Human Resources for Health in District Public Health System of India

State-wise Report

2023

National Health System Resource Centre

Human Resources for Health in District Public Health System of India: State-wise Report-2023

The HRH Infographics Report 2023 has been developed and produced by the Human Resources for Health and Health Policy and Integrated Policy (HRH-HPIP) team at the National Health Systems Resource Centre (NHSRC).

We would like to express our sincere appreciation to the State Departments of Health and Family Welfare, as well as the State Health Societies under the National Health Mission (NHM), for their invaluable support. We extend our gratitude to the Nodal Officers for HRH in States and Union Territories for providing the necessary data and information for this report.

Additionally, we would like to acknowledge the unwavering support and guidance offered by the esteemed Maj Gen (Prof) Atul Kotwal, Executive Director of NHSRC, who has provided valuable insights. His expertise has been instrumental in shaping this publication.

Suggested Citation

Human Resources for Health in District Public Health Systems, NHSRC, New Delhi, 2023

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About the HRH Infographics

The Human Resources for Health and Health Policy and Integrated Planning (HRH-HPIP) division of National Health Systems Resource Centre (NHSRC) initiated the publication of HRH Infographics in 2020. The aim was to present the available data in a comprehensible format and improve its utilization in planning, monitoring, and decision-making processes. The HRH infographics provides an overview of HRH for District Hospitals and other public health facilities below the district level. This includes the District and Sub-district Hospitals, Community Health Centers (rural and urban), Primary Health Centers (rural and urban) and Sub-Health Centers/ Ayushman Arogya Mandir.

The HRH infographics mainly focus on the main categories of HRH, including MPW (Male and Female/ ANM), Staff Nurses, Lab technicians, Pharmacists, Medical Officers – MBBS, and Clinical Specialists. The data used in the HRH infographics is for the financial year 2022-23. It has been primarily obtained from Programme Implementation Plans, and the in-place data used in the report is as on 31st March 2023.

The infographics provide a snapshot of HRH status of each state and union territory. It can help identify gaps and areas needing improvement, enabling informed decision-making and effective planning by the policymakers and stakeholders.

Layout of the State HRH Infographics Sheet

The state-specific sheets have been broadly categorized into five main sections:

1. **Policy and Systems**: This section focuses on HRH governance and includes information on the availability of specialist cadre, HRH policies, presence of separate recruitment board for health, implementation of HRIS and HRH integration.

2. **HRH Generation**: This new section provides data on availability of educational seats for Medicine and Nursing in each state/ Union territory. This information can help the decision makers in assessing availability in relation to their requirements and will enable them to take appropriate actions.

3. **HRH Availability**: This section offers an overview of the availability of health workforce. The initial graph represents the sanctioned and available human resources from regular cadre and those supported under NHM in accordance with the Indian Public Health Standards.
   The other graph provides a snapshot of vacancies in the regular cadre and under NHM.
   Additionally, the section includes the important doctor-nurses ratio. While the ideal doctor-nurse ratio can vary based on the factors such as health facility type, available resources and patient conditions, a commonly cited ratio of 1 doctor for every 3 nurses is considered necessary for effective coordination and service outcomes.

4. **NHM Budget Share**: This section is primarily for the central and state level planners and decision makers. It summarizes the HRH budget and Programme management cost relative to the total Resource Envelope of the state/ UT for the financial year (FY) 2022-23.

5. **HRH Performance**: This section presents information regarding the productivity of the HRH based on data reported in HMIS for the period between 1st April 2022 and 31st March 2023. The data accessed for this section was as of April 18, 2024.

Definitions and Explanations

- **Specialist Cadre**: The specialist doctors (PG – MOs) under regular services are recruited directly at a higher level than the General Duty Medical Officers (UG-MBBS GDMOs). Also, a provision has been made for differential salaries between GD-MOs and Specialists.

- **HRH Policy**: The State/ UT has developed and implemented a comprehensive HRH policy for the NHM staff.

- **Separate Recruitment Board for Health**: The state has a State Health recruitment Board that is utilized for conducting recruitments in the health sector instead of the State Public Service Commission.

- **Implementation of HRMIS**: The state/ UT has implemented a Human Resource Information System (HRIS) for all HRH (both regular cadre and contractual).

- **HRH Availability in State:** The graph provides a comparison of the required HRH as per IPHS norms, the total number of posts sanctioned and HRH in-place. The graph includes details of the main cadres, including Multi-Purpose Health Workers (Male and Female/ ANM), Staff Nurses, Lab technicians, Pharmacists, Medical Officers – MBBS and Clinical Specialists.

    - **Required**: The total number of staff required for the functional public health facilities (District hospital and below) as per IPHS norms. This is represented by a dotted red straight line. The requirement in the state/ UT will change over the year as there are newer facilities being constructed or upgraded.
    - **Sanctioned**: The total number of posts sanctioned under the regular cadre as reported by the states/ UTs and approved under NHM in the Record of Proceedings (ROP) for FY 2022-24, for both rural and urban facilities for the district hospitals and below level. Any HRH approved for mobile health team is not included. The percentage has been calculated as the sum of sanctioned regular posts and approved NHM posts divided by the total number of staff required as per IPHS norms.
    - **In-place**: Total number of posts filled against the sanctioned posts under the regular cadre and approved posts under NHM as reported by the states/ UTs. The percentage has been calculated as the total number of HRH in-place against the total number of staff required as per IPHS norms.

- **HRH Vacancies in the State**: The bar graph compares the vacancies under the regular cadre and NHM (rural and urban). The data represents only facility level HRH for the six main cadres, including MPW (Male and Female/ ANM), Staff Nurses, Lab technicians, Pharmacists, Medical Officers and Clinical Specialists. It doesn't include any details of HRH supported for mobile health teams.
    - **Vacancy Regular Cadre**: The percentage has been calculated as the total number of vacant posts against the posts sanctioned in regular cadre, as reported by the states/ UTs, for the district hospitals and below level facilities.
    - **Vacancy Contractual**: The percentage has been calculated as the total number of vacant posts, as reported by the states/ UTs, against the posts approved under NHM in the ROP 2022-24 for both rural and urban health facilities.

- **Doctor (MO and Specialist) to Staff Nurse Ratio**: The total number of GDMOs and Specialists compared to the number of Staff Nurses reported by the state/ UT under regular cadre and on contract serving at the district hospital and below level facilities. For example, a doctor to nurse ratio of 1:3 means there is one doctor for every 3 staff nurses.

- **NHM Budget Share**
    - **Budget Share of HRH**: This represents the proportion of NHM budget approved in FY 2022-23 for remuneration and incentives of service delivery positions and programme management positions under NHM, against the total Resource Envelope (RE). The circle represents the total resource envelope. The two levels within the circle represent the proportion of NHM budget approved in FY 2022-23 for service delivery HRH and programme management HRH out of the total RE.
    - **Budget share of Service Delivery HRH**: The stacked bar graph illustrates the distribution of the budget allocated for the remuneration and budget allocated for allowances and incentives of service delivery staff as a proportion of the total budget approved for remuneration of service delivery staff.
    - **Budget share of Programme Management**: The proportion of NHM budget approved in FY 2022-23 for Programme Management including the Programme Management HRH and activities under NHM, against the total Resource Envelope (RE).
        - **PM HRH:** Includes all the HRH engaged at the state, regional, district, block level Programme Management Units (PMU) or those posted in facilities and performing monitoring, supervision and administrative tasks such as data entry, accounting, supervision. This includes the Programme Officers, Managers, Consultants, Supervisors, Coordinators, Administrative staff, Assistants, Finance staff, Engineers, MIS Staff, Data Entry Operators etc. The indicator shows the proportion of budget approved under NHM (NRHM+NUHM) for programme management HRH in FY 2022-23 against the total RE.
        - **PM Activities**: Refer to the office expenses of the PMU staff, monitoring and supervision, review meeting etc. This indicator shows the total proportion of budget approved under NHM (NRHM+NUHM) for programme management activities, as a proportion of the total RE.

- **HRH Performance**: It is important to acknowledge that the definitions and formulae used in assessing the HRH performance are based on simplified assumptions and do not account for the other functions that healthcare workers perform on a daily basis, especially those which may not be captured in HMIS or are difficult to put in terms of data. For example, medical officers may be required to conduct post-mortems, which can result in fewer outpatient visits being recorded. Similarly, nurses may be deployed to emergency rooms or labor and delivery units, which may not be reflected in the inpatient numbers. Despite these

limitations, using the same formulae and definitions across all states and UTs enables comparison and in-depth analysis of factors that may be affecting healthcare worker productivity.

- **Average cases per month**: Total number of cases reported in the FY 2022-23 in the HMIS portal divided by 12 (total number of months in a year).
- **Average cases per day**: Average cases per month divided by average working days in a month. For calculating average in-patients per day, 30 working days in a month have been considered and for other cases, 25 working days per month have been taken.
- **OPD Attendance per Doctor**: The ratio of average number of allopathic OPD per day (excluding Dental OPD) to the total number of GDMOs and Specialists in-place under regular cadre and NHM, as reported by the states. The number of specialists in-place doesn't include the number of Anaesthetists, Radiologists, Pathologists and Microbiologists.
- **Dental OPD per Dental Surgeon**: The ratio of average number of dental OPD per day to the total number of Dentists and Dental Surgeons in-place under regular cadre and NHM, as reported by the states.
- **In-patient head count at midnight per Nurse**: Average number of in-patient headcount at midnight/ midnight census per day (number of patients at midnight/6 AM every day) divided by the number of nurses in-place per shift under regular cadre and NHM, as reported by the states. The total nurses in place have been divided by 3 to get the number of nurses per shift (three shifts in a day).
- **In-patient cases per Nurse**: Average number of in-patient per day (all admissions of male and female Children and Adults with plan to stay overnight/24 hours) divided by the number of nurses in-place per shift under regular cadre and NHM, as reported by the states. The total nurses in-place has been divided by 3 to get the number of nurses per shift (three shifts in a day).
- **Major operations using Anaesthesia per Anaesthetists**: The ratio of average number of major operations carried out using general or spinal anaesthesia per month to the total number of Anaesthetists in-place under regular cadre and NHM, as reported by the state. This does not include the number of LSAS trained doctors in the state/ UT.
- **Caesareans (C-Section) per ObGY**: The ratio of average number of C-Section deliveries performed per month to the total number of ObGY Specialist in-place under regular cadre and NHM, as reported by the state. This does not include the number of EmOC trained doctors available in the state/ UT.
- **Hysterectomy surgeries per ObGy**: Average number of major surgeries/ Hysterectomies performed per month divided by the total number of ObGy Specialists in-place under regular cadre and NHM as reported by the state.
- **Lab Tests per lab technicians**: The ratio of average number of blood tests per day to the total number of Lab technicians in-place under regular cadre and NHM, as reported by the states. Some states have engaged PPP partners at state or at facility level for performing lab tests. The LTs, if engaged under PPP are mostly not recorded in HMIS. This will influence the productivity calculated for the LTs in place.

Sources of data

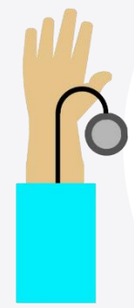
1. Indian Public Health Standards, 2012
2. Health Management Information System (HMIS)
3. NHM Programme Implementation Plans 2022-24
4. NHM Record of Proceedings 2022-24
5. HRH data reported by the states to NHSRC and MoHFW
6. PIB/11 August 2023/Update on Medical Education/MoHFW
   Link: https://pib.gov.in/PressReleasePage.aspx?PRID=1947690
7. Indian Nursing Council Annual Report 2022-23
8. College List - Dental Council of India
   Link:https://dciindia.gov.in/CollegeSearch.aspx?ColName=&CourseId=1&SplId=0&StateId=&Hospital=&Type=0&Status=%E2%80%93Select%E2%80%93
9. Human Resources for Health in District Public Health Systems of India: State Wise Report of 2022

Andaman and Nicobar Islands

Policy and Systems

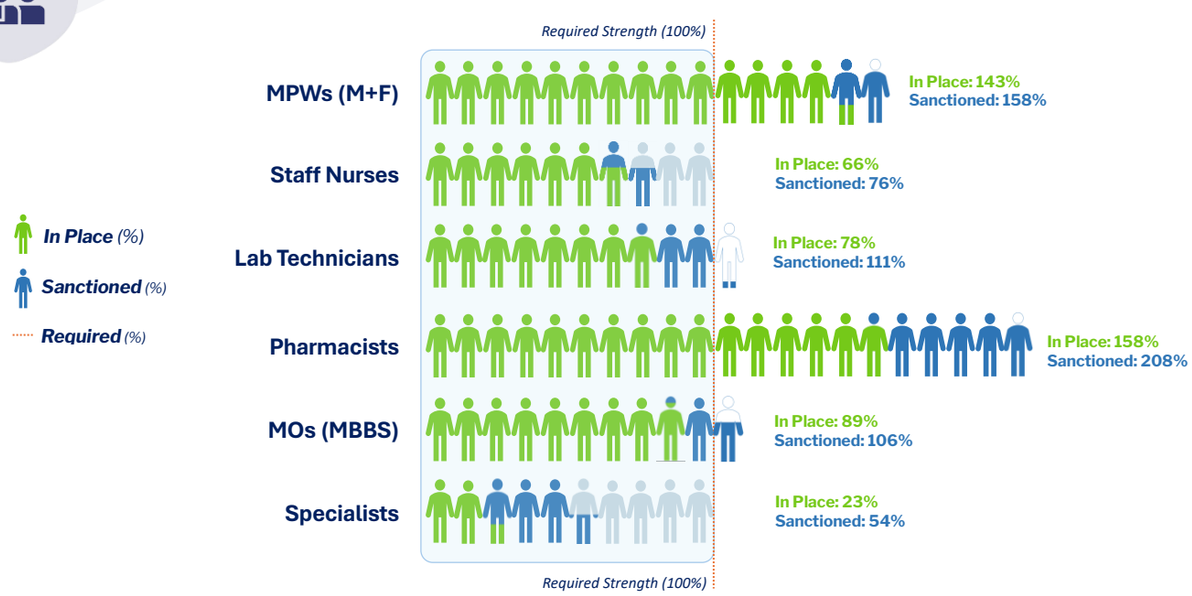
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✓

HRH Generation

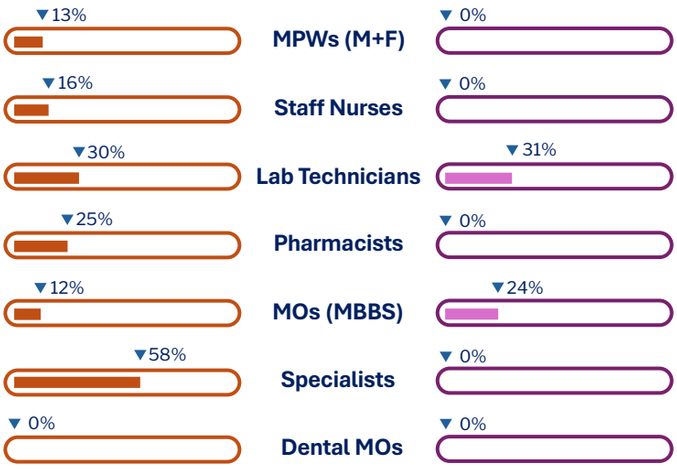


- MBBS (UG): 114
- BDS (UG): 0
- Medical PG: 0
- B.Sc. Nursing: 0
- GNM: 20
- ANM: 20

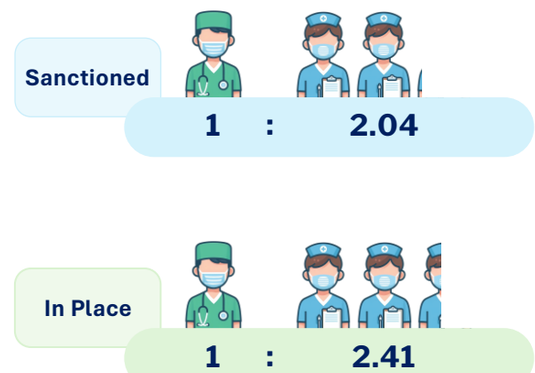
HRH Availability in State



HRH Vacancies in State

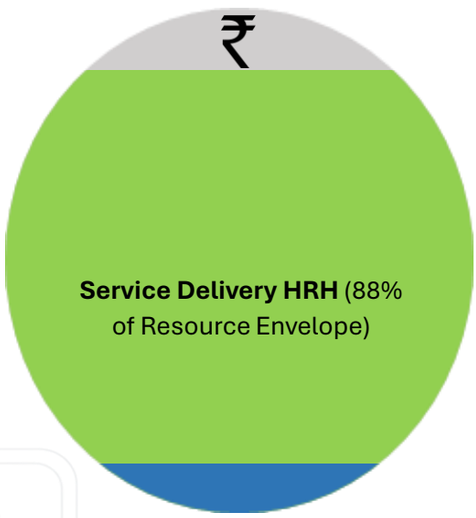


Doctors to Staff Nurse Ratio

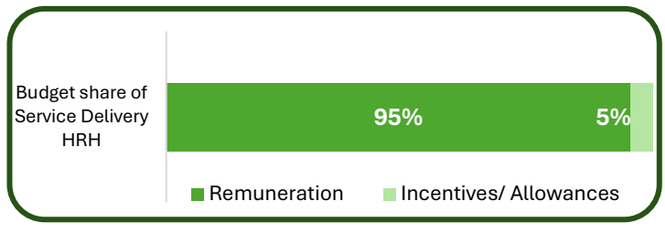


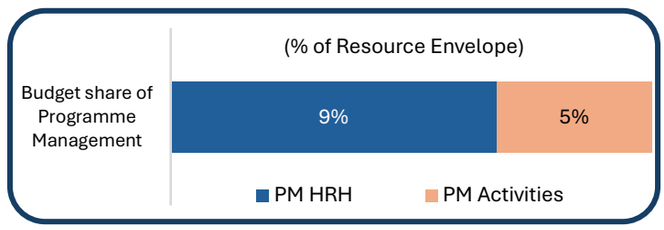
Andaman and Nicobar Islands

NHM Budget Share – HRH and Programme Management



Programme Management HRH (9% of Resource Envelope)





Human Resource for Healthcare - Performance

31 OPD cases attended per doctor per day

60 tests done per lab technician per day

10 Dental OPD cases per dentist per day

1 hysterectomy surgery per Ob/Gyn per day

4 inpatient headcount per shift per day at midnight per nurse

2 caesarean section cases per Ob/Gyn per day

1 inpatient case per nurse per shift per day

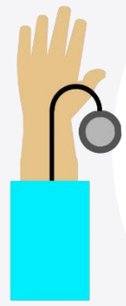
4 major operations per anaesthetist per day

Andhra Pradesh

Policy and Systems

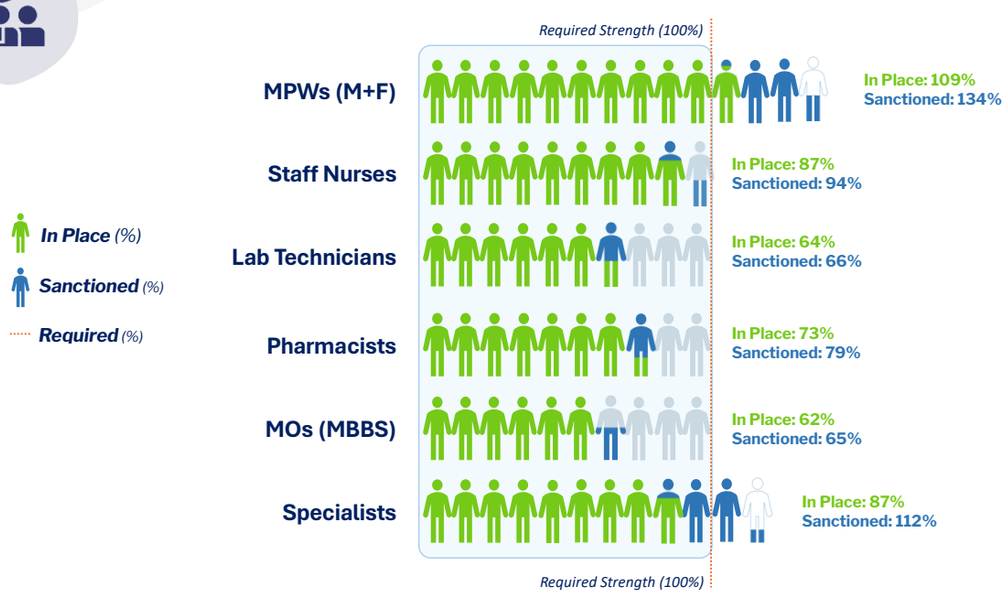
- Specialist Cadre ✓
- HRH Policy ✓
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✓
- HRH Integration ✓

HRH Generation

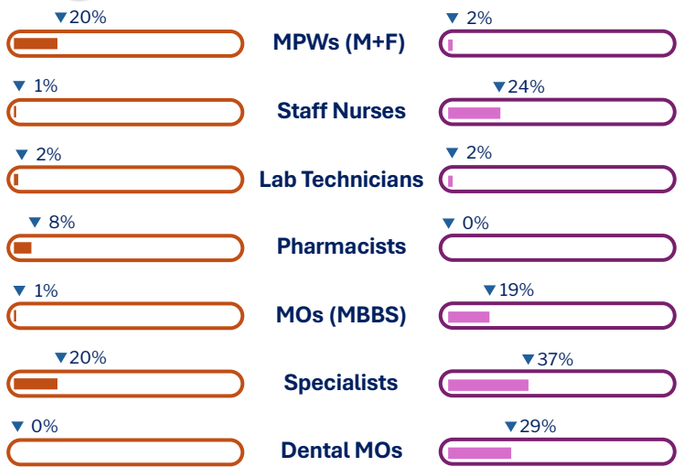


- MBBS (UG) 6435
- BDS (UG) 1540
- Medical PG 3525
- B.Sc. Nursing 7620
- GNM 6810
- ANM 910

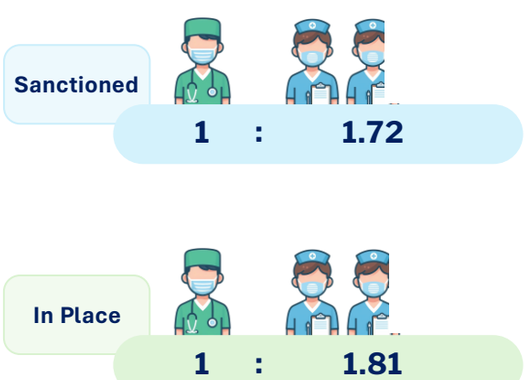
HRH Availability in State



HRH Vacancies in State

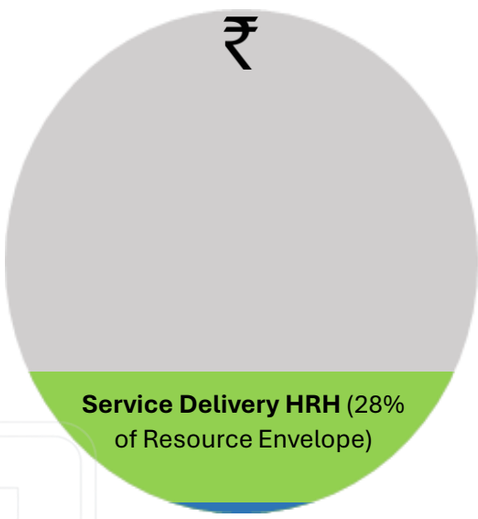


Doctors to Staff Nurse Ratio

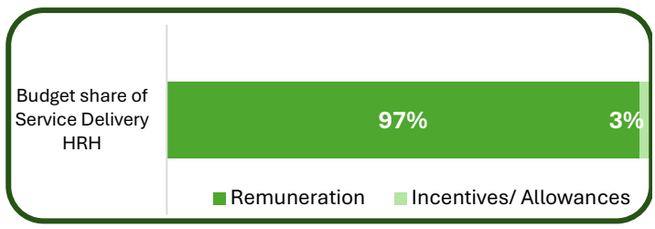


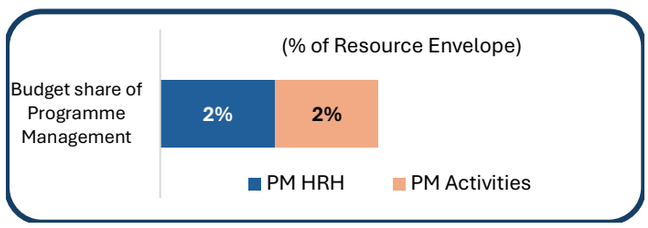
Andhra Pradesh

NHM Budget Share – HRH and Programme Management



Programme Management HRH (2% of Resource Envelope)





Human Resource for Healthcare - Performance

38 OPD cases attended per doctor per day

71 tests done per lab technician per day

14 Dental OPD cases per dentist per day

8 hysterectomy surgeries per Ob/Gyn per month

6 inpatient headcount per shift per day at midnight per nurse

3 caesarean section cases per Ob/Gyn per day

3 inpatient cases per nurse per shift per day

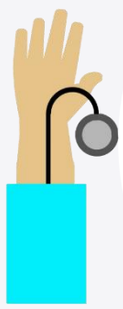
4 major operations per anaesthetist per day

Arunachal Pradesh

Policy and Systems

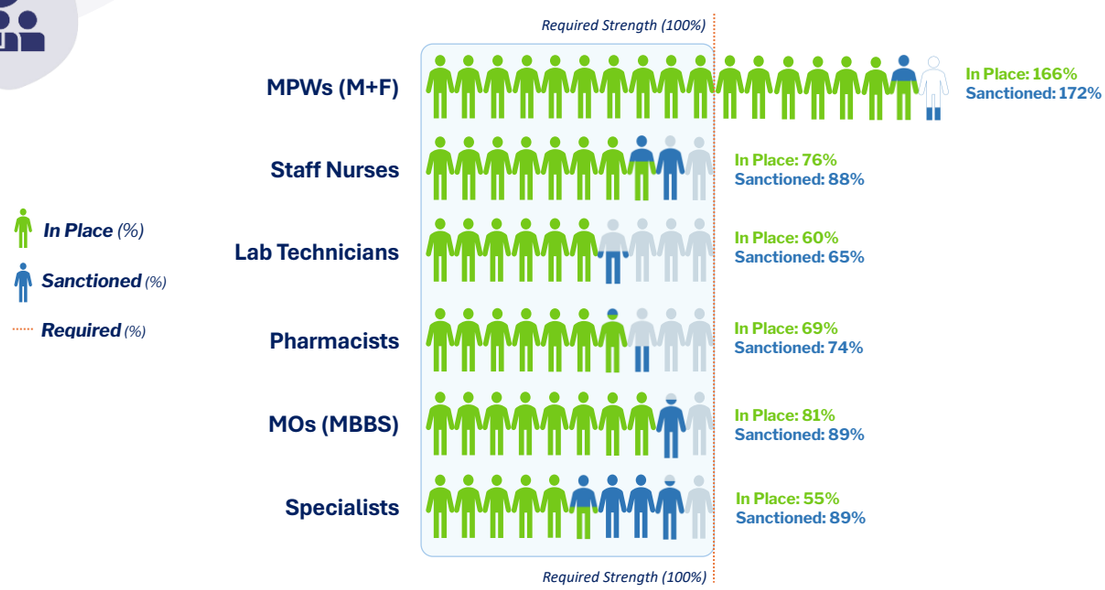
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

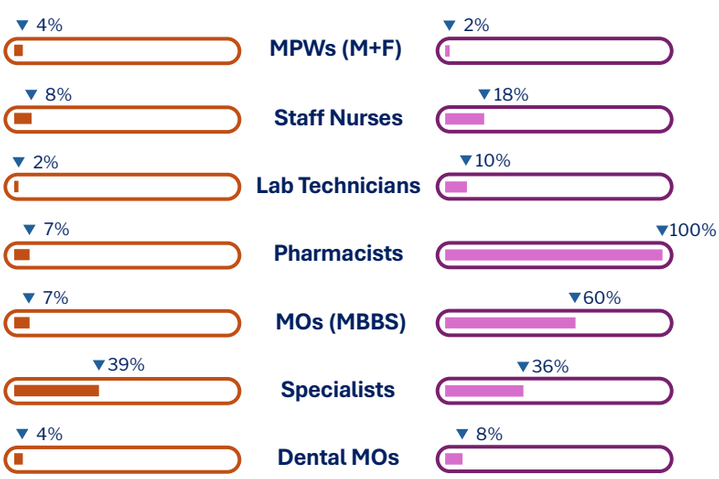


- MBBS (UG): 50
- BDS (UG): 0
- Medical PG: 0
- B.Sc. Nursing: 110
- GNM: 190
- ANM: 190

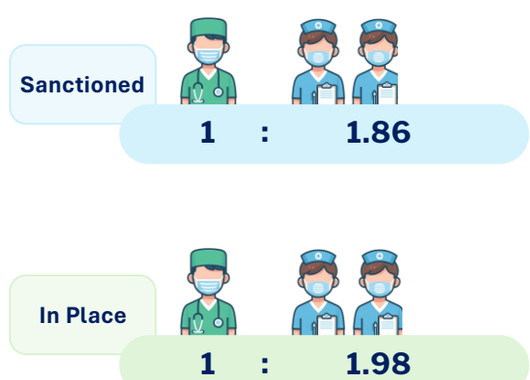
HRH Availability in State



HRH Vacancies in State

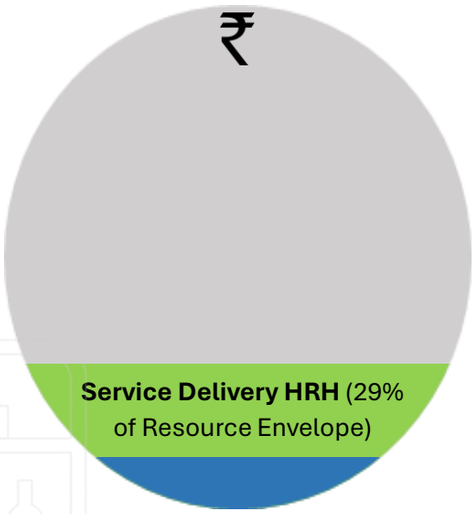


Doctors to Staff Nurse Ratio

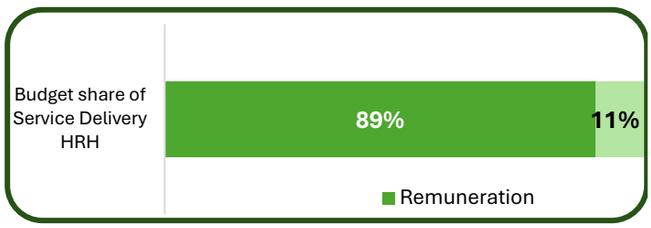


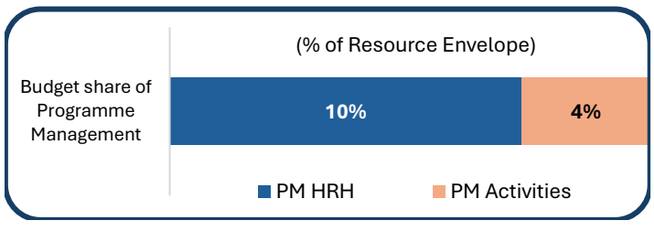
Arunachal Pradesh

NHM Budget Share – HRH and Programme Management



Programme Management HRH
(10% of Resource Envelope)





Human Resource for Healthcare - Performance

5 OPD cases attended per doctor per day

4 tests done per lab technician per day

2 Dental OPD cases per dentist per day

5 hysterectomy surgeries per Ob/Gyn per month

0.3 inpatient headcount per shift per day at midnight per nurse

6 caesarean section cases per Ob/Gyn per month

0.4 inpatient cases per nurse per shift per day

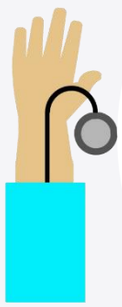
19 major operations per anaesthetist per month

Assam

Policy and Systems

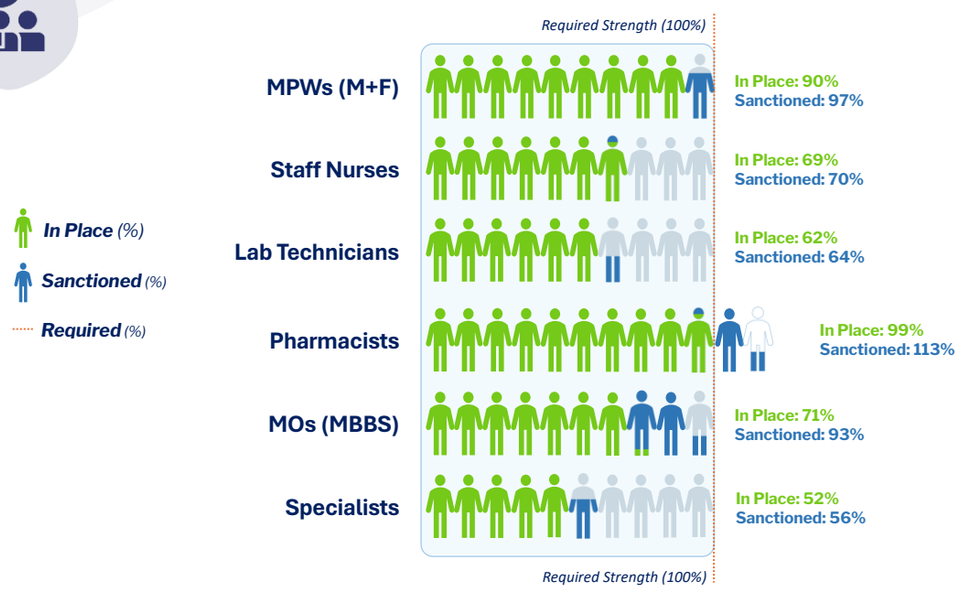
- Specialist Cadre ✗
- HRH Policy ✗
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✓
- HRH Integration ✓

HRH Generation

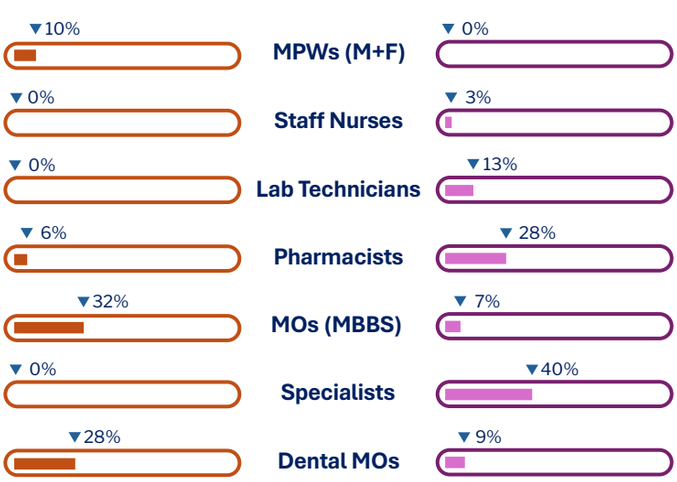


- MBBS (UG) 1550
- BDS (UG) 176
- Medical PG 738
- B.Sc. Nursing 990
- GNM 2614
- ANM 1145

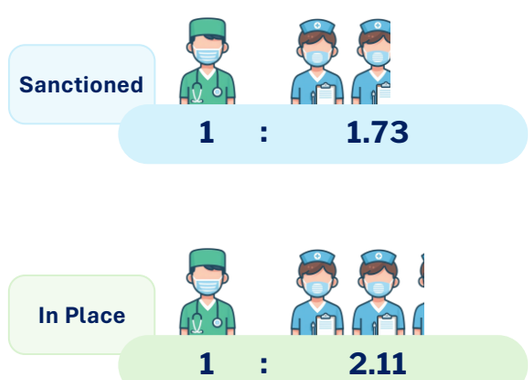
HRH Availability in State



HRH Vacancies in State

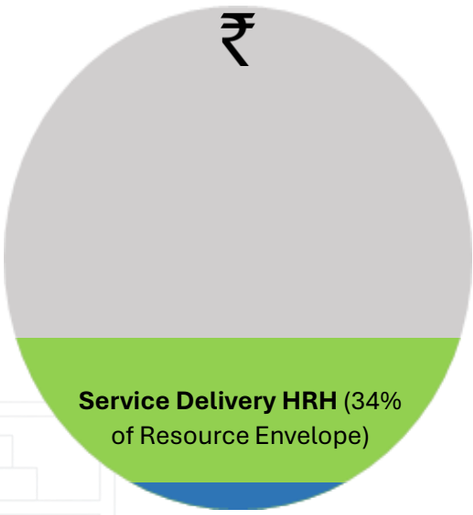


Doctors to Staff Nurse Ratio

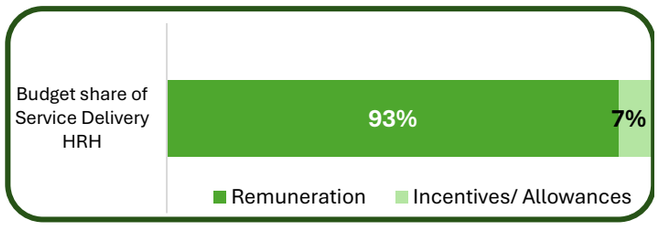


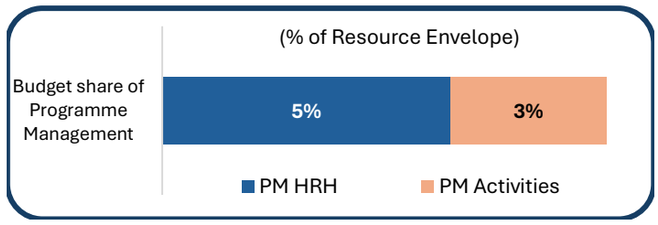
Assam

NHM Budget Share – HRH and Programme Management



Programme Management HRH (5% of Resource Envelope)





Human Resource for Healthcare - Performance

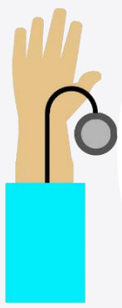
- **17** OPD cases attended per doctor per day
- **45** tests done per lab technician per day
- **6** Dental OPD cases per dentist per day
- **6** hysterectomy surgeries per Ob/Gyn per month
- **3** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **1** inpatient case per nurse per shift per day
- **2** major operations per anaesthetist per day

Bihar

Policy and Systems

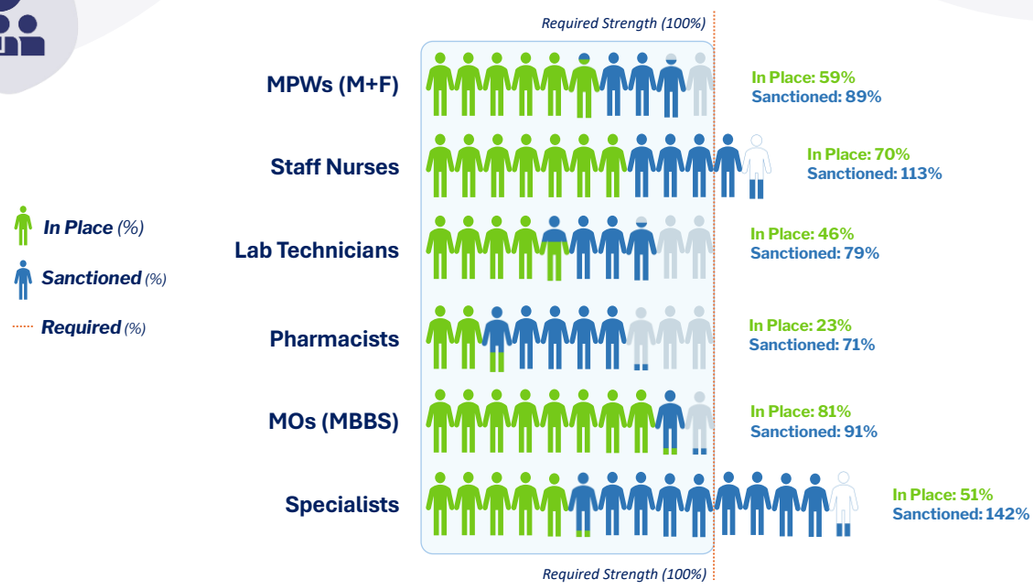
- Specialist Cadre ✓
- HRH Policy ✓
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✓

HRH Generation

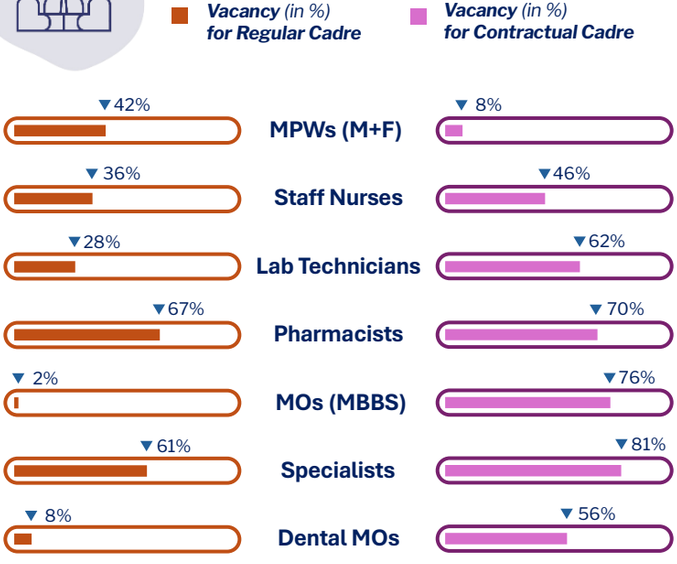


- MBBS (UG) 2665
- BDS (UG) 380
- Medical PG 1212
- B.Sc. Nursing 650
- GNM 1256
- ANM 3565

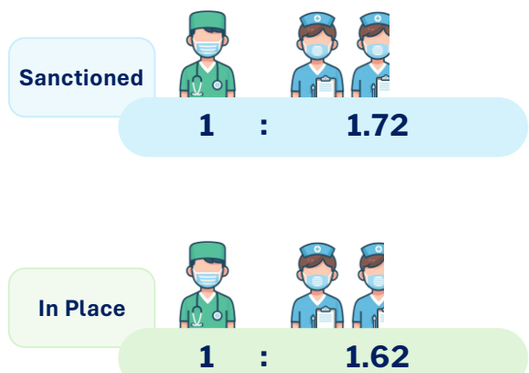
HRH Availability in State



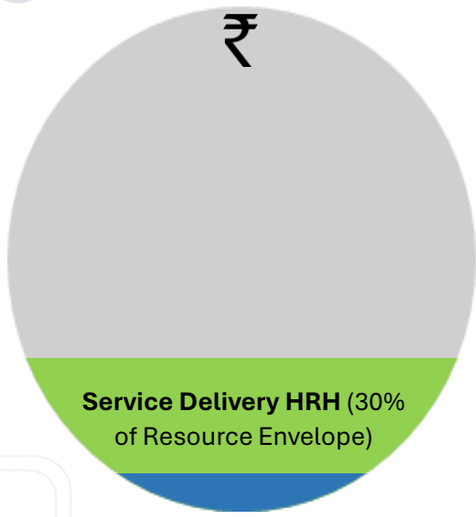
HRH Vacancies in State



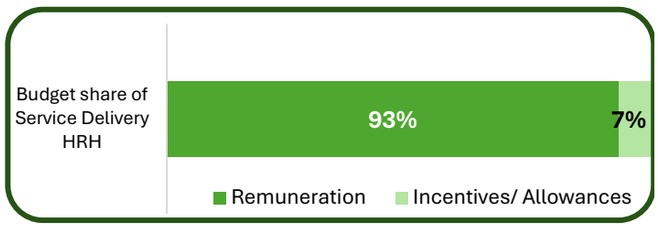
Doctors to Staff Nurse Ratio

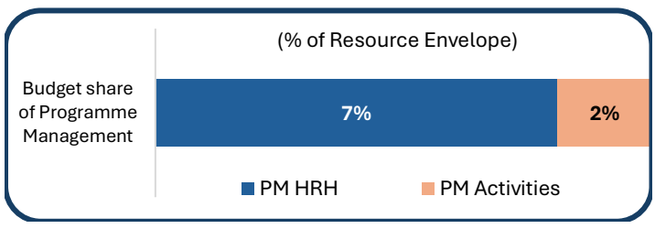


NHM Budget Share – HRH and Programme Management



Programme Management HRH (7% of Resource Envelope)





Human Resource for Healthcare - Performance

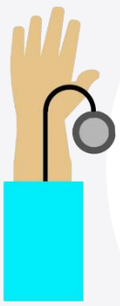
- **16** OPD cases attended per doctor per day
- **24** tests done per lab technician per day
- **10** Dental OPD cases per dentist per day
- **2** hysterectomy surgeries per Ob/Gyn per month
- **2** inpatient headcount per shift per day at midnight per nurse
- **7** caesarean section cases per Ob/Gyn per month
- **3** inpatient cases per nurse per shift per day
- **5** major operations per anaesthetist per day

Chandigarh

Policy and Systems

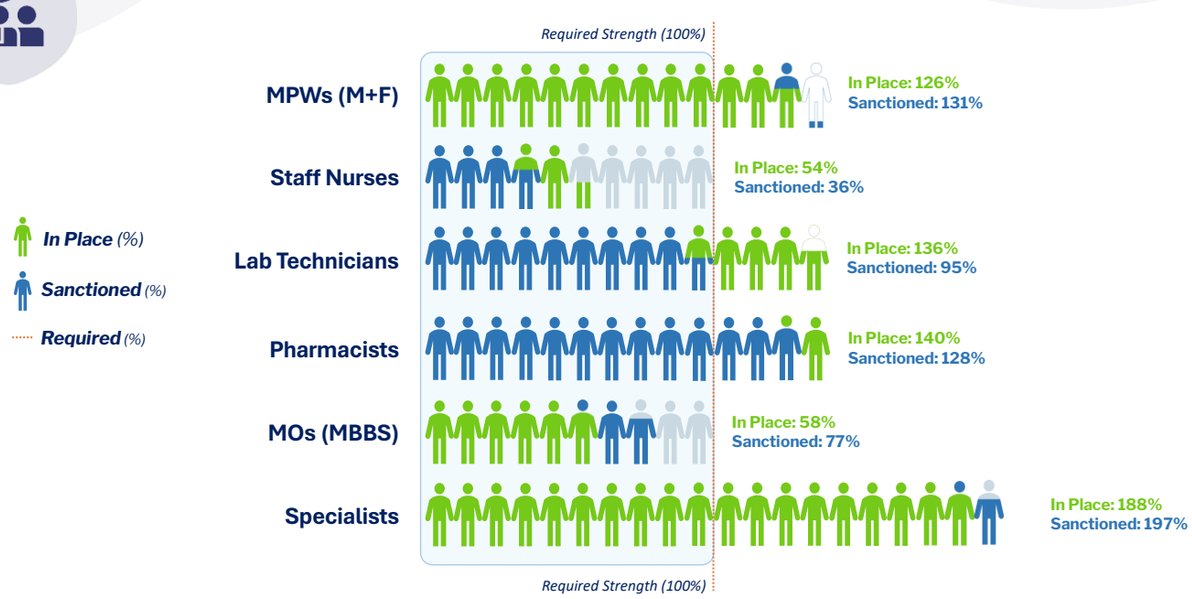
- Specialist Cadre ✗
- HRH Policy ✓
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✓

HRH Generation

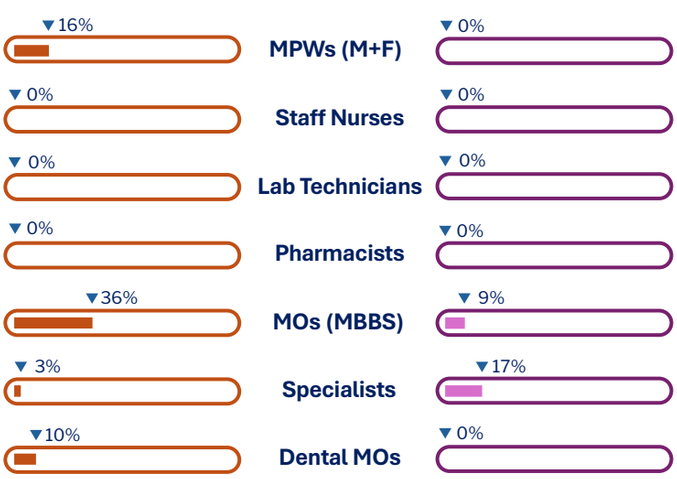


- MBBS (UG): 150
- BDS (UG): 100
- Medical PG: 584
- B.Sc. Nursing: 120
- GNM: 0
- ANM: 20

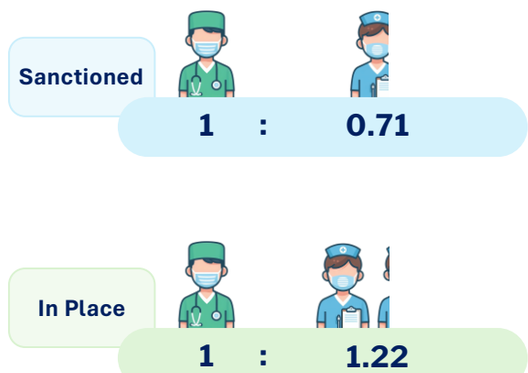
HRH Availability in State



HRH Vacancies in State

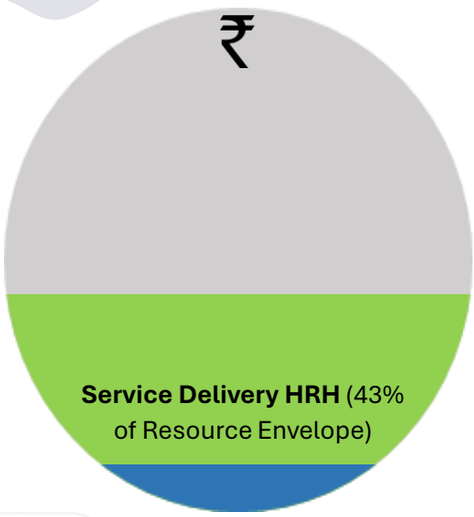


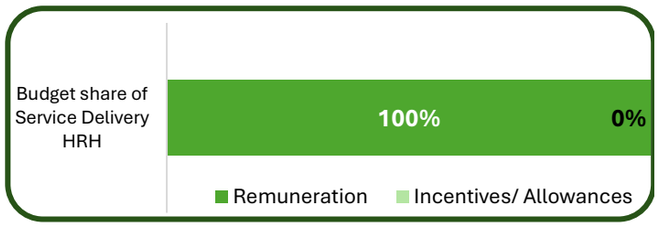
Doctors to Staff Nurse Ratio

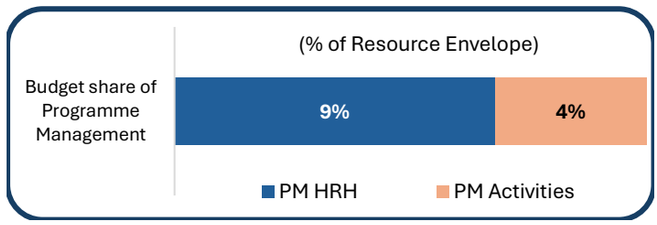


Chandigarh

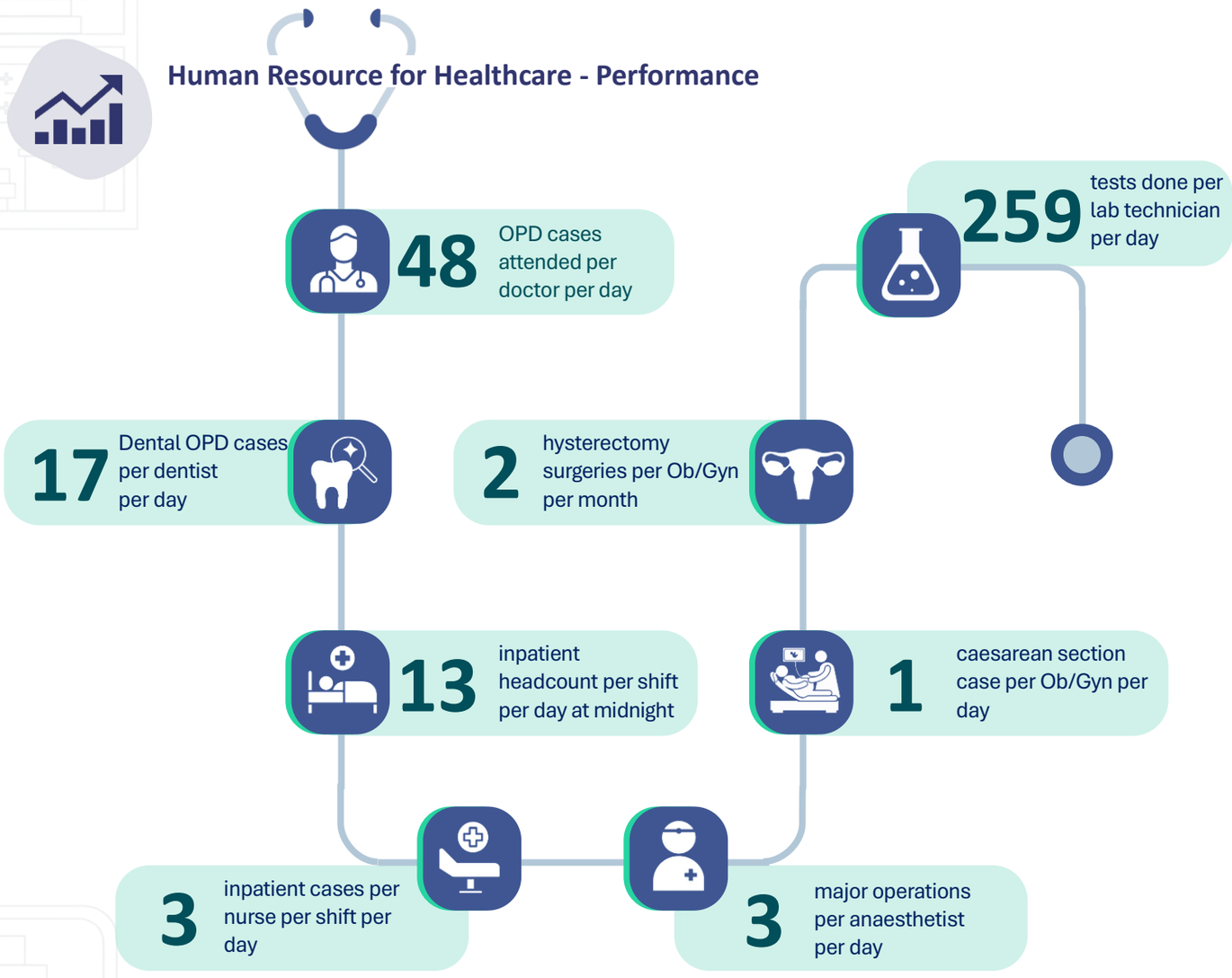
NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

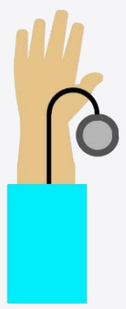


Chhattisgarh

Policy and Systems

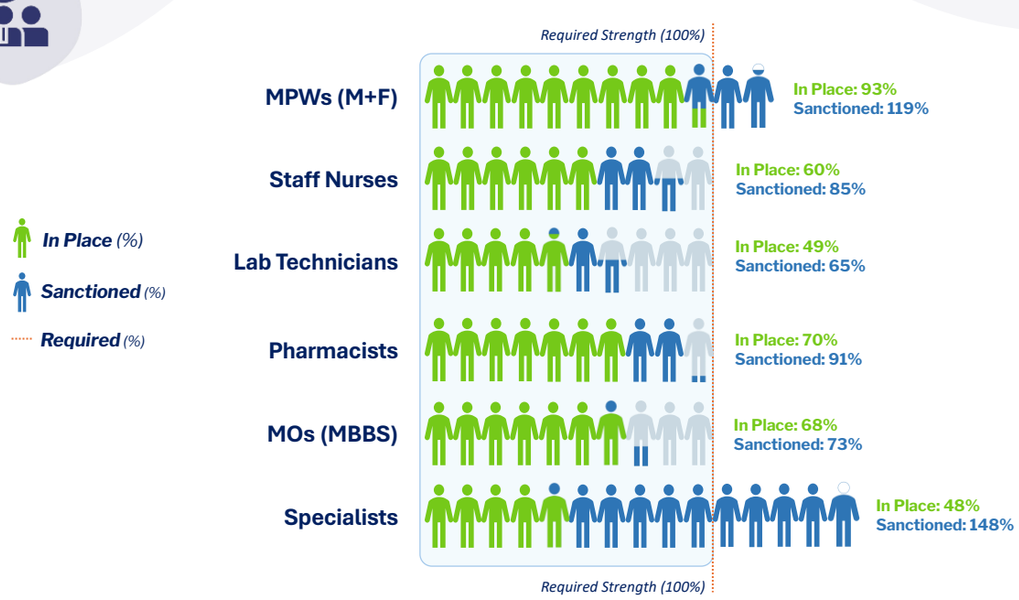
- Specialist Cadre ✓
- HRH Policy ✓
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✓

HRH Generation

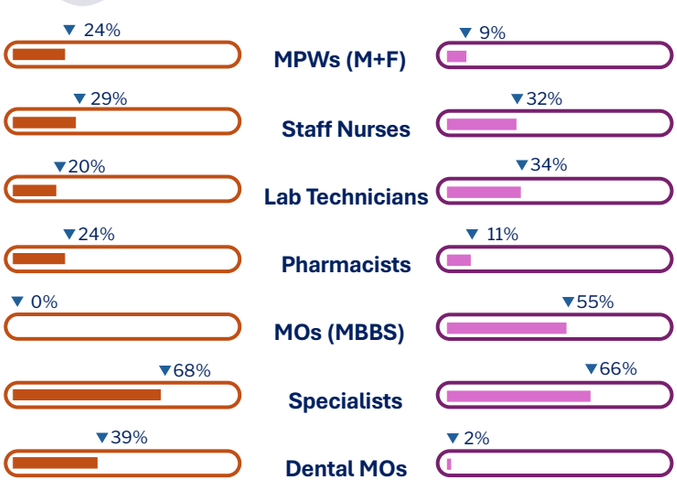


- MBBS (UG) 2005
- BDS (UG) 600
- Medical PG 579
- B.Sc. Nursing 4910
- GNM 2325
- ANM 300

HRH Availability in State



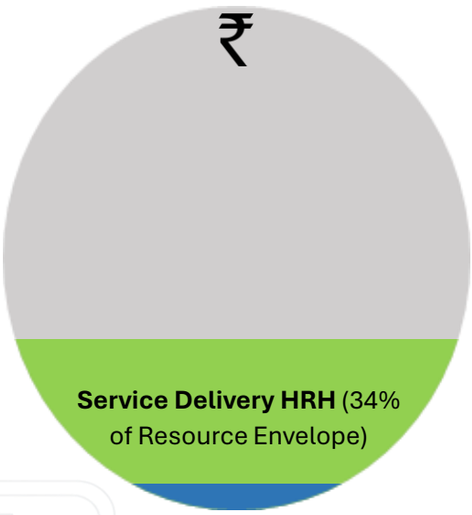
HRH Vacancies in State



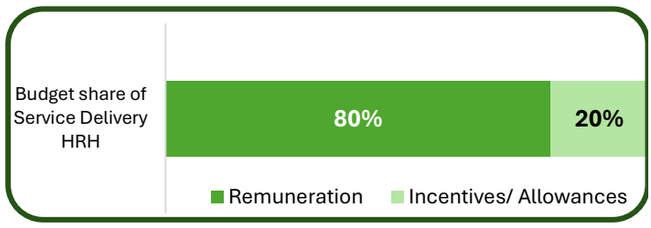
Doctors to Staff Nurse Ratio

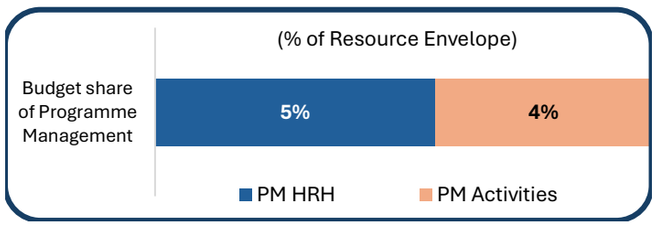
Chhattisgarh

NHM Budget Share – HRH and Programme Management



Programme Management HRH (5% of Resource Envelope)





Human Resource for Healthcare - Performance

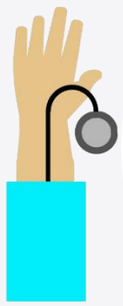
- **16** OPD cases attended per doctor per day
- **39** tests done per lab technician per day
- **11** Dental OPD cases per dentist per day
- **4** hysterectomy surgeries per Ob/Gyn per month
- **2** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **2** inpatient cases per nurse per shift per day
- **1** major operation per anaesthetist per day

Delhi

Policy and Systems

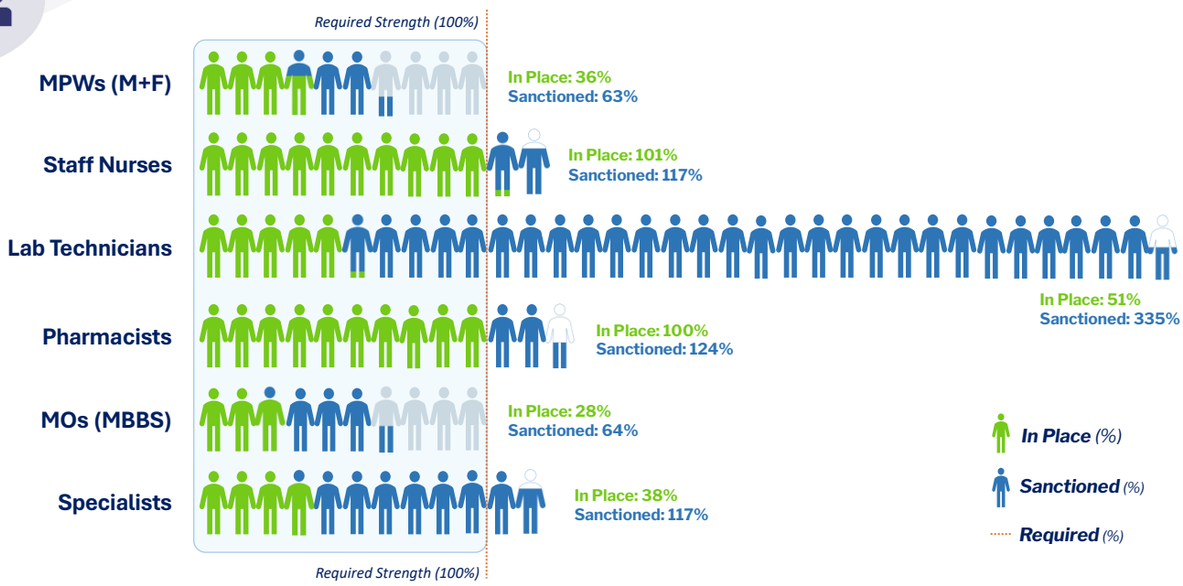
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

HRH Generation

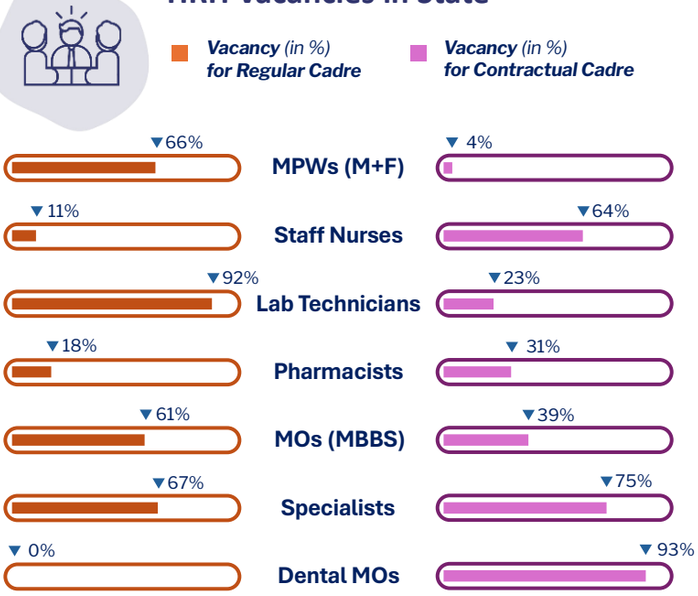


- MBBS (UG) 1497
- BDS (UG) 162
- Medical PG 2950
- B.Sc. Nursing 690
- GNM 660
- ANM 350

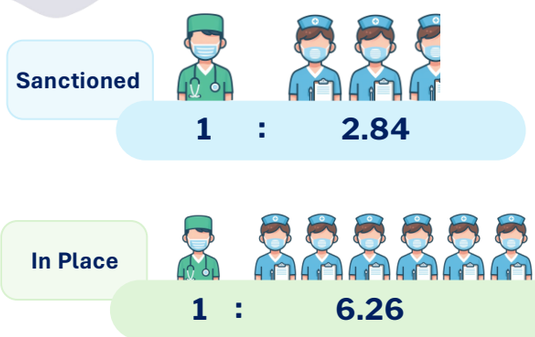
HRH Availability in State



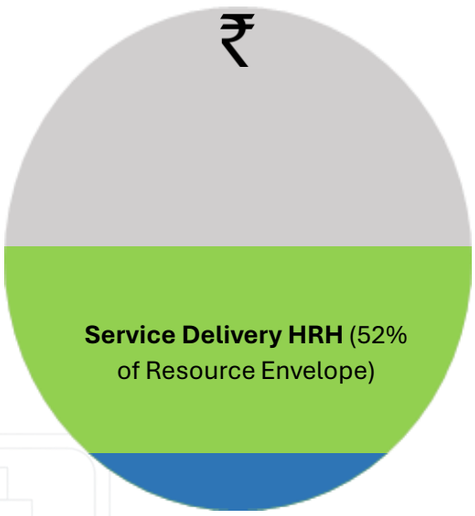
HRH Vacancies in State



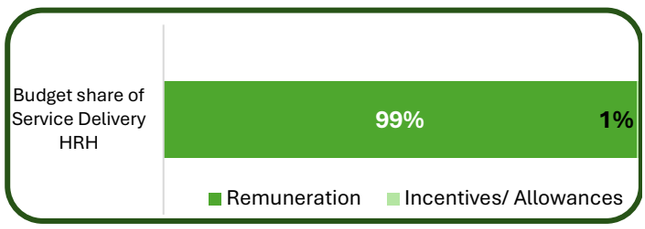
Doctors to Staff Nurse Ratio

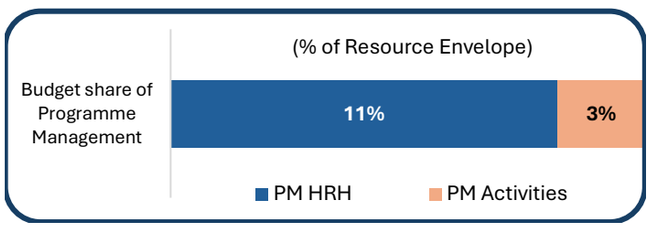


NHM Budget Share – HRH and Programme Management



Programme Management HRH
(11% of Resource Envelope)





Human Resource for Healthcare - Performance

108 OPD cases attended per doctor per day

197 tests done per lab technician per day

116 Dental OPD cases per dentist per day

6 hysterectomy surgeries per Ob/Gyn per month

2 inpatient headcount per shift per day at midnight per nurse

1 caesarean section case per Ob/Gyn per month

1 inpatient case per nurse per shift per day

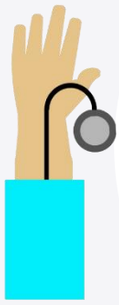
2 major operations per anaesthetist per day

Dadra and Nagar Haveli & Daman and Diu

Policy and Systems

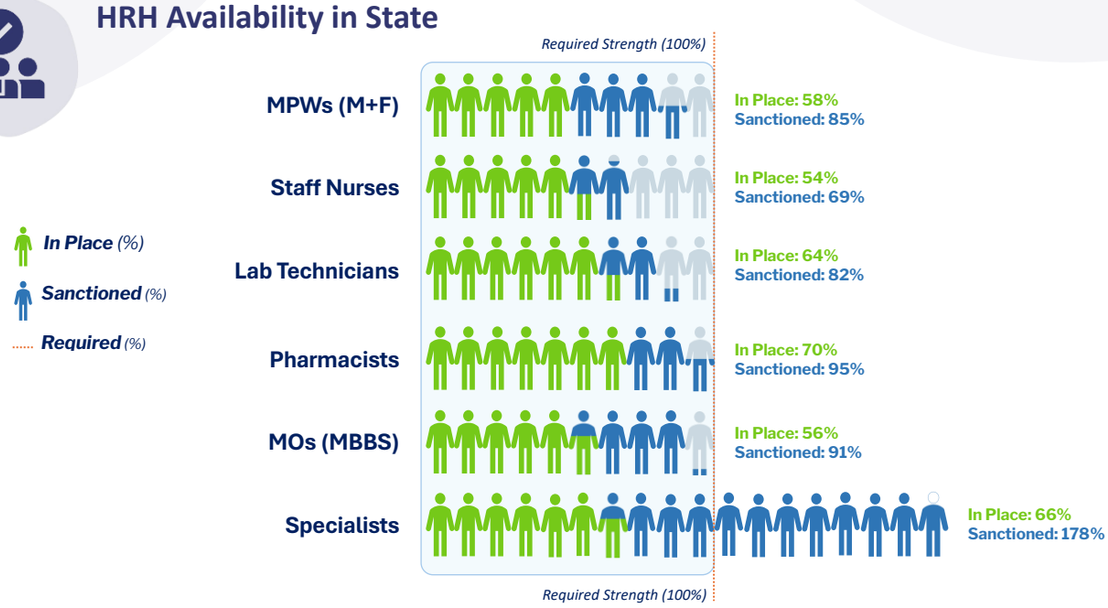
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✓

HRH Generation

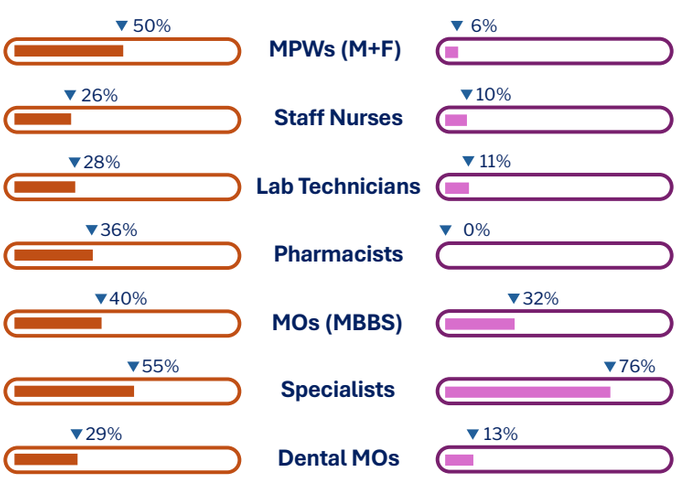


- MBBS (UG): 177
- BDS (UG): 100
- Medical PG: 0
- B.Sc. Nursing: 110
- GNM: 0
- ANM: 0

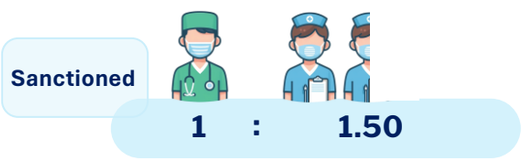
HRH Availability in State

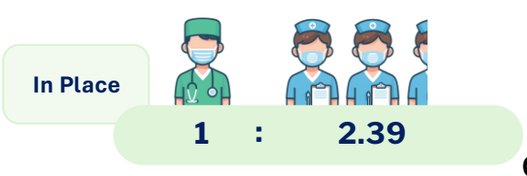


HRH Vacancies in State



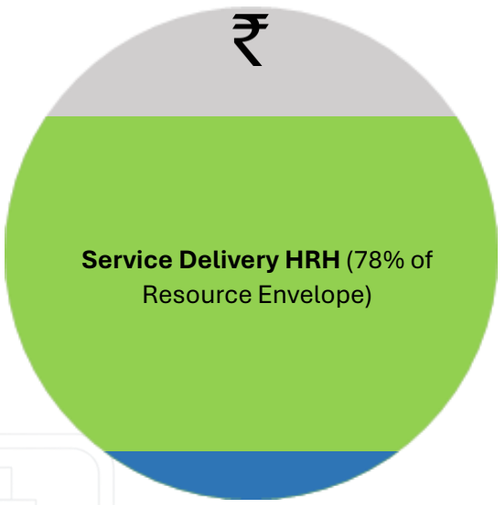
Doctors to Staff Nurse Ratio



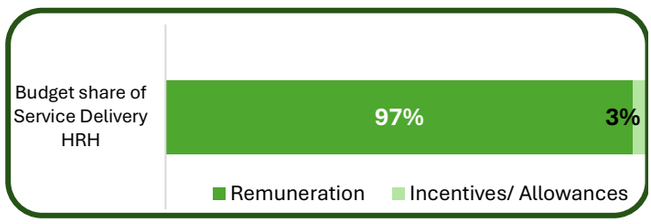


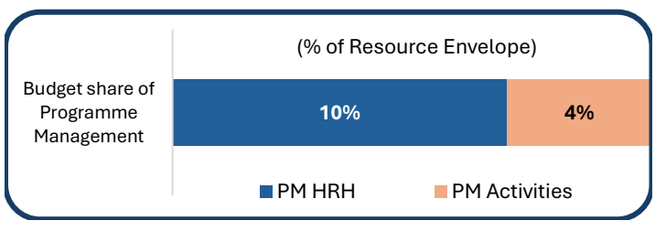
Dadra and Nagar Haveli & Daman and Diu

NHM Budget Share – HRH and Programme Management



Programme Management HRH (10% of Resource Envelope)





Human Resource for Healthcare - Performance

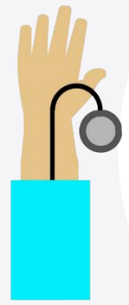
- **44** OPD cases attended per doctor per day
- **95** tests done per lab technician per day
- **18** Dental OPD cases per dentist per day
- **2** hysterectomy surgeries per Ob/Gyn per month
- **9** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **2** inpatient cases per nurse per shift per day
- **3** major operations per anaesthetist per day

Goa

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

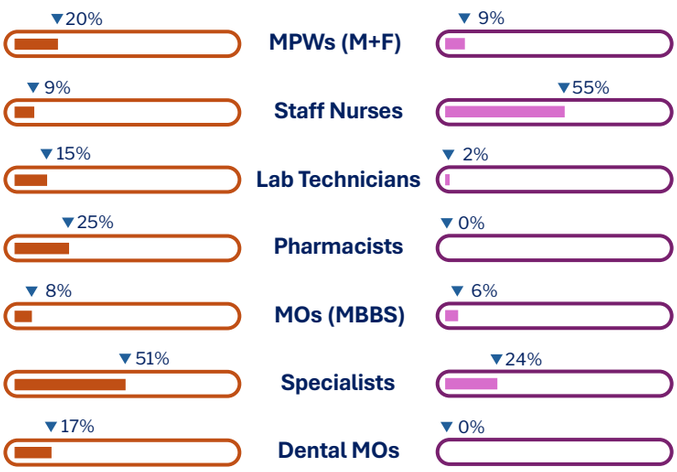
HRH Generation



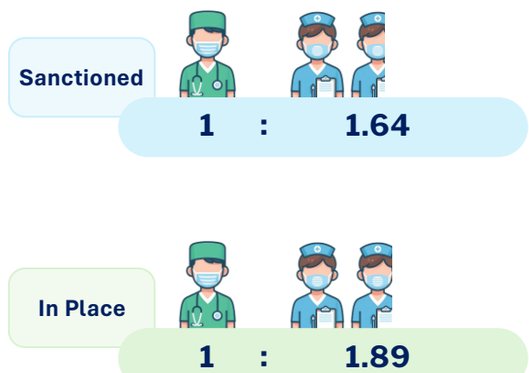
- MBBS (UG) 180
- BDS (UG) 50
- Medical PG 135
- B.Sc. Nursing 190
- GNM 110
- ANM 100

HRH Availability in State

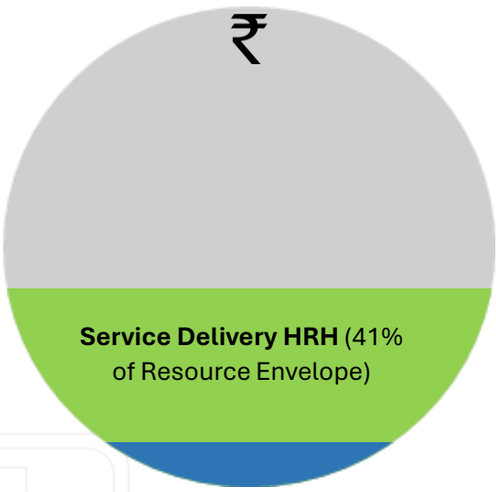
HRH Vacancies in State



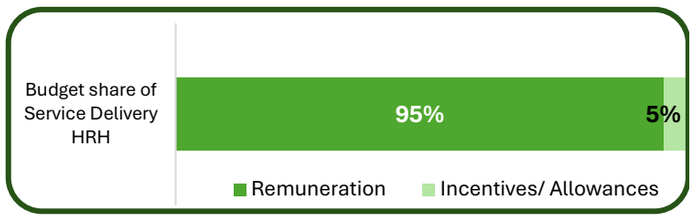
Doctors to Staff Nurse Ratio

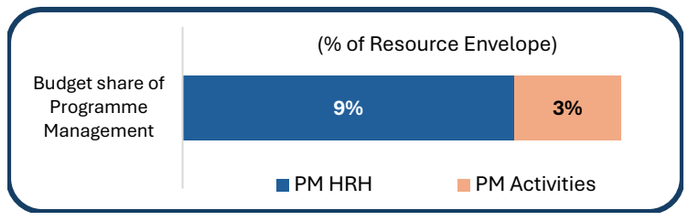


NHM Budget Share – HRH and Programme Management



Programme Management HRH (9% of Resource Envelope)





Human Resource for Healthcare - Performance

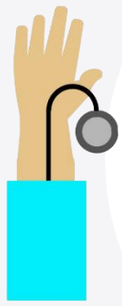
- **19** OPD cases attended per doctor per day
- **69** tests done per lab technician per day
- **10** Dental OPD cases per dentist per day
- **2** hysterectomy surgeries per Ob/Gyn per month
- **2** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **1** inpatient case per nurse per shift per day
- **2** major operations per anaesthetist per day

Gujarat

Policy and Systems

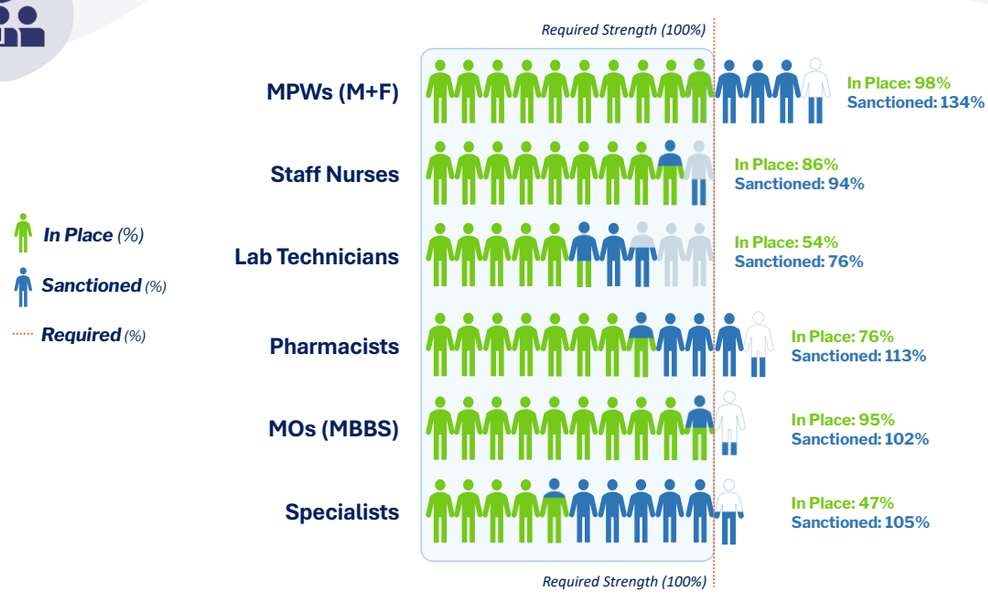
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

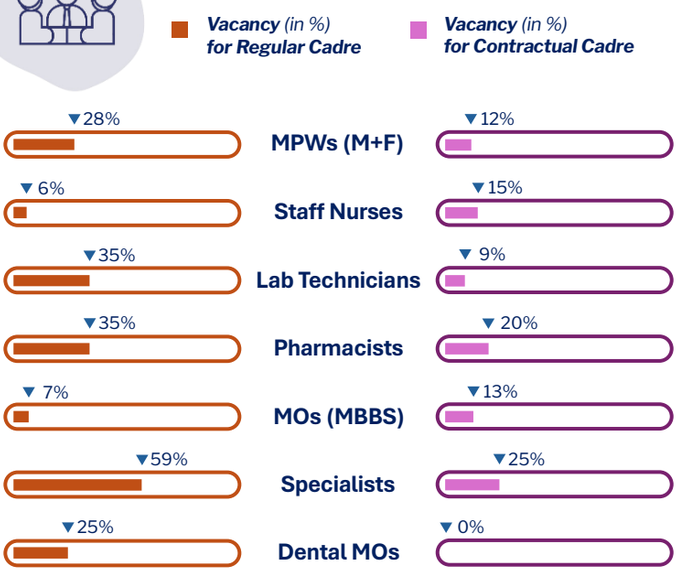


- MBBS (UG) 6900
- BDS (UG) 1240
- Medical PG 2875
- B.Sc. Nursing 4530
- GNM 6215
- ANM 3870

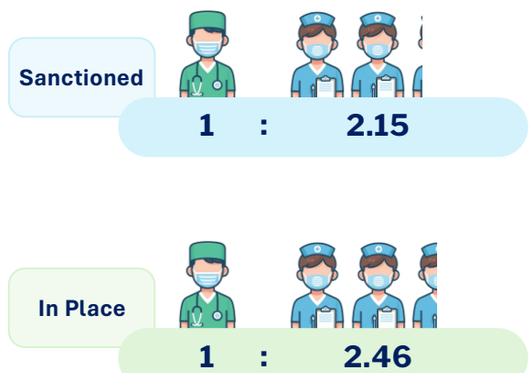
HRH Availability in State



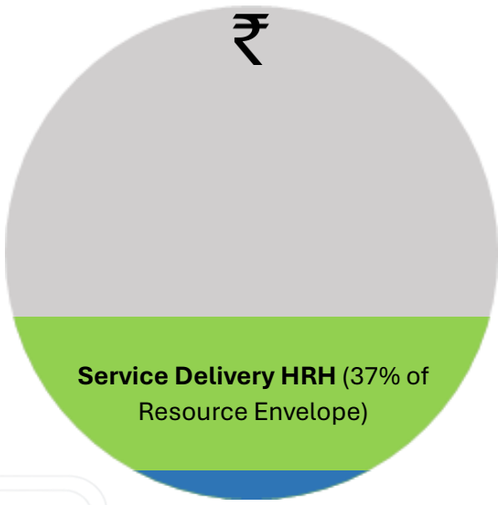
HRH Vacancies in State

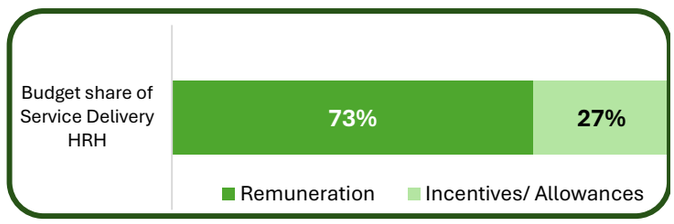


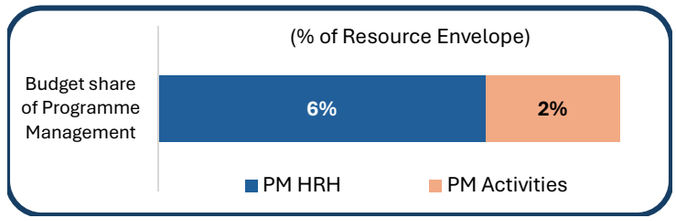
Doctors to Staff Nurse Ratio



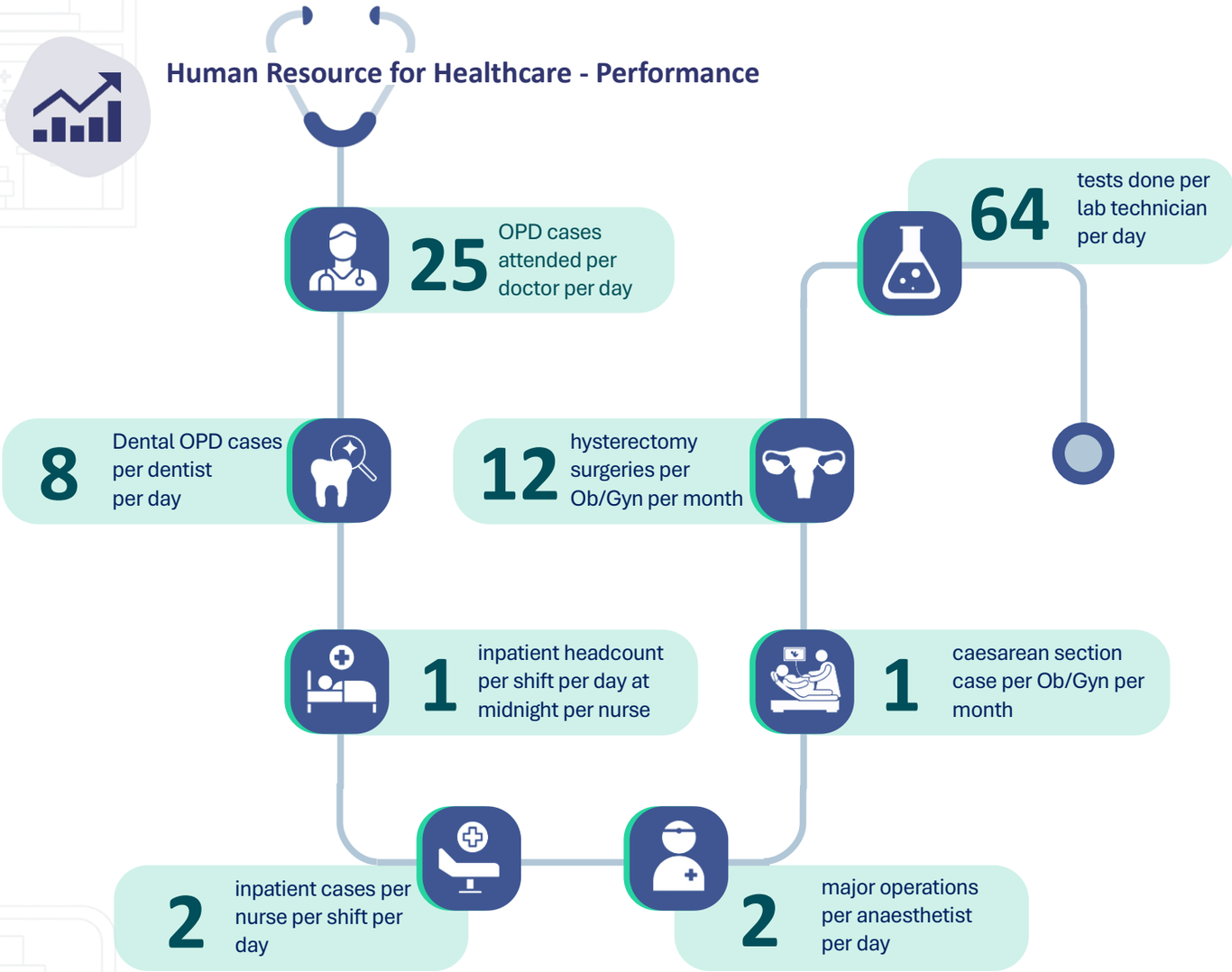
NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

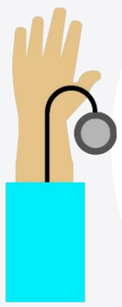


Haryana

Policy and Systems

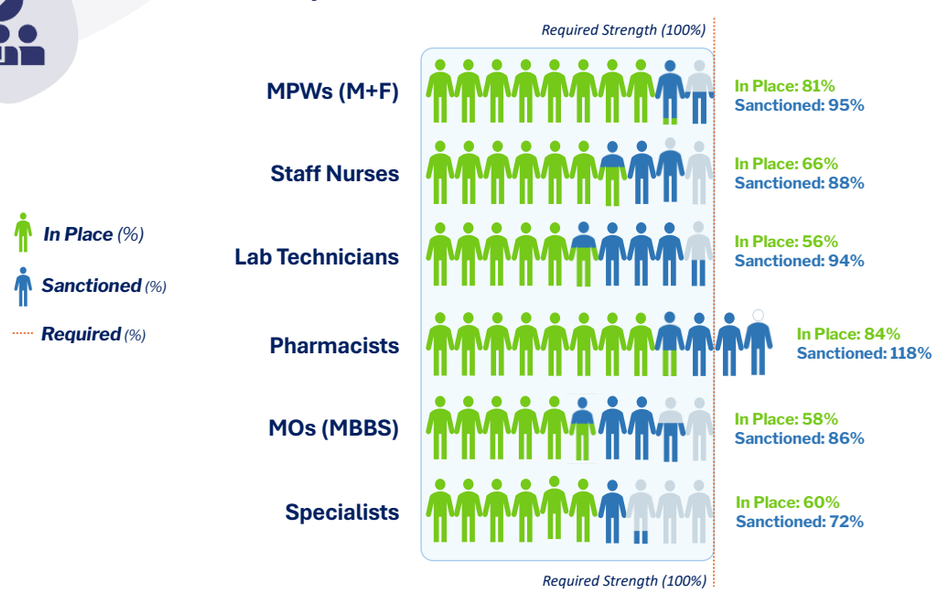
- Specialist Cadre ✗
- HRH Policy ✓
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

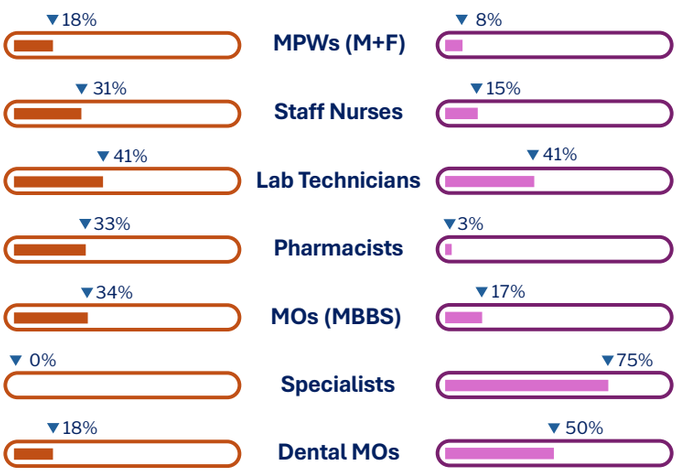


- MBBS (UG) 2185
- BDS (UG) 950
- Medical PG 886
- B.Sc. Nursing 1805
- GNM 3350
- ANM 2770

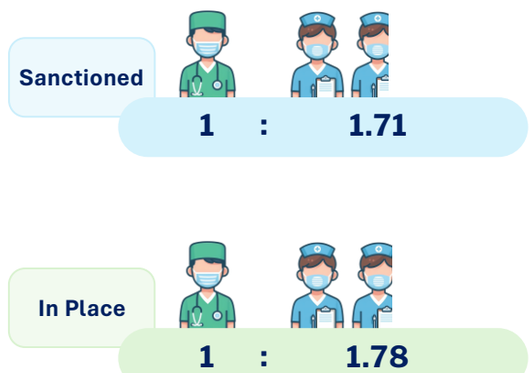
HRH Availability in State



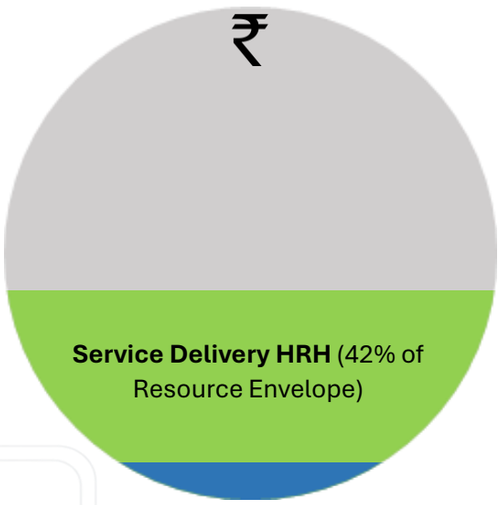
HRH Vacancies in State



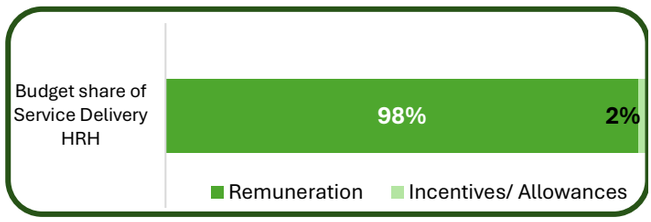
Doctors to Staff Nurse Ratio

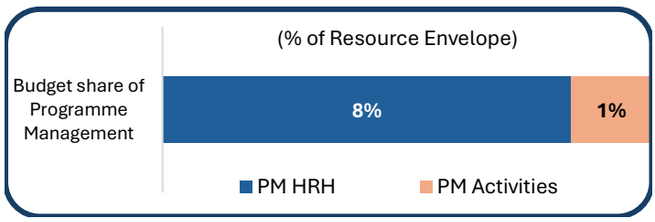


NHM Budget Share – HRH and Programme Management



Programme Management HRH (8% of Resource Envelope)





Human Resource for Healthcare - Performance

- **27** OPD cases attended per doctor per day
- **91** tests done per lab technician per day
- **9** Dental OPD cases per dentist per day
- **4** hysterectomy surgeries per Ob/Gyn per month
- **3** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **2** inpatient cases per nurse per shift per day
- **2** major operations per anaesthetist per day

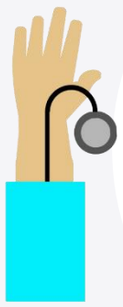
Himachal Pradesh

HR Infographics of District Hospital and Below-level Health Facilities

Policy and Systems

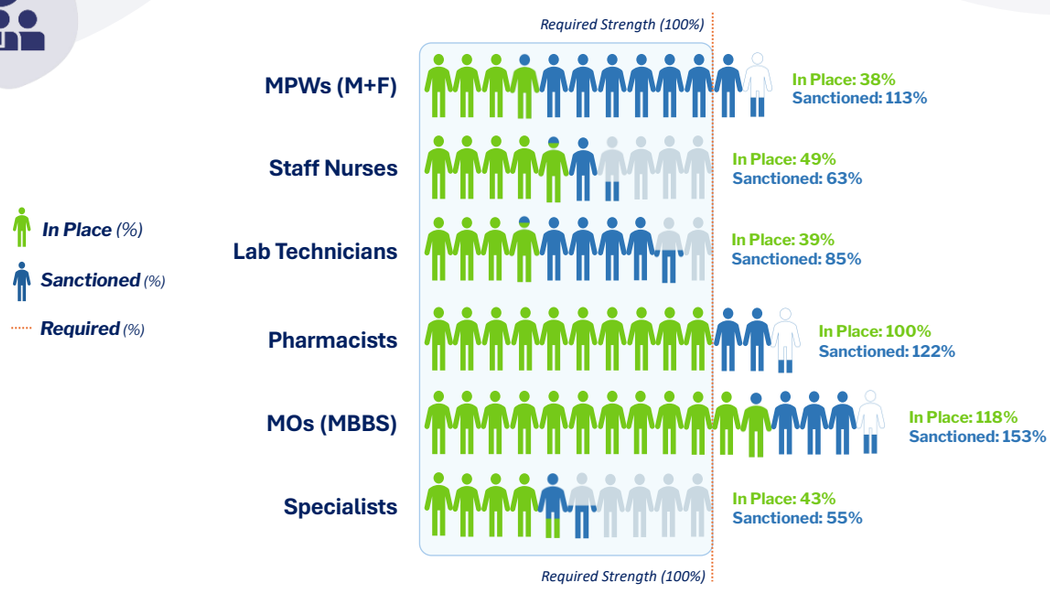
- Specialist Cadre ✗
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

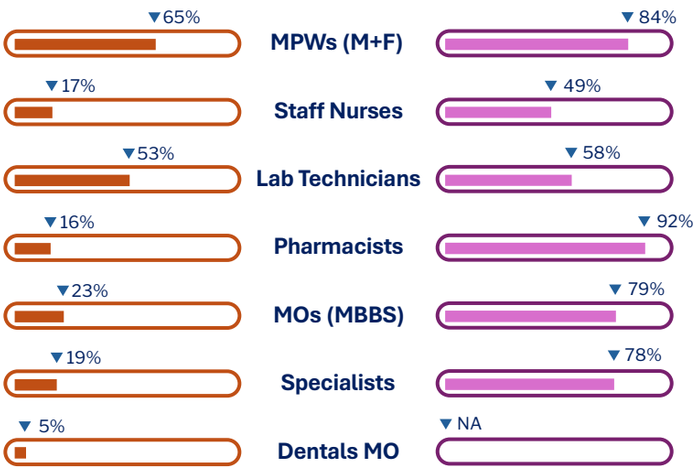


- MBBS (UG) 920
- BDS (UG) 355
- Medical PG 356
- B.Sc. Nursing 1350
- GNM 1580
- ANM 340

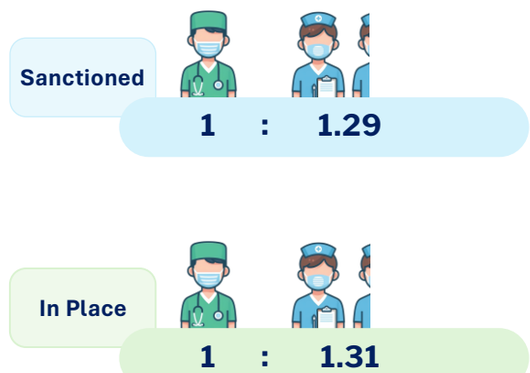
HRH Availability in State



HRH Vacancies in State

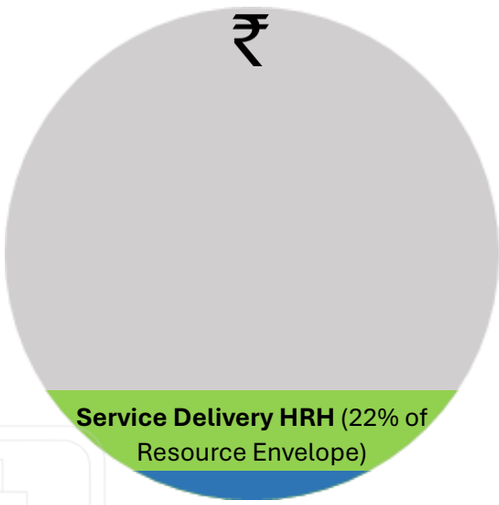


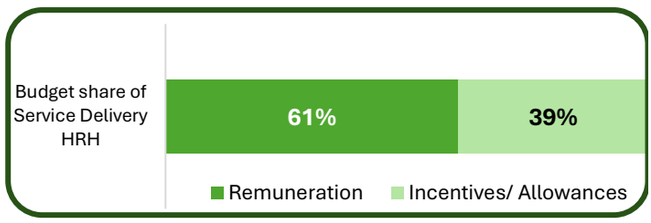
Doctors to Staff Nurse Ratio

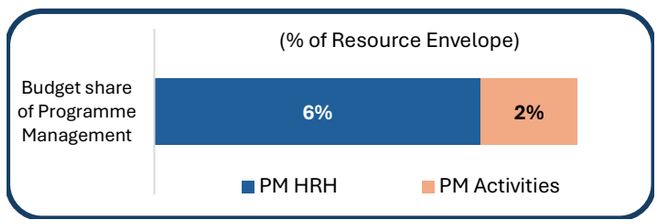


Himachal Pradesh

NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

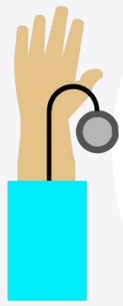
- **17** OPD cases attended per doctor per day
- **65** tests done per lab technician per day
- **6** Dental OPD cases per dentist per day
- **6** hysterectomy surgeries per Ob/Gyn per month
- **3** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **2** inpatient cases per nurse per shift per day
- **3** major operations per anaesthetist per day

Jammu and Kashmir

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

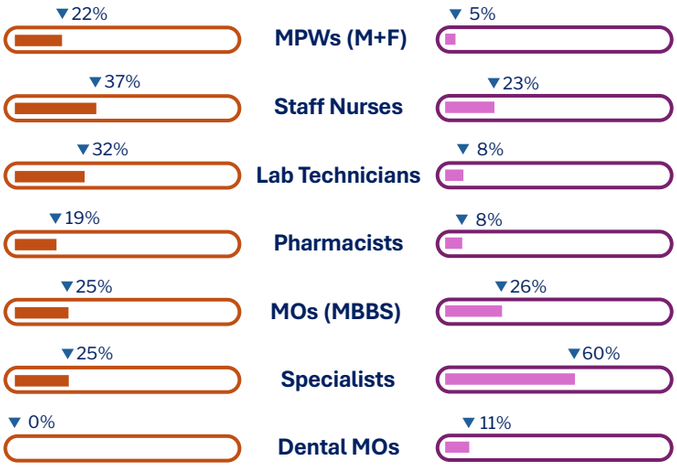
HRH Generation



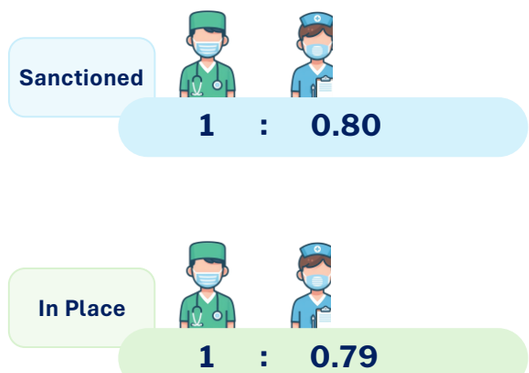
- MBBS (UG) 1347
- BDS (UG) 226
- Medical PG 656
- B.Sc. Nursing 850
- GNM 685
- ANM 405

HRH Availability in State

HRH Vacancies in State

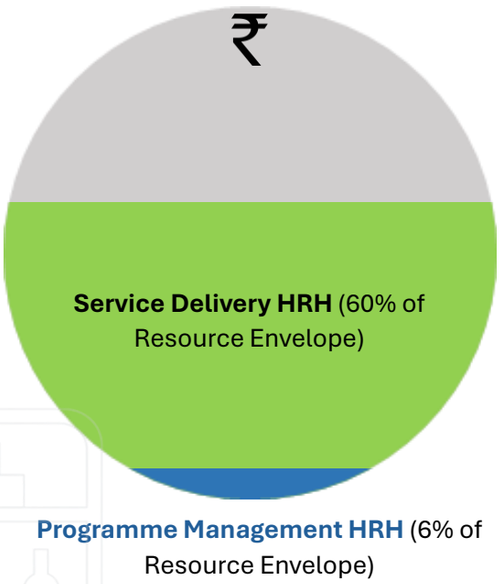


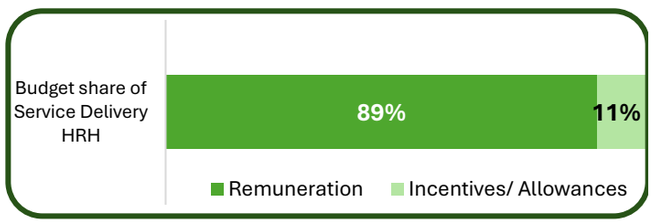
Doctors to Staff Nurse Ratio

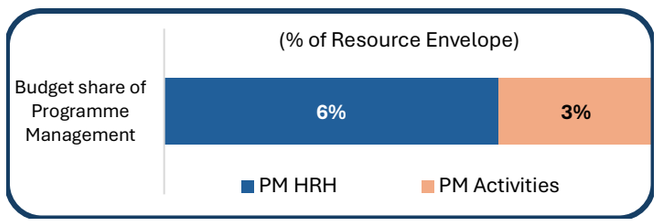


Jammu and Kashmir

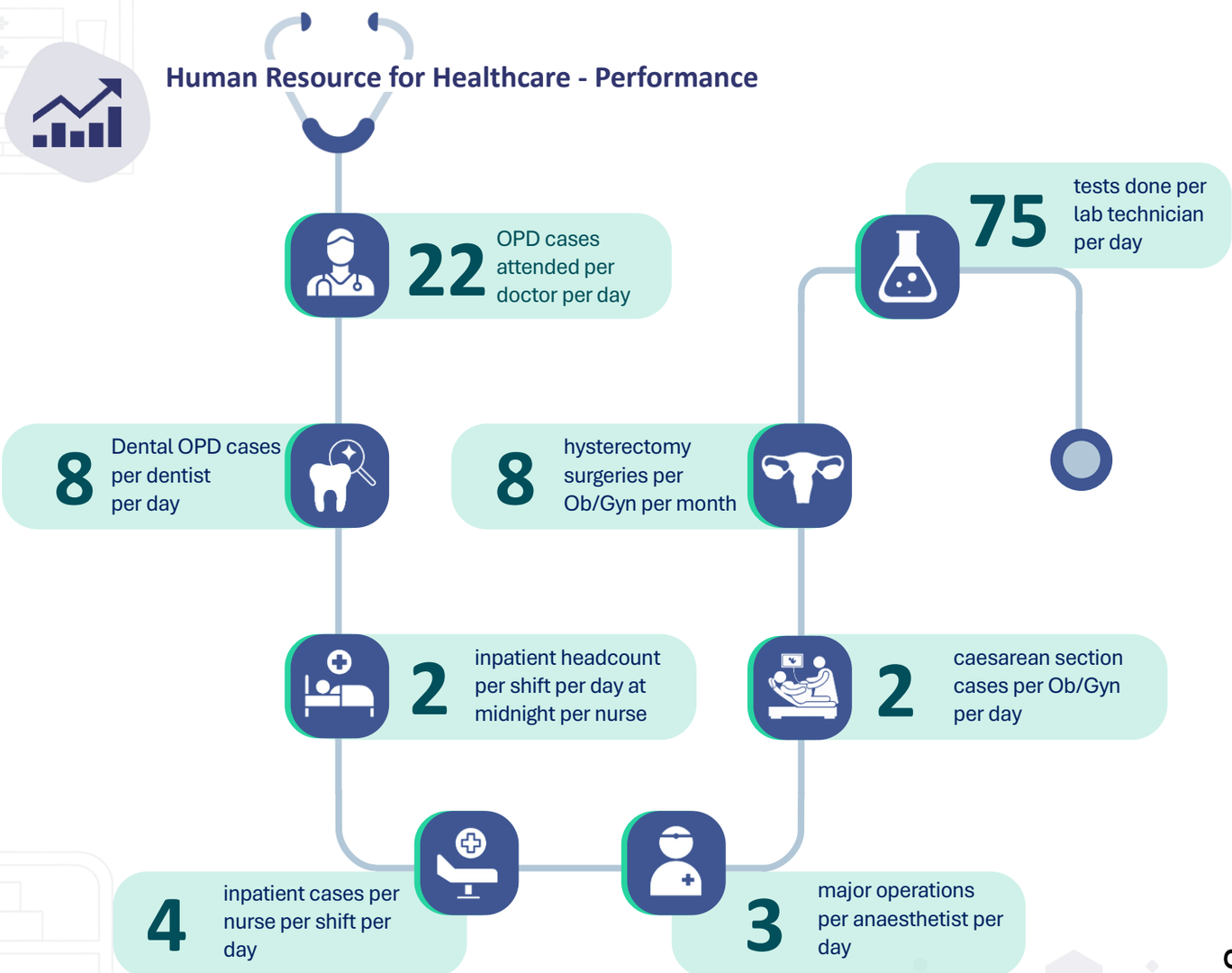
NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

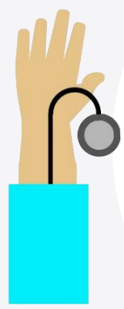


Jharkhand

Policy and Systems

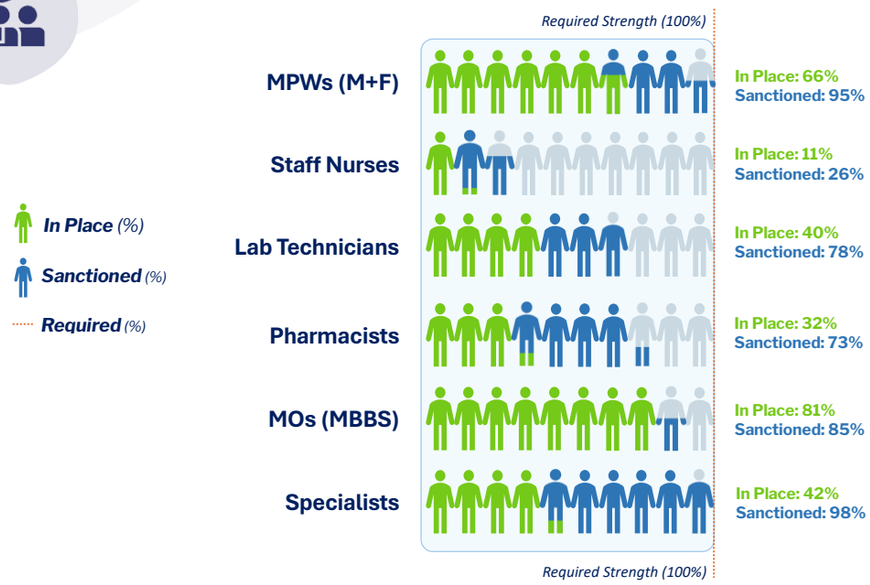
- Specialist Cadre ✓
- HRH Policy −
- Separate Recruitment Board for Health ✗
- Implemented HRMIS −
- HRH Integration ✗

HRH Generation

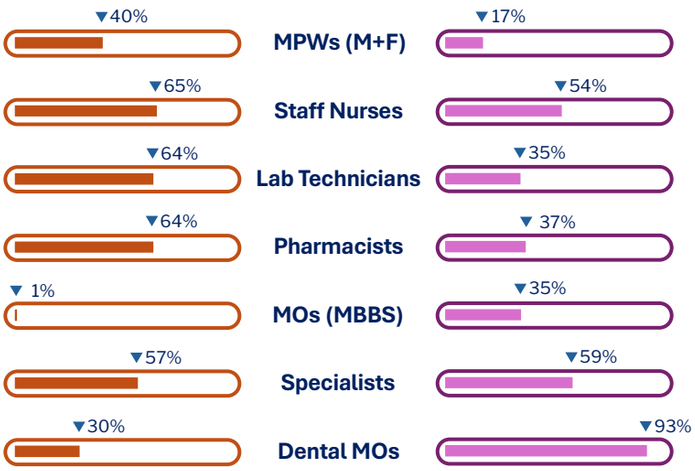


- MBBS (UG) 980
- BDS (UG) 363
- Medical PG 270
- B.Sc. Nursing 1070
- GNM 1785
- ANM 2630

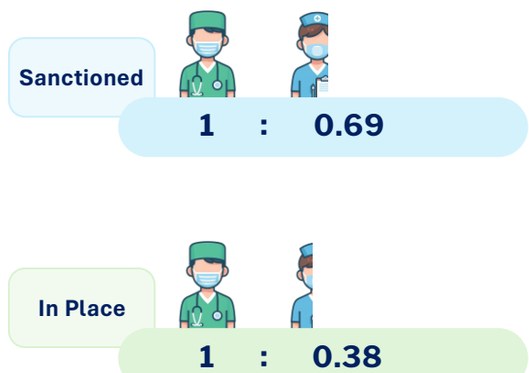
HRH Availability in State



HRH Vacancies in State

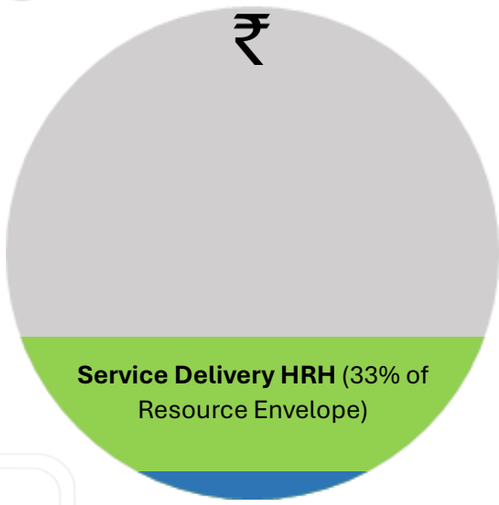


Doctors to Staff Nurse Ratio

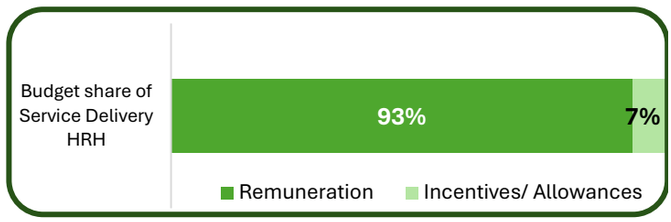


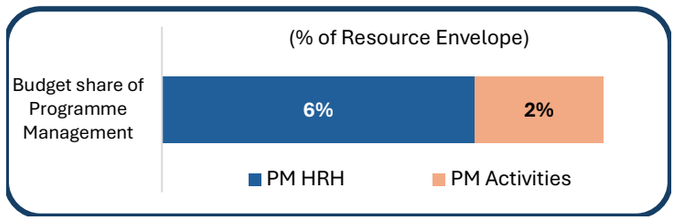
Jharkhand

NHM Budget Share – HRH and Programme Management



Programme Management HRH (6% of Resource Envelope)





Human Resource for Healthcare - Performance

10 OPD cases attended per doctor per day

21 tests done per lab technician per day

4 Dental OPD cases per dentist per day

1 hysterectomy surgery per Ob/Gyn per month

7 inpatient headcount per shift per day at midnight per nurse

1 caesarean section case per Ob/Gyn per day

5 inpatient cases per nurse per shift per day

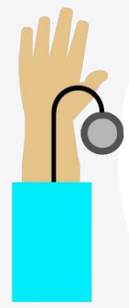
1 major operation per anaesthetist per day

Karnataka

Policy and Systems

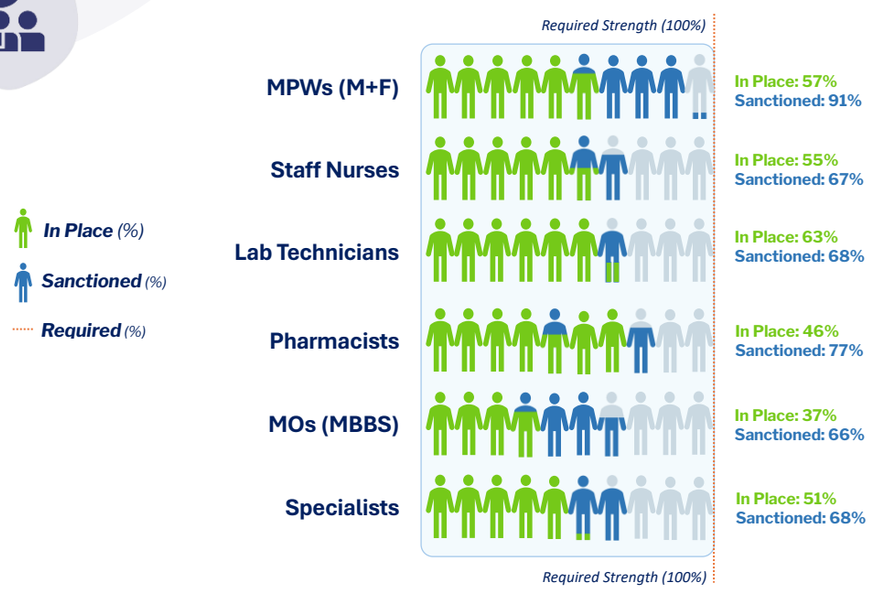
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS –
- HRH Integration ✓

HRH Generation

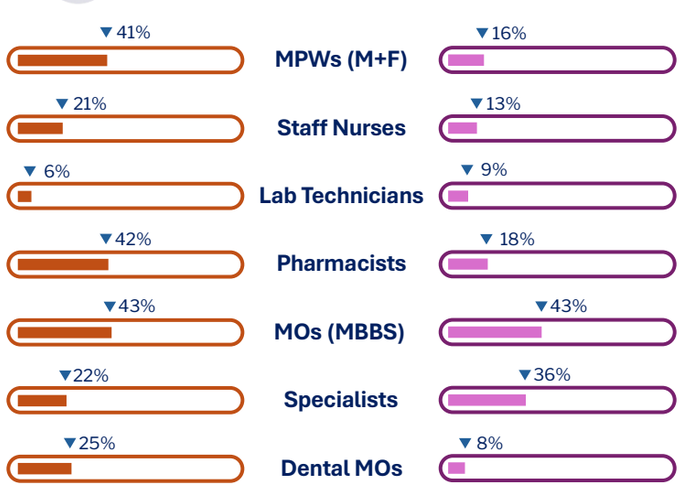


- MBBS (UG) 11695
- BDS (UG) 3465
- Medical PG 6402
- B.Sc. Nursing 20180
- GNM 24921
- ANM 730

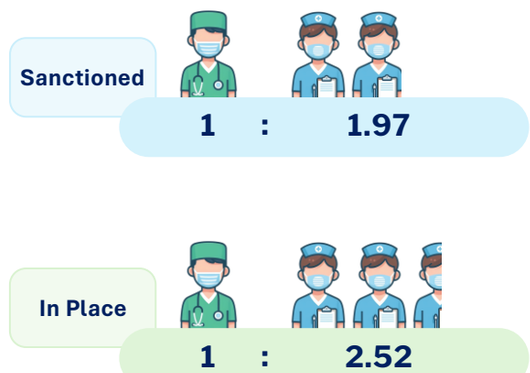
HRH Availability in State



HRH Vacancies in State

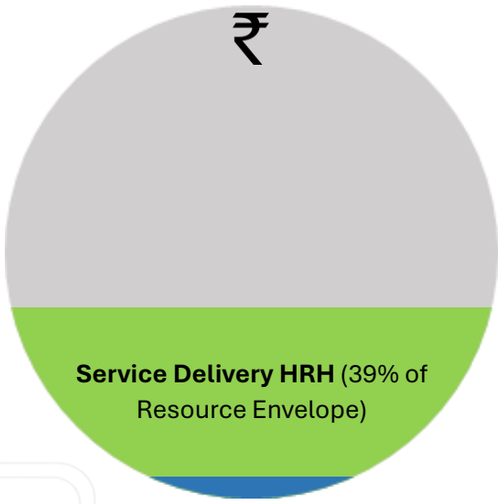


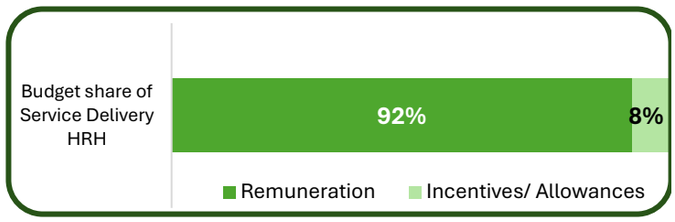
Doctors to Staff Nurse Ratio

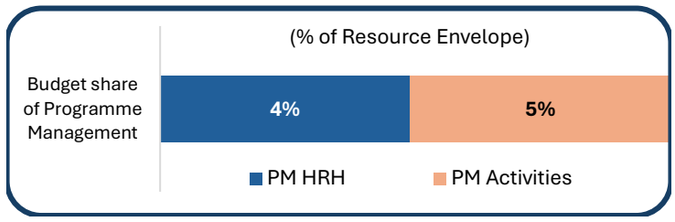


Karnataka

NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

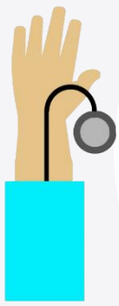
- **41** OPD cases attended per doctor per day
- **16** Dental OPD cases per dentist per day
- **4** inpatient headcount per shift per day at midnight per nurse
- **3** inpatient cases per nurse per shift per day
- **42** tests done per lab technician per day
- **6** hysterectomy surgeries per Ob/Gyn per month
- **1** caesarean section case per Ob/Gyn per day
- **2** major operations per anaesthetist per day

Kerala

Policy and Systems

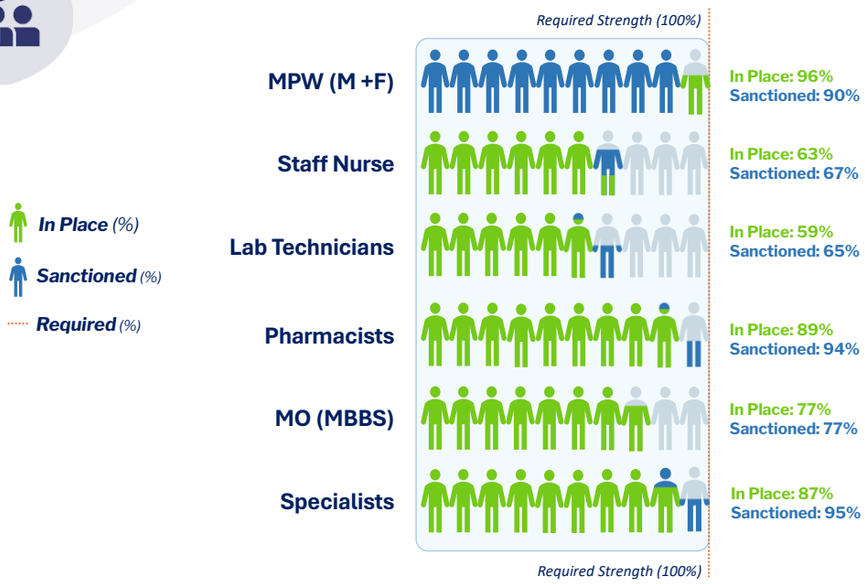
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✓

HRH Generation

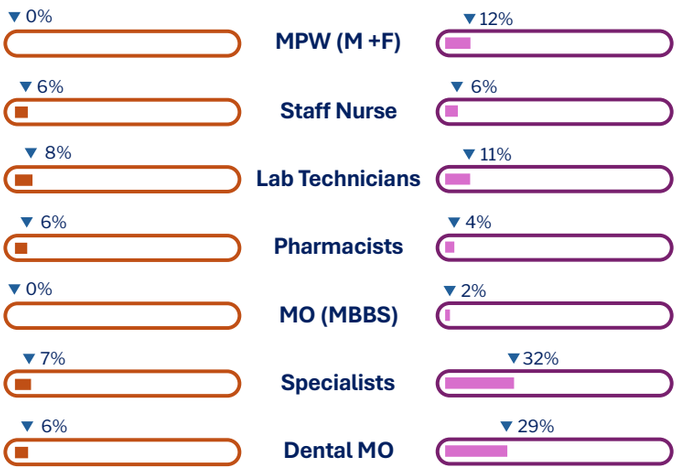


- MBBS (UG) 4655
- BDS (UG) 2080
- Medical PG 1917
- B.Sc. Nursing 8255
- GNM 5340
- ANM 505

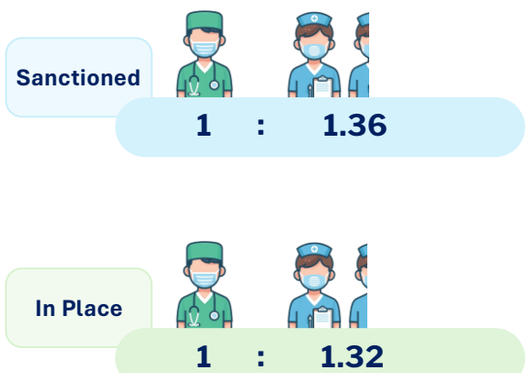
HRH Availability in State



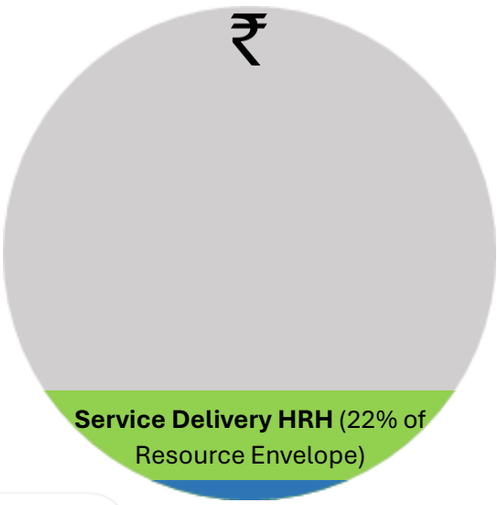
HRH Vacancies in State

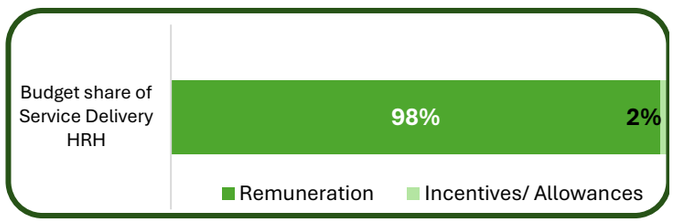


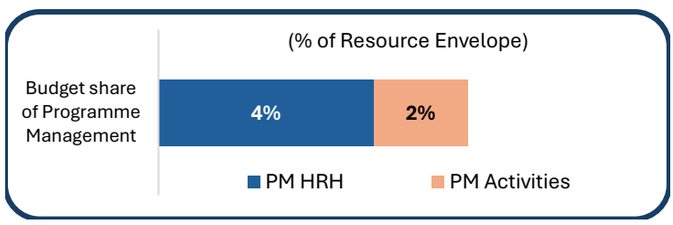
Doctors to Staff Nurse Ratio



NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

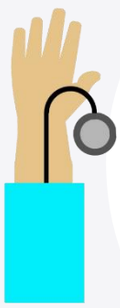
- **53** OPD cases attended per doctor per day
- **116** tests done per lab technician per day
- **20** Dental OPD cases per dentist per day
- **3** hysterectomy surgeries per Ob/Gyn per month
- **5** inpatient headcount per shift per day at midnight per nurse
- **12** caesarean section cases per Ob/Gyn per month
- **1** inpatient case per nurse per shift per day
- **2** major operations per anaesthetist per day

Ladakh

Policy and Systems

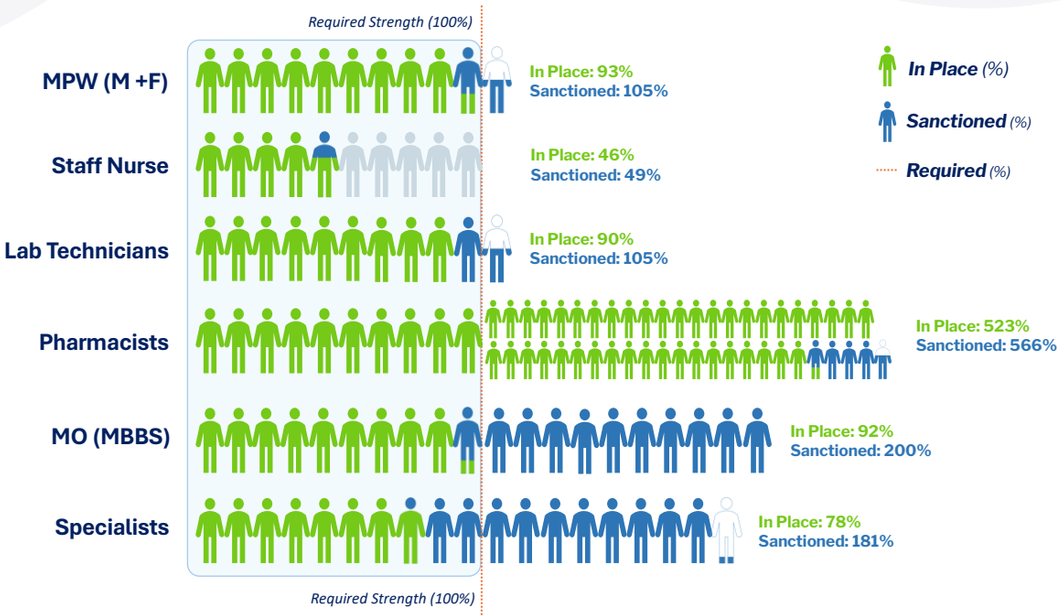
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

HRH Generation

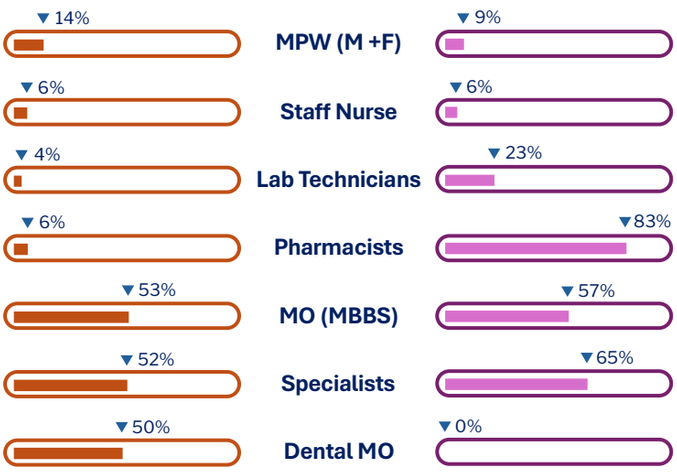


- MBBS (UG): 0
- BDS (UG): 0
- Medical PG: 0
- B.Sc. Nursing: 0
- GNM: 0
- ANM: 0

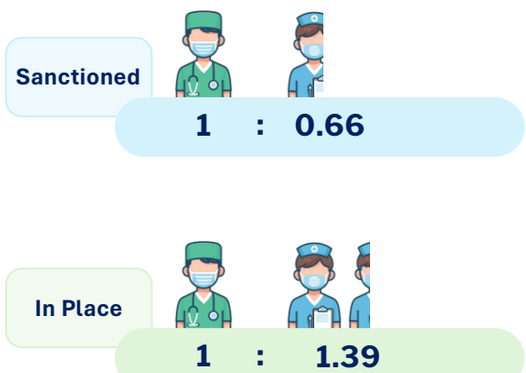
HRH Availability in State



HRH Vacancies in State

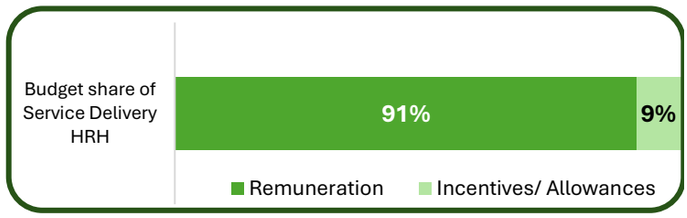


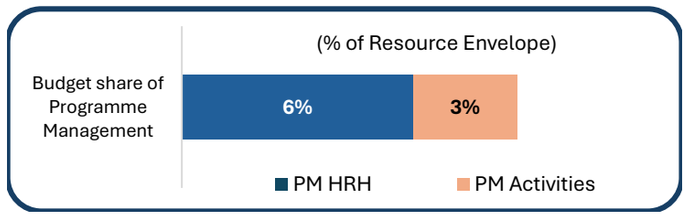
Doctors to Staff Nurse Ratio



NHM Budget Share – HRH and Programme Management

Programme Management HRH (6% of Resource Envelope)





Human Resource for Healthcare - Performance

- **7** OPD cases attended per doctor per day
- **19** tests done per lab technician per day
- **13** Dental OPD cases per dentist per day
- **0.2** hysterectomy surgeries per Ob/Gyn per month
- **3** inpatient headcount per shift per day at midnight per nurse
- **7** caesarean section cases per Ob/Gyn per month
- **1** inpatient case per nurse per shift per day
- **1** major operation per anaesthetist per day

Lakshadweep

HR Infographics of District Hospital and Below-level Health Facilities

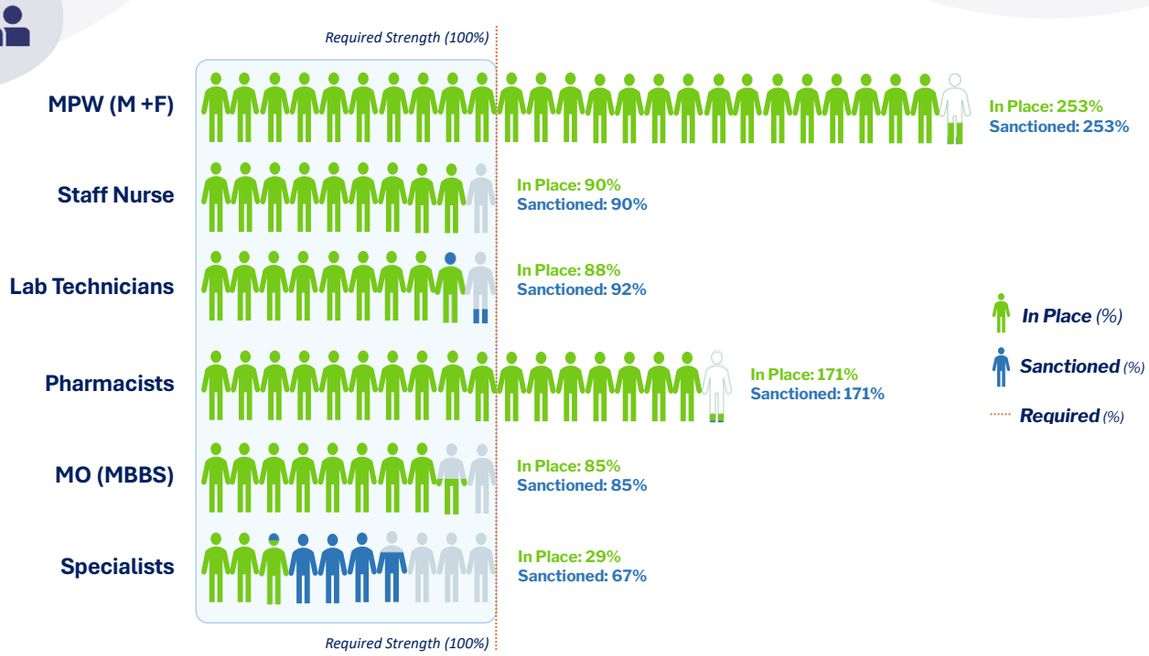
Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

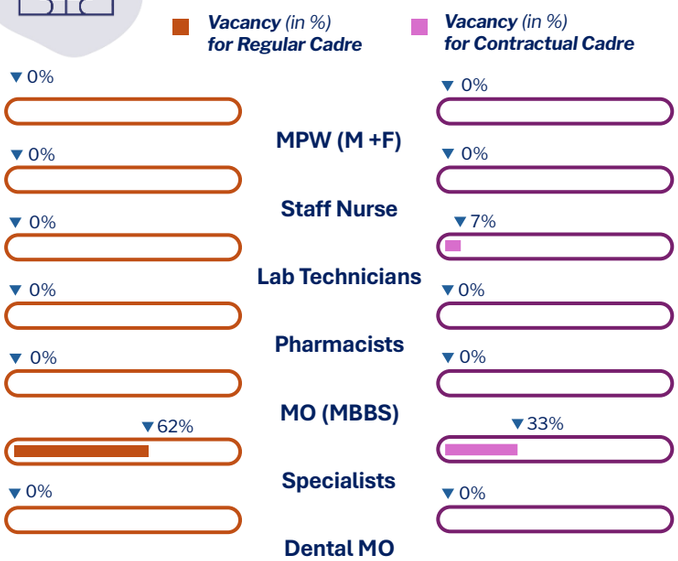
HRH Generation

- MBBS (UG): 0
- BDS (UG): 0
- Medical PG: 0
- B.Sc. Nursing: 0
- GNM: 0
- ANM: 0

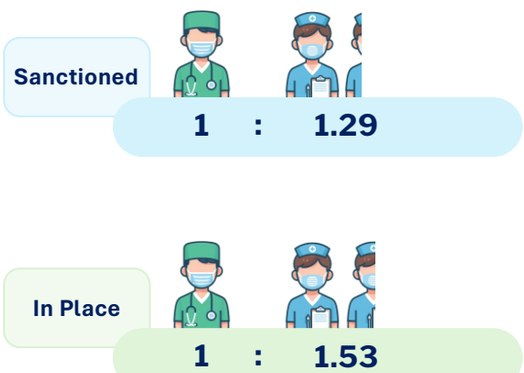
HRH Availability in State



HRH Vacancies in State

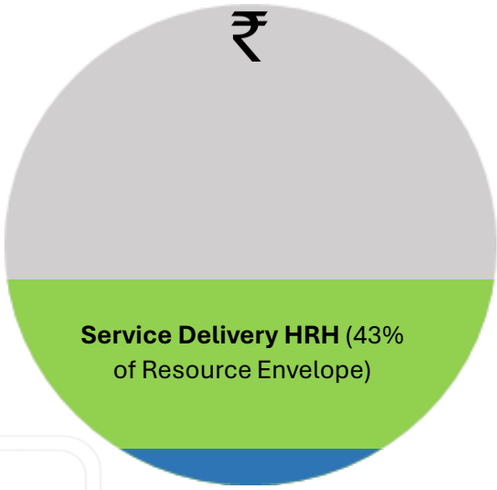


Doctors to Staff Nurse Ratio

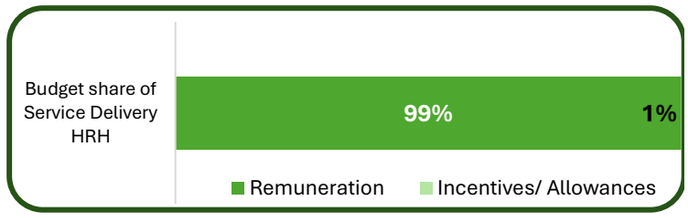


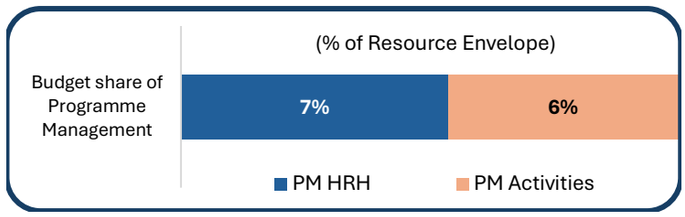
Lakshadweep

NHM Budget Share – HRH and Programme Management



Programme Management HRH (7% of Resource Envelope)





Human Resource for Healthcare - Performance

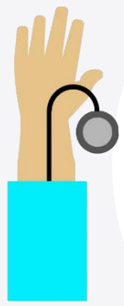
- **24** OPD cases attended per doctor per day
- **43** tests done per lab technician per day
- **18** Dental OPD cases per dentist per day
- **1** hysterectomy surgery per Ob/Gyn per month
- **2** inpatient headcount per shift per day at midnight per nurse
- **6** caesarean section cases per Ob/Gyn per month
- **1** inpatient case per nurse per shift per day
- **10** major operations per anaesthetist per month

Madhya Pradesh

Policy and Systems

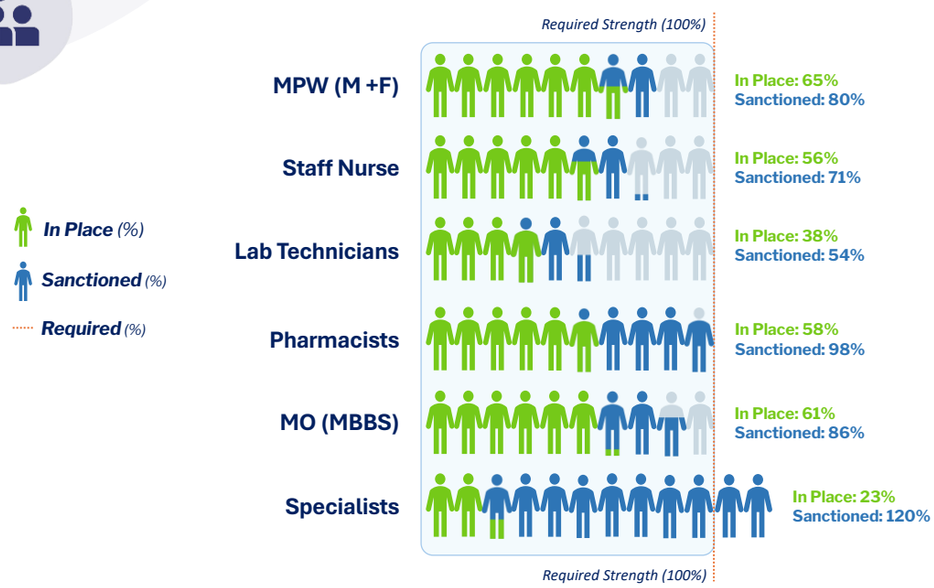
- Specialist Cadre ✓
- HRH Policy ✓
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

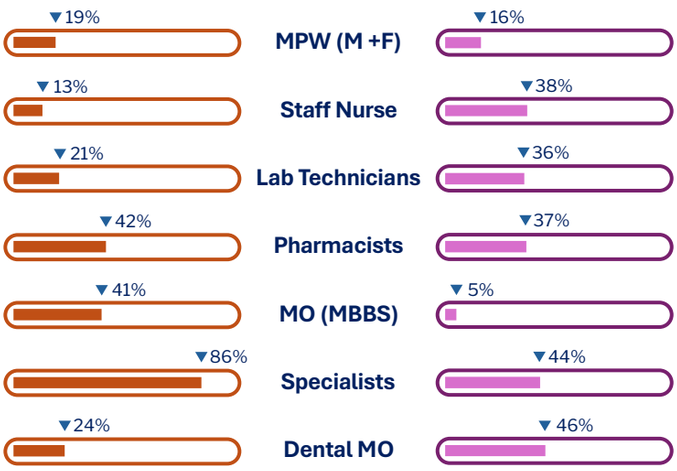


- MBBS (UG) 4650
- BDS (UG) 1383
- Medical PG 2352
- B.Sc. Nursing 8775
- GNM 14230
- ANM 2620

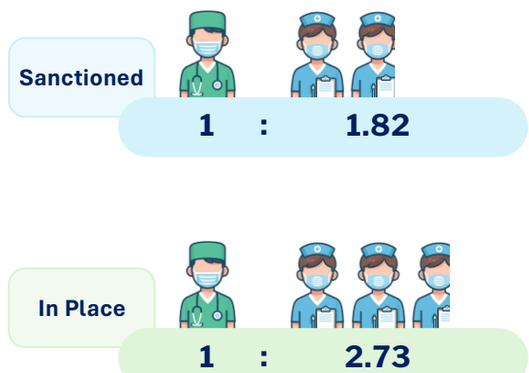
HRH Availability in State



HRH Vacancies in State

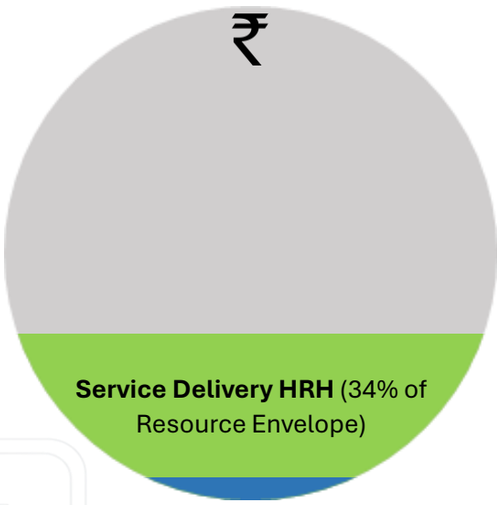


Doctors to Staff Nurse Ratio

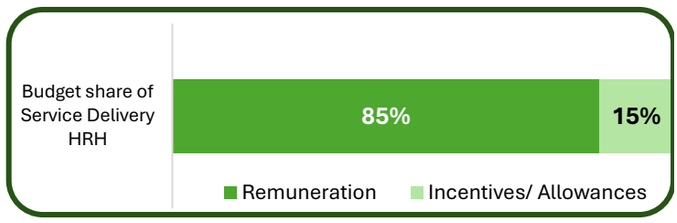


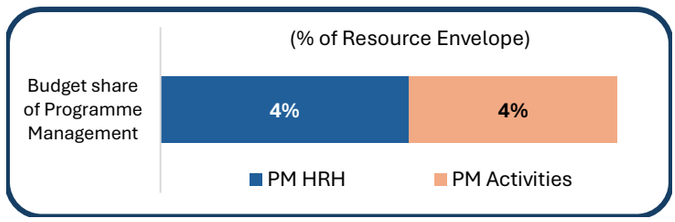
Madhya Pradesh

NHM Budget Share – HRH and Programme Management



Programme Management HRH (4% of Resource Envelope)





Human Resource for Healthcare - Performance

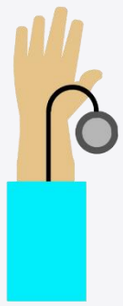
- **25** OPD cases attended per doctor per day
- **49** tests done per lab technician per day
- **12** Dental OPD cases per dentist per day
- **4** hysterectomy surgeries per Ob/Gyn per month
- **4** inpatient headcount per shift per day at midnight per nurse
- **3** caesarean section cases per Ob/Gyn per day
- **2** inpatient cases per nurse per shift per day
- **3** major operations per anaesthetist per day

Maharashtra

Policy and Systems

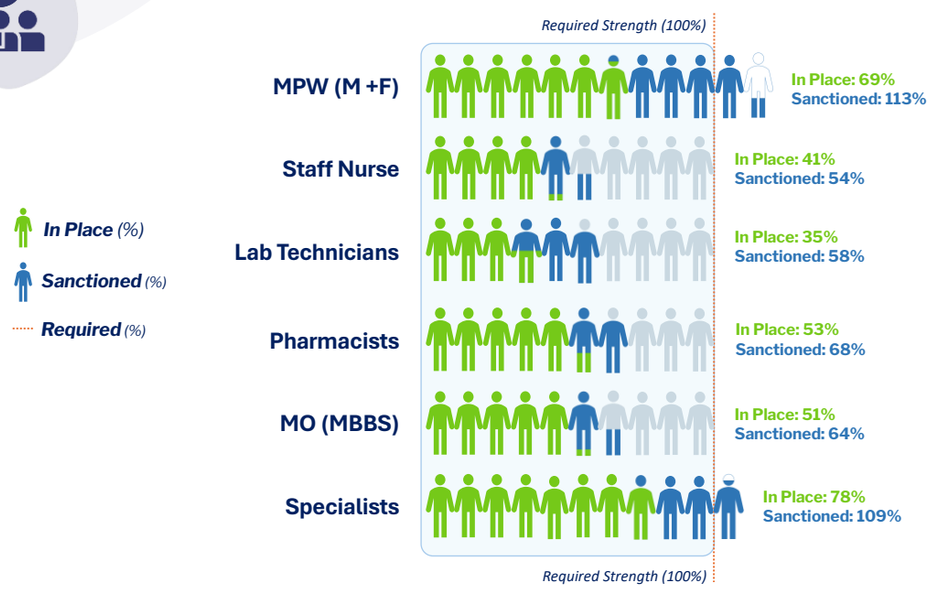
- Specialist Cadre ✓
- HRH Policy −
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✓

HRH Generation

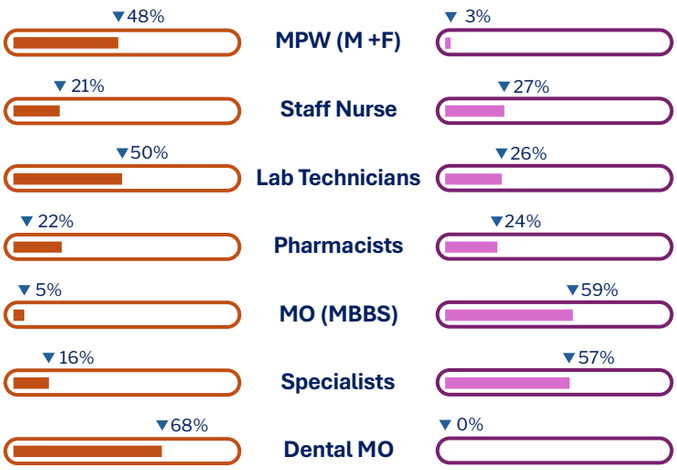


- MBBS (UG) 10745
- BDS (UG) 3526
- Medical PG 6043
- B.Sc. Nursing 5015
- GNM 7884
- ANM 12055

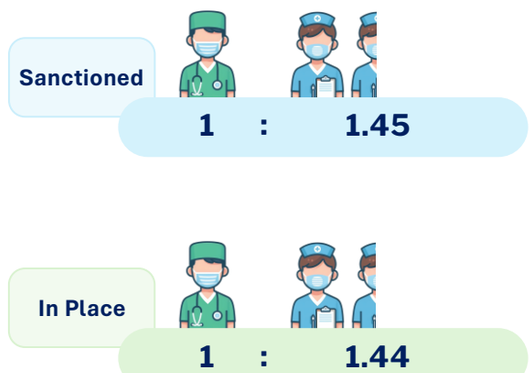
HRH Availability in State



HRH Vacancies in State

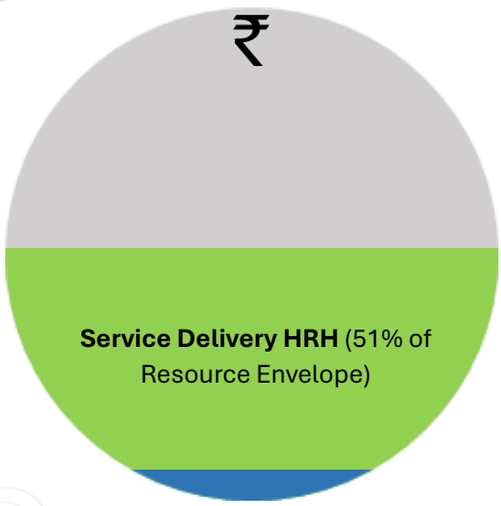


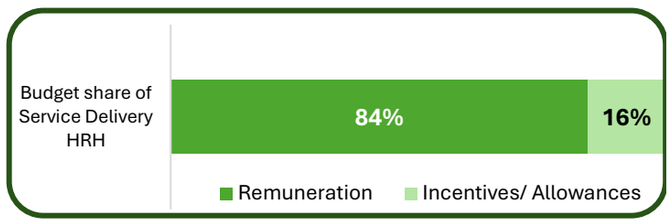
Doctors to Staff Nurse Ratio

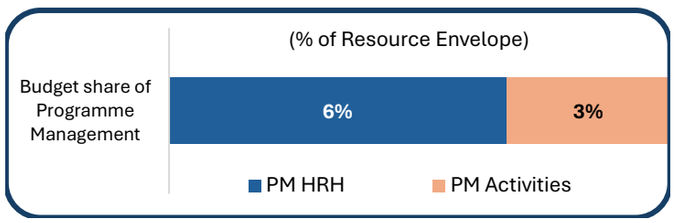


Maharashtra

NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

- **28** OPD cases attended per doctor per day
- **87** tests done per lab technician per day
- **13** Dental OPD cases per dentist per day
- **5** hysterectomy surgeries per Ob/Gyn per month
- **5** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **3** inpatient cases per nurse per shift per day
- **2** major operations per anaesthetist per day

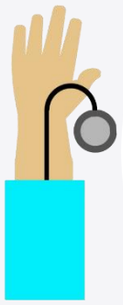
Manipur

HR Infographics of District Hospital and Below-level Health Facilities

Policy and Systems

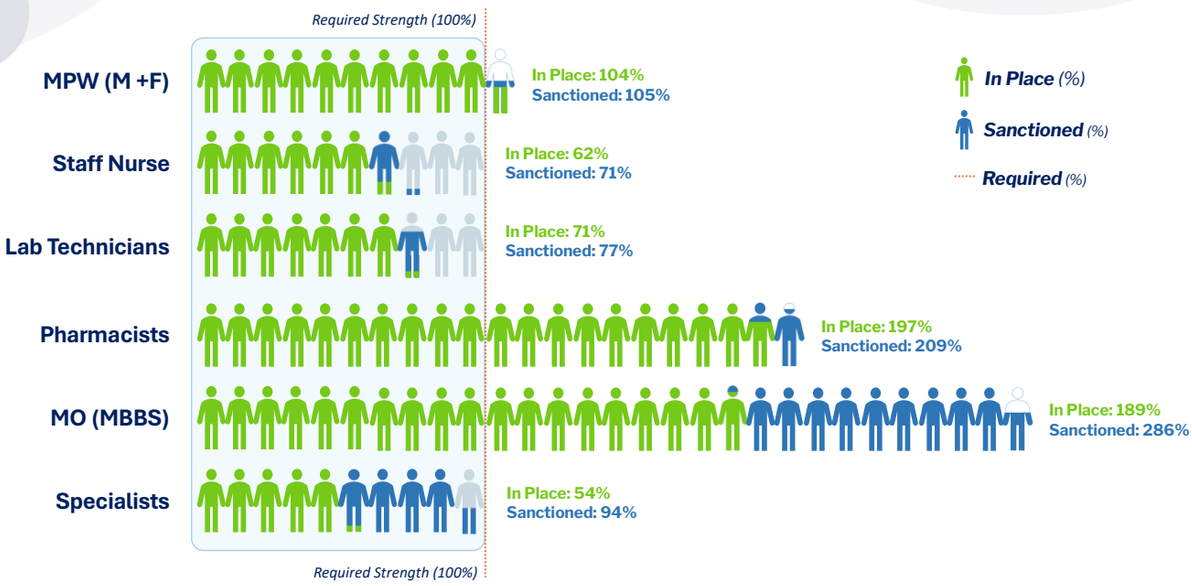
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

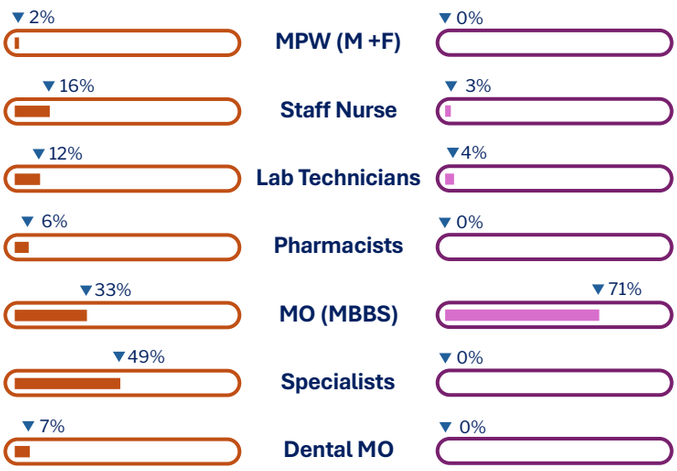


- MBBS (UG) 525
- BDS (UG) 100
- Medical PG 255
- B.Sc. Nursing 400
- GNM 560
- ANM 180

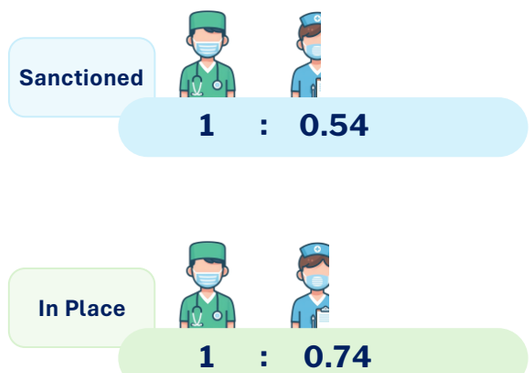
HRH Availability in State



HRH Vacancies in State

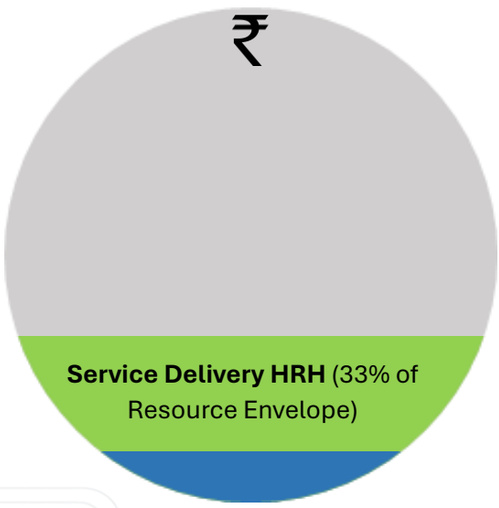


Doctors to Staff Nurse Ratio

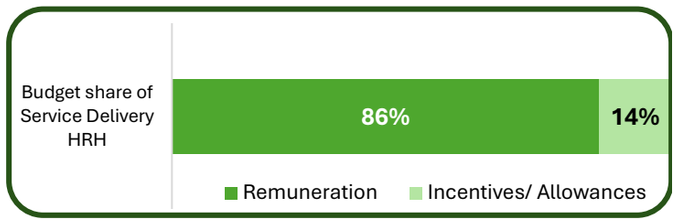


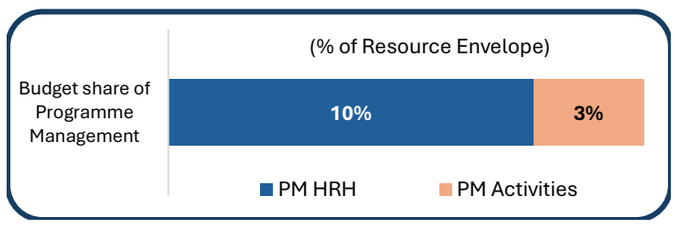
Manipur

NHM Budget Share – HRH and Programme Management



Programme Management HRH (10% of Resource Envelope)





Human Resource for Healthcare - Performance

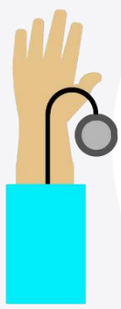
- **4** OPD cases attended per doctor per day
- **2** Dental OPD cases per dentist per day
- **1** inpatient headcount per shift per day at midnight per nurse
- **0.5** inpatient cases per nurse per shift per day
- **19** tests done per lab technician per day
- **1** hysterectomy surgery per Ob/Gyn per month
- **14** caesarean section cases per Ob/Gyn per month
- **14** major operations per anaesthetist per month

Meghalaya

Policy and Systems

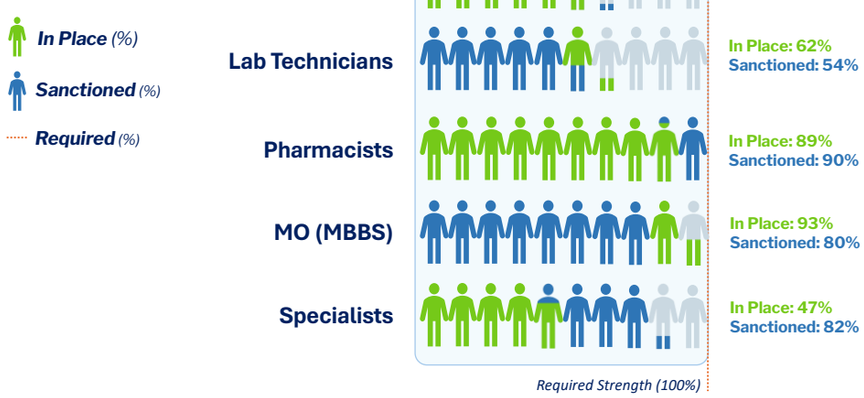
- Specialist Cadre ✗
- HRH Policy ✓
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✓
- HRH Integration ✓

HRH Generation

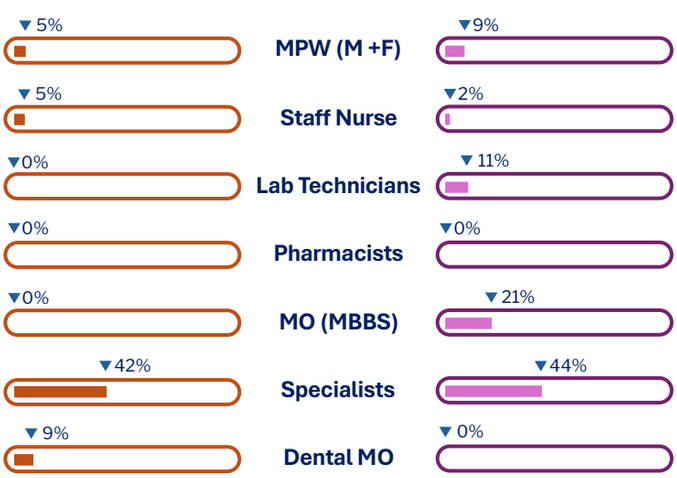


- MBBS (UG) 50
- BDS (UG) 0
- Medical PG 37
- B.Sc. Nursing 160
- GNM 235
- ANM 65

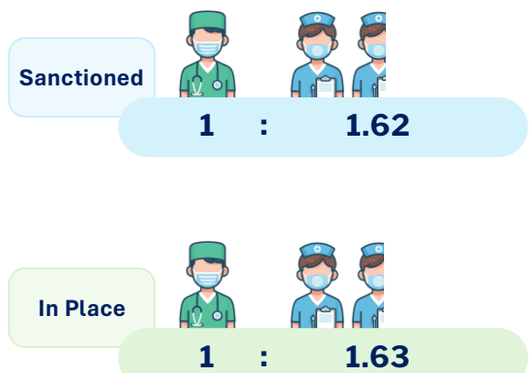
HRH Availability in State



HRH Vacancies in State

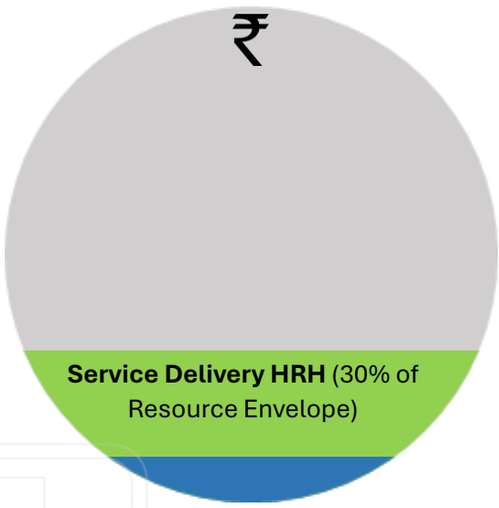


Doctors to Staff Nurse Ratio

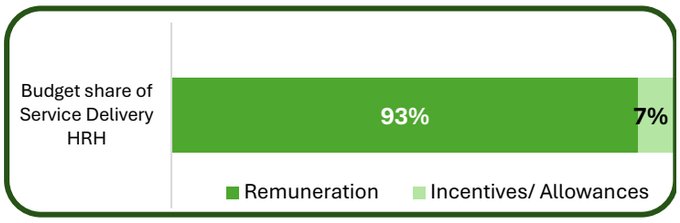


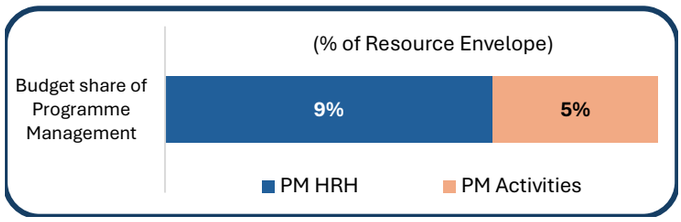
Meghalaya

NHM Budget Share – HRH and Programme Management



Programme Management HRH (9% of Resource Envelope)





Human Resource for Healthcare - Performance

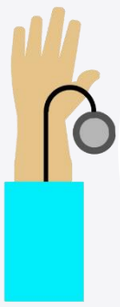
- **8** OPD cases attended per doctor per day
- **25** tests done per lab technician per day
- **3** Dental OPD cases per dentist per day
- **1** hysterectomy surgery per Ob/Gyn per month
- **4** inpatient headcount per shift per day at midnight per nurse
- **20** caesarean section cases per Ob/Gyn per month
- **1** inpatient case per nurse per shift per day
- **21** major operations per anaesthetist per month

Mizoram

Policy and Systems

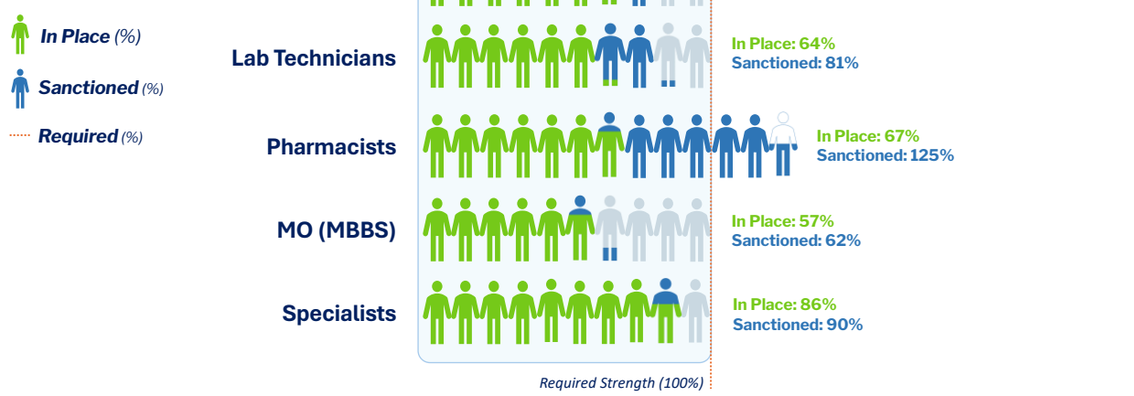
- Specialist Cadre ✓
- HRH Policy –
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

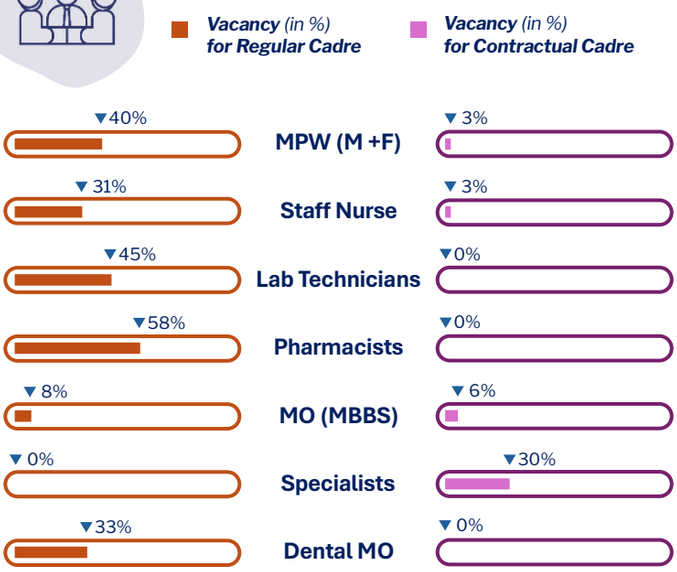


- MBBS (UG) 100
- BDS (UG) 0
- Medical PG 0
- B.Sc. Nursing 125
- GNM 160
- ANM 120

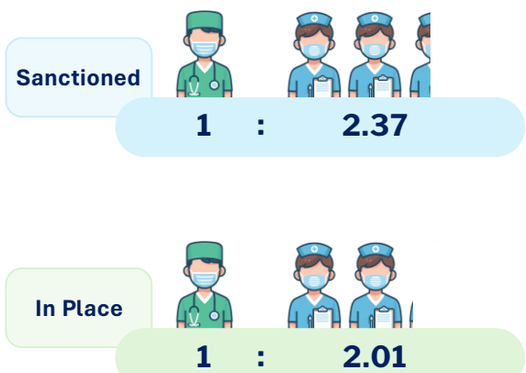
HRH Availability in State



HRH Vacancies in State

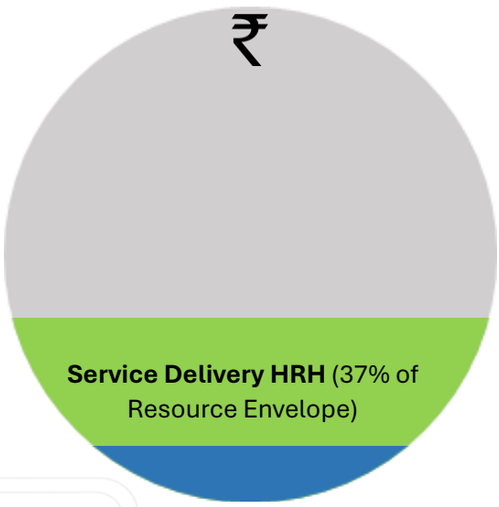


Doctors to Staff Nurse Ratio

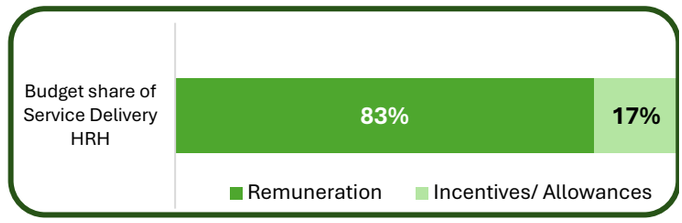


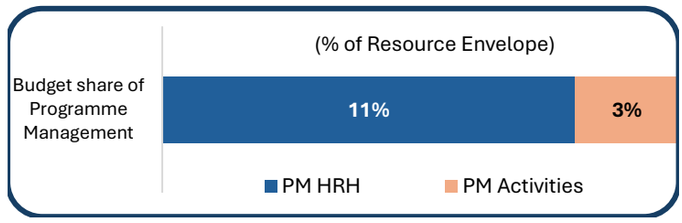
Mizoram

NHM Budget Share – HRH and Programme Management



Programme Management HRH (11% of Resource Envelope)





Human Resource for Healthcare - Performance

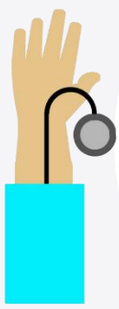
- **9** OPD cases attended per doctor per day
- **39** tests done per lab technician per day
- **6** Dental OPD cases per dentist per day
- **2** hysterectomy surgeries per Ob/Gyn per month
- **3** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per day
- **1** inpatient case per nurse per shift per day
- **3** major operations per anaesthetist per day

Nagaland

Policy and Systems

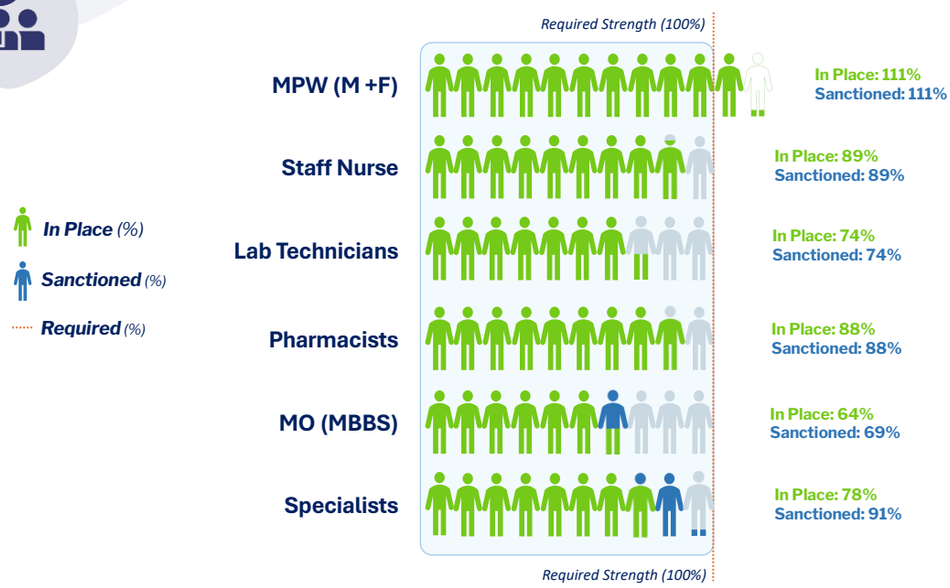
- Specialist Cadre ✗
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

HRH Generation

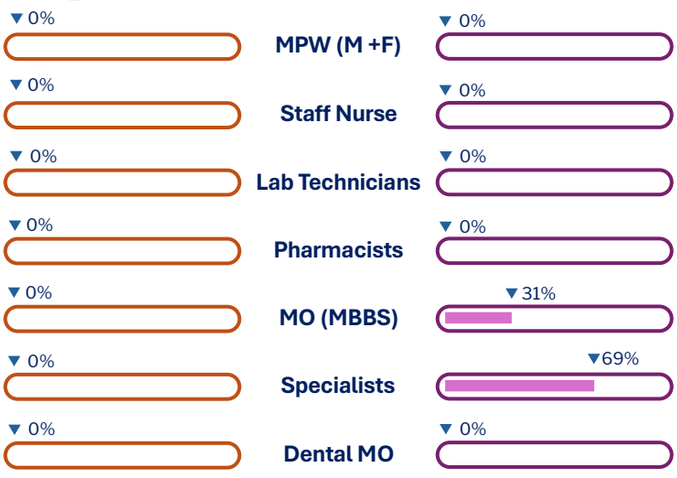


- MBBS (UG) 100
- BDS (UG) 0
- Medical PG 0
- B.Sc. Nursing 50
- GNM 160
- ANM 80

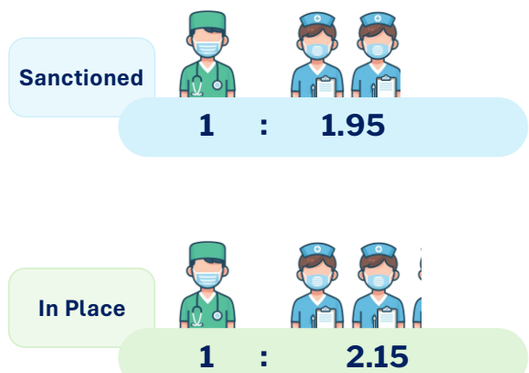
HRH Availability in State



HRH Vacancies in State

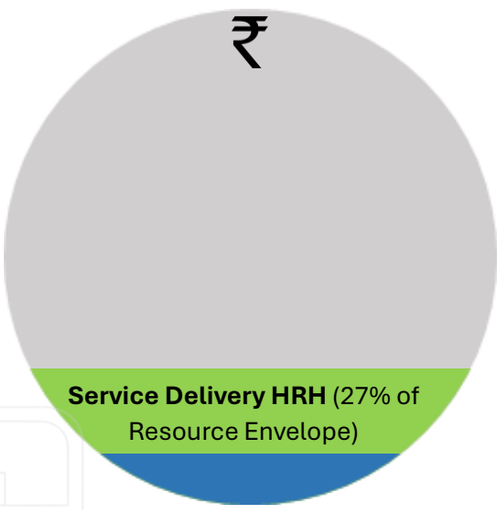


Doctors to Staff Nurse Ratio

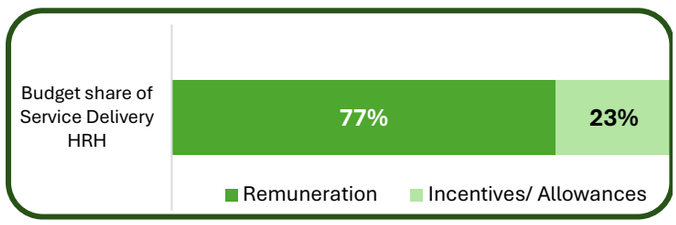


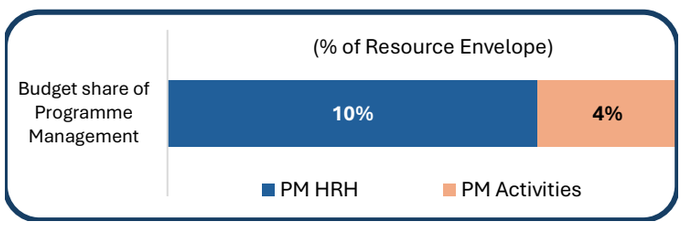
Nagaland

NHM Budget Share – HRH and Programme Management

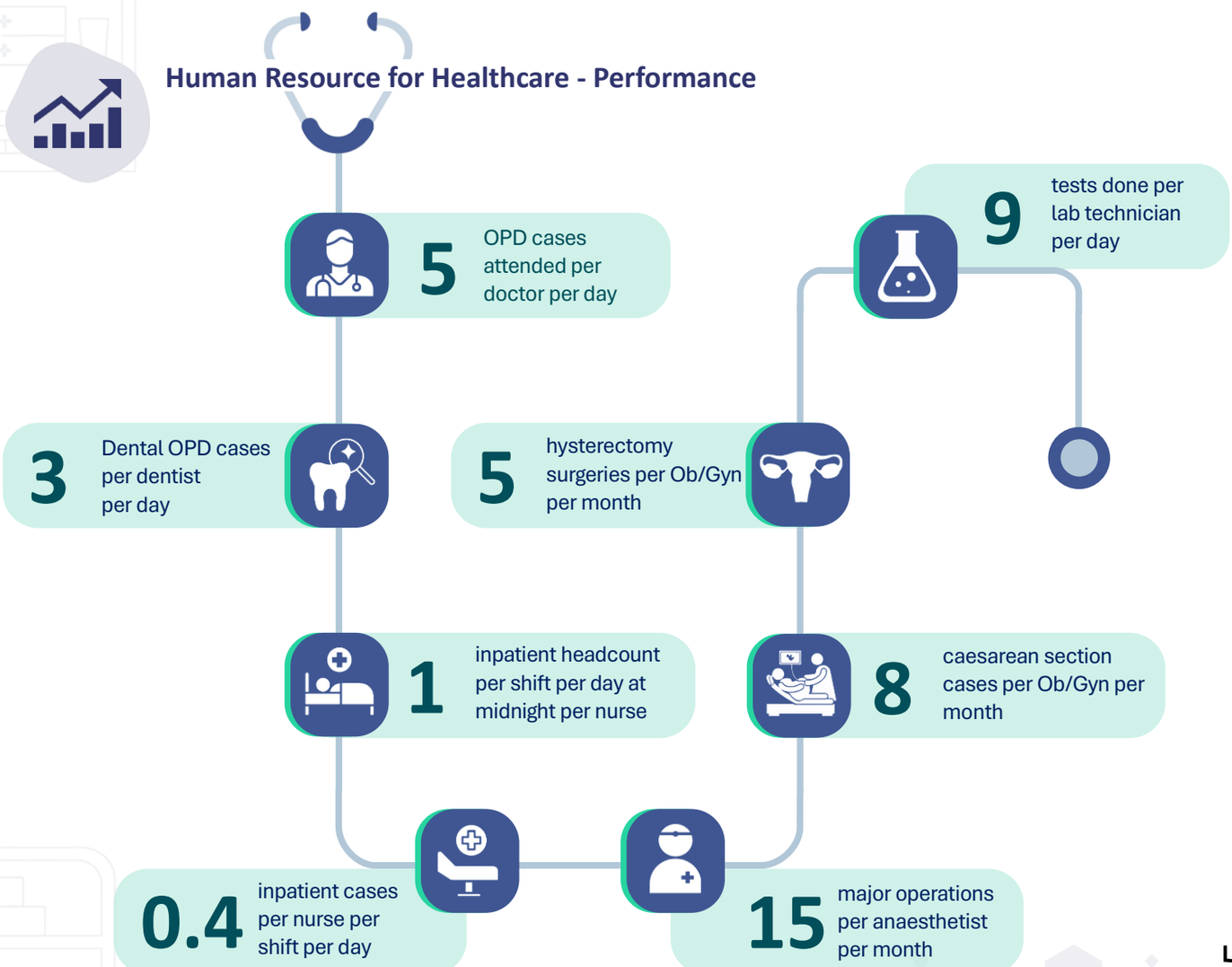


Programme Management HRH (10% of Resource Envelope)





Human Resource for Healthcare - Performance

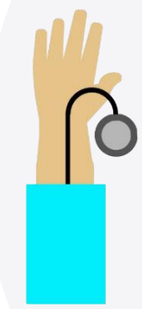


Odisha

Policy and Systems

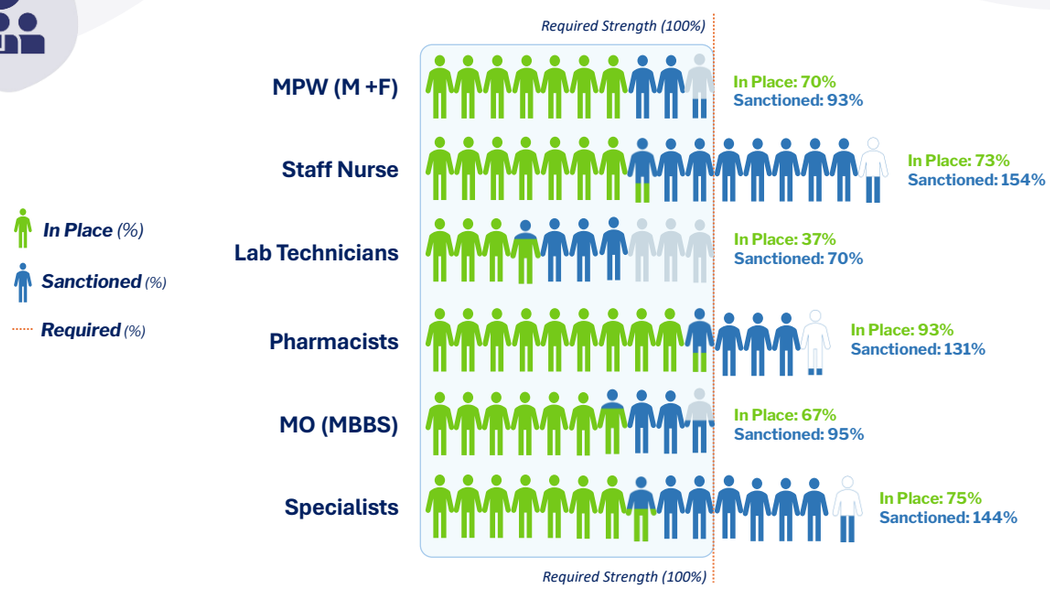
- Specialist Cadre ✗
- HRH Policy ✓
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✓

HRH Generation

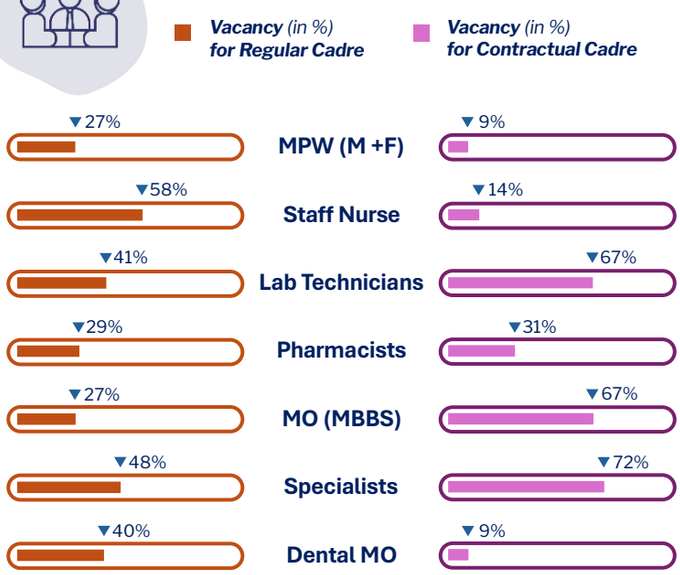


- MBBS (UG) 2525
- BDS (UG) 363
- Medical PG 1234
- B.Sc. Nursing 2315
- GNM 2730
- ANM 3915

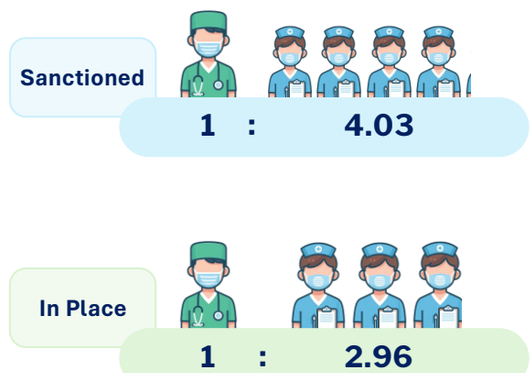
HRH Availability in State



HRH Vacancies in State

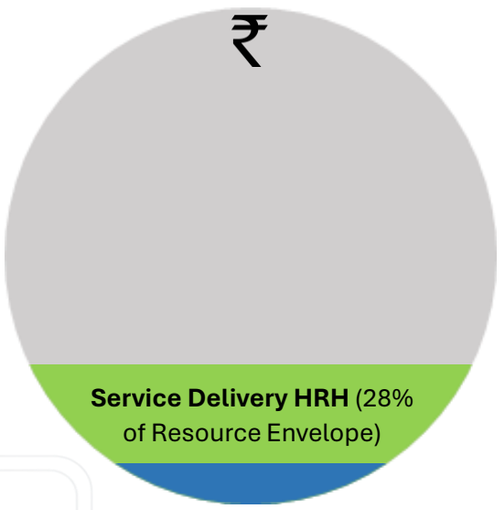


Doctors to Staff Nurse Ratio

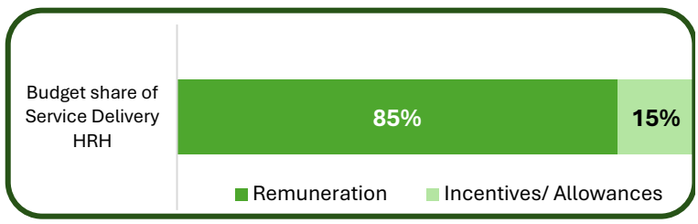


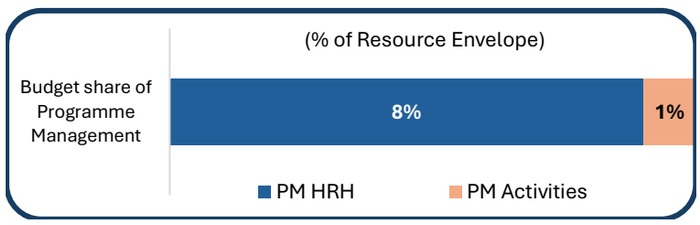
Odisha

NHM Budget Share – HRH and Programme Management



Programme Management HRH (8% of Resource Envelope)





Human Resource for Healthcare - Performance

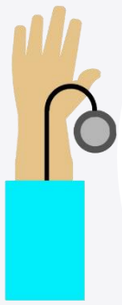
- **35** OPD cases attended per doctor per day
- **78** tests done per lab technician per day
- **10** Dental OPD cases per dentist per day
- **2** hysterectomy surgeries per Ob/Gyn per month
- **3** inpatient headcount per shift per day at midnight per nurse
- **18** caesarean section cases per Ob/Gyn per month
- **2** inpatient cases per nurse per shift per day
- **5** major operations per anaesthetist per day

Puducherry

Policy and Systems

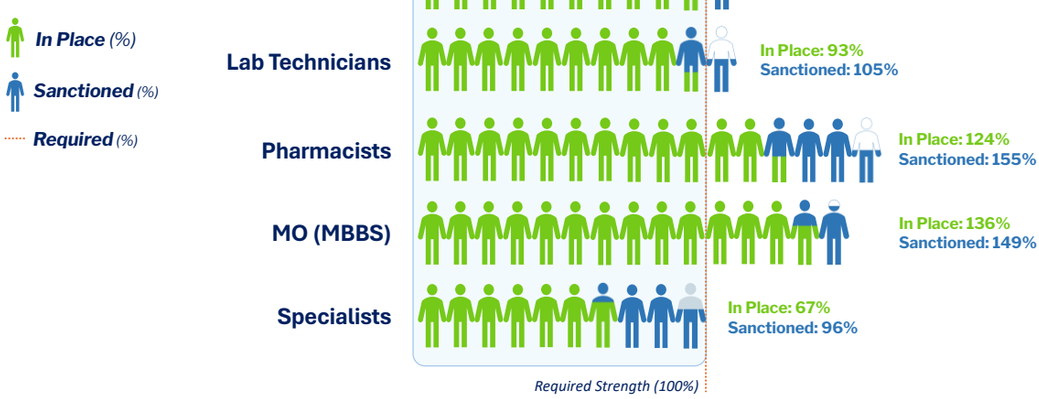
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

HRH Generation

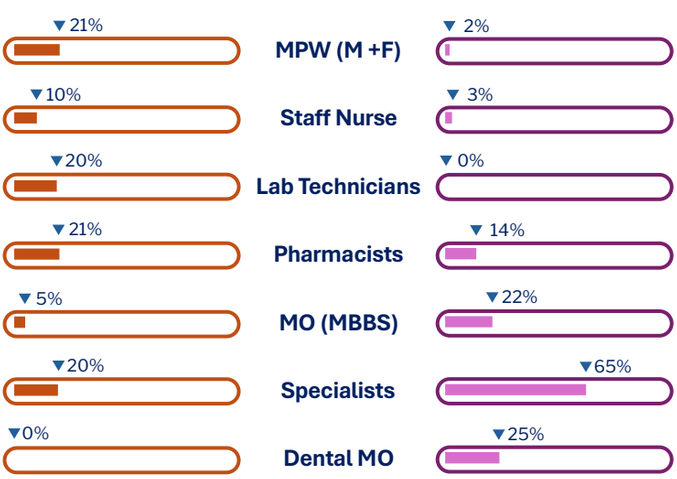


- MBBS (UG) 1830
- BDS (UG) 410
- Medical PG 1017
- B.Sc. Nursing 965
- GNM 280
- ANM 152

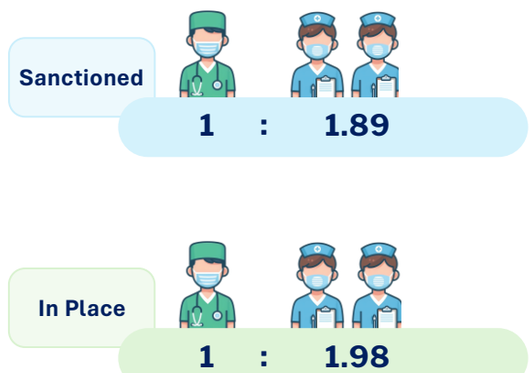
HRH Availability in State



HRH Vacancies in State

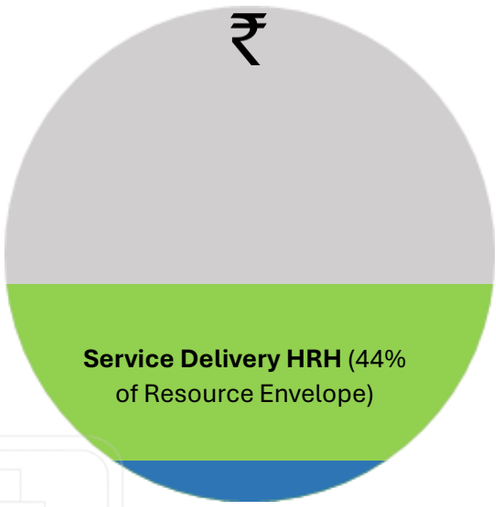


Doctors to Staff Nurse Ratio

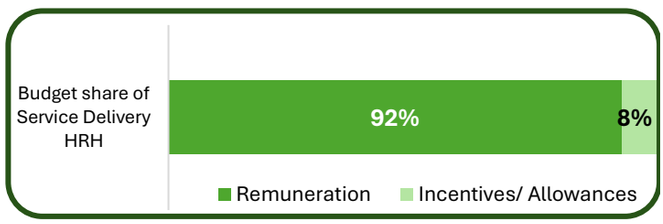


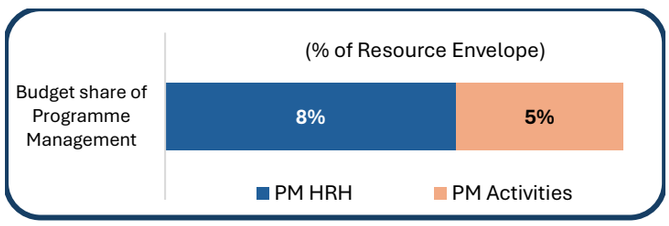
Puducherry

NHM Budget Share – HRH and Programme Management



Programme Management HRH (8% of Resource Envelope)





Human Resource for Healthcare - Performance

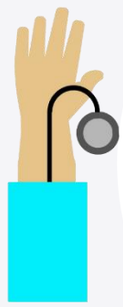
- **25** OPD cases attended per doctor per day
- **28** tests done per lab technician per day
- **9** Dental OPD cases per dentist per day
- **2** hysterectomy surgeries per Ob/Gyn per month
- **2** inpatient headcount per shift per day at midnight per nurse
- **1** caesarean section case per Ob/Gyn per month
- **1** inpatient case per nurse per shift per day
- **1** major operation per anaesthetist per day

Punjab

Policy and Systems

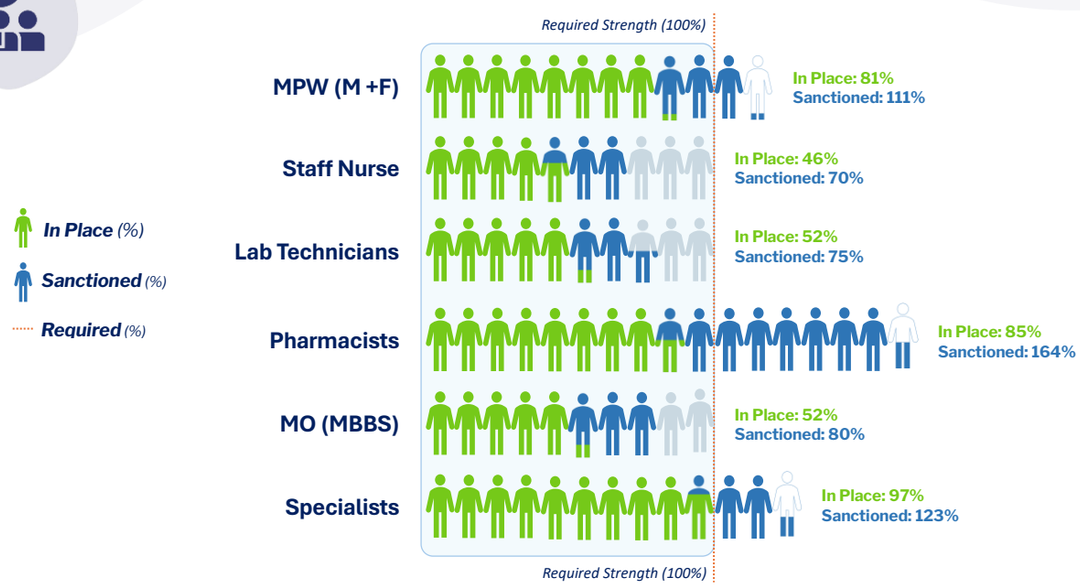
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✗
- HRH Integration ✗

HRH Generation

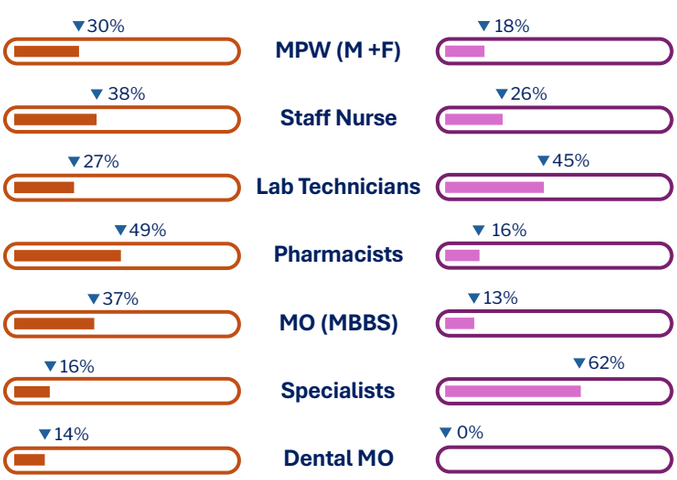


- MBBS (UG) 1800
- BDS (UG) 1350
- Medical PG 788
- B.Sc. Nursing 6220
- GNM 10403
- ANM 5690

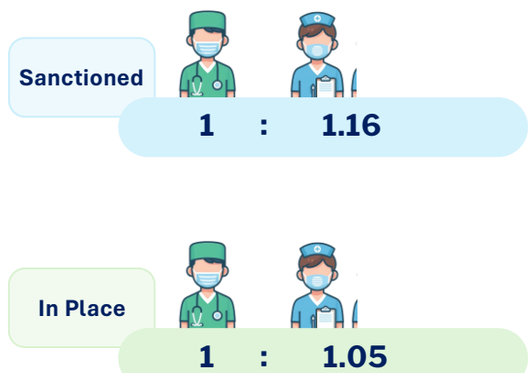
HRH Availability in State



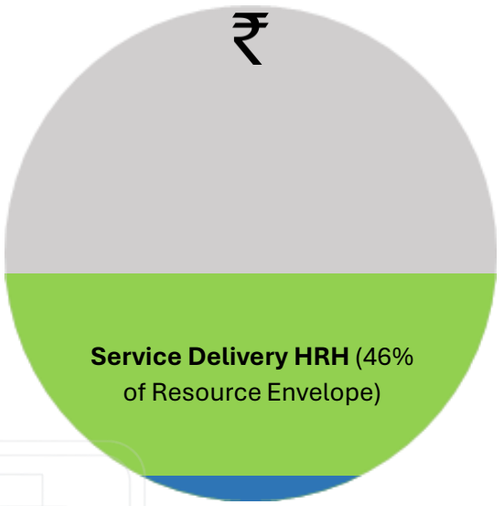
HRH Vacancies in State



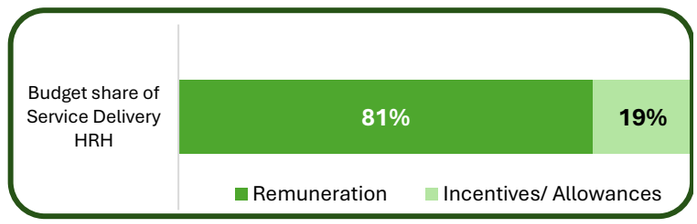
Doctors to Staff Nurse Ratio

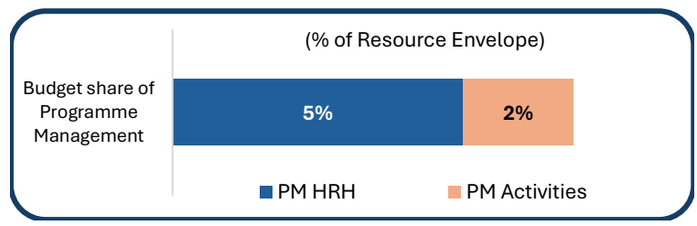


NHM Budget Share – HRH and Programme Management



Programme Management HRH (5% of Resource Envelope)





Human Resource for Healthcare - Performance

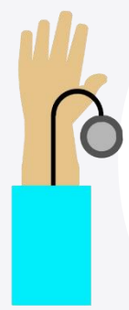
- **18** OPD cases attended per doctor per day
- **88** tests done per lab technician per day
- **13** Dental OPD cases per dentist per day
- **6** hysterectomy surgeries per Ob/Gyn per month
- **5** inpatient headcount per shift per day at midnight per nurse
- **2** caesarean section cases per Ob/Gyn per day
- **2** inpatient cases per nurse per shift per day
- **3** major operations per anaesthetist per day

Rajasthan

Policy and Systems

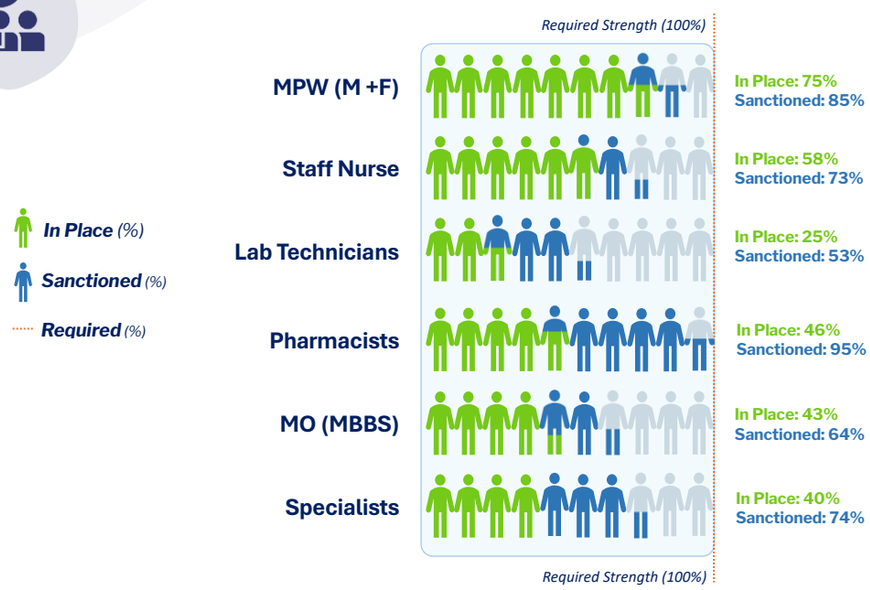
- Specialist Cadre ✗
- HRH Policy ✓
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

HRH Generation

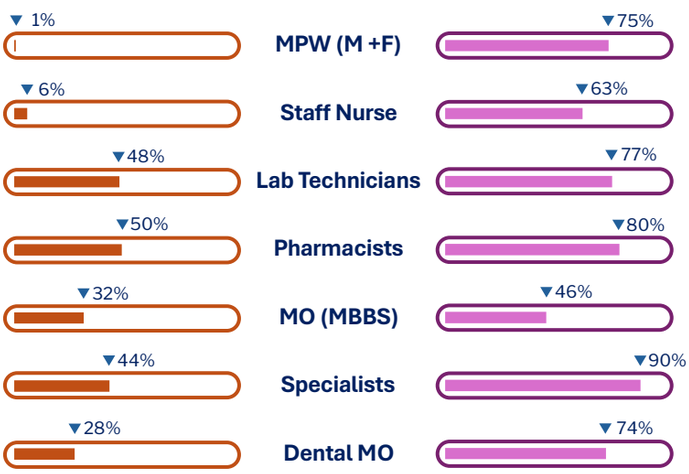


- MBBS (UG) 5575
- BDS (UG) 1400
- Medical PG 1867
- B.Sc. Nursing 7395
- GNM 8145
- ANM 750

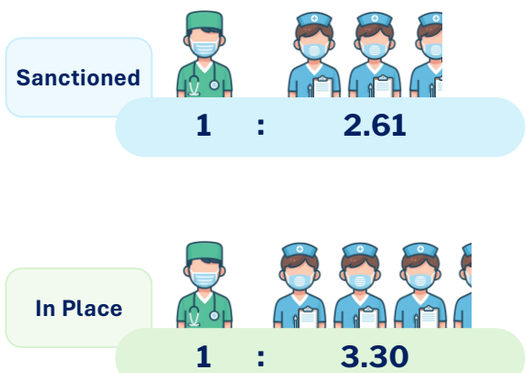
HRH Availability in State



HRH Vacancies in State

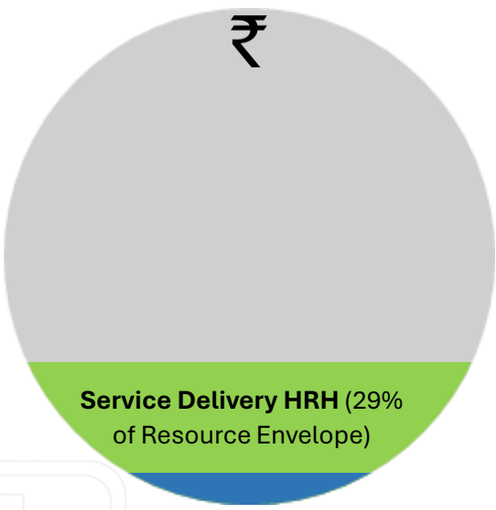


Doctors to Staff Nurse Ratio

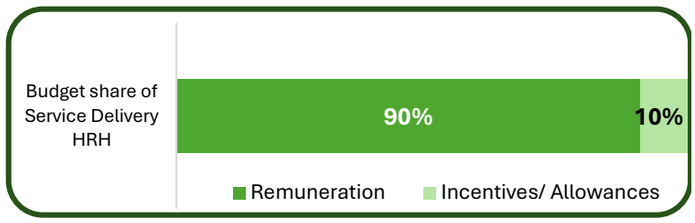


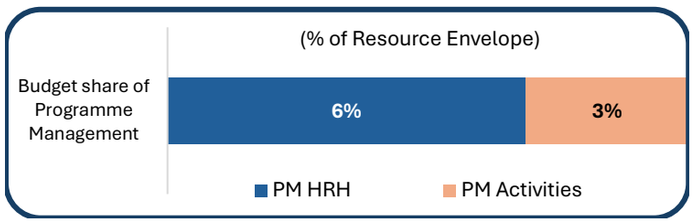
Rajasthan

NHM Budget Share – HRH and Programme Management



Programme Management HRH (6% of Resource Envelope)





Human Resource for Healthcare - Performance

69 OPD cases attended per doctor per day

145 tests done per lab technician per day

14 Dental OPD cases per dentist per day

10 hysterectomy surgeries per Ob/Gyn per month

3 inpatient headcount per shift per day at midnight per nurse

1 caesarean section case per Ob/Gyn per day

3 inpatient cases per nurse per shift per day

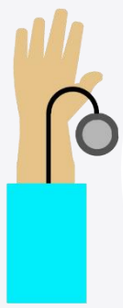
4 major operations per anaesthetist per day

Sikkim

Policy and Systems

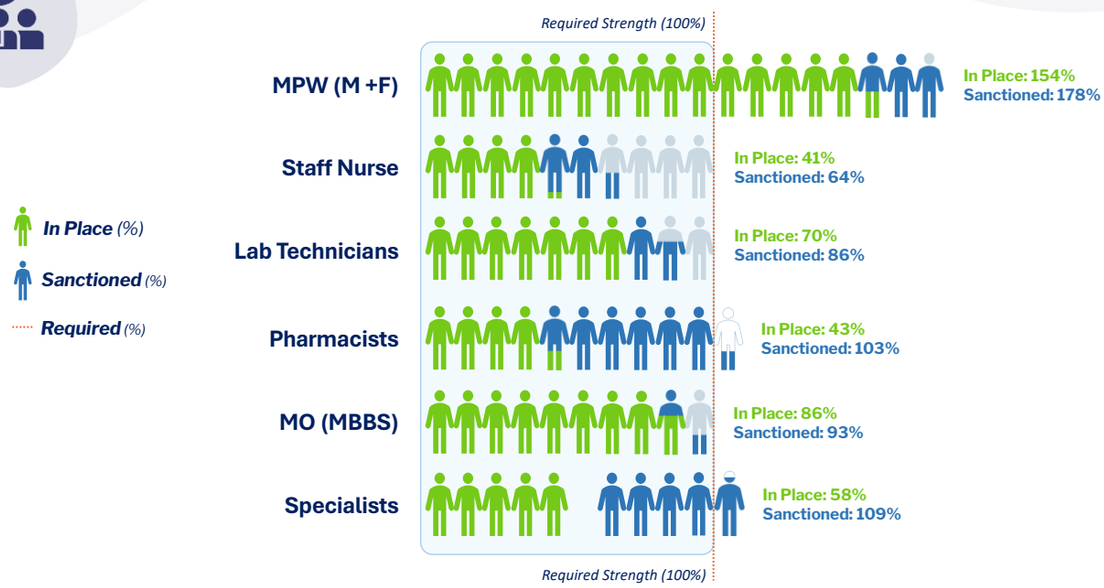
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✗
- HRH Integration ✗

HRH Generation

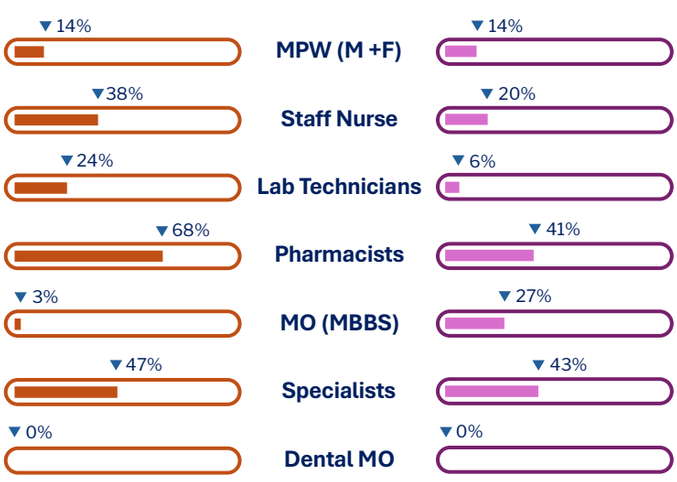


- MBBS (UG): 150
- BDS (UG): 0
- Medical PG: 34
- B.Sc. Nursing: 200
- GNM: 80
- ANM: 20

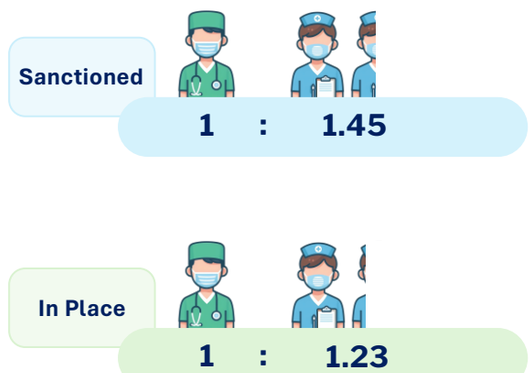
HRH Availability in State



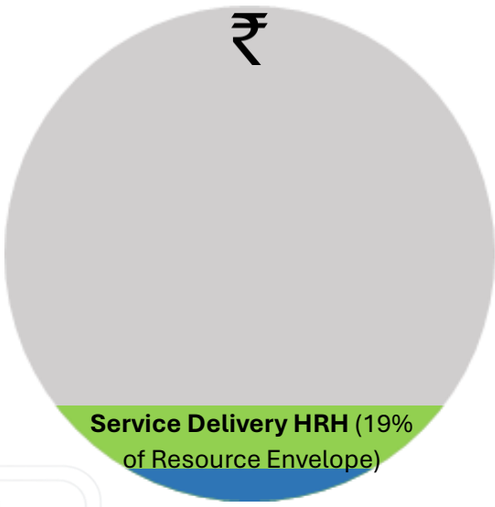
HRH Vacancies in State

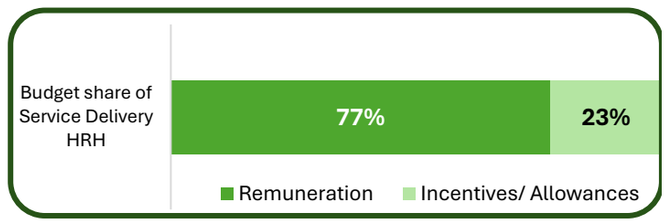


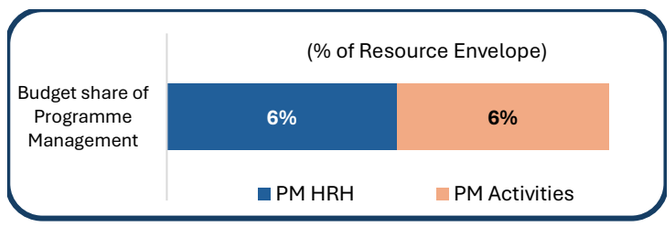
Doctors to Staff Nurse Ratio



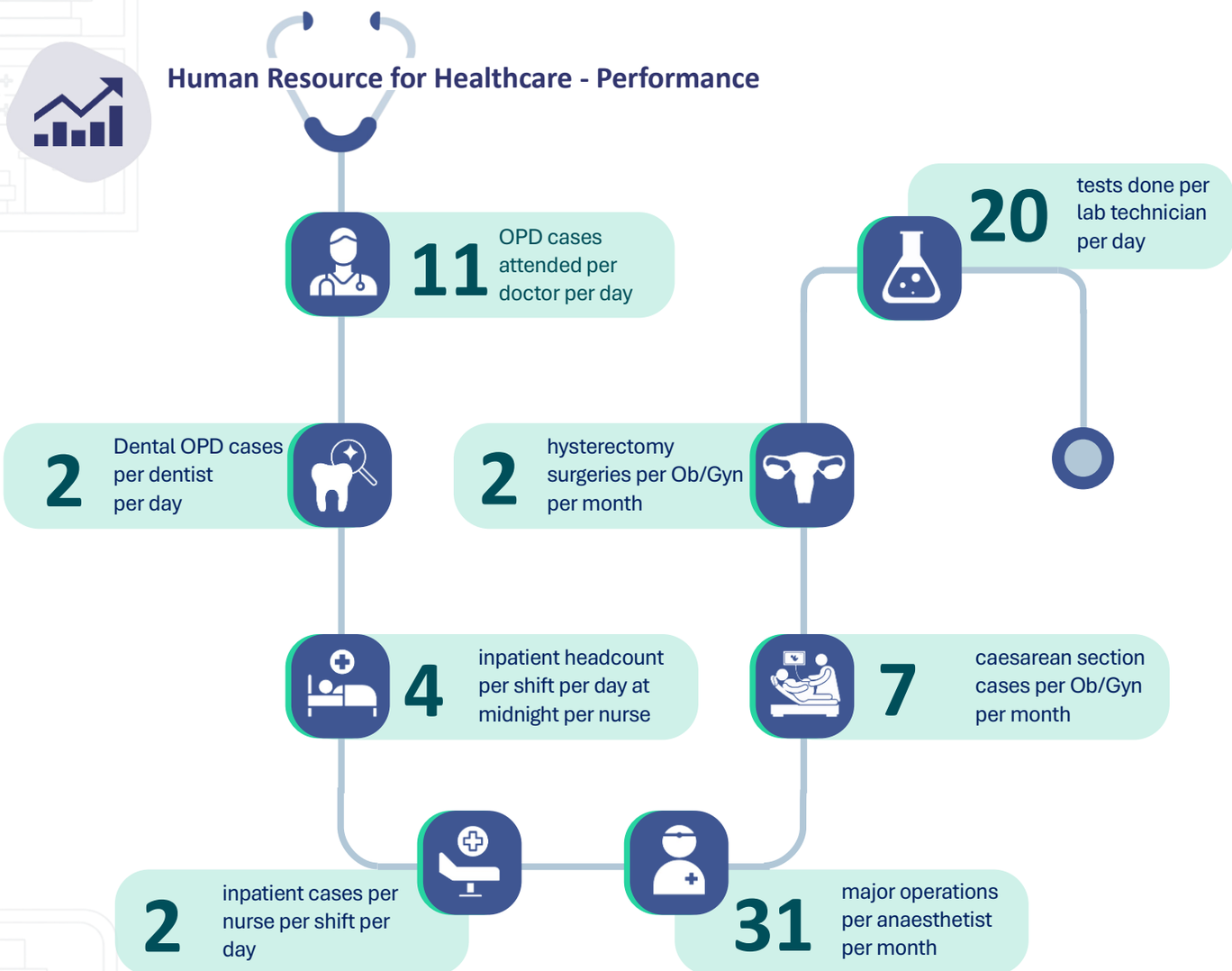
NHM Budget Share – HRH and Programme Management







Human Resource for Healthcare - Performance

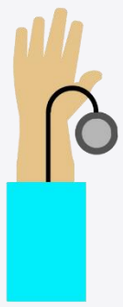


Tamil Nadu

Policy and Systems

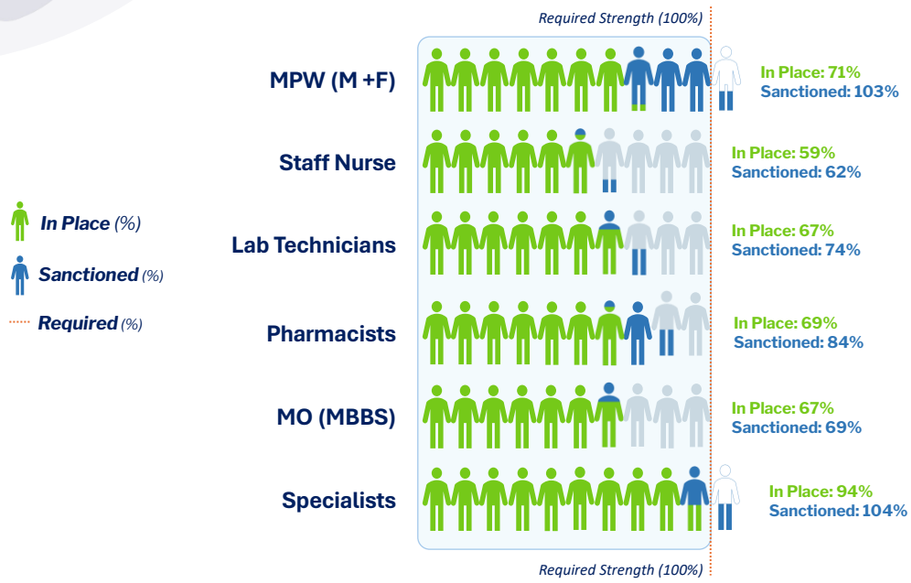
- Specialist Cadre ✗
- HRH Policy ✗
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✓
- HRH Integration ✓

HRH Generation

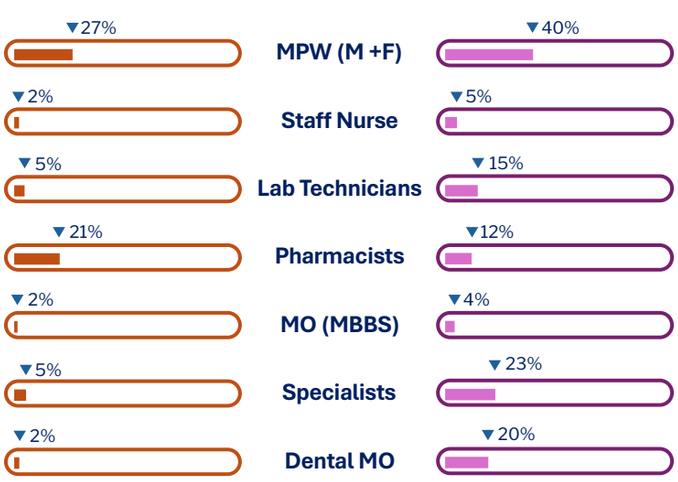


- MBBS (UG) 11600
- BDS (UG) 3113
- Medical PG 5082
- B.Sc. Nursing 12520
- GNM 7020
- ANM 2120

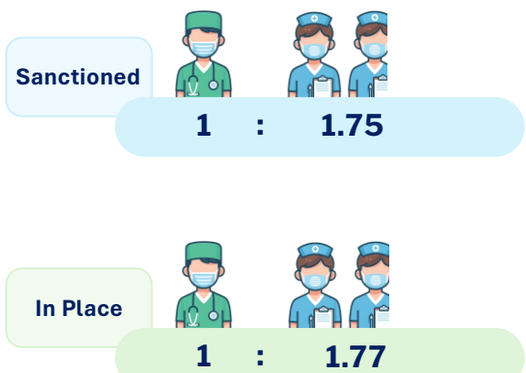
HRH Availability in State



HRH Vacancies in State

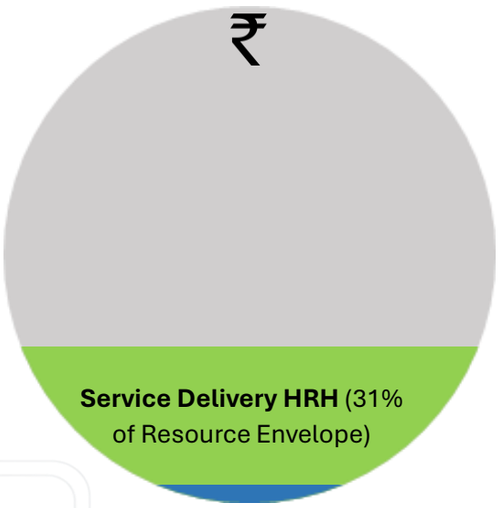


Doctors to Staff Nurse Ratio

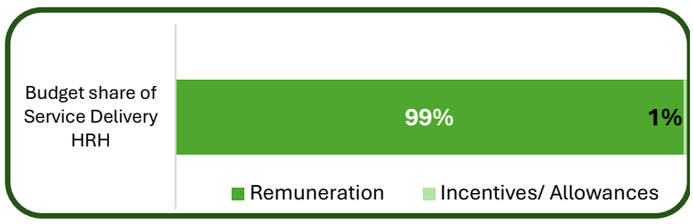


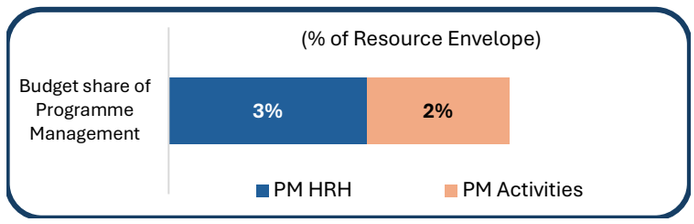
Tamil Nadu

NHM Budget Share – HRH and Programme Management



Programme Management HRH (3% of Resource Envelope)





Human Resource for Healthcare - Performance

68 OPD cases attended per doctor per day

158 tests done per lab technician per day

18 Dental OPD cases per dentist per day

2 hysterectomy surgeries per Ob/Gyn per month

8 inpatient headcount per shift per day at midnight per nurse

1 caesarean section case per Ob/Gyn per month

5 inpatient cases per nurse per shift per day

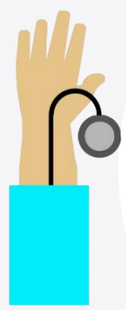
3 major operations per anaesthetist per day

Telangana

Policy and Systems

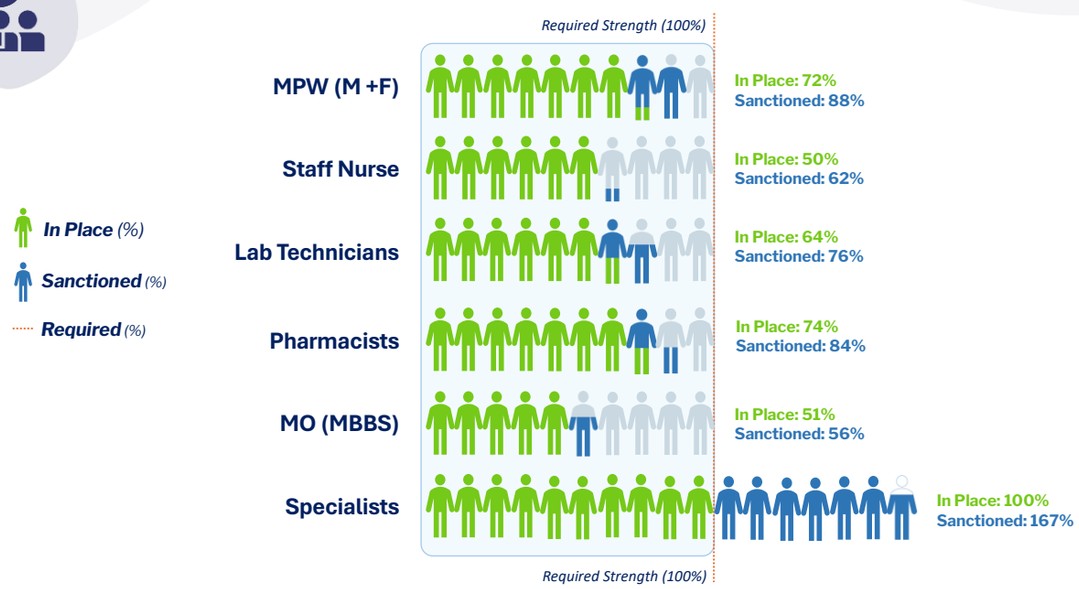
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

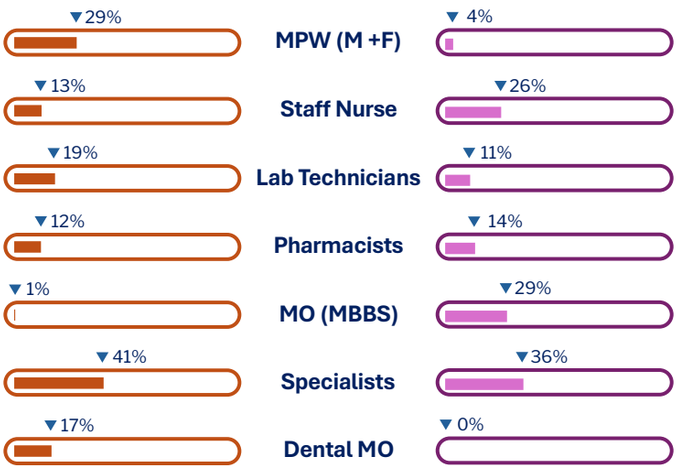


- MBBS (UG) 8540
- BDS (UG) 1290
- Medical PG 2976
- B.Sc. Nursing 4980
- GNM 3962
- ANM 455

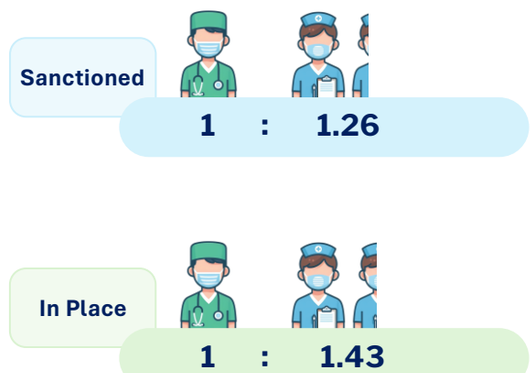
HRH Availability in State



HRH Vacancies in State

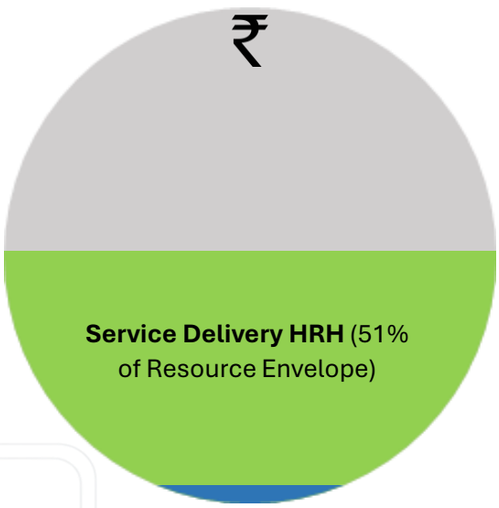


Doctors to Staff Nurse Ratio

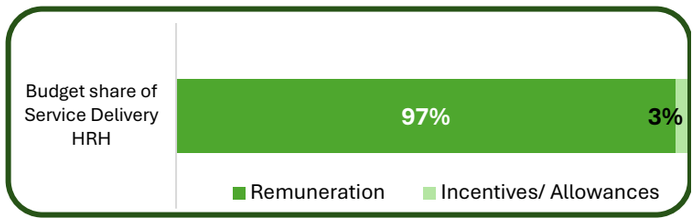


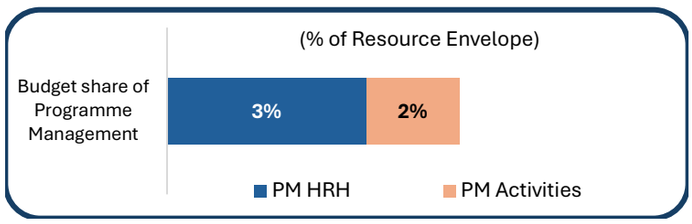
Telangana

NHM Budget Share – HRH and Programme Management



Programme Management HRH (3% of Resource Envelope)





Human Resource for Healthcare - Performance

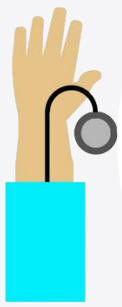
- **31** OPD cases attended per doctor per day
- **55** tests done per lab technician per day
- **9** Dental OPD cases per dentist per day
- **2** hysterectomy surgeries per Ob/Gyn per month
- **4** inpatient headcount per shift per day at midnight per nurse
- **2** caesarean section cases per Ob/Gyn per day
- **3** inpatient cases per nurse per shift per day
- **2** major operations per anaesthetist per day

Tripura

Policy and Systems

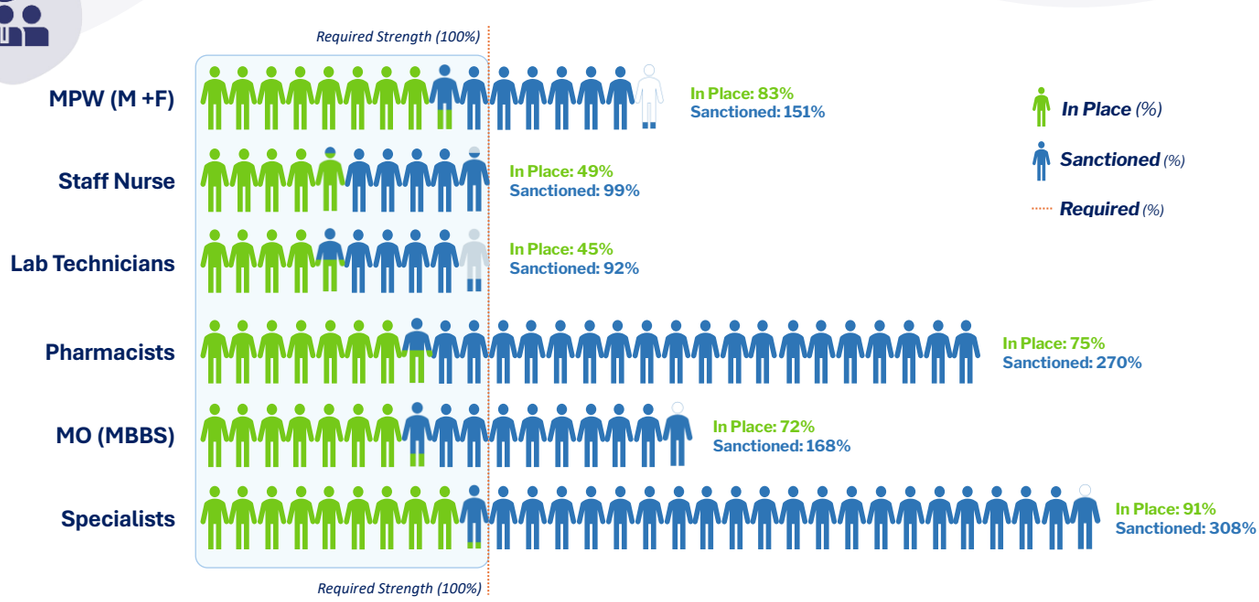
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

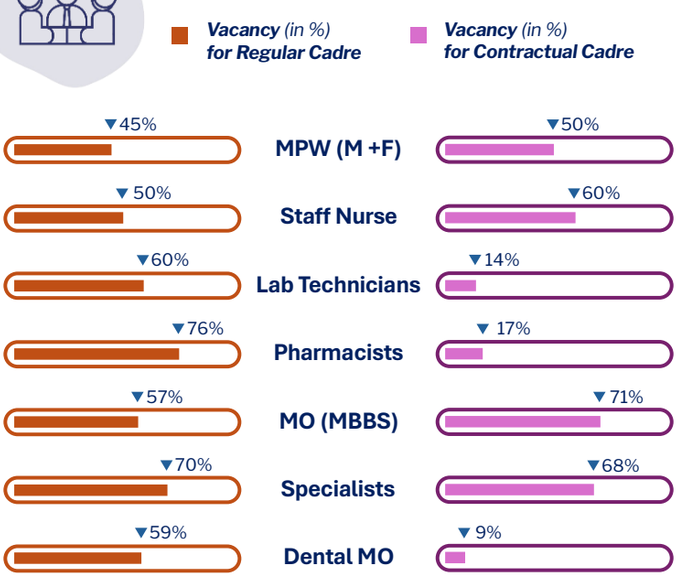


- MBBS (UG) 225
- BDS (UG) 50
- Medical PG 91
- B.Sc. Nursing 150
- GNM 250
- ANM 335

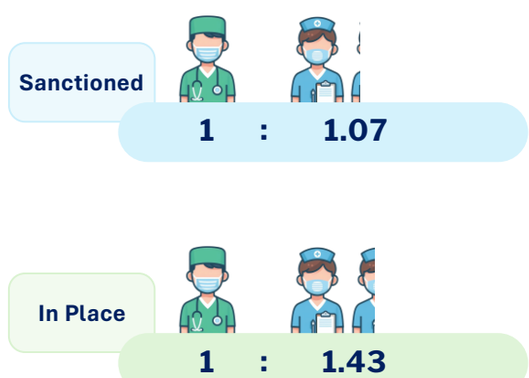
HRH Availability in State



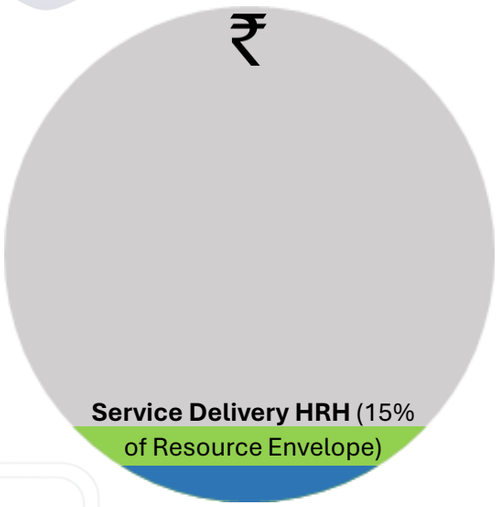
HRH Vacancies in State



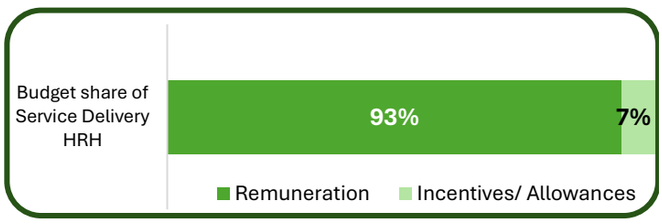
Doctors to Staff Nurse Ratio

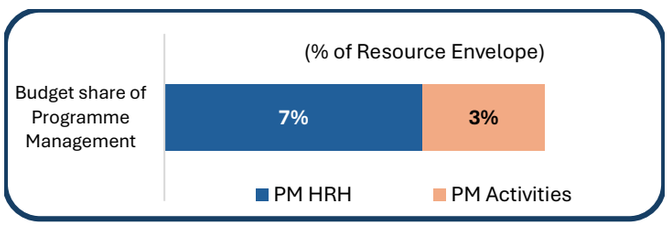


NHM Budget Share – HRH and Programme Management



Programme Management HRH (7% of Resource Envelope)





Human Resource for Healthcare - Performance

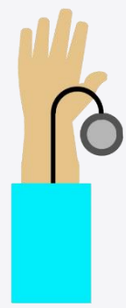
- **7** OPD cases attended per doctor per day
- **25** tests done per lab technician per day
- **3** Dental OPD cases per dentist per day
- **0.5** hysterectomy surgeries per Ob/Gyn per month
- **4** inpatient headcount per shift per day at midnight per nurse
- **10** caesarean section cases per Ob/Gyn per month
- **2** inpatient cases per nurse per shift per day
- **8** major operations per anaesthetist per month

Uttar Pradesh

Policy and Systems

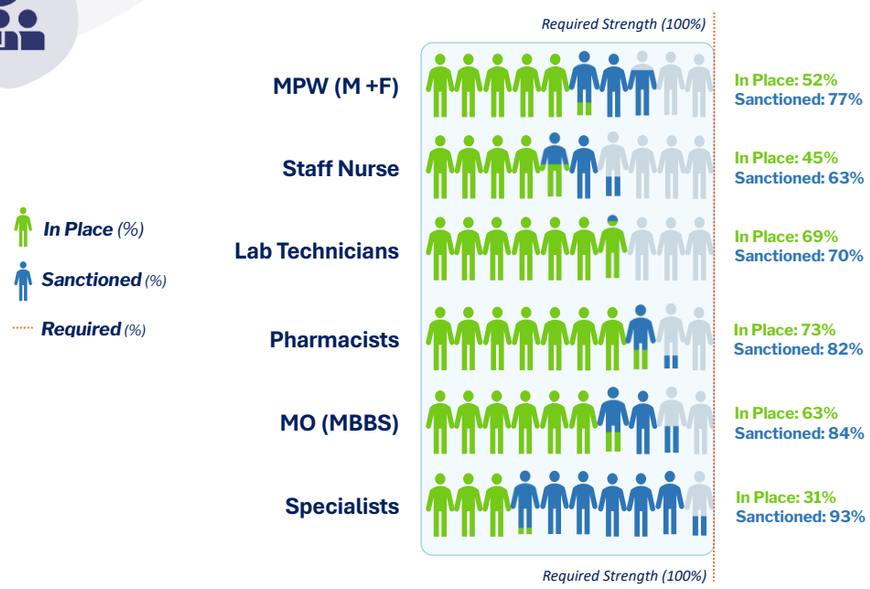
- Specialist Cadre ✓
- HRH Policy ✓
- Separate Recruitment Board for Health ✗
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

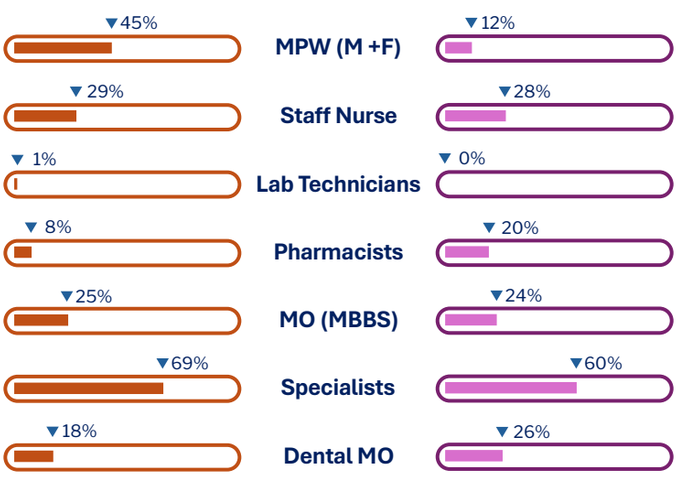


- MBBS (UG) 9705
- BDS (UG) 2503
- Medical PG 4169
- B.Sc. Nursing 7020
- GNM 12830
- ANM 9870

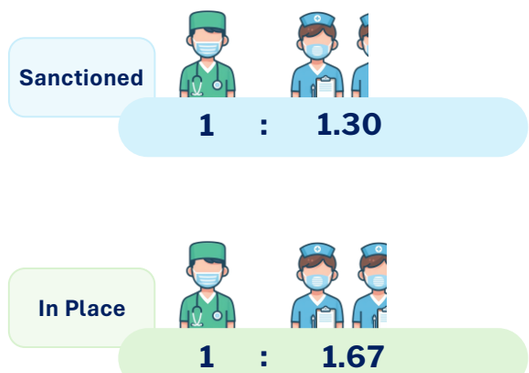
HRH Availability in State



HRH Vacancies in State

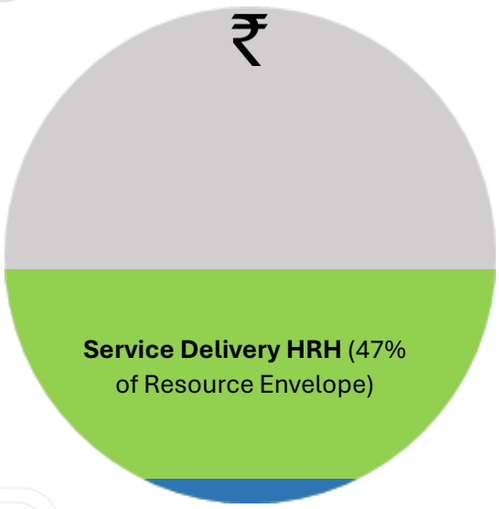


Doctors to Staff Nurse Ratio

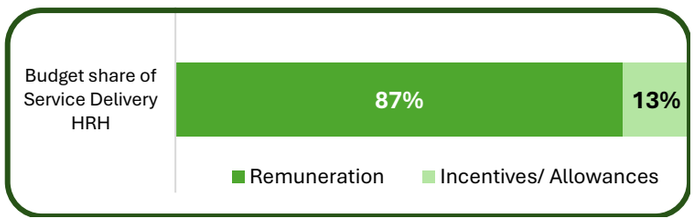


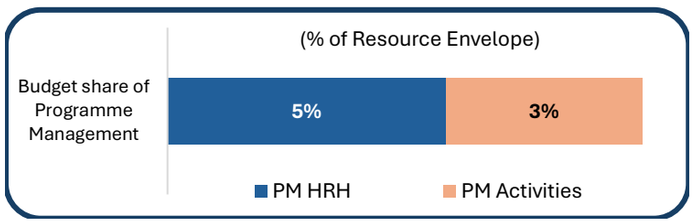
Uttar Pradesh

NHM Budget Share – HRH and Programme Management

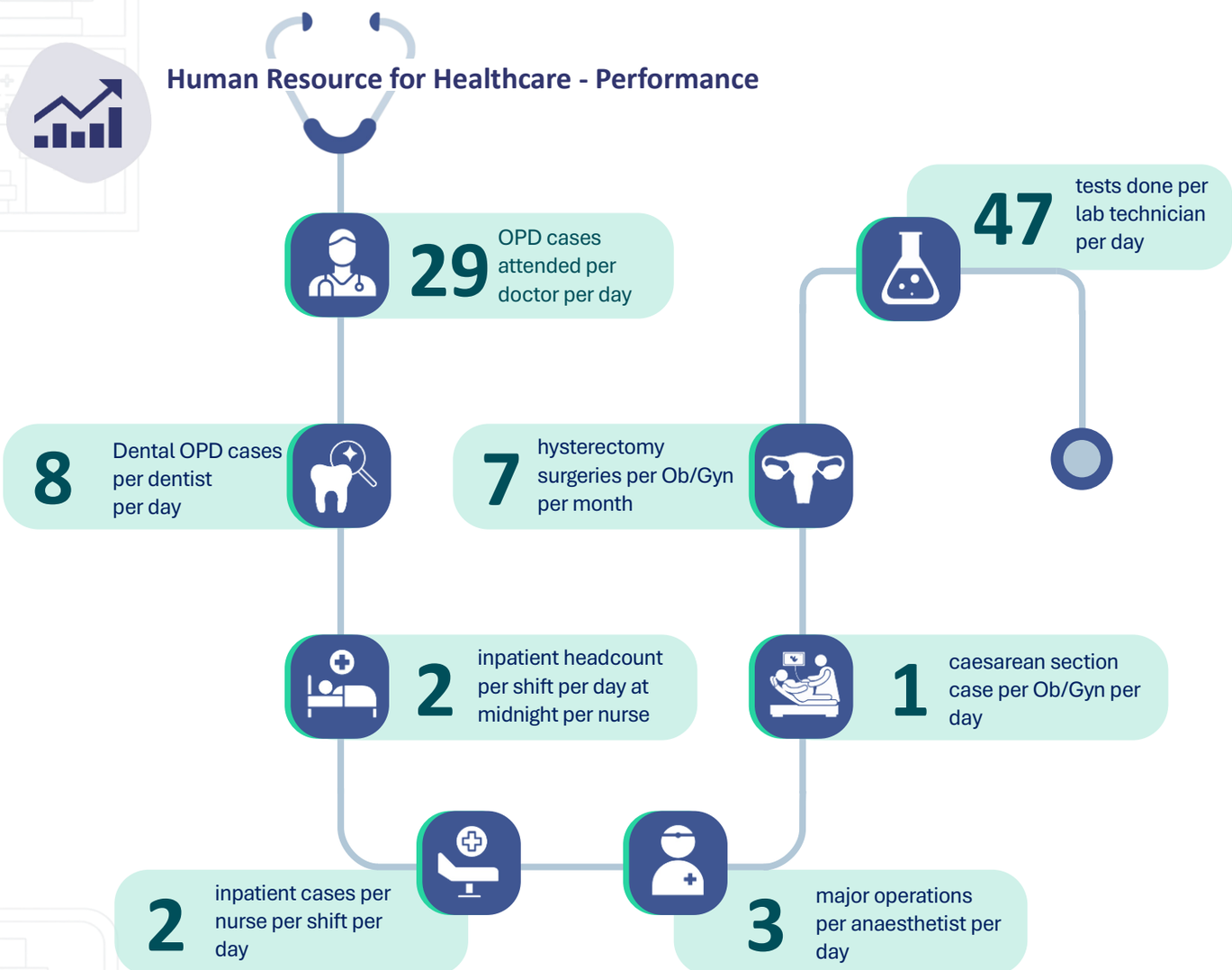


Programme Management HRH (5% of Resource Envelope)





Human Resource for Healthcare - Performance

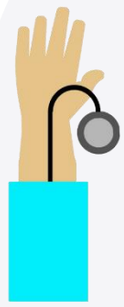


Uttarakhand

Policy and Systems

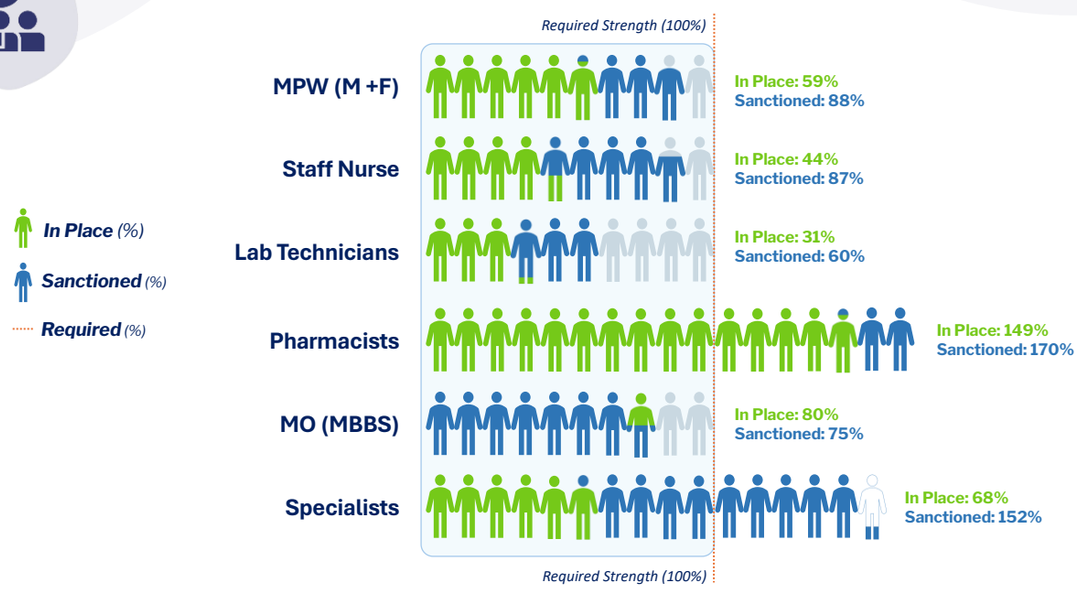
- Specialist Cadre ✗
- HRH Policy ✗
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✗
- HRH Integration ✓

HRH Generation

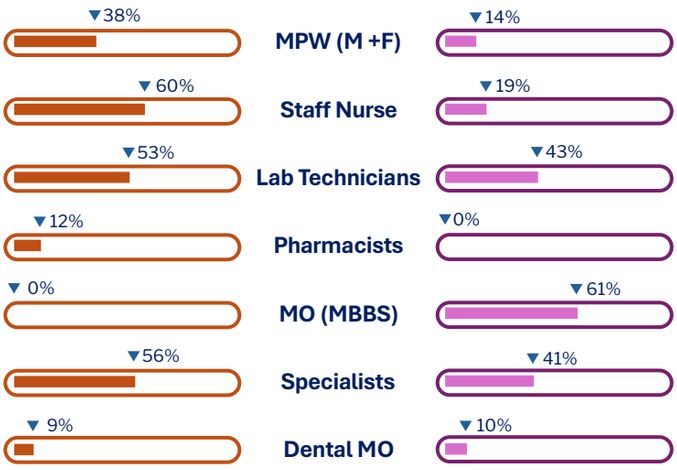


- MBBS (UG) 1150
- BDS (UG) 200
- Medical PG 1827
- B.Sc. Nursing 1520
- GNM 1090
- ANM 535

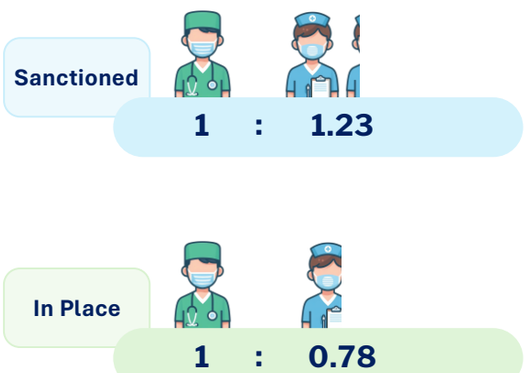
HRH Availability in State



HRH Vacancies in State

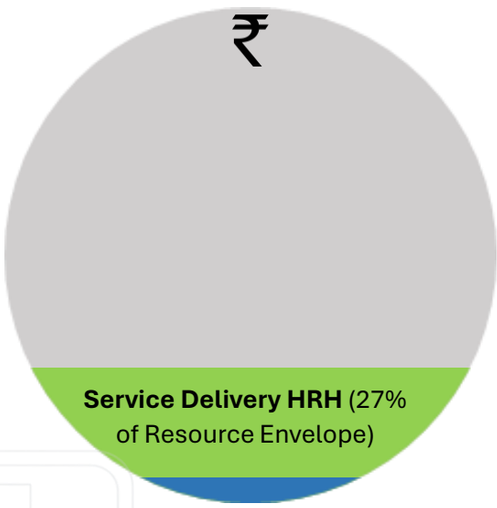


Doctors to Staff Nurse Ratio

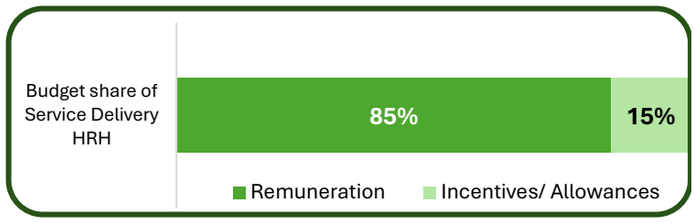


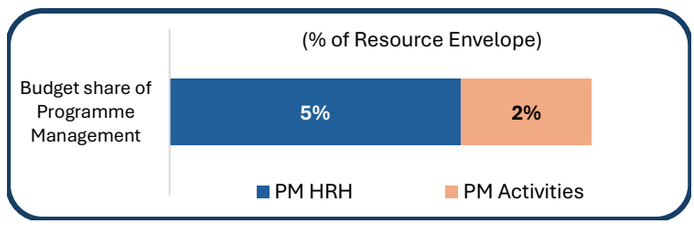
Uttarakhand

NHM Budget Share – HRH and Programme Management



Programme Management HRH (5% of Resource Envelope)





Human Resource for Healthcare - Performance

11 OPD cases attended per doctor per day

35 tests done per lab technician per day

6 Dental OPD cases per dentist per day in

4 hysterectomy surgeries per Ob/Gyn per month

2 inpatient headcount per shift per day at midnight per nurse

13 caesarean section cases per Ob/Gyn per month

1 inpatient case per nurse per shift per day

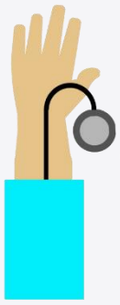
1 major operation per anaesthetist per day

West Bengal

Policy and Systems

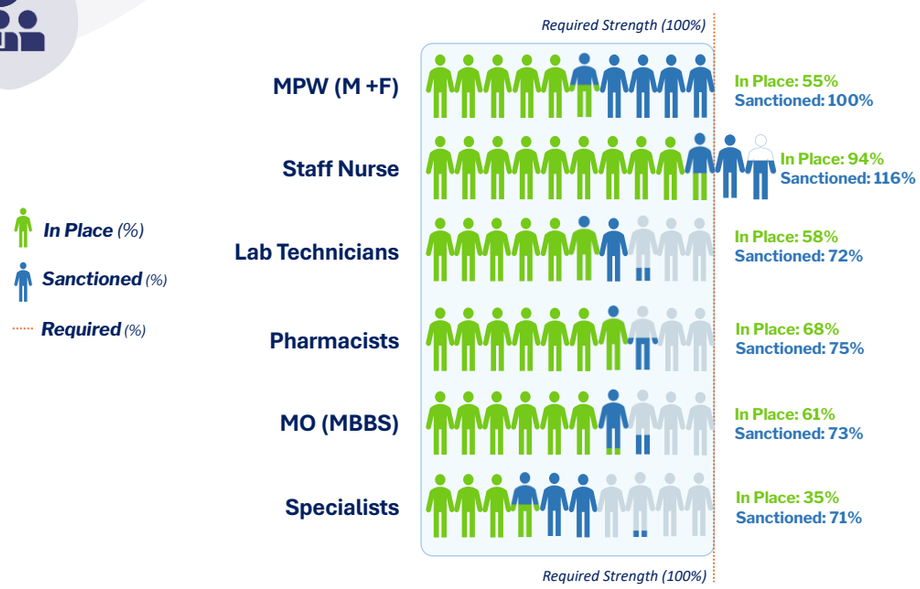
- Specialist Cadre ✓
- HRH Policy ✗
- Separate Recruitment Board for Health ✓
- Implemented HRMIS ✓
- HRH Integration ✗

HRH Generation

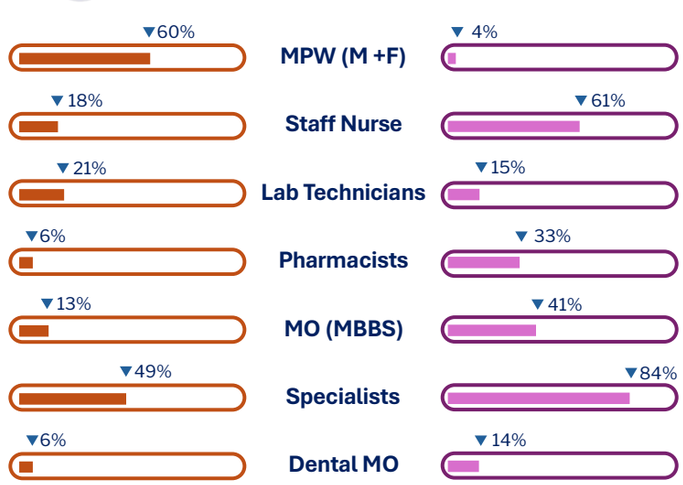


- MBBS (UG) 5175
- BDS (UG) 613
- Medical PG 2080
- B.Sc. Nursing 5355
- GNM 8631
- ANM 1800

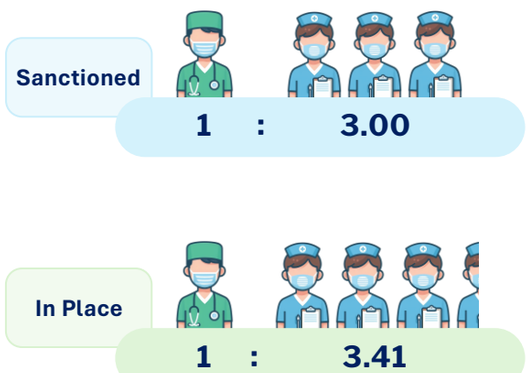
HRH Availability in State



HRH Vacancies in State

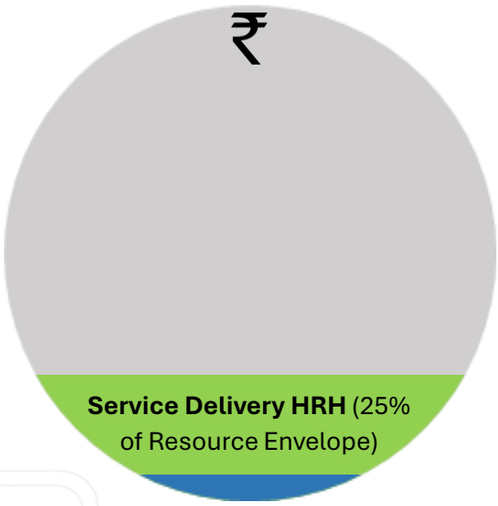


Doctors to Staff Nurse Ratio

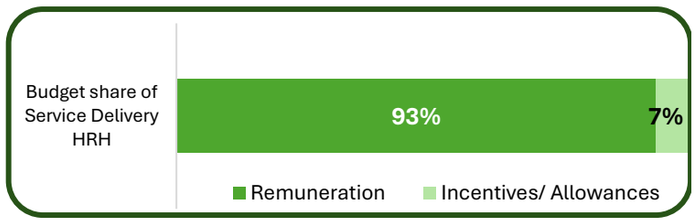


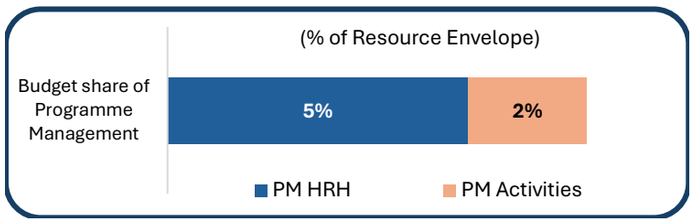
West Bengal

NHM Budget Share – HRH and Programme Management



Programme Management HRH (5% of Resource Envelope)





Human Resource for Healthcare - Performance

31 OPD cases attended per doctor per day

45 tests done per lab technician per day

13 Dental OPD cases per dentist per day

3 hysterectomy surgeries per Ob/Gyn per month

4 inpatient headcount per shift per day at midnight per nurse

2 caesarean section cases per Ob/Gyn per day

1 inpatient case per nurse per shift per day

3 major operations per anaesthetist per day

Ministry of Health & Family Welfare
Government of India