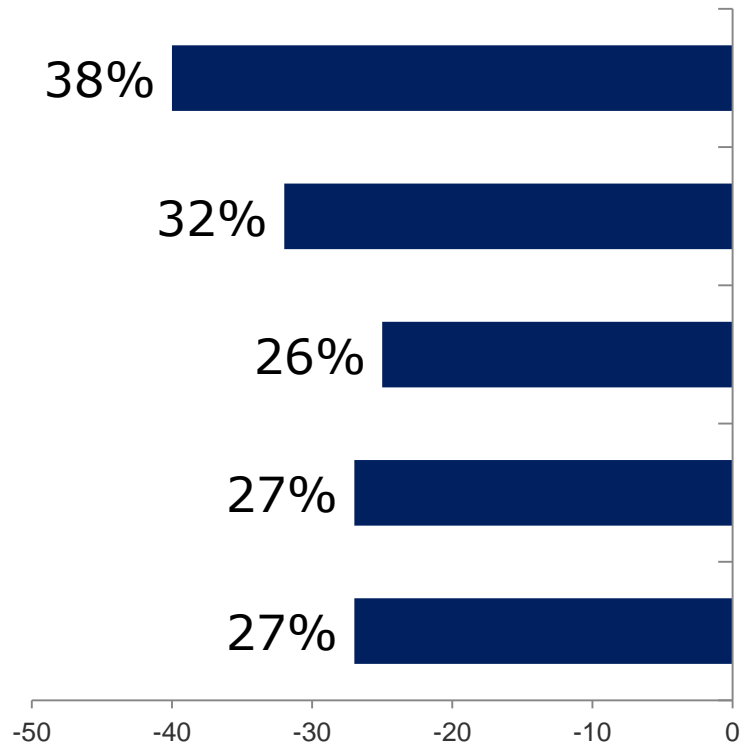
# Required Vs. In position Figures



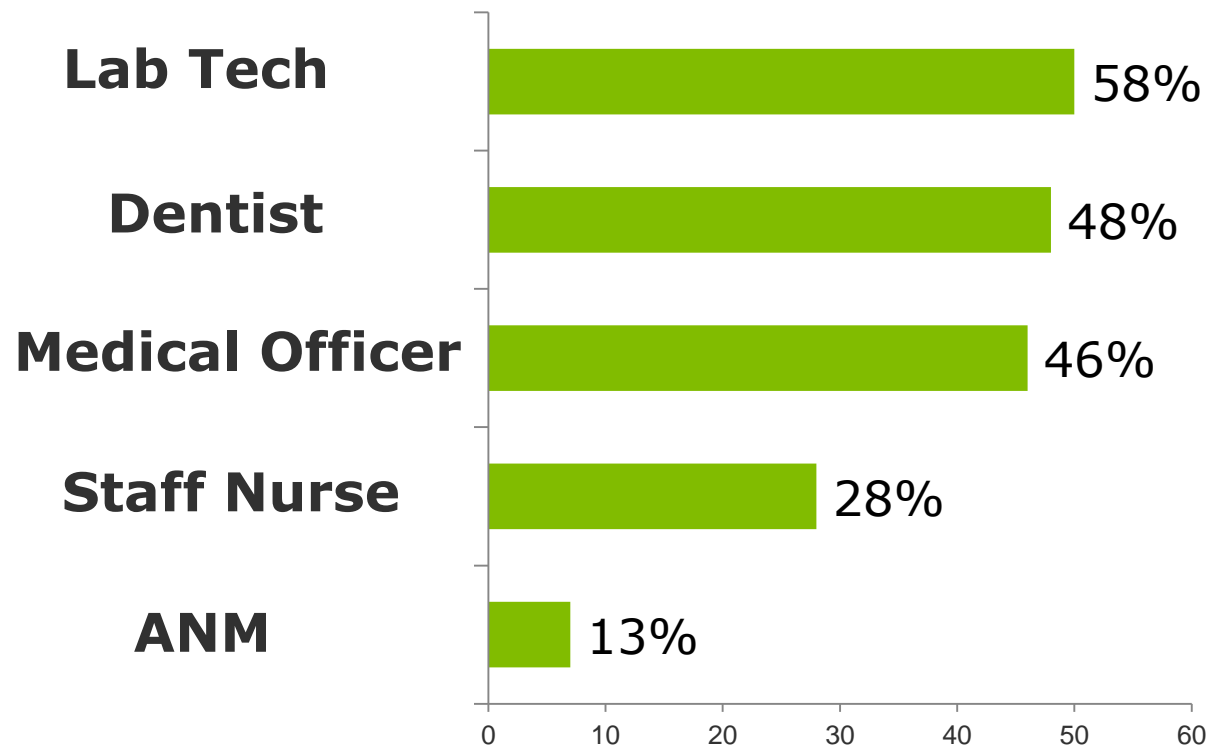
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# Vacancy under regular & contractual cadre

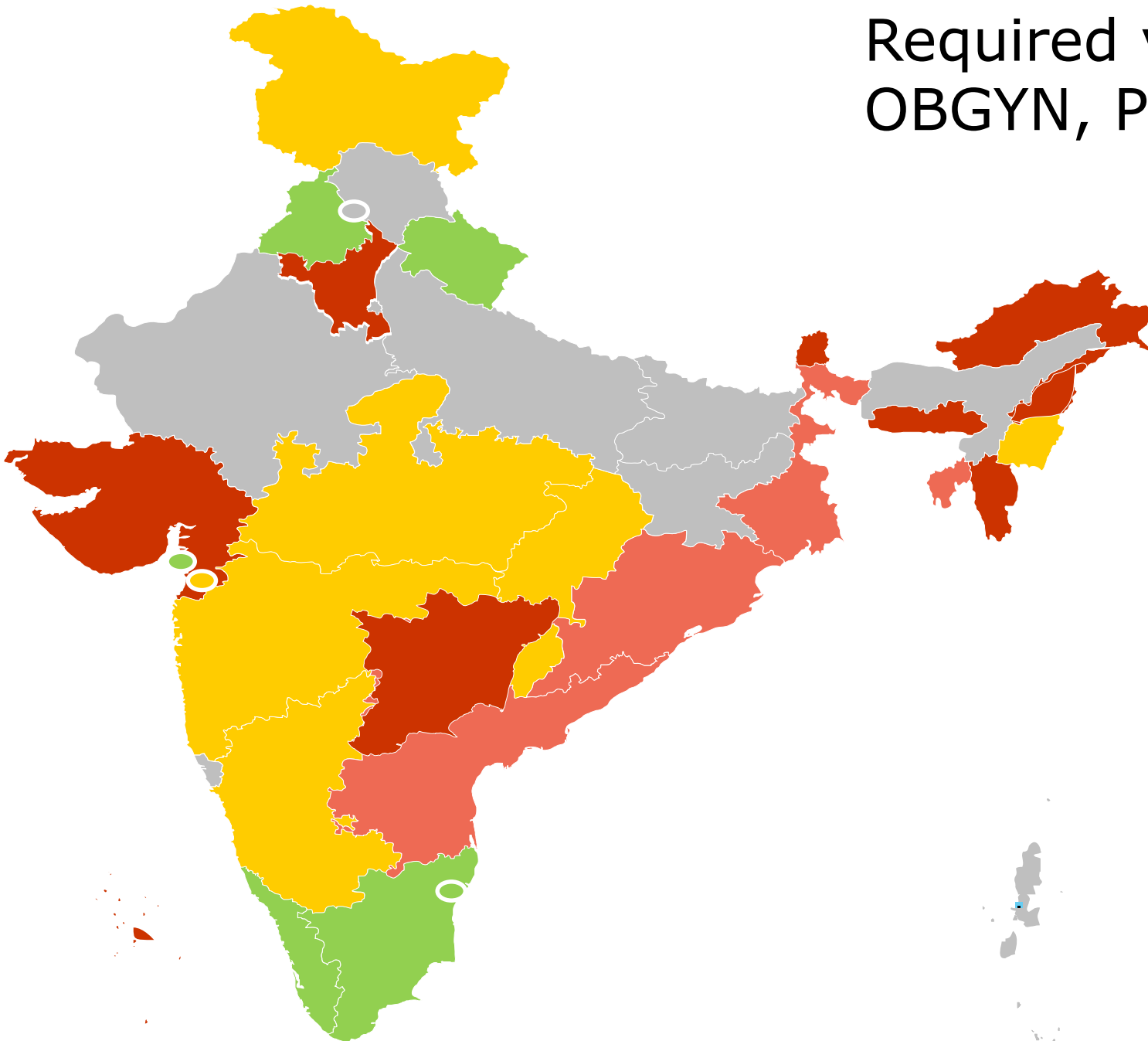
## Regular Cadre Vacancies



## Contractual Cadre Vacancies

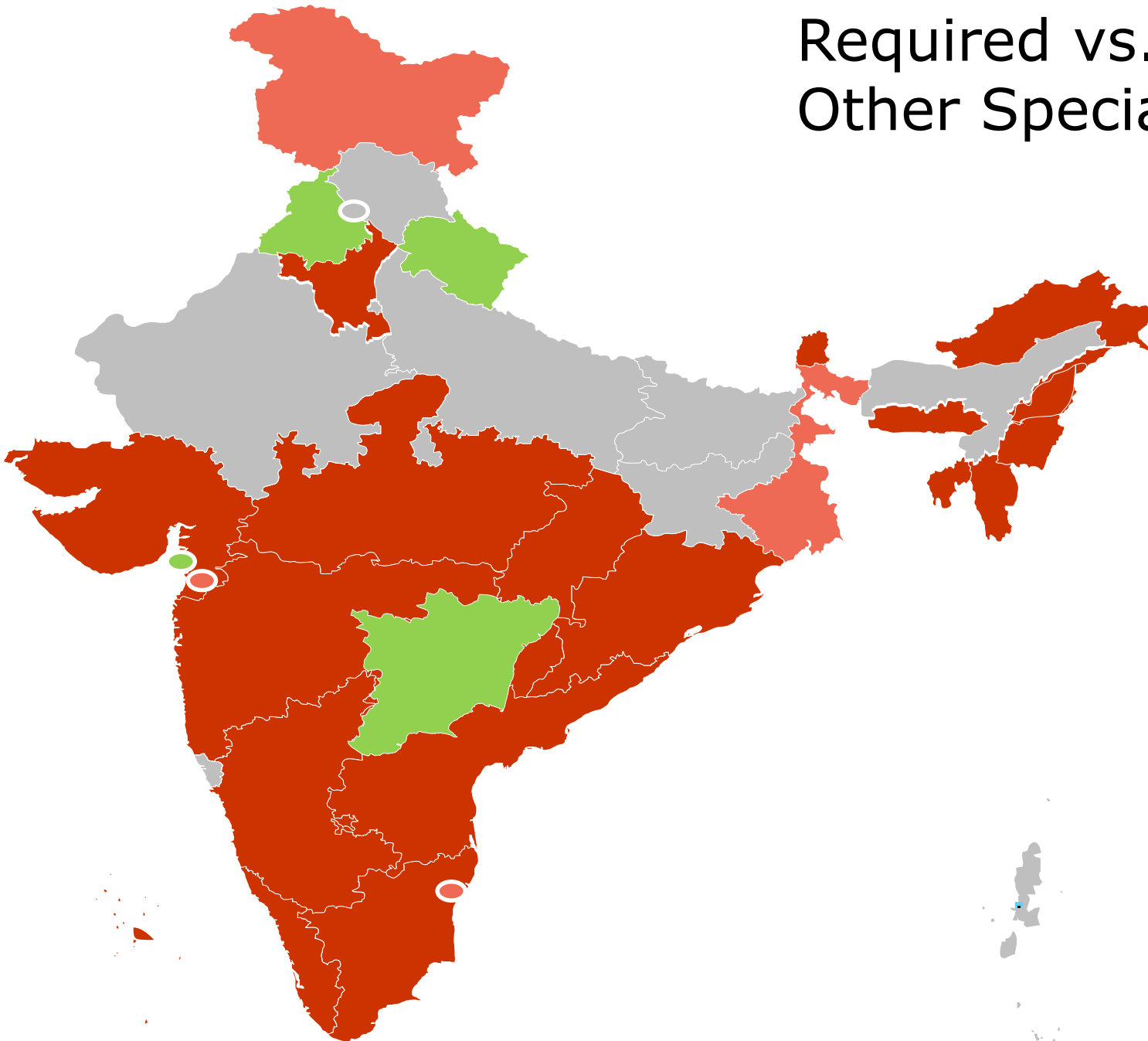


# Required vs. Sanctioned Figures: OBGYN, Pediatricians & Anesthetists



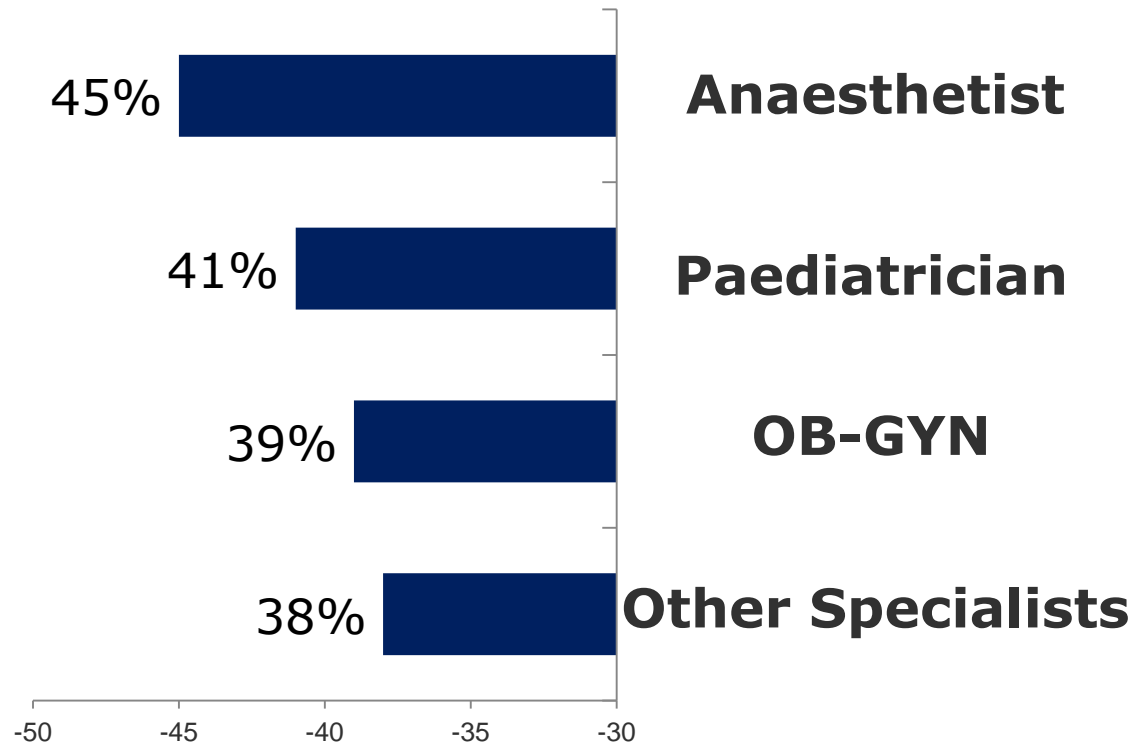
<b>&lt; 50% posts sanctioned</b>
<b>50% to 75% posts sanctioned</b>
<b>75% to 100% posts sanctioned</b>
<b>More than 100% posts sanctioned</b>
<b>No separate specialist cadre / reported consolidated number</b>

# Required vs. Sanctioned Figures: Other Specialists

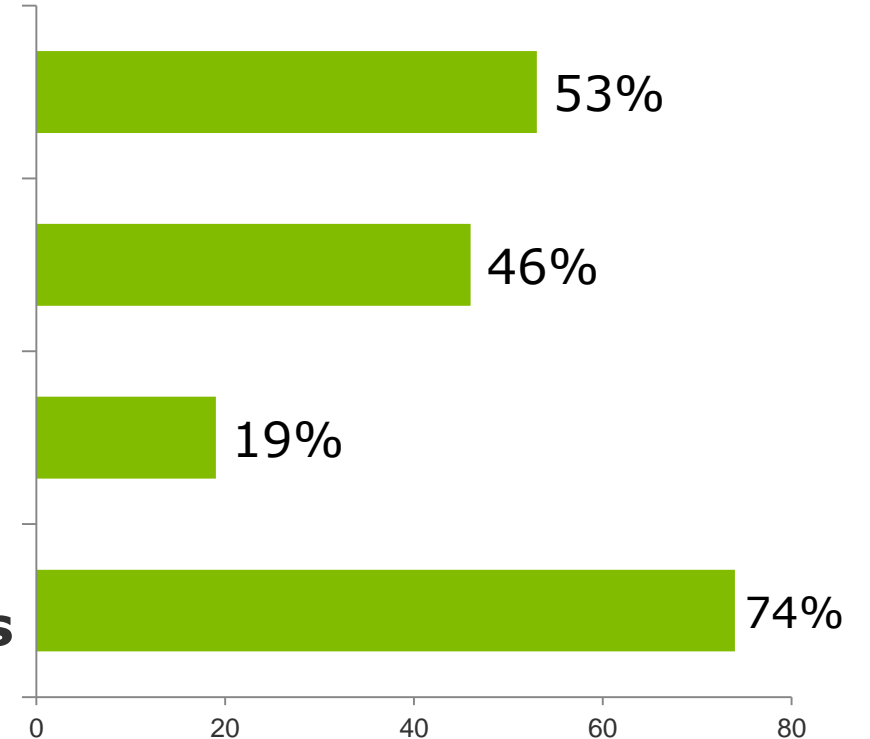


# Trends in Vacancy under regular & contractual cadre: Specialists

## Regular Cadre Vacancies



## Contractual Cadre Vacancies



***Major trends in vacancy under for OB-GY, Pediatricians, Anesthetists, and other Specialists***



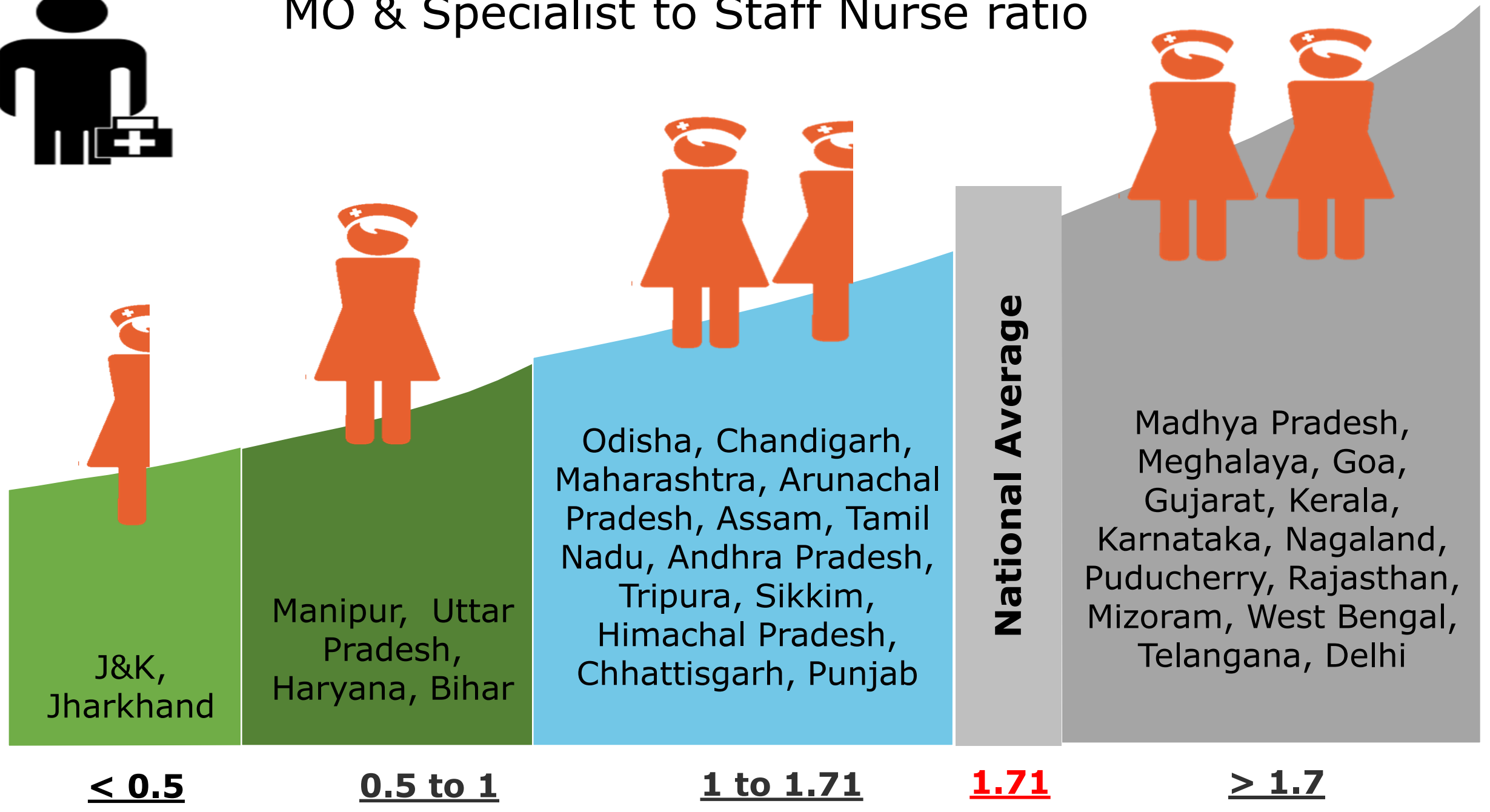
## NSSO 71<sup>st</sup> round : % cases using public facilities

Type of services	Rural	Urban
Non Hospitalized Care	25%	20%
Hospitalized Care	42%	32%
Deliveries	69%	60%

# HRH performance trends in HMIS

HR Cadre	Performance Indicator	Per day	Minimum Caseload (Daily)	Maximum Caseload (Daily)
<b>MO &amp; Specialist</b>	OPD attendance/MO	<b>44</b>	<b>Manipur (3)</b>	<b>Kerala (98)</b>
<b>Staff Nurse</b>	IPD attendance per SN per shift	<b>4</b>	<b>Arunachal Pradesh (1)</b>	<b>Chandigarh (9)</b>
<b>Lab technicians</b>	Total Number of Lab Tests per LT	<b>26</b>	<b>Mizoram (3)</b>	<b>Delhi (58)</b>
<b>Gynecologists</b>	Number of C-sections per Gynecologist	<b>1</b>	<b>Nagaland (0.2)</b>	<b>Goa (3)</b>
<b>Dental MOs/ Surgeons</b>	Dental OPD per Dentist	<b>10</b>	<b>Manipur (1)</b>	<b>West Bengal (50)</b>

# MO & Specialist to Staff Nurse ratio



# The Way Forward in HR planning

## Focus Areas

## What are we trying to do?

### Strategy and Direction

Health Systems Approach, **Creation of PGMO/ Specialist cadre**, Quality Recruitment, Public Health Cadre, **DNB Courses**, CPC, **Nurturing HR through capacity building**

### Management and Governance

HR Policy, **Using NHM flexibility to recruit specialists**, HRIS, **Performance Incentives**, **Supportive Supervision**, **Accountability**

### Outputs

Efficient service provision, improved outreach with a special focus on backward/ hard to reach/ tribal areas

### Impact/ Value Creation

Patient centric services, increased utilization of public facilities, Less OOP



SDGs  
and  
National Health  
Policy goals

Paths are  
created by  
walking....

