

# **9<sup>th</sup> NATIONAL SUMMIT ON GOOD, REPLICABLE PRACTICES AND INNOVATIONS IN PUBLIC HEALTH CARE SYSTEMS IN INDIA**

**Presentation by:**

**Department of Health, Medical & Family Welfare, Government of Andhra Pradesh**

# Andhra Pradesh: Zero vacancy policy -Mission Mode Approach

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## **PROBLEM STATEMENT:**

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Shortage of human resources in remote areas.

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overburdened existing staff

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Reduced care quality

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Inadequate service delivery, especially in underserved areas.

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Lack of motivation as no career advancement

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Delayed notifications – repeated by different HOD levels

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# INTERVENTIONS - Institutional:

Re-organization of Village Level Health Facilities - establishing AAM for every 2500 population. Deployment of 1 CHO, 1 ANM and 3 to 4 ASHAs

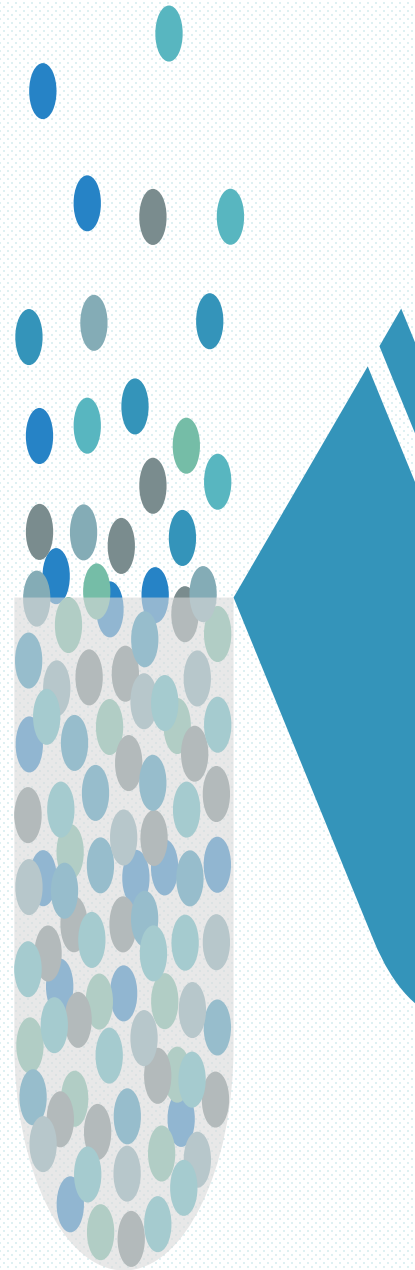
ANM recruited on regular scale. First time for urban areas (3842)

Primary Health Centres (PHC) reorganized geographically to cover 30,000 population

151 new PHCs sanctioned in addition to existing 1144 PHCs to meet the above norm

Each PHC is sanctioned 14 staff including 02 medical officers, 03 staff nurse and other allied.

Secondary care facilities also re-organised to provide uniform staffing & services.



# INTERVENTIONS : Human resources (1/2)

01

Issued G.O. 188, dated: 15.07.2022 with blanket permission to fill up any vacancy arising due to superannuation, promotions, resignations.



02

289 reserve doctors were appointed in addition to regular 02 Medical Officers per PHC, to attend leave vacancies.

03

Reorganization of Human resources .- Dentists & specialists from primary to secondary and superspecialists from secondary to tertiary.



04

The lab technicians (General), Lab Technician (Malaria), Lab Technician (TB) were reoriented to attend to all the tests.



05

The RMNCH + counsellors were re-aligned to provide services at High Delivery Points to reach more.



# INTERVENTIONS- Human resources 2/2

Constitution of dedicated **medical recruitment board** to attend State Level recruitment for health facilities.

**Allowances** to work in Tribal Areas (50% additional pay) and remote rural areas (30% additional pay)

Recruitment through **open notification** will be valid for one year to fill up arising vacancies

Recruitment of **specialists on contract basis** offering Rs.2.5 lakhs per month in tribal areas and Rs 2.0 lakhs in rural areas.

**Reverse bidding** to attract specialists to work in Tribal and remote areas over and above Rs 2.5 lakhs per month.

**PG seats reservation** to MOs working in Rural and Tribal areas to ensure availability of specialists in all secondary and tertiary health institutions.( now revised to 20 % clinical & 30% in non clinical)

Accelerated **promotion strategy**, contract service consideration in recruitments and redeployments.



# PHOTO GALLERY



**Revamping & realising the Health Sector neglected in the Previous Regime.**

Jagananna Government moving ahead with a firm resolve to ensure that no post in Government hospital is vacant so that free of cost specialty medical services are made available to the poor. Whatever may be the cost involved to do so...

### WALK-IN INTERVIEWS FOR THE APPOINTMENT OF SPECIALIST DOCTORS

Good remuneration based on the chosen place of work..

**With an intention to provide quality and advanced medical care to the poor at their cost..**

- Completely transforming and developing Village Clinics, Primary health centres, Community health centres, Area Hospitals, District Hospitals, Teaching Hospitals as per National Standards under "Nadu-Neelu"...
- Construction of 17 new medical colleges along with development of infrastructure in existing 11 medical colleges, Expansion of Dr. YSR Aarogya Siri services.
- Dr. YSR Aarogya Aasara: expansion of 104/108 services, establishment of Dr. YSR Village/Urban Health Clinics..
- Implementation of revolutionary schemes viz. Family Doctor Concept etc..
- Recruited health staff filling vacant posts that have been lying vacant for years due to the negligence of previous Government besides newly created posts by our Government.. Walk-in interviews held recently to fill the few remaining vacant posts and recruited 340 super

**So far, Jagananna Government has recruited a record number of 46,593 Health Staff in these three and a half years of Governance.**

- Walk-in Interviews to fill those few posts of Specialist Doctor which are vacant here and there with a noble intention to provide specialist medical services without any limitations on cost to the poor of remote and rural areas..
- Jagananna Government is taking steps to fill vacancies immediately as they occur in all cadres of Medical & Health Department.. Total commitment of Jagananna Government is to see that no post of doctors and medical staff are vacant due to any reason with an intention to see that Doctors and Medical Staff are fully available in Government hospital..

**Remuneration of Specialist Doctors..**

Rs. 1,30,000 per month in Urban Areas  
Rs. 2,00,000 per month in Rural Areas  
Rs. 2,10,000 per month in Tribal Areas

Apart from this, Jagananna Government is ready to provide remuneration as much as you want depending on your qualification, experience and chosen place of work..

**Smt. Vidadala Rajini,**  
Hon'ble Minister for Health & Family Welfare

**Come... let's be a part of the Massive Exercise undertaken by Jagananna to provide advanced quality medical care to the poor..!!**

Category	No. of Vacancies	Walk-in Interviews to fill up to the following level few posts which are vacant here and there..
General Medicine	51	15
Anaesthesia	34	10
Gynaecology	15	5
E.N.T	11	3
Ophthalmology	15	5
Paediatrics	27	8
General Surgery	21	6
Pathology	21	6
Dermatology	15	5
Orthopaedics	15	5
Forensic Medicine	15	5
Micro Biology	15	5
<b>Total</b>	<b>46,593</b>	<b>292</b>

**Details of Health Staff recruited by Jagananna in Government by three and half years..**

Category	No. of Recruits
Specialists	9,588
Medical Officers	2,088
Site Incharge	4,804
M.L.P.	10,032
ANMs	13,154
Paramedical Staff	18,391
Data Entry Operators	249
Paramedical Staff	3,207
Class IV Employees	3,207
<b>Total</b>	<b>46,593</b>

**Details of Walk-in Interviews**

From 10:00 AM onwards on 14th December, 2022  
Specialties: General Surgery, General Medicine, Dermatology, Microbiology, Forensic Medicine..

From 10:00 AM onwards on 15th December, 2022  
Specialties: Anaesthesia, Gynaecology, E.N.T, Pathology..

From 10:00 AM onwards on 16th December, 2022  
Specialties: Ophthalmology, Paediatrics, Ophthalmology, Radiology..

Venue: CH Director of Medical Education, Government of Andhra Pradesh, Old Government General Hospital, Premises, Hyderabad, Andhra Pradesh.. 500063.  
Maximum age limit 70 Years

For further details visit:  
[www.bmf.ap.gov.in](http://www.bmf.ap.gov.in)  
APVPV Recruitment Helpline - 9630113872



**Revamping & realising the Health Sector neglected in the past Government.**

Jagananna Government is moving ahead with a firm resolve to ensure that no post is left vacant in Government hospitals and the poor receive free of cost specialty medical services.

### WALK-IN INTERVIEWS FOR SPECIALIST DOCTORS

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**So far, Jagananna Government has recruited a record number of 46,593 Health Staff in these three and a half years of Governance.**

- The post should be vacant in remote & rural Government hospitals and there should be no other medical services available in the place of remote, rural and tribal areas, which are not covered by any other Government health services.
- Jagananna Government is taking steps to fill vacancies immediately as they occur in all cadres of Medical & Health Department.. Total commitment of Jagananna Government is to see that no post of doctors and medical staff are vacant due to any reason with an intention to see that Doctors and Medical Staff are fully available in Government hospital..

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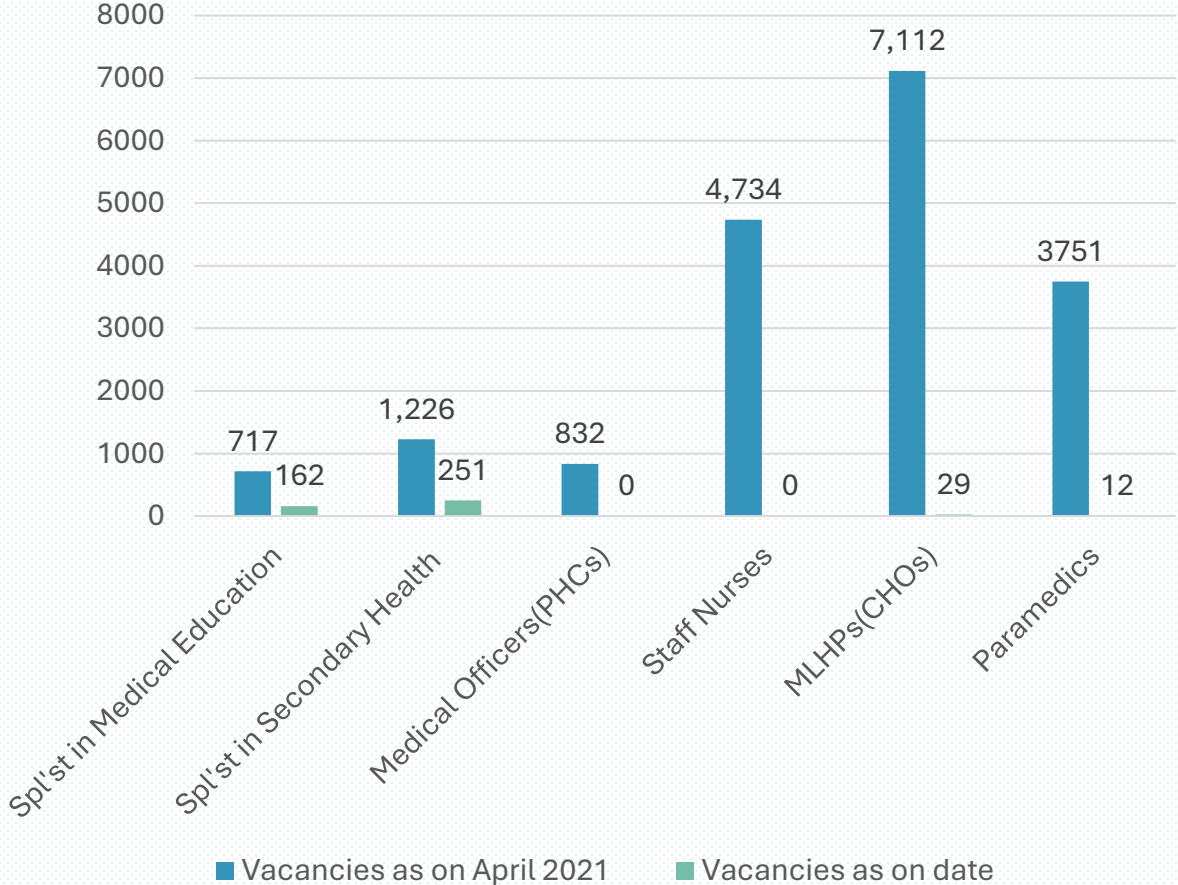
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# RESULT / OUTCOME

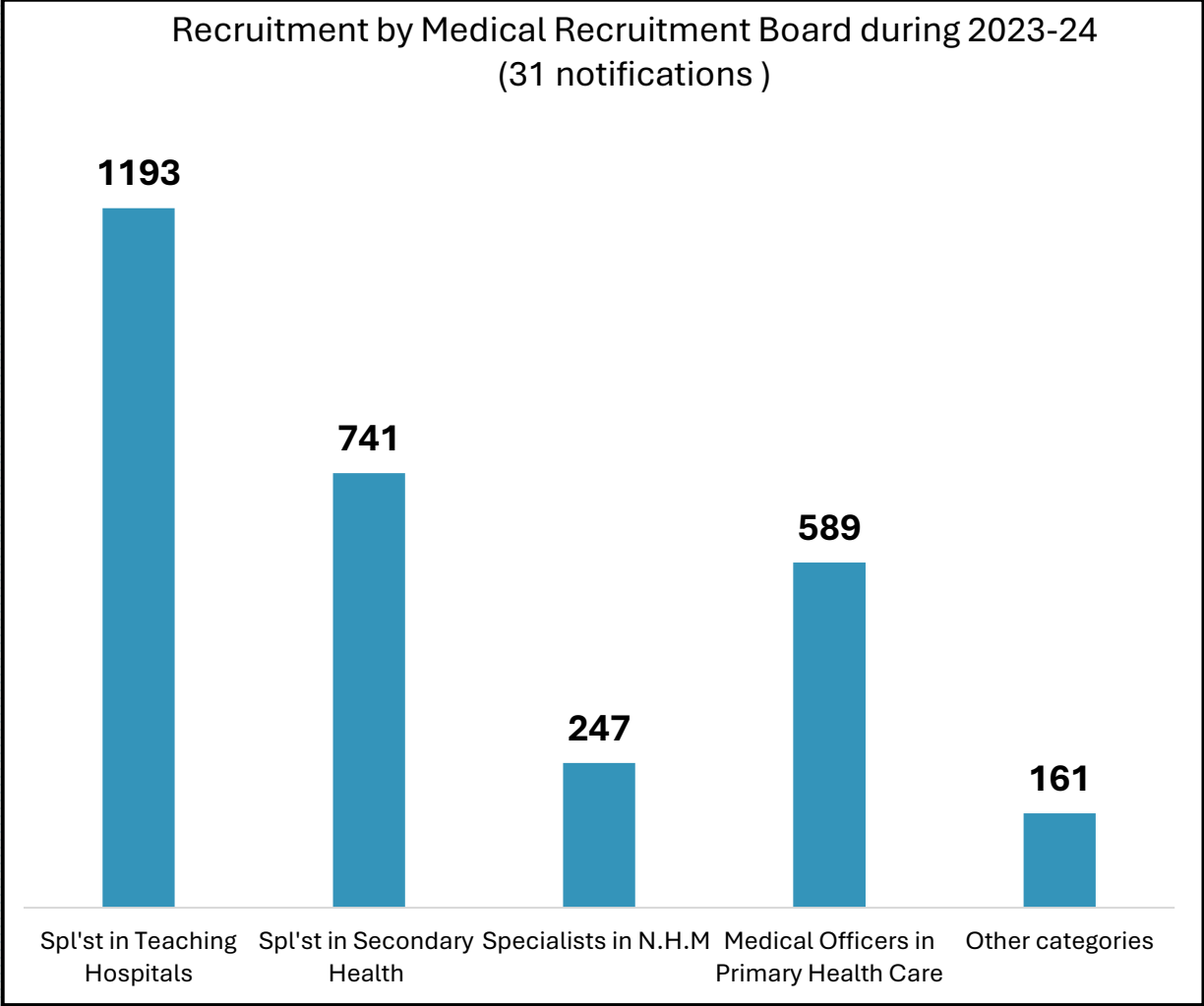
## Recruitment and vacancies

Recruitment and vacancies



## Recruitment by AP Medical Recruitment Board during 2023-2024

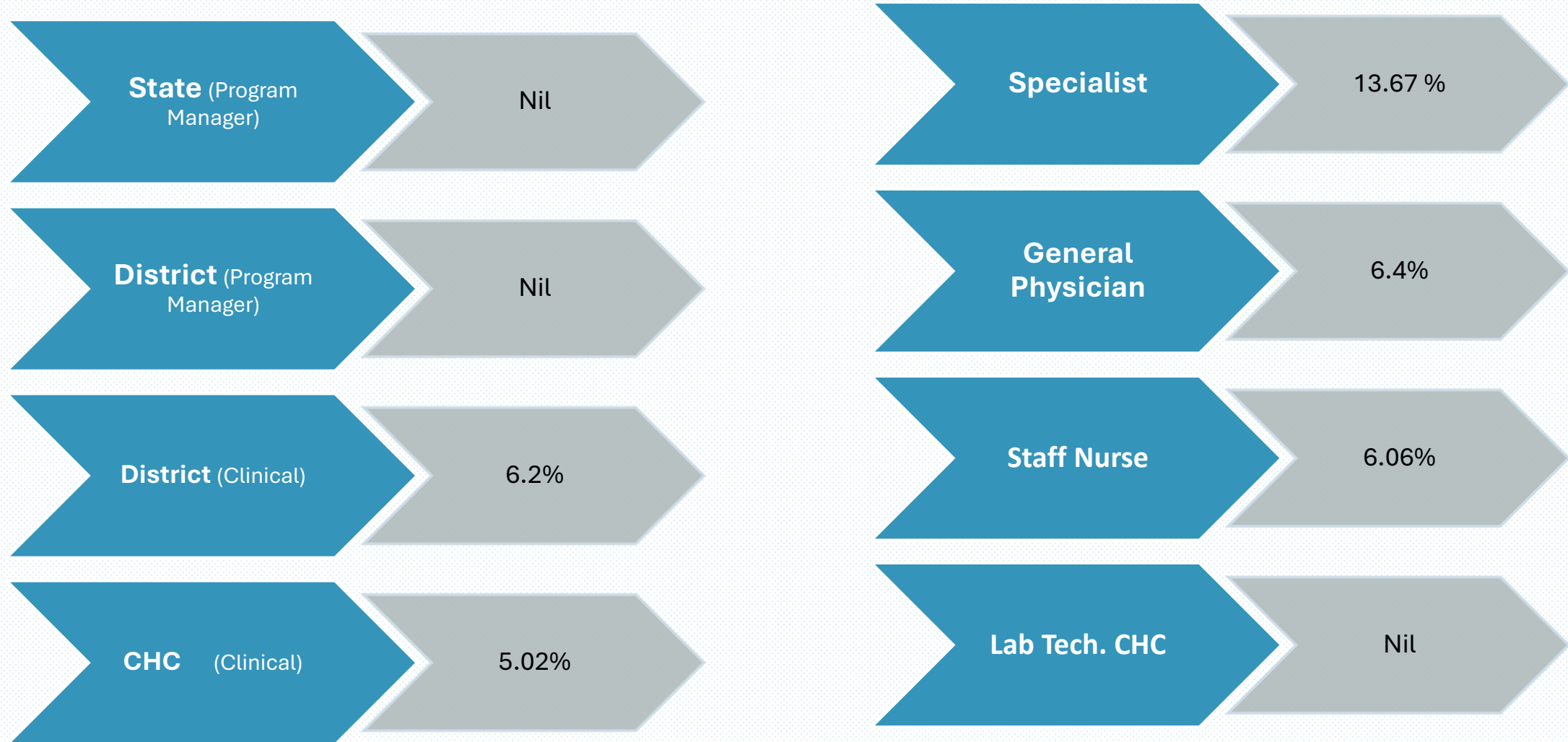
Recruitment by Medical Recruitment Board during 2023-24 (31 notifications)



\*In spite of regular recruitments, there is a shift from primary health to secondary health and from there to Tertiary care

# vacancies status

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# COST IMPLICATIONS/SCALABILITY



NO additional costs -as all are approved posts.



Medical recruitment board -no costs –speedy disposal.



Validity of selection list for one year to minimize cost



Tribal area allowances costing Rs.12 crores per annum.



Recruitment on contract basis- and weightage in regular recruitment.



Lateral entry of Specialists from secondary health to Medical Education as career advancement and retention



Annual review of requirement of specialists in secondary health to assess PG seats reservation



Adherence to accelerated promotion strategy, contract service consideration in recruitments

# LESSONS LEARNT/WAY FORWARD

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**01**

Political will for accessible health- continuous persuasions by administration.

**02**

Continuous review of in-service quota of Medical Officers for PG admissions & requirements of specialists in secondary Health

**03**

Forecasting the requirement of new posts for the established institutions to match the IPHS

**04**

Developing calendar for assessing retirements in various cadres and delegation of recruitment at State/Regional/District level.

**05**

Visiting specialized institutions to explain state requirements of technical manpower - employing them as per need.



THANK  
YOU