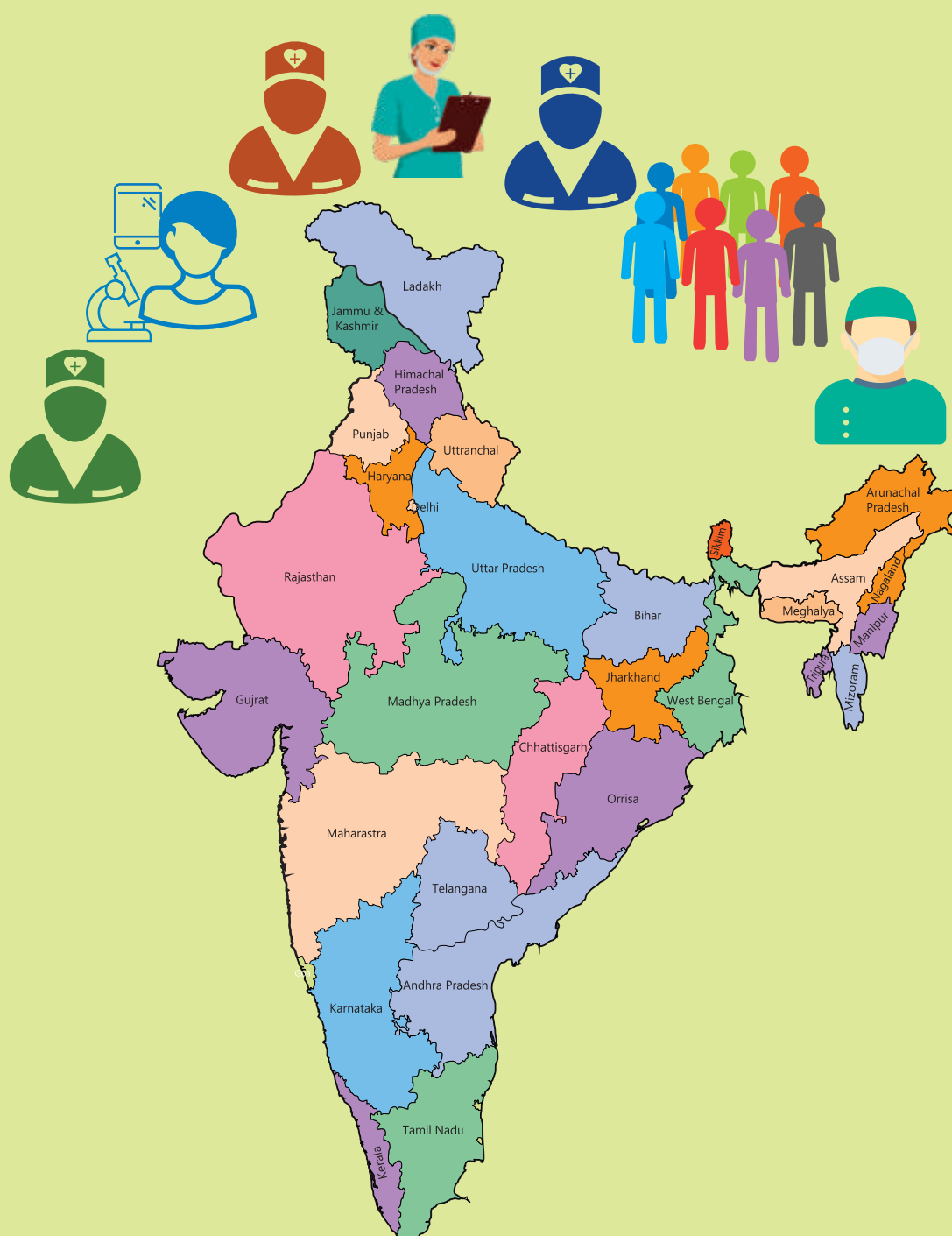




Ministry of Health & Family Welfare
Government of India

Human Resources for Health in District Public Health Systems of India: State-wise Report 2020



**Human Resources for
Health in District
Public Health Systems of India:
State-wise Report 2020**

Human Resources for Health in District Public Health System of India: State-wise Report-2020

This Report has been conceptualized, compiled and written by Human Resources for Health (HRH) and Health Policy and Integrated Planning (HPIP) team of NHSRC.

We are thankful to State Departments of Health and Family Welfare, State Health Societies under NHM especially the State Nodal Officers for HRH in States for helping us in collecting this data. We also wish to acknowledge valuable insights provided by Professor T. Sundaraman on earlier versions of the infographics and Advisors in NHSRC for additional inputs.

Suggested Citation

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About the HRH Infographics

The data available in the public domain on Human Resources for Health (HRH) in Public Health facilities are scant and fragmented, making the policy and decision makers task very difficult. The aim behind collecting, analyzing the data and putting it in easily understandable infographics is primarily to improve usage of data in planning, improve monitoring, facilitate comparison between states and improve the current status. The intended main users are policy makers and technical divisions at central and state level including State Secretaries, Directorates, Mission Directors, technical heads and the implementors.

The infographics contain information on HRH in District Public Health System of the States and therefore captures the aggregated HRH data of district hospitals, sub-districts hospitals, CHC (and UHC in urban) , PHC (and UPHC in urban) and SCs/HWCs. There are numerous categories of posts, however for this infographics we have considered only six major categories of service delivery HR i.e. ANM, Staff Nurse, Lab Technician, Medical Officer-MBBS, Specialist and Dentist). In Program management all the NHM program managers have been considered. HR in district health system are of two different kinds: Regular and contractual (under NHM and in some cases from State resources); this has been indicated in the infographics wherever such distinction is of any consequence.

The data on HRH pertains to the years 2017-18 and 2018-19. The HR in-place data in this report is as on 31st March 2019 which has been largely gathered from the Program Implementation Plans.

Lay out of the State HR Infographic Sheet

Each State sheet starts with key aspects of HRH governance and provides the current status or availability of Specialist Cadre, HR policy, implementation of HRIS, HR integration and public health cadre. Required Vs Sanctioned posts as per IPHS 2012 provides an overall picture of availability of posts. The rest of the section on the same page provide snap shot of vacancies in different staff categories. The subsequent section gives important ratio of doctor : Nurses and availability of providers per 10,000 population in district health system, followed by ratio of regular to contractual and Program Management to Service Delivery HR and a few simple indicators on HRH productivity.

There are many other important categories e.g. radiographers etc. data for which is not readily available for 2018-19 and before.

We would include these in subsequent versions of this report.

Definitions and explanations

Required Number of HRH: The required number of Human Resources for Health (HRH) for each of the six staff categories (ANM, Staff Nurse, Lab Technician, Medical Officer- MBBS, Specialist and Dentist) has been calculated as per IPHS 2012. For facilities/services not covered under IPHS, the program guidelines have been taken into consideration.

The dotted line in the exhibit on first page of each state sheet, depicts the 100% level of HR (required) as per IPHS 2012. If the bar graph reaches the dotted line, it means that there are adequate number of posts in that particular HR category as per IPHS.

Sanctioned Regular: Total number of sanctioned post reported by the state for District Health System.

Sanctioned Regular (%):
$$\frac{\text{Total number of sanctioned post reported by the state}}{\text{Total number of HRH required as per IPHS}}$$

Sanctioned Contractual: Total number of facility based contractual HR (NHM and State) approved for both rural and urban health facilities in the district health system.

Sanctioned Contractual (%):
$$\frac{\text{Total number of contractual HR approved}}{\text{Total number of HRH required as per IPHS}}$$

Vacancy (Regular): Total number of vacant posts reported by the state in District Health system.

The bar chart of vacancy in State sheets show the vacancy status against the sanctioned posts in different cadres across regular and contractual.

The square chart depicts the share of vacancy for each staff category in overall vacancies of the state. The vacancy used here is aggregate vacancy across regular and contractual.

Vacancy Contractual: Total number of vacant posts reported by state among facility based HR approved for both rural and urban health facilities.

Vacancy (%):
$$\frac{\text{Total number of vacant posts reported by state}}{\text{Total number of sanctioned posts in the regular cadre + Total number of approved facility based RHRHR under NHM (NRHM+ NUHM)}}$$

Available Human Resources at Urban Health Facilities (UPHC and UCHC): This includes the total number of approved HR under NUHM and the number of HR in place against the sanctioned position as reported by state. The data for MBBS Medical Officers include doctors engaged on a full time as well as the doctors Engaged on part time basis.

Doctor (MO and Specialist) to Staff Nurse Ratio:

Total number of Staff Nurses reported by state in the regular cadre and on contract

Note: Program Management Staff for the purposes of ratio do not include Data Entry Operators, Support Staff, Administrative Staff (such as Clerk, Admin Assistant, Personal Assistant etc.) and Accountants.

under NHM

Total number of MO (MBBS) and Specialists reported by state in the regular cadre and on contract under NHM

Healthcare Providers in District health system per 10,000 Populations:

Total number of Healthcare Providers (MO MBBS + Specialists + Staff Nurse + ANM) reported by state in the regular cadre and on contract

Total projected rural population for FY *10,000

Programme Management to Service Delivery staff ratio in NHM:

Total number of service delivery staff approved in NHM

Total number of program management staff approved in NHM

Average caseload of key HRH: The intention behind calculation of average case load is to provide the stakeholders some data which could generate a discourse on the productivity of HRH. We are fully cognizant of the fact that the definitions and formula used here are based on very simple assumptions and the HR actually working in the facilities have to carry out many functions which may not be captured in HMIS or are difficult to put in terms of data. E.g. The Medical Officers (MOs) posted may have to conduct post-mortems and it may lead to less number of OPDs. Similarly in case of nurses, they could be posted in emergency or as in many cases, in labour rooms, and those numbers may not be reflected in the IPD numbers. However as the formula and definitions used are same across the States/UTs, comparison and in-depth analysis of reasons could lead to steps which could improve HR productivity.

For calculating the caseload of HRH, the annual data of FY 2017-18 as reported by states in HMIS portal for District Health system has been taken into consideration.

Average cases per month: $\frac{\text{Annual case reported in HMIS portal in FY 2017-18}}{12}$

12

Average cases per day: $\frac{\text{Average cases per month}}{24^*}$

24*

**Note: For in-patient, 30 working days and for other cases 24 working days per month has been taken into consideration. For in-patient two sets of data are available in HMIS. IPD which captures all admissions with plan to stay overnight/24 hours and IPD at midnight which is a count of patients at midnight/6 AM every day. For details please refer to HMIS Service provider's Manual*

Dental OPD per Dental Surgeon:

Average dental OPD per day

Total number of dental surgeon/ dentists in-place under regular cadre and NHM as reported by the state

In-patient cases per nurse:

Average number of patients admitted (in-patients) per day

Total number of staff nurses in-place under regular cadre and NHM as reported by

In-patient headcount at midnight per nurse:

Average number of in-patient Headcount at midnight per day/midnight census

Total number of staff nurses in-place under regular cadre and NHM as reported by

Lab tests per Lab tech-nician:

Average number of (Lab tests + blood smear examined for malaria + tests conducted for JE) per day

Total number of lab-technicians in-place under regular cadre and NHM as reported by the state

Rapid Diagnostic tests per Lab technicians:

Average number of (RDT conducted for Malaria + Kala Azar RDT Tests + Dengue RDT Tests) per day

Total number of lab-technicians in-place under regular cadre and NHM as reported by the state

Caesareans (C-Section) per Gynecologist:

Average number of C-Section deliveries performed per day

Total number of Gynecologists in-place under regular cadre and NHM as reported by the state (but does not include EmOC trained MOs)

Hysterectomy /major surgeries per gynecologist:

Average number of major surgeries/ Hysterectomies performed per day

Total number of Gynecologists in-place under regular cadre and NHM as reported by the state

Major operations using Anesthesia per Anesthetists:

Average number of major operations carried out using general or spinal anesthesia per day

Total number of Anesthetist in-place under regular cadre and NHM as reported by the state(But does not include LSAS trained MOs)

Sources of Data:

Indian Public Health Standards, 2012

Health Management Information System (HMIS), accessible at <https://nrhm-mis.nic.in/>

NHM Program Implementation Plans 2017-18, 2018-19

NHM Record of Proceeding, 2017-18, 2018-19

Andaman and Nicobar Islands

HRH Governance



Specialist Cadre*



HR Policy



Implementation of HRIS



HR Integration Initiated

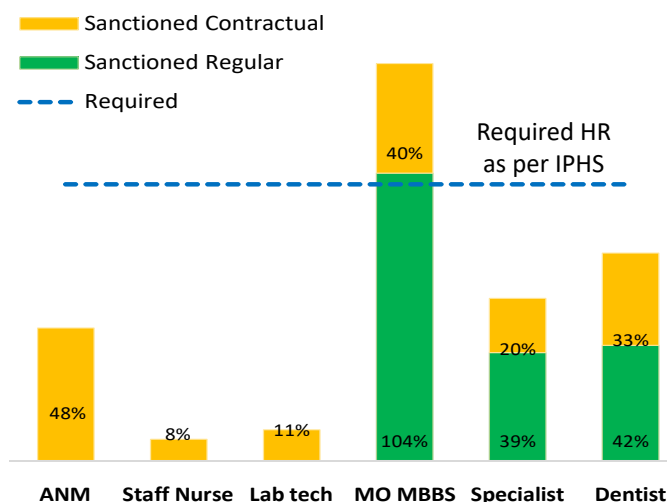


Public Health Cadre

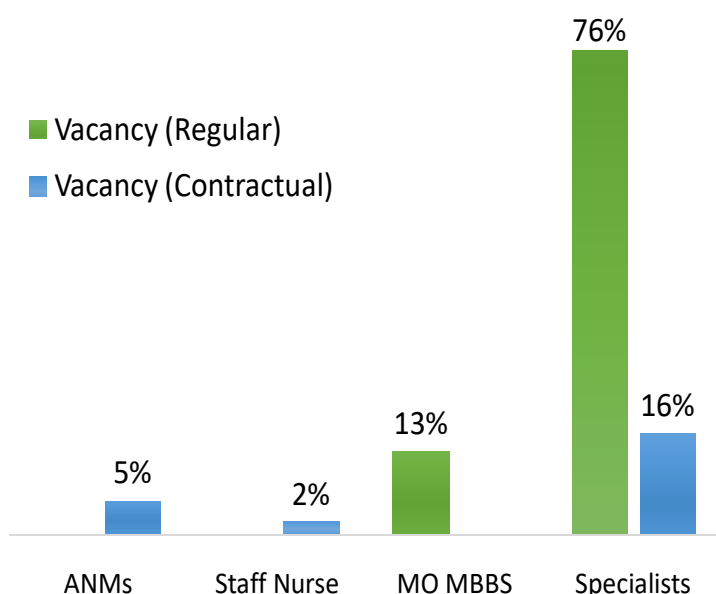


* Through UPSC

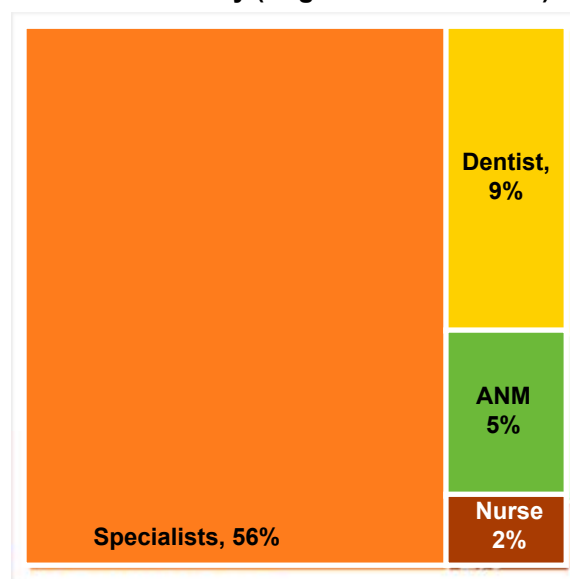
Required Vs Sanctioned posts



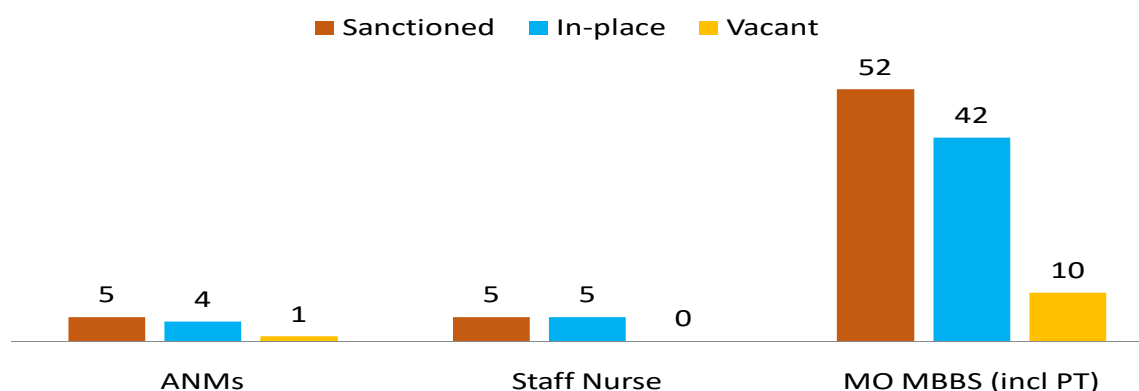
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Andaman and Nicobar Islands

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 6 per 10,000

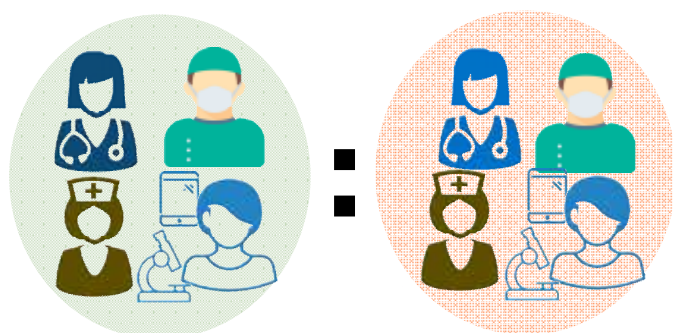
In-Place - 5 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 7



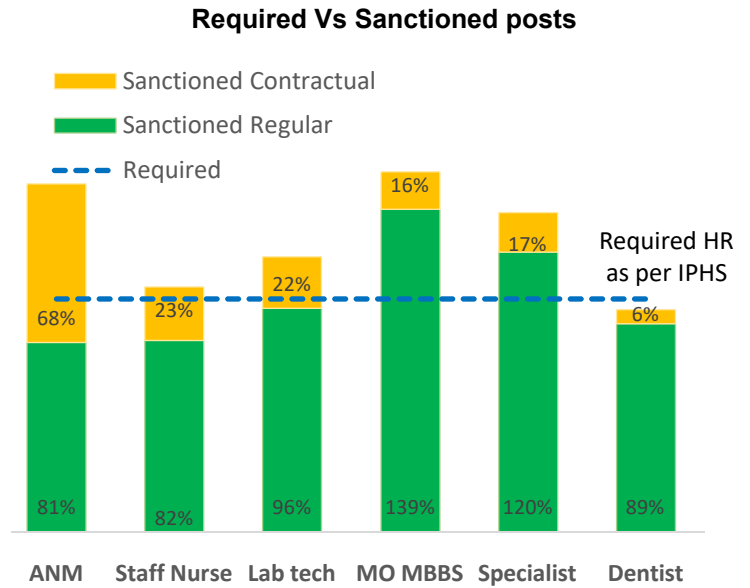
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	36 cases per day
Dental OPD per dental surgeon	16 cases per day
In-patient cases per nurse	1 case per shift per day
In-patient headcount at midnight per nurse	9 cases per shift per day
Lab tests* per Lab Technician	282 tests per day
Rapid Diagnostic Tests per Lab Technician	4 tests per day
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	1 case per day
Major operations using anaesthesia per anaesthetist	2 cases per day

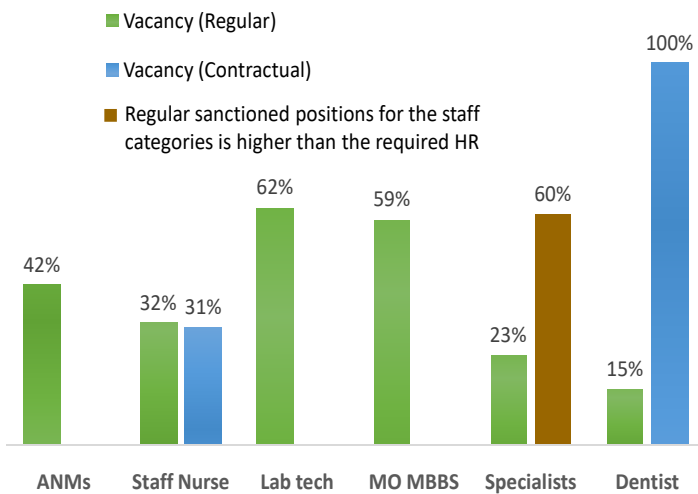
* excluding tests for RNTCP

Andhra Pradesh

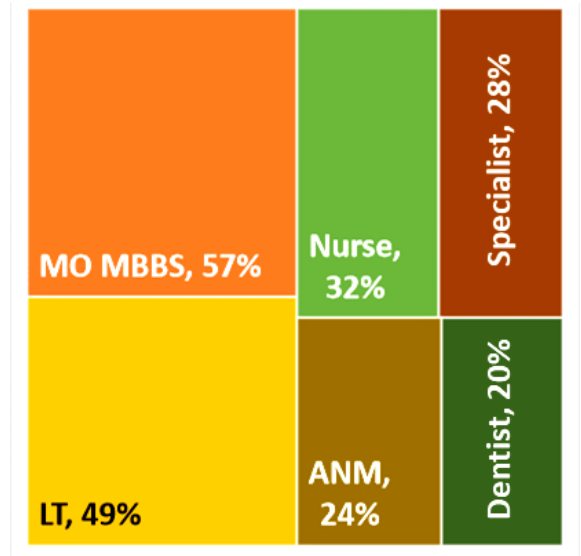
HRH Governance



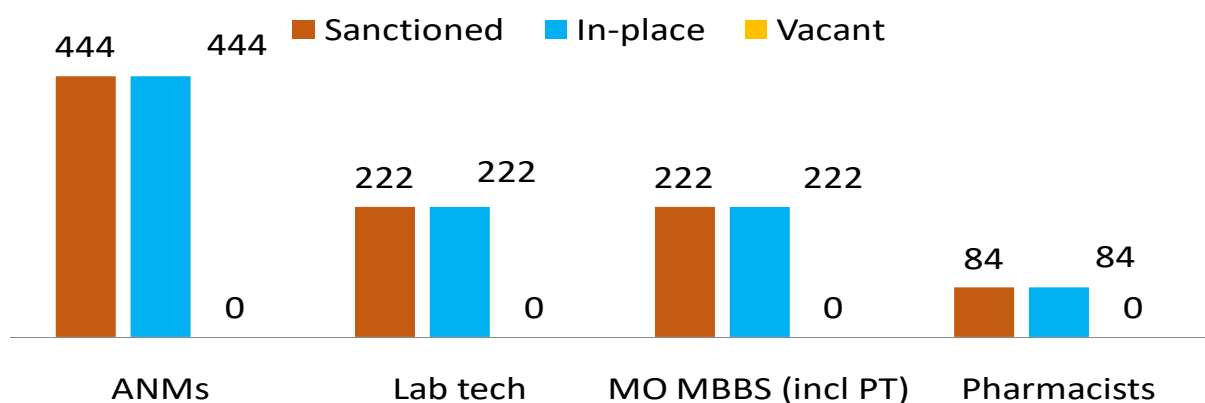
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Andhra Pradesh

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 4 per 10,000

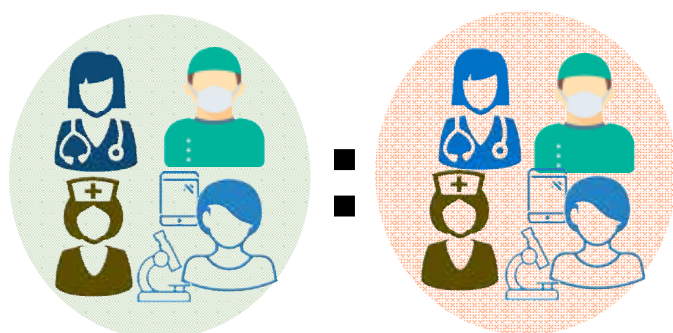
In-Place - 3 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 3 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 14



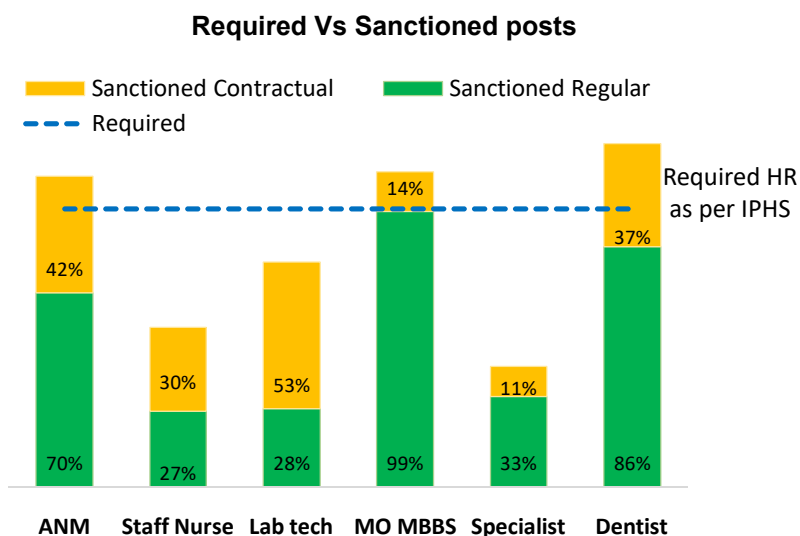
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	58 cases per day
Dental OPD per dental surgeon	20 cases per day
In-patient cases per nurse	3 cases per shift per day
In-patient headcount at midnight per nurse	4 cases per shift per day
Lab tests* per Lab Technician	66 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per month
Caesarean (C-Section) per gynaecologist	10 cases per day
Hysterectomy surgeries per gynaecologist	2 cases per month
Major operations using anaesthesia per anaesthetist	1 cases per day

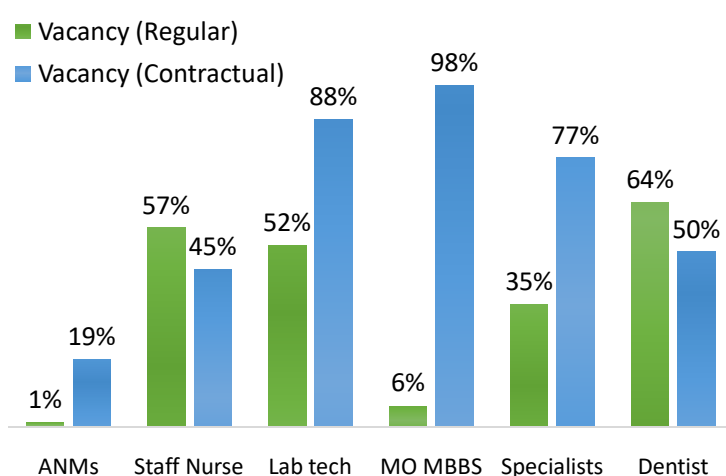
* excluding tests for RNTCP

Arunachal Pradesh

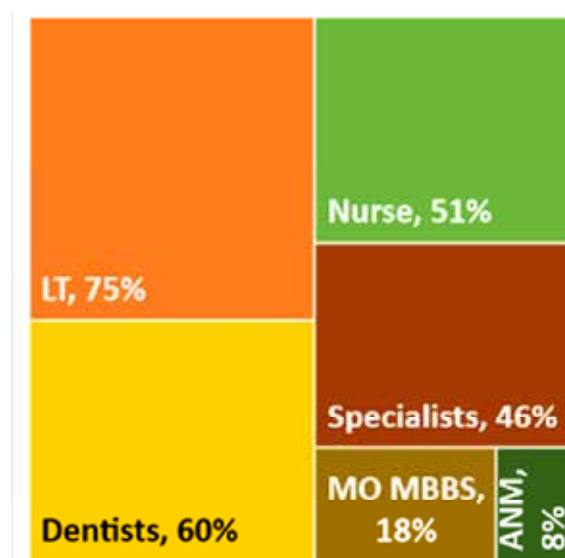
HRH Governance



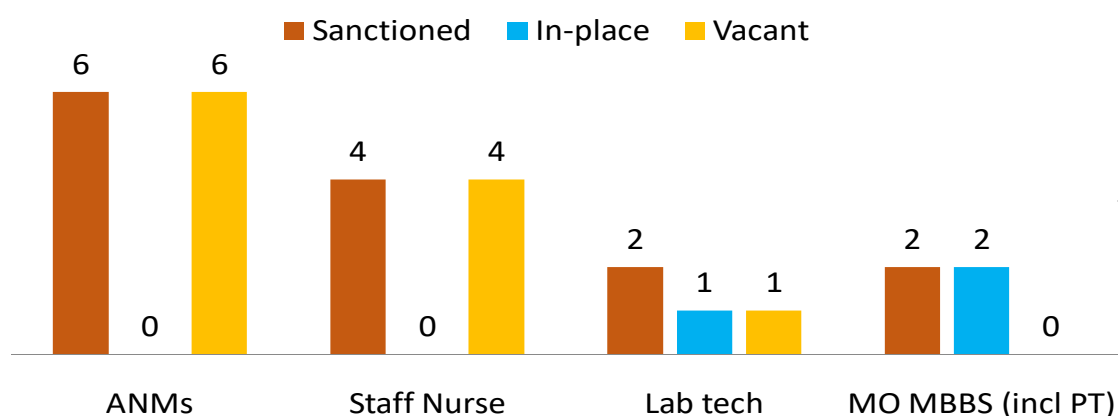
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Arunachal Pradesh

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

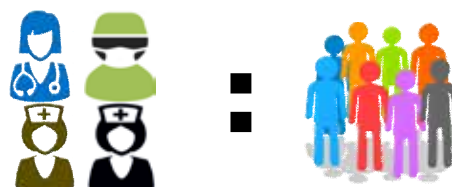
In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 24 per 10,000

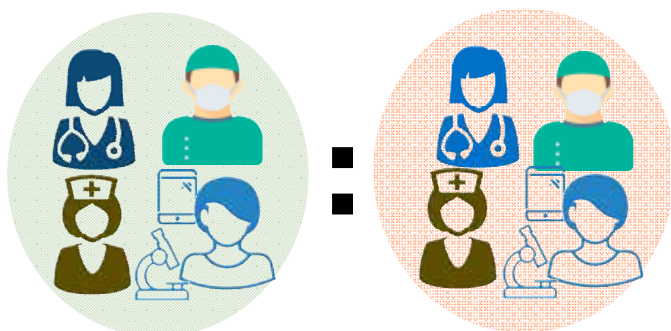
In-Place - 17 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 2 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 3



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	5 cases per day
Dental OPD per dental surgeon	4 cases per day
In-patient cases per nurse	1 case per shift per day
In-patient headcount at midnight per nurse	9 cases per month per shift
Lab tests* per Lab Technician	11 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	9 cases per month
Hysterectomy surgeries per gynaecologist	7 cases per month
Major operations using anaesthesia per anaesthetist	1 case per day

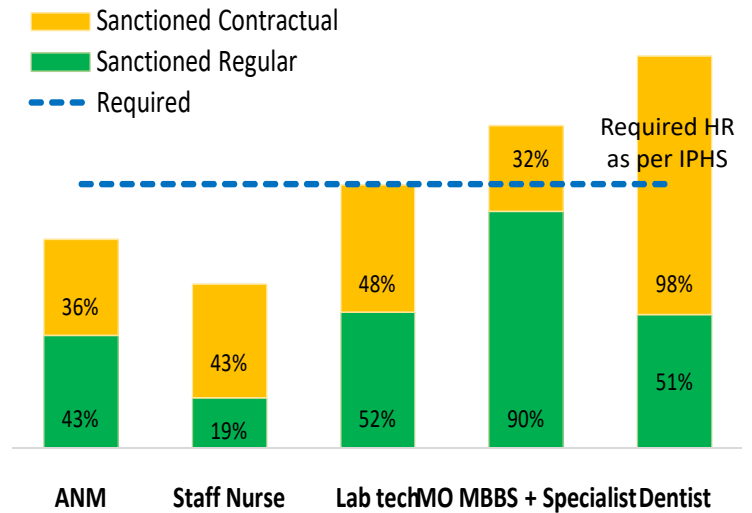
* excluding tests for RNTCP

Assam

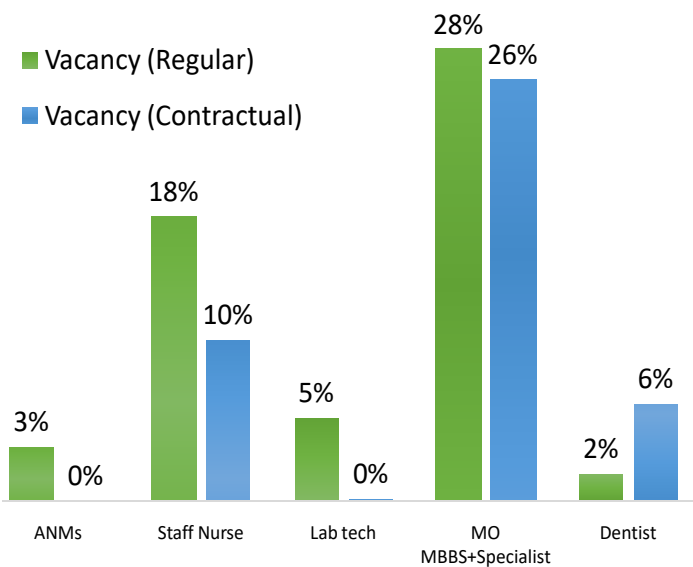
HRH Governance



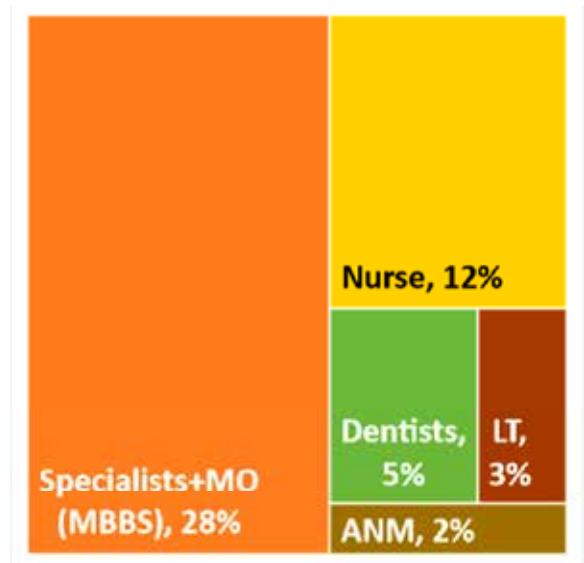
Required Vs Sanctioned posts



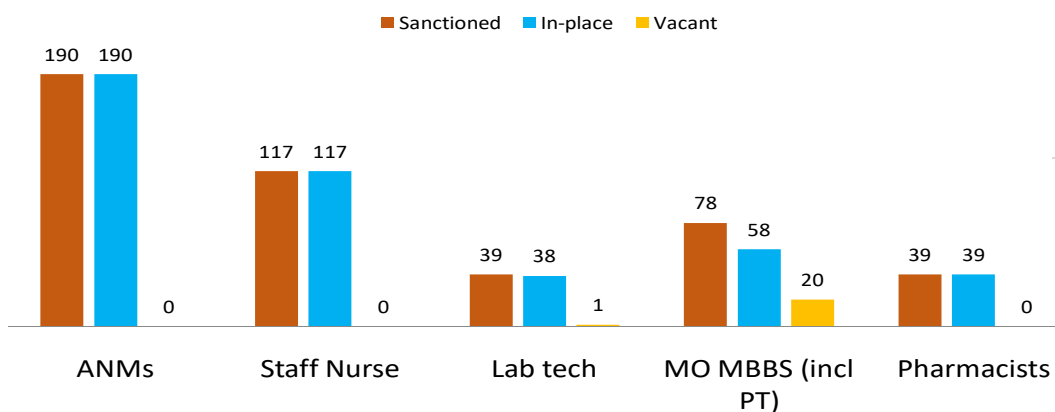
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Assam

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

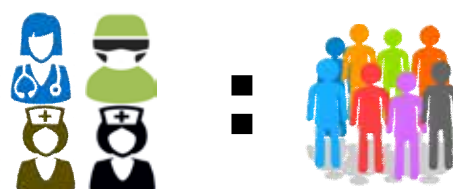
In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 7 per 10,000

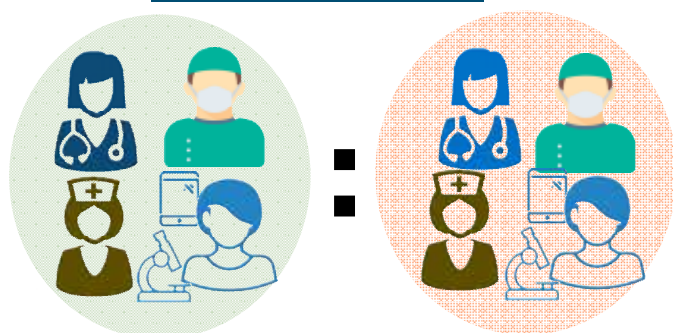
In-Place - 6 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1: 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 8



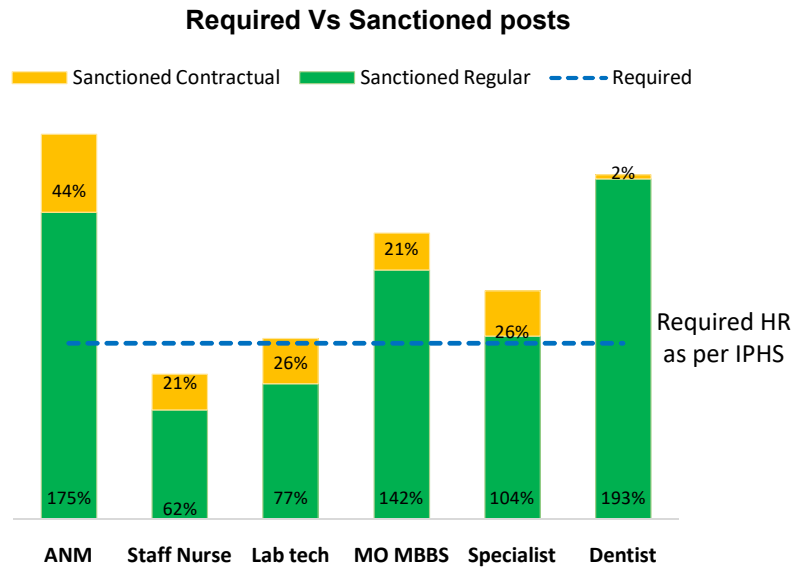
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	20 cases per day
Dental OPD per dental surgeon	2 cases per day
In-patient cases per nurse	1 case per shift per day
In-patient headcount at midnight per nurse	2 cases per shift per day
Lab tests* per Lab Technician	14 tests per day

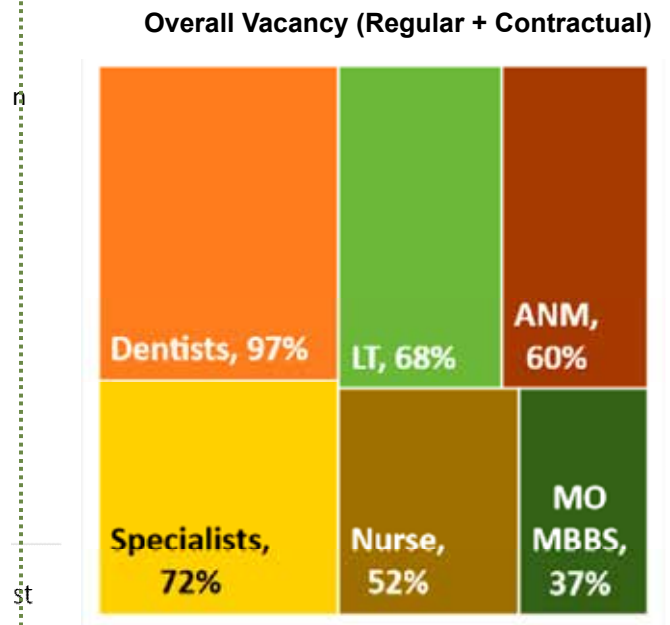
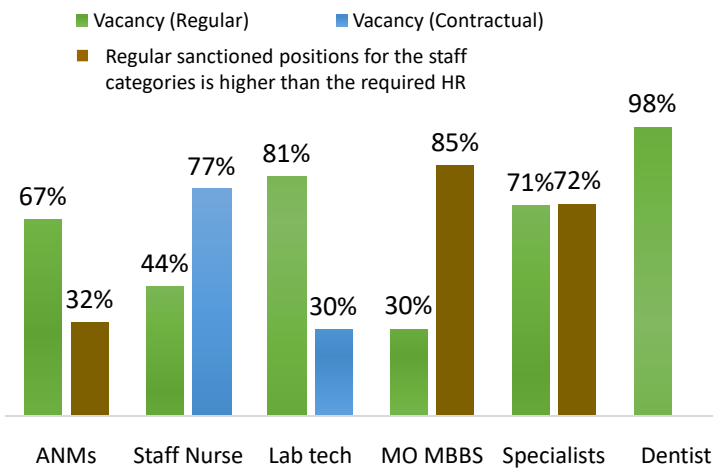
* excluding tests for RNTCP

Bihar

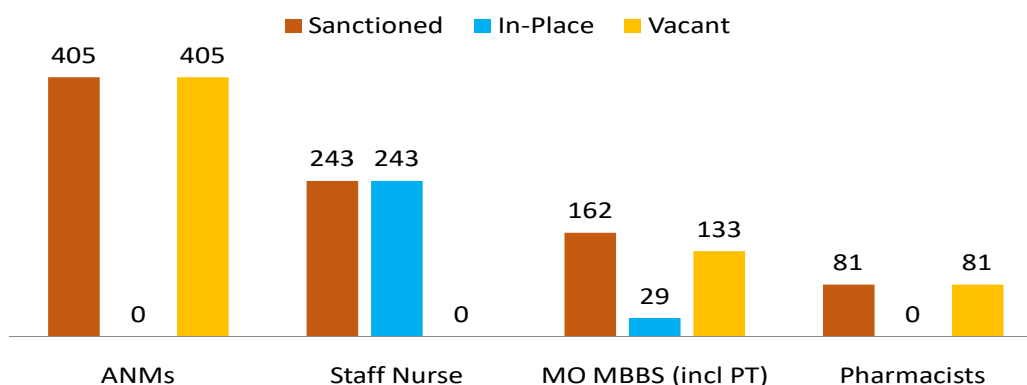
HRH Governance



Varying degrees of Vacancies reported for different staff category



Available Human Resources at Urban Facilities (UPHC & UCHC)



Bihar

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 7 per 10,000

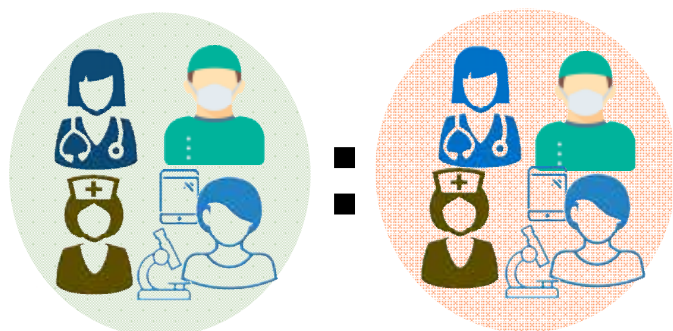
In-Place - 3 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 4 : 1

In-Place - 3 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 7



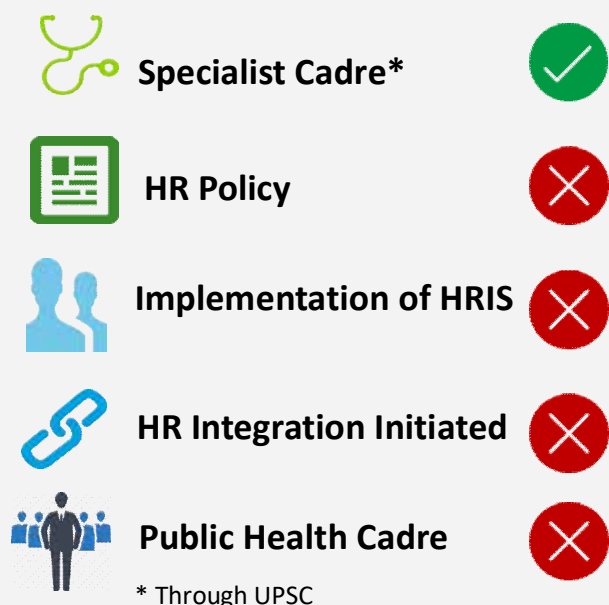
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	38 cases per day
Dental OPD per dental surgeon	18 cases per day
In-patient cases per nurse	6 cases per shift per day
In-patient headcount at midnight per nurse	5 cases per shift per day
Lab tests* per Lab Technician	8 tests per day
Rapid Diagnostic Tests per Lab Technician	7 tests per month
Caesarean (C-Section) per gynaecologist	7 cases per month
Hysterectomy surgeries per gynaecologist	6 cases per month
Major operations using anaesthesia per anaesthetist	8 cases per day

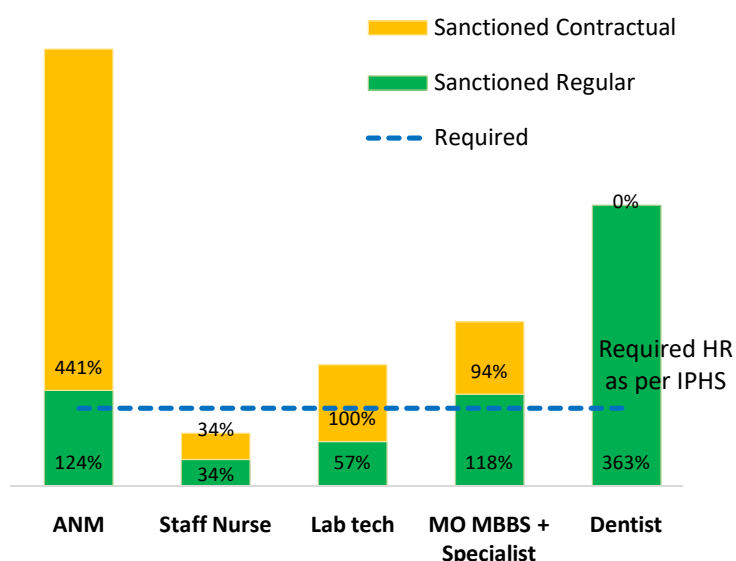
* excluding tests for RNTCP

Chandigarh

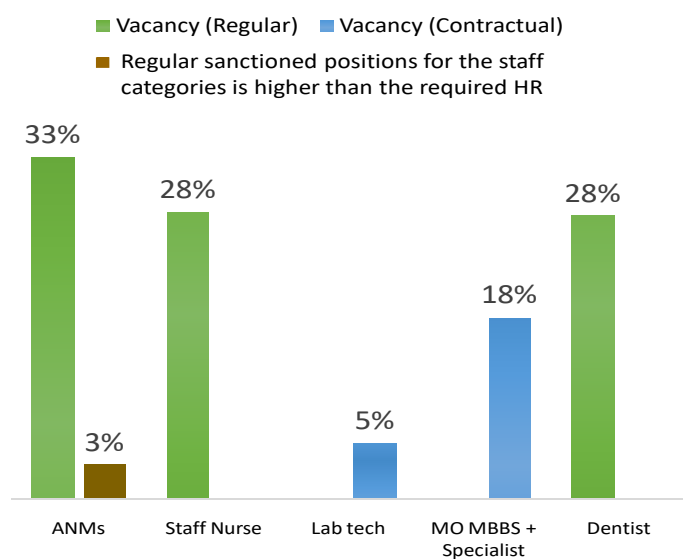
HRH Governance



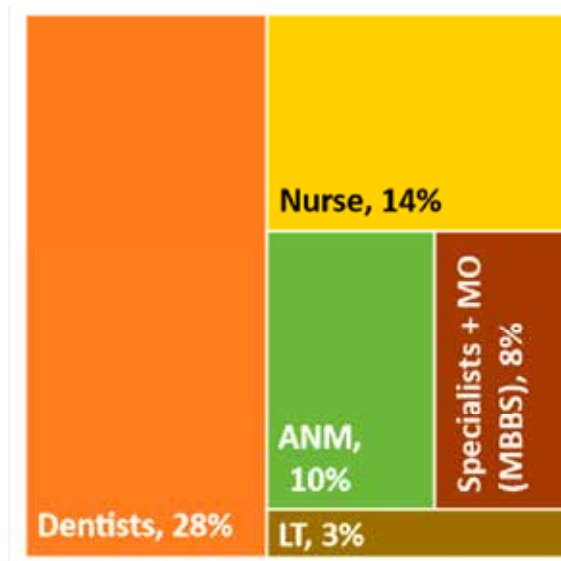
Required Vs Sanctioned posts



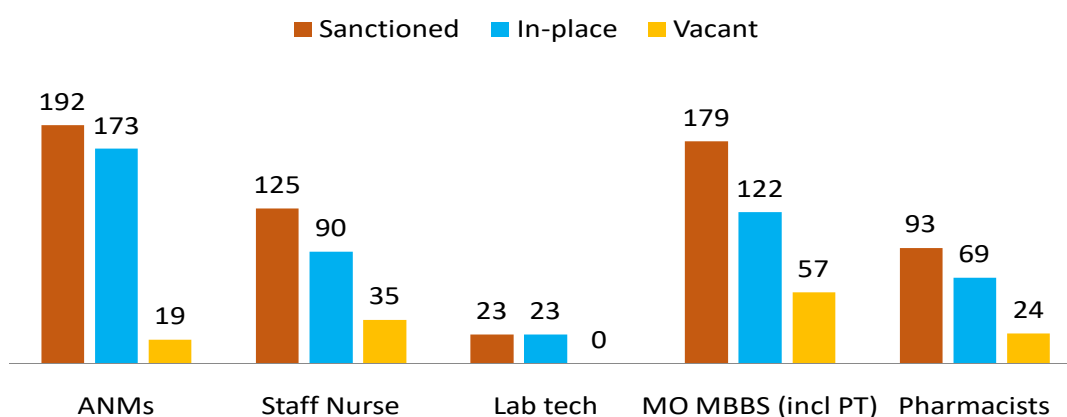
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Chandigarh

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

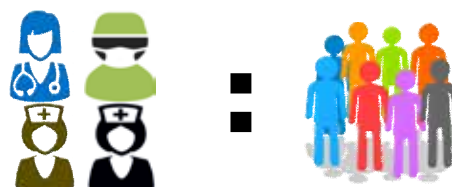
In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 4 per 10,000

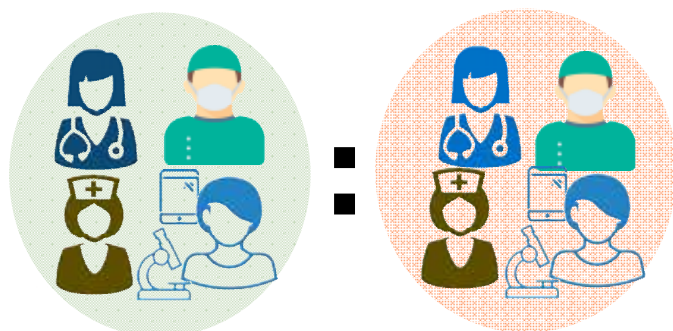
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 10



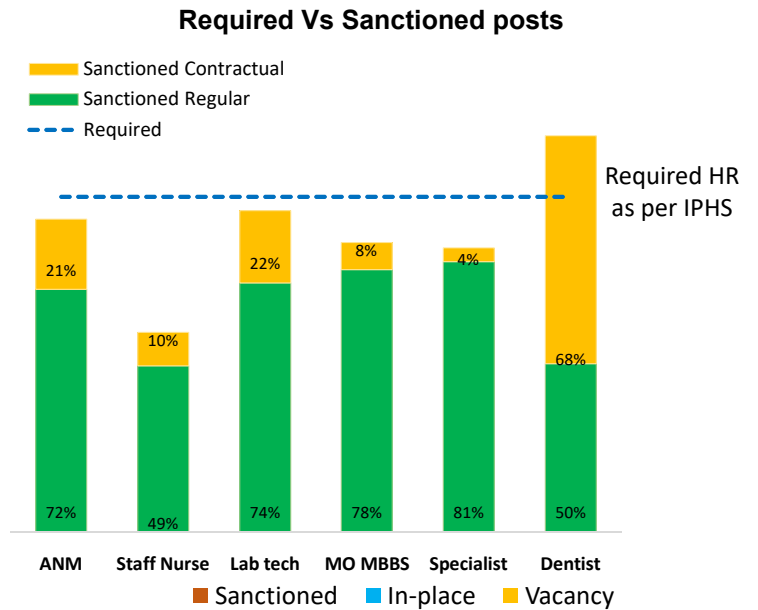
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	40 cases per day
Dental OPD per dental surgeon	13 cases per day
In-patient cases per nurse	3 cases per shift per day
In-patient headcount at midnight per nurse	10 cases per shift per day
Lab tests* per Lab Technician	189 tests per day
Rapid Diagnostic Tests per Lab Technician	4 tests per month
Caesarean (C-Section) per gynaecologist	9 cases per month
Major operations using anaesthesia per anaesthetist	3 cases per day

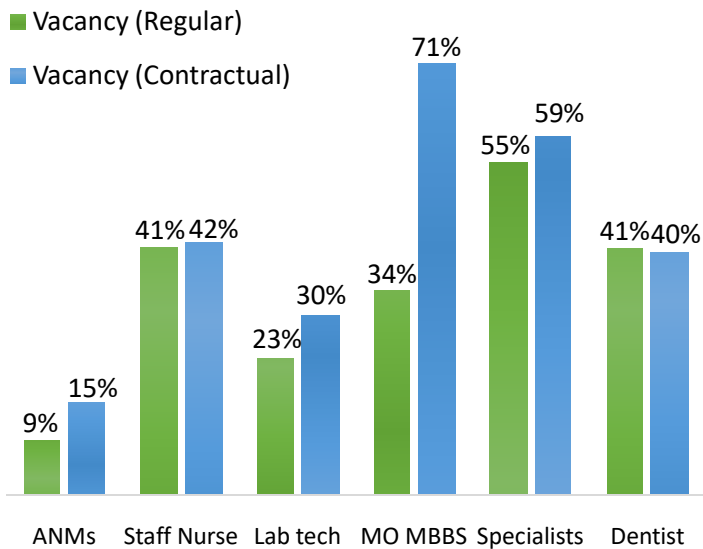
* excluding tests for RNTCP

Chhattisgarh

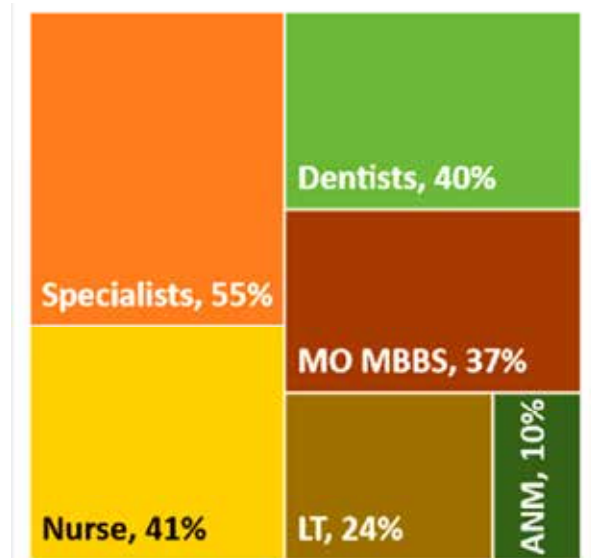
HRH Governance



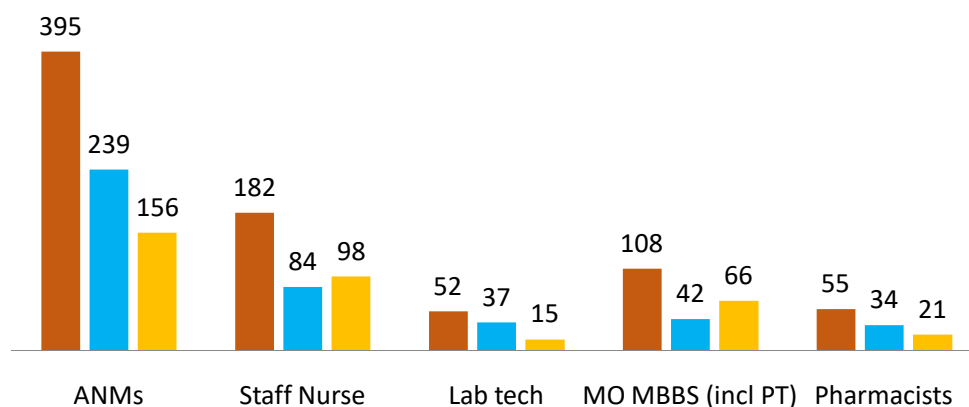
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Chhattisgarh

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 6 per 10,000

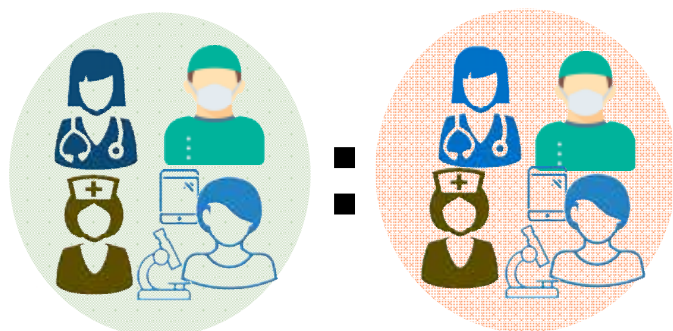
In-Place - 5 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 5 : 1

In-Place - 5 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	30 cases per day
Dental OPD per dental surgeon	3 cases per day
In-patient cases per nurse	3 cases per shift per day
In-patient headcount at midnight per nurse	2 cases per shift per day
Lab tests* per Lab Technician	22 tests per day
Rapid Diagnostic Tests per Lab Technician	5 tests per day
Caesarean (C-Section) per gynaecologist	7 cases per month
Hysterectomy surgeries per gynaecologist	1 case per month
Major operations using anaesthesia per anaesthetist	1 case per day

* excluding tests for RNTCP

Dadar & Nagar Haveli

HRH Governance



Specialist Cadre*



HR Policy



Implementation of HRIS



HR Integration Initiated

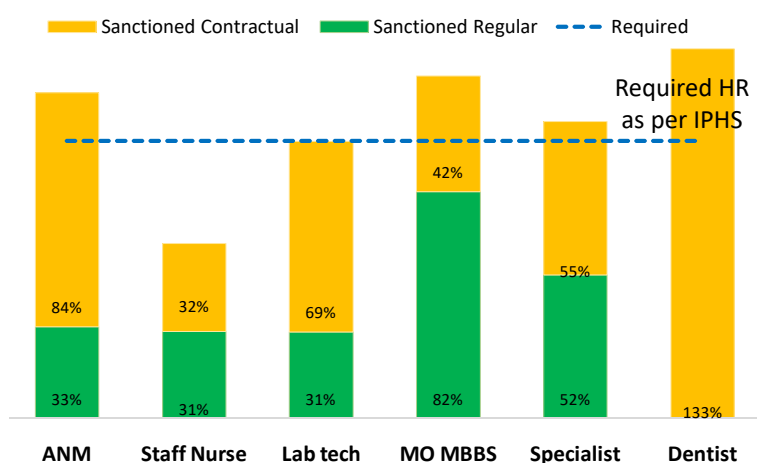


Public Health Cadre

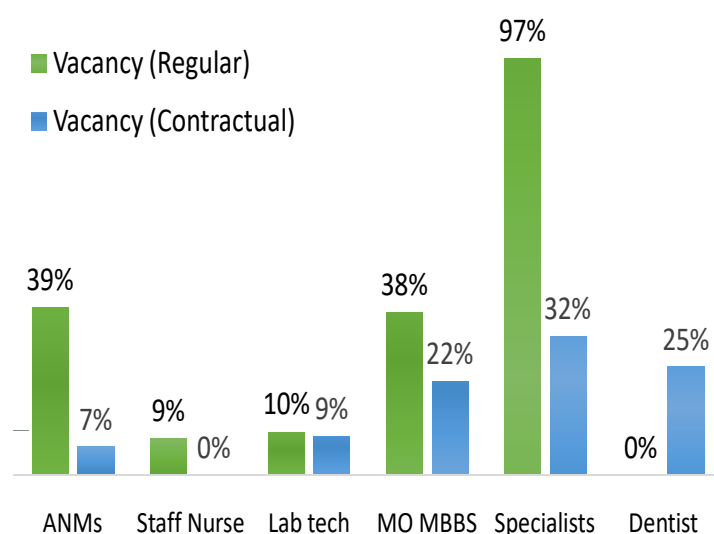


* Through UPSC

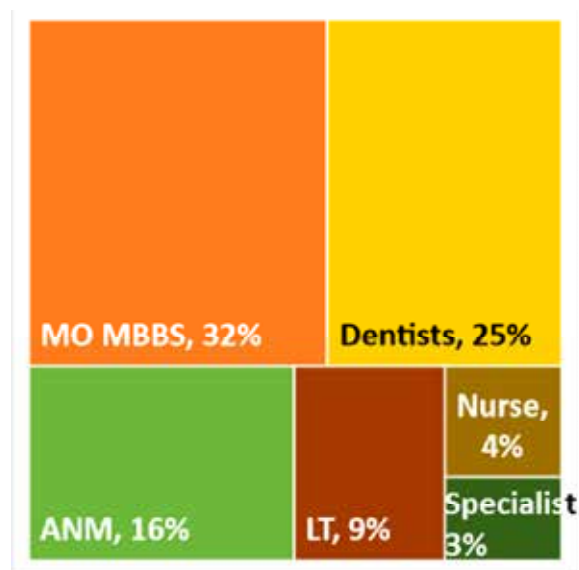
Required Vs Sanctioned posts



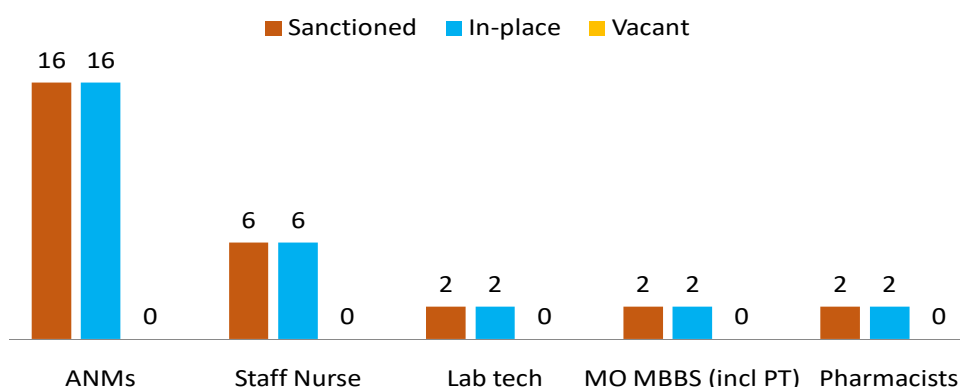
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Dadar & Nagar Haveli

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

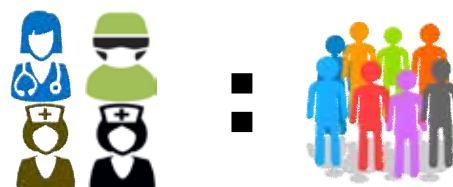
In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 10 per 10,000

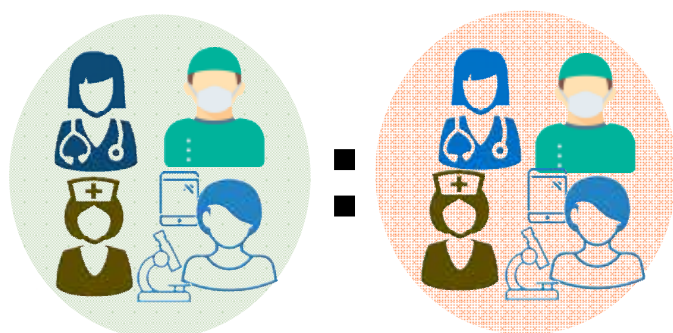
In-Place - 8 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 9



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	92 cases per day
Dental OPD per dental surgeon	28 cases per day
In-patient cases per nurse	4 cases per shift per day
In-patient headcount at midnight per nurse	9 cases per shift per day
Lab tests* per Lab Technician	119 tests per day
Rapid Diagnostic Tests per Lab Technician	9 tests per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	11 cases per month
Major operations using anaesthesia per anaesthetist	7 cases per day

* excluding tests for RNTCP

Daman and Diu

HRH Governance



Specialist Cadre*



HR Policy



Implementation of HRIS



HR Integration Initiated

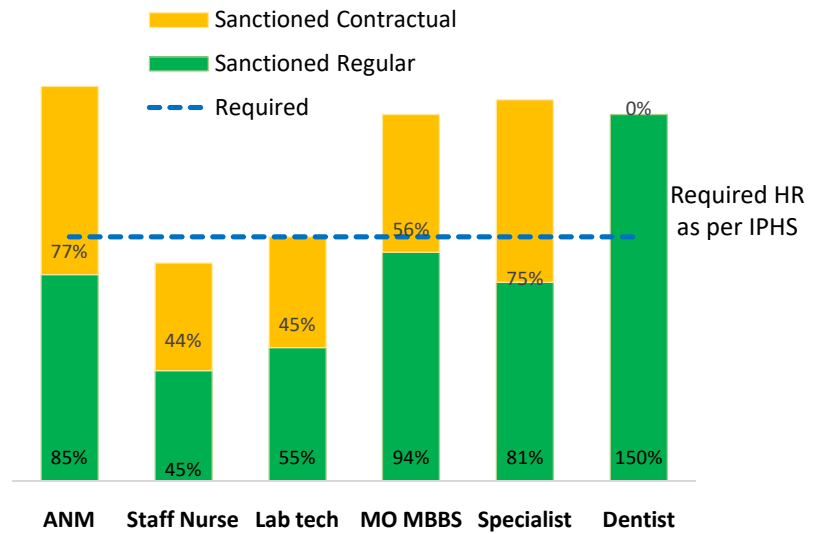


Public Health Cadre

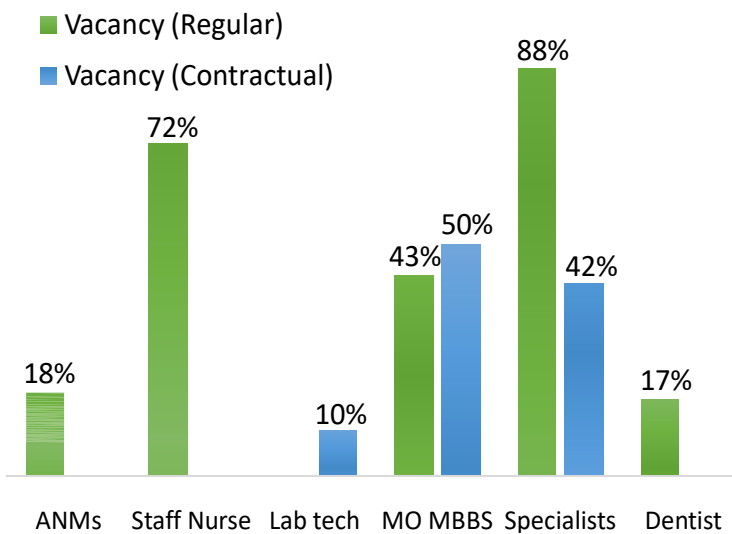


* Through UPSC

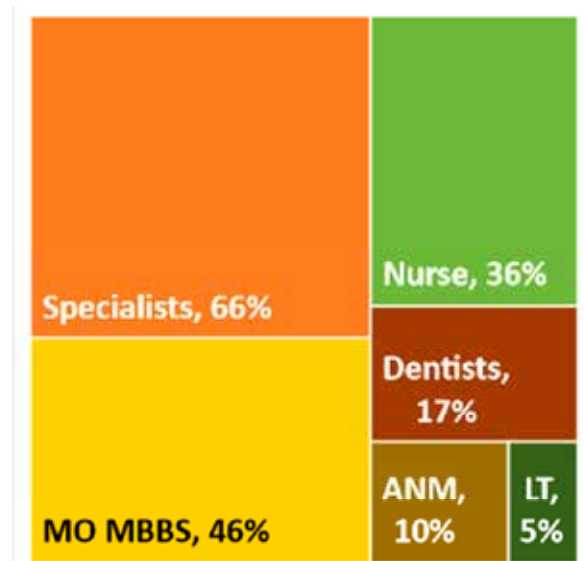
Required Vs Sanctioned posts



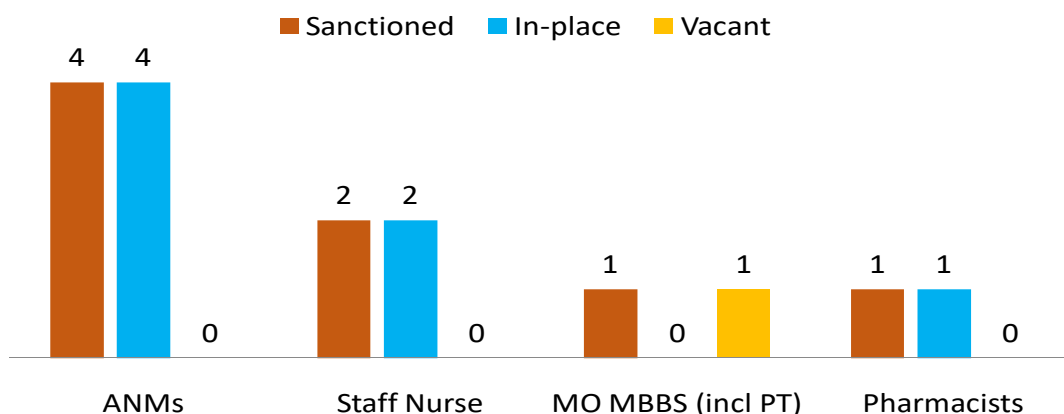
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



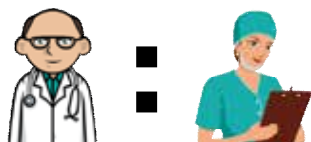
Daman and Diu

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 9 per 10,000

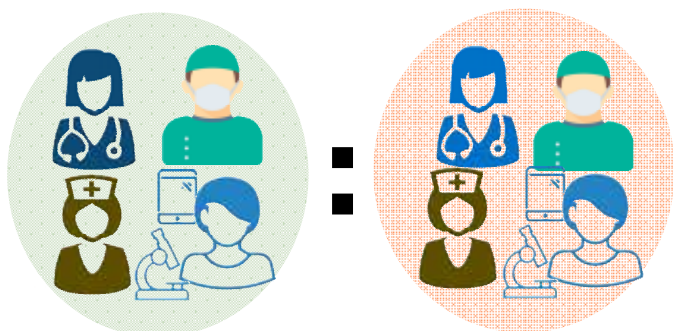
In-Place - 5 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 8



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	62 cases per day
Dental OPD per dental surgeon	25 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	4 cases per shift per day
Lab tests* per Lab Technician	59 tests per day
Rapid Diagnostic Tests per Lab Technician	2 tests per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	2 cases per month
Major operations using anaesthesia per anaesthetist	3 cases per day

* excluding tests for RNTCP

Delhi

HRH Governance



Specialist Cadre*



HR Policy



Implementation of HRIS



HR Integration Initiated

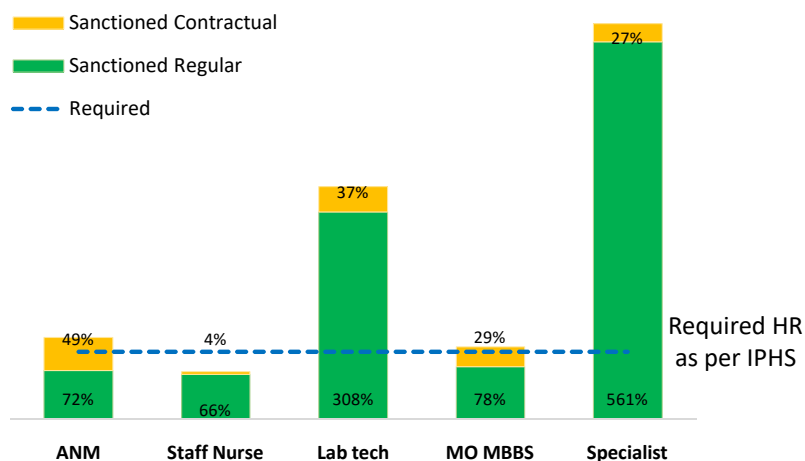


Public Health Cadre



* Through UPSC

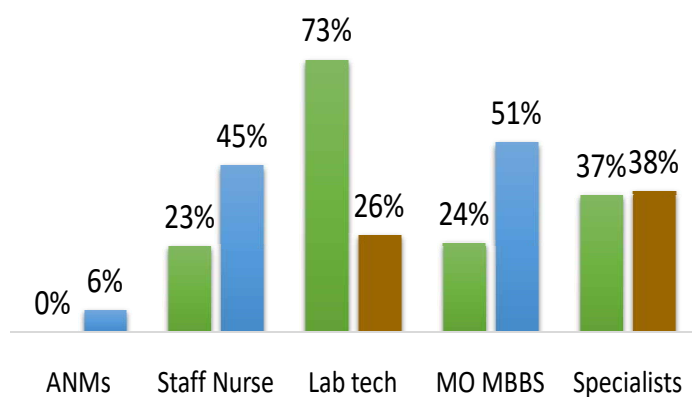
Required Vs Sanctioned posts



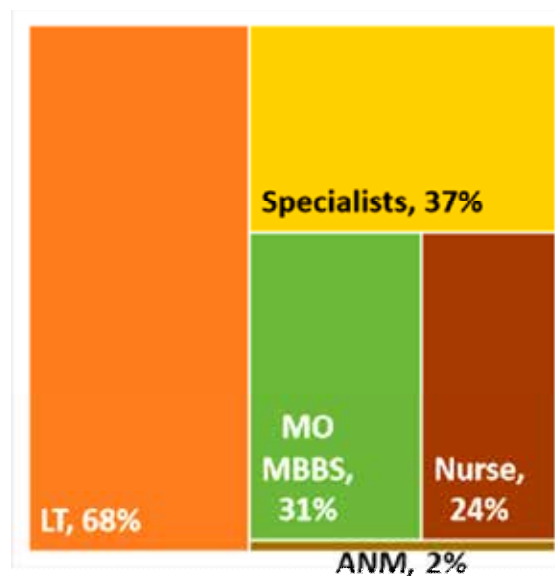
Varying degrees of Vacancies reported for different staff category

■ Vacancy (Regular) ■ Vacancy (Contractual)

■ Regular sanctioned positions for the staff categories is higher than the required HR

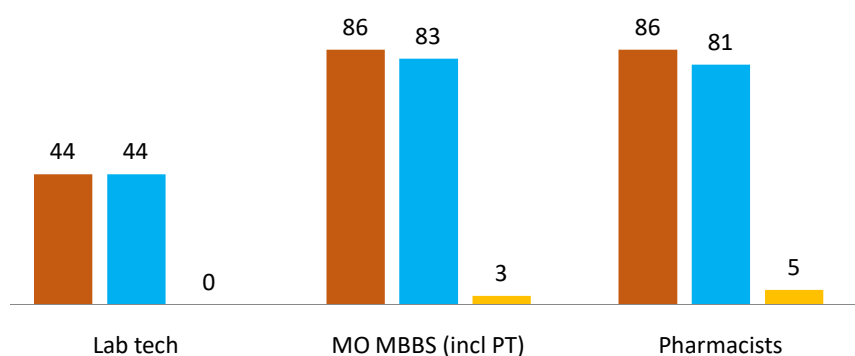


Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)

■ Sanctioned ■ In-place ■ Vacant



Delhi

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 5 per 10,000

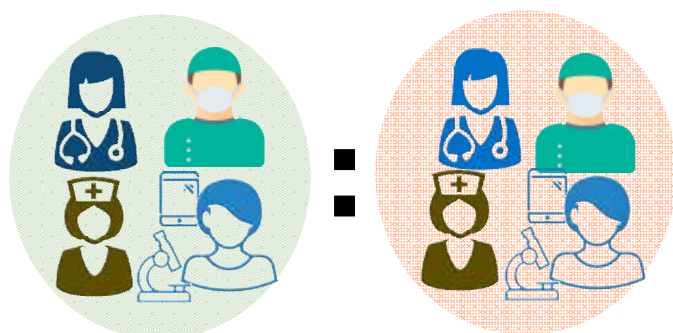
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 6 : 1

In-Place - 6 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 4



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	88 cases per day
In-patient cases per nurse	1 cases per shift per day
In-patient headcount at midnight per nurse	5 cases per shift per day
Lab tests* per Lab Technician	38 tests per day
Rapid Diagnostic Tests per Lab Technician	2 tests per month

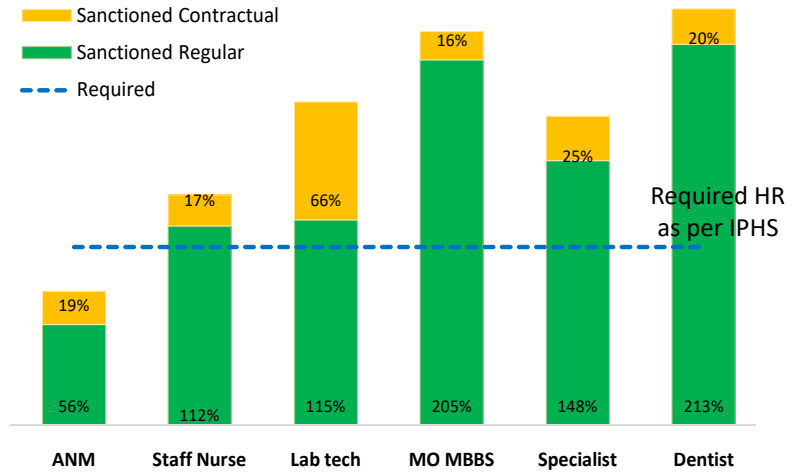
* excluding tests for RNTCP

Goa

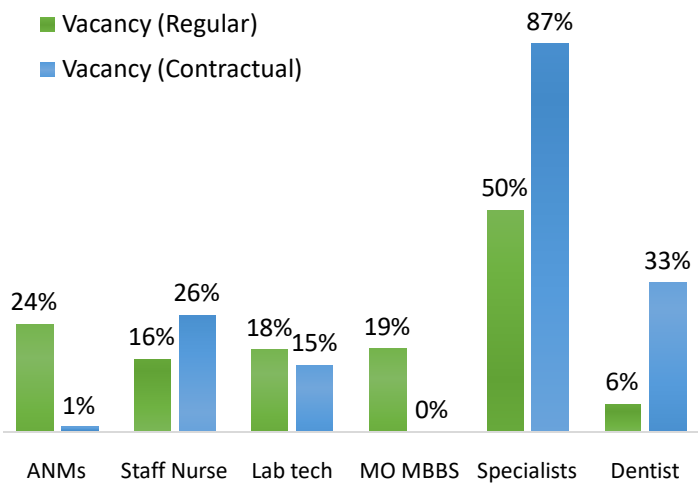
HRH Governance



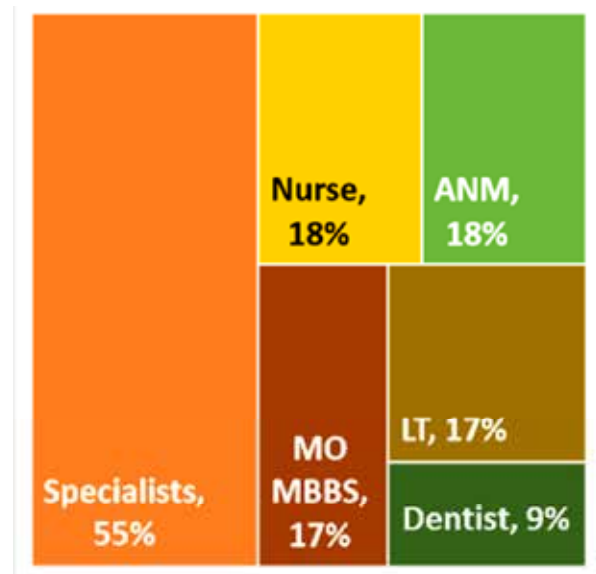
Required Vs Sanctioned posts



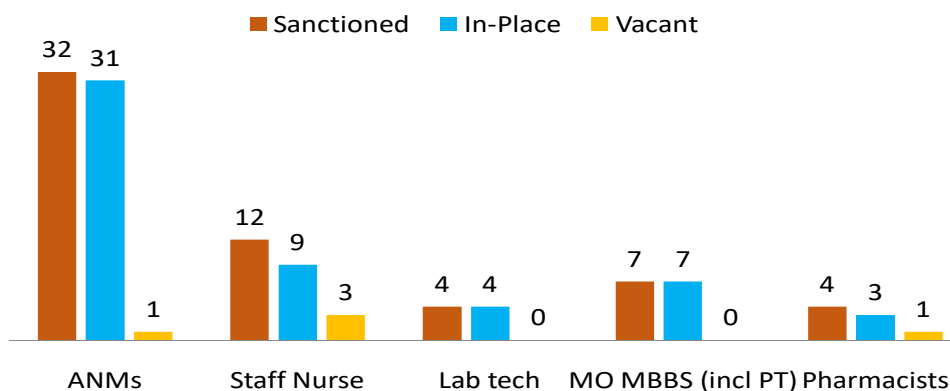
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Goa

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

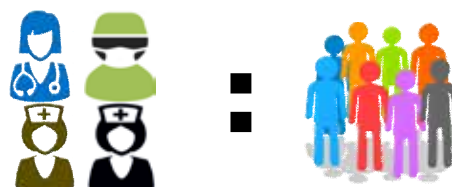
In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 8 per 10,000

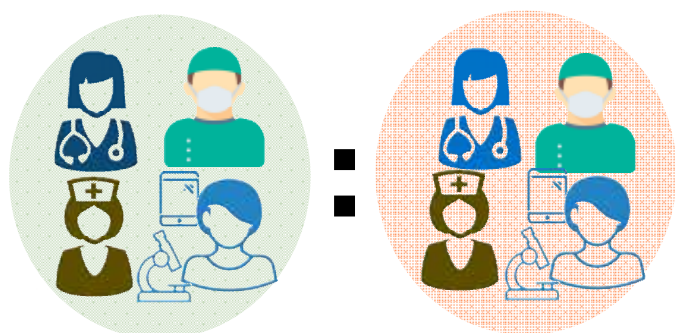
In-Place - 6 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 5 : 1

In-Place - 5 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	20 cases per day
Dental OPD per dental surgeon	5 cases per day
In-patient cases per nurse	1 cases per shift per day
In-patient headcount at midnight per nurse	3 cases per shift per day
Lab tests* per Lab Technician	56 tests per day
Rapid Diagnostic Tests per Lab Technician	5 tests per month
Caesarean (C-Section) per gynaecologist	9 cases per month
Hysterectomy surgeries per gynaecologist	1 case per month
Major operations using anaesthesia per anaesthetist	1 case per day

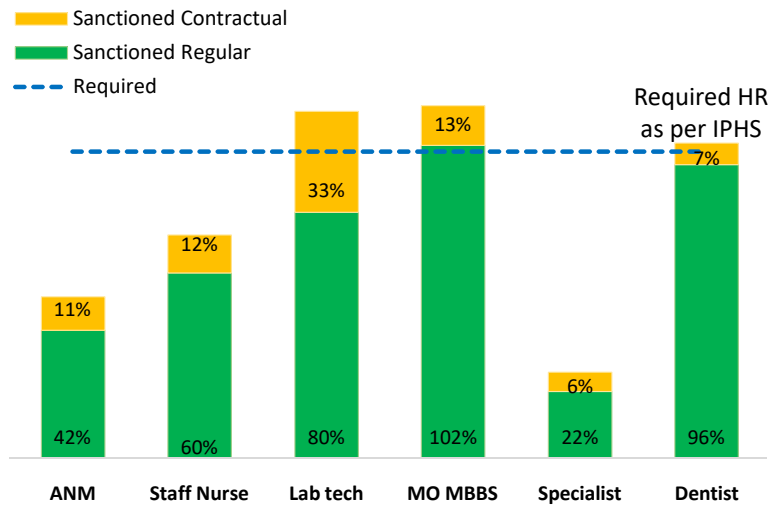
* excluding tests for RNTCP

Gujarat

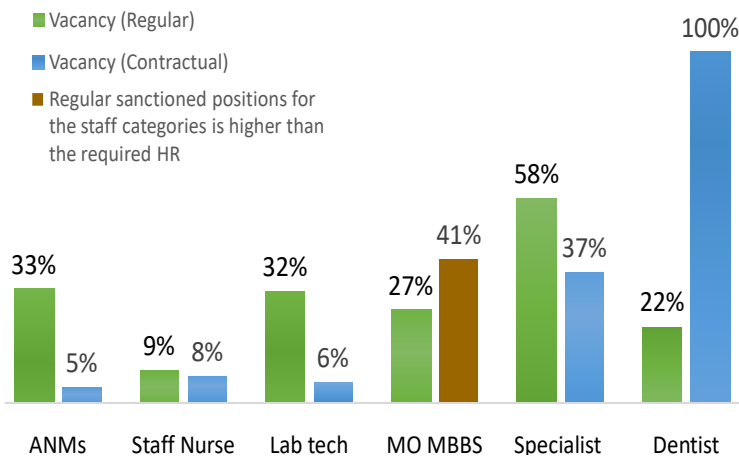
HRH Governance



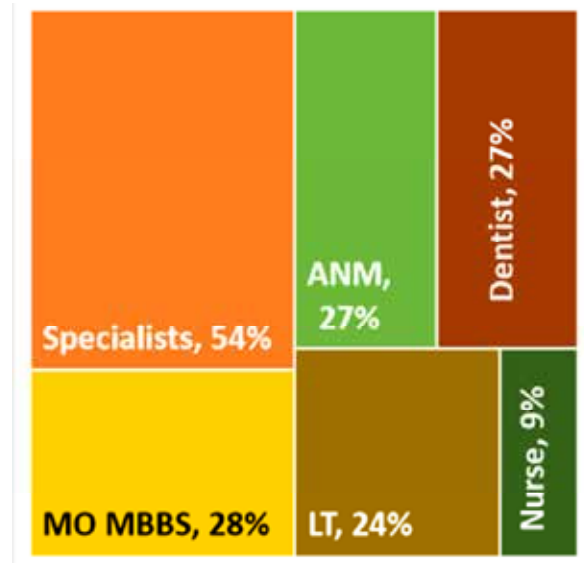
Required Vs Sanctioned posts



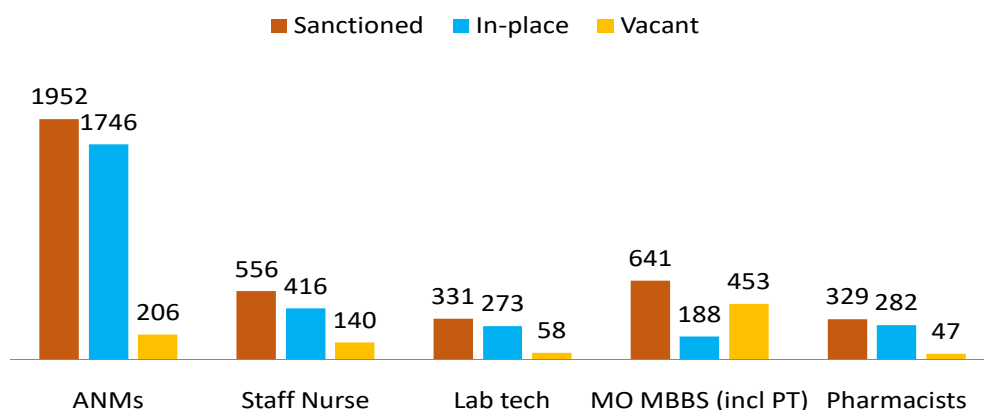
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Gujarat

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 5 per 10,000

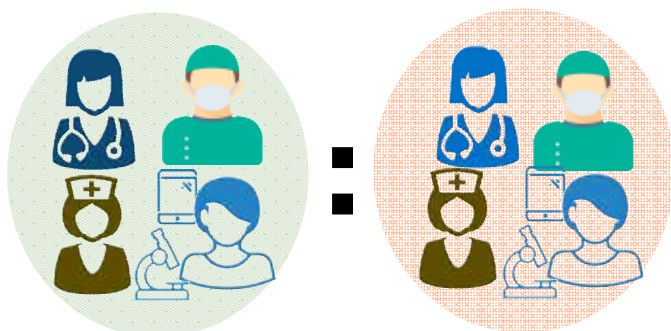
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 4 : 1

In-Place - 4 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	54 cases per day
Dental OPD per dental surgeon	5 cases per day
In-patient cases per nurse	3 cases per shift per day
In-patient headcount at midnight per nurse	1 case per shift per day
Lab tests* per Lab Technician	54 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	1 case per day
Major operations using anaesthesia per anaesthetist	4 cases per day

* excluding tests for RNTCP

Haryana

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



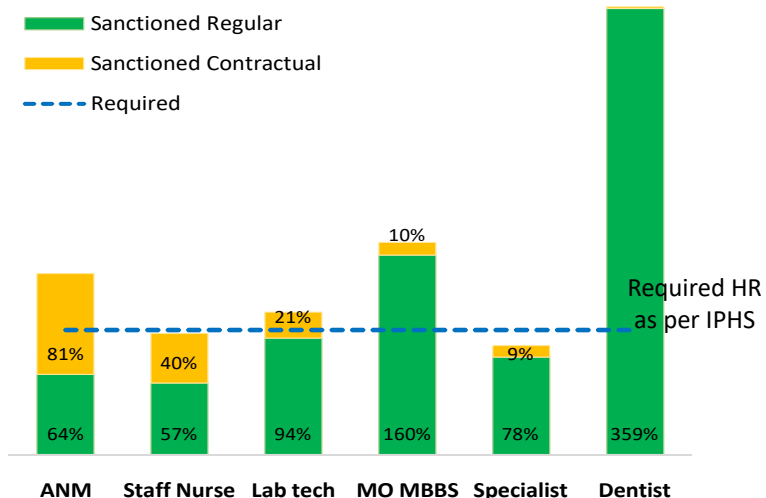
HR Integration Initiated



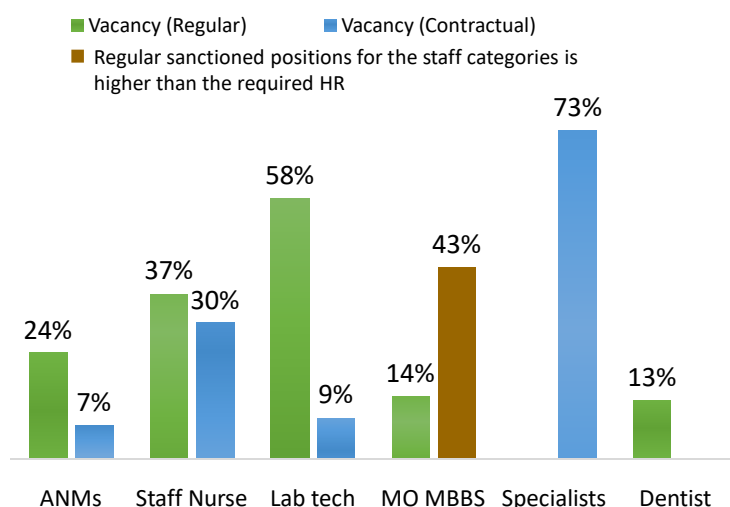
Public Health Cadre



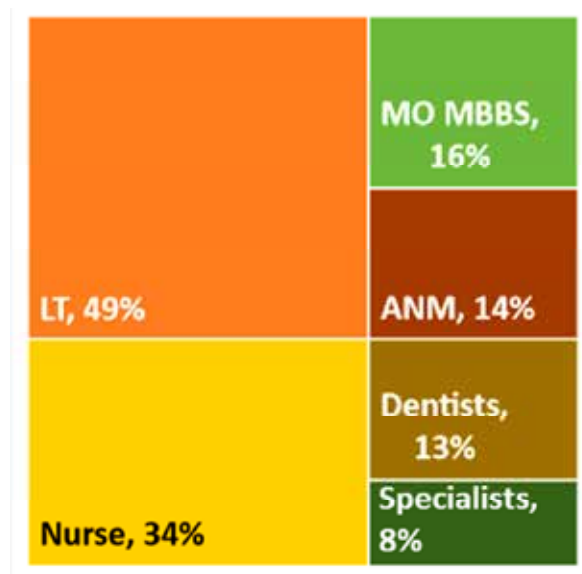
Required Vs Sanctioned posts



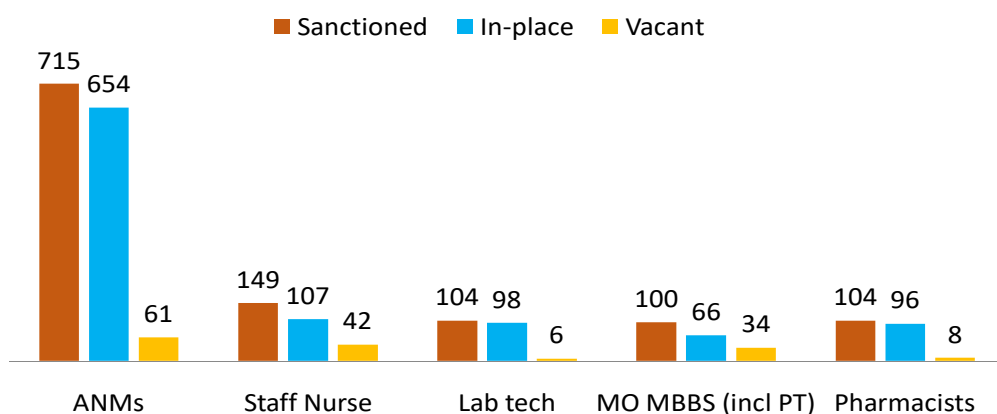
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Haryana

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 6 per 10,000

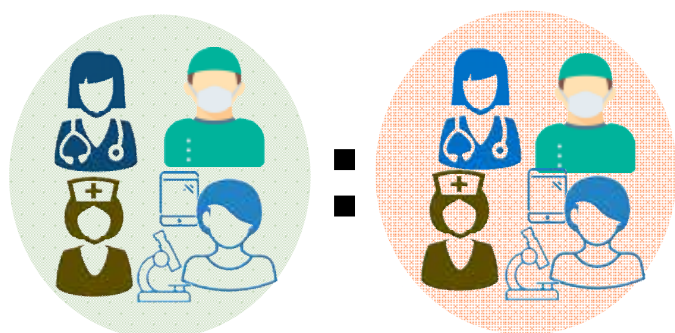
In-Place - 5 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 2: 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 6



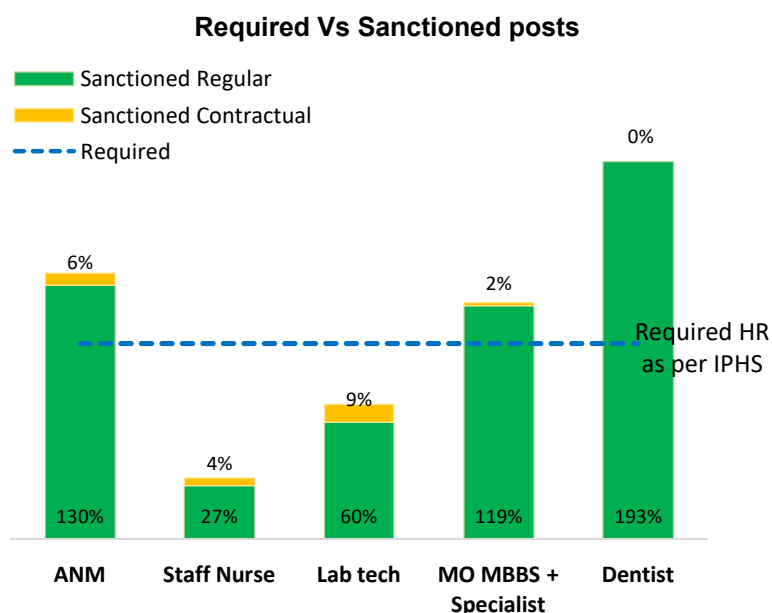
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	26 cases per day
Dental OPD per dental surgeon	9 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	2 cases per shift per day
Lab tests* per Lab Technician	70 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	2 cases per month
Major operations using anaesthesia per anaesthetist	2 cases per day

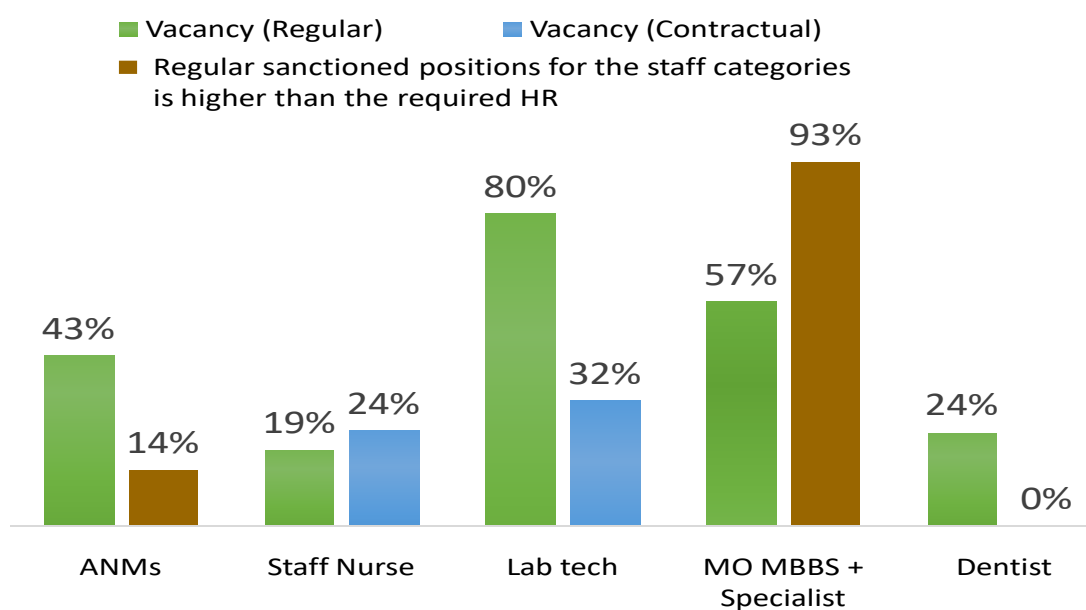
* excluding tests for RNTCP

Himachal Pradesh

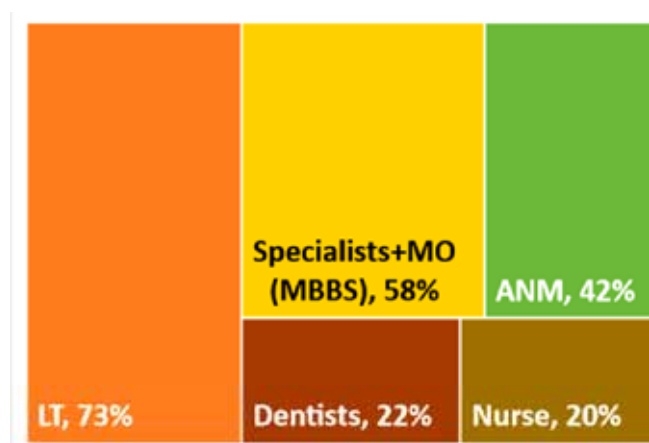
HRH Governance



Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Himachal Pradesh

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

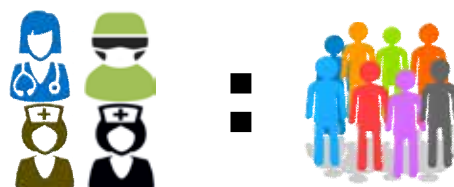
In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 13 per 10,000

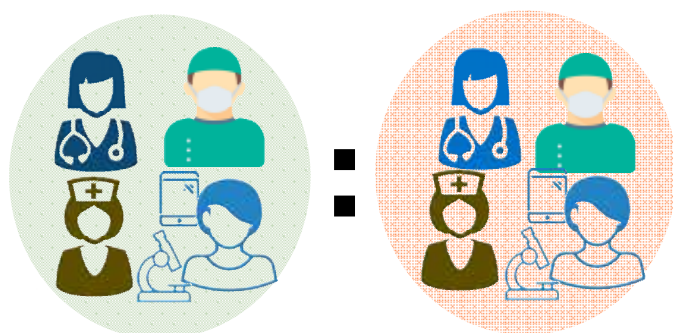
In-Place - 9 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 12 : 1

In-Place - 10: 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



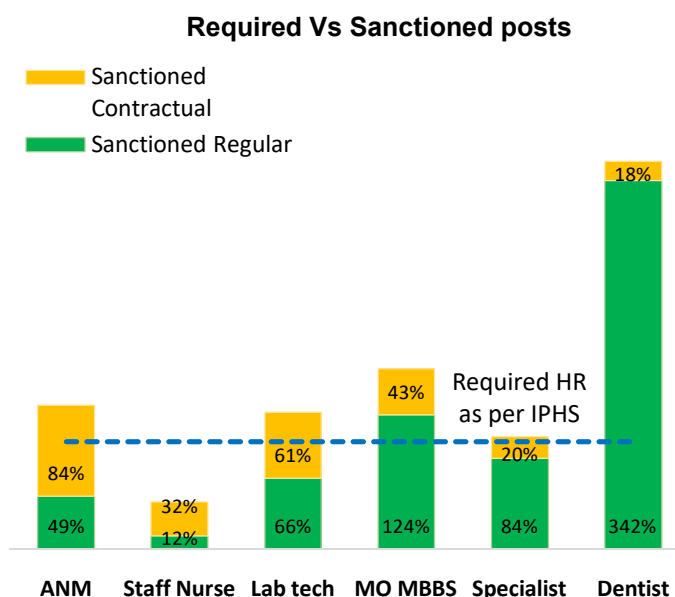
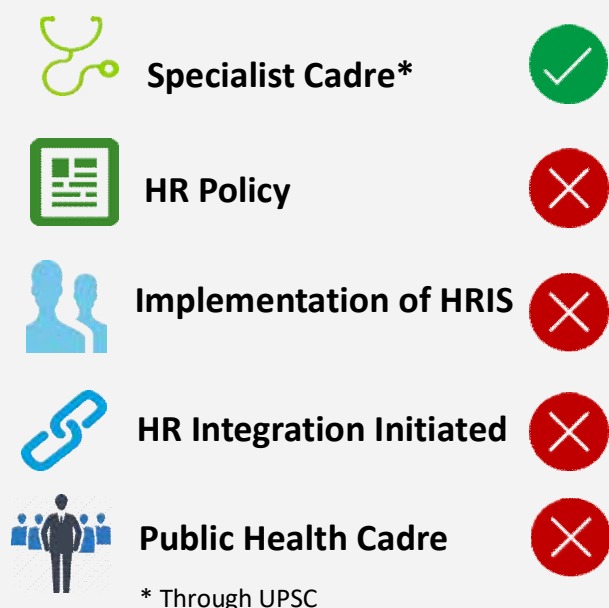
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	26 cases per day
Dental OPD per dental surgeon	4 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	4 cases per shift per day
Lab tests* per Lab Technician	44 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	9 cases per month
Major operations using anaesthesia per anaesthetist	3 cases per day

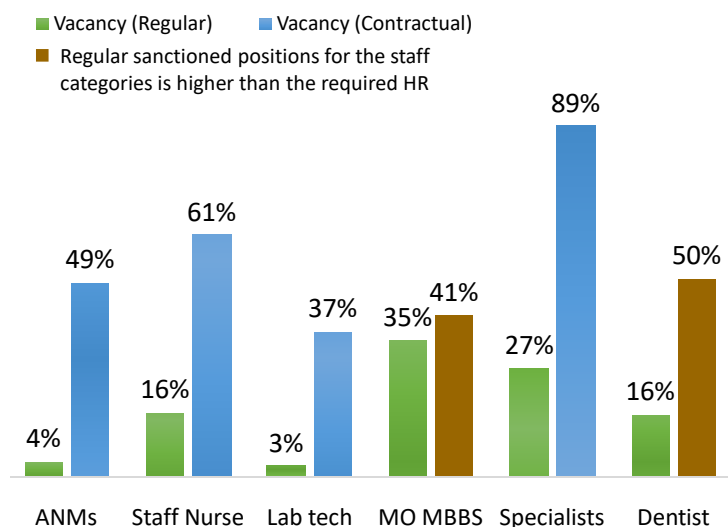
* excluding tests for RNTCP

Jammu and Kashmir

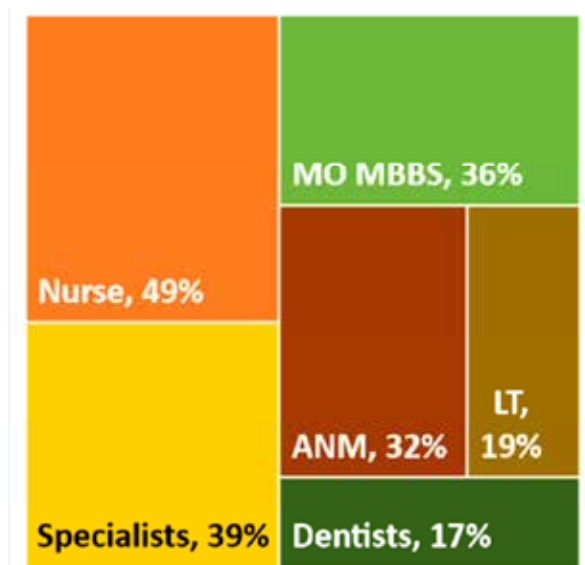
HRH Governance



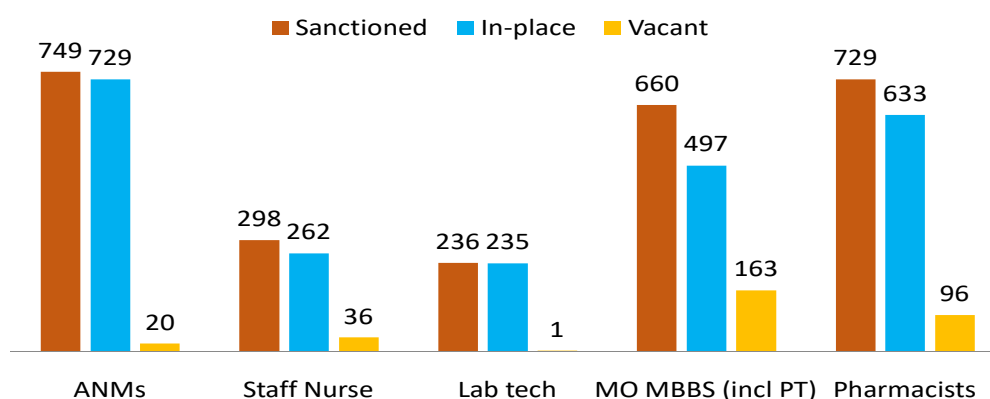
Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



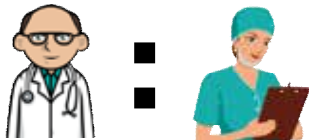
Jammu and Kashmir

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 9 per 10,000

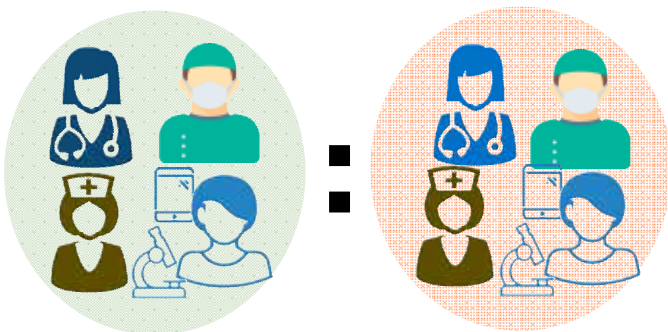
In-Place - 6 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 11



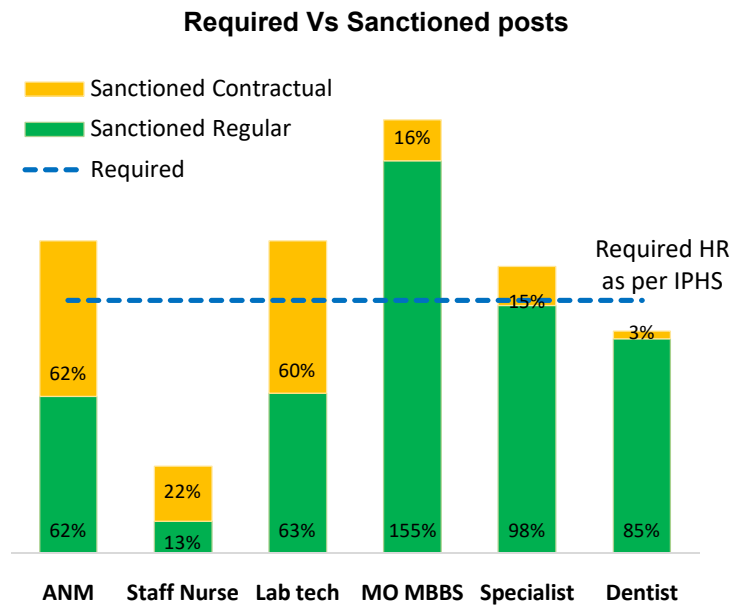
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	40 cases per day
Dental OPD per dental surgeon	11 cases per day
In-patient cases per nurse	7 cases per shift per day
In-patient headcount at midnight per nurse	4 cases per shift per day
Lab tests* per Lab Technician	34 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	9 cases per month
Major operations using anaesthesia per anaesthetist	3 cases per day

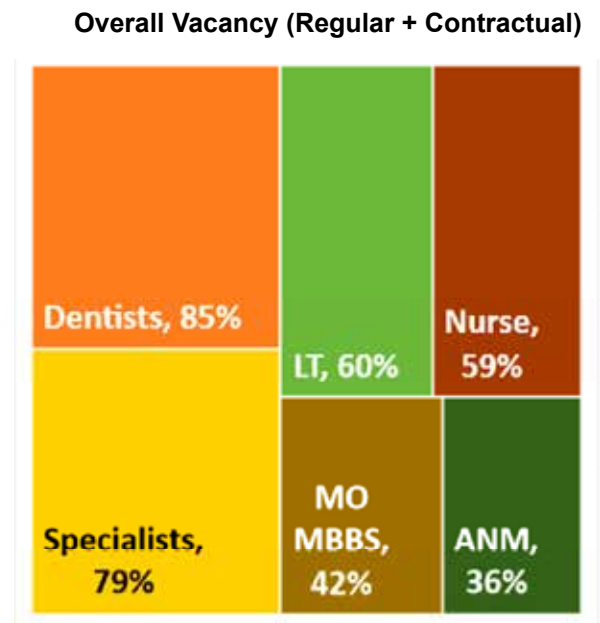
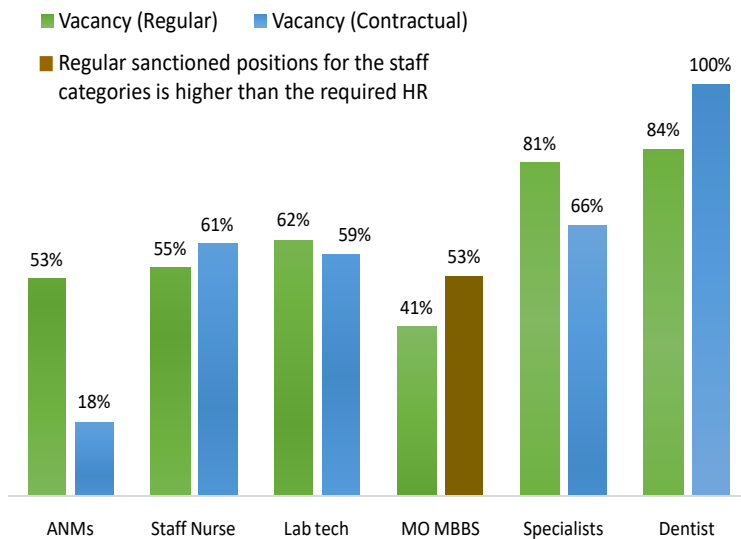
* excluding tests for RNTCP

Jharkhand

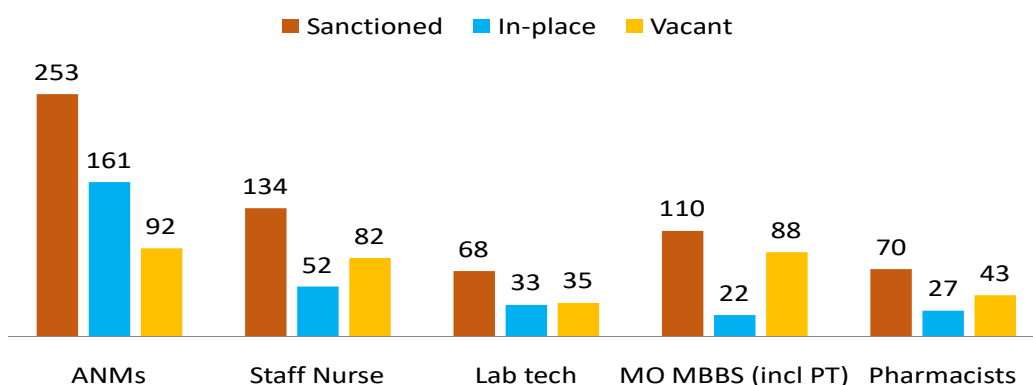
HRH Governance



Varying degrees of Vacancies reported for different staff category



Available Human Resources at Urban Facilities (UPHC & UCHC)



Jharkhand

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1/2

In-Place - 1 : 1/2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 6 per 10,000

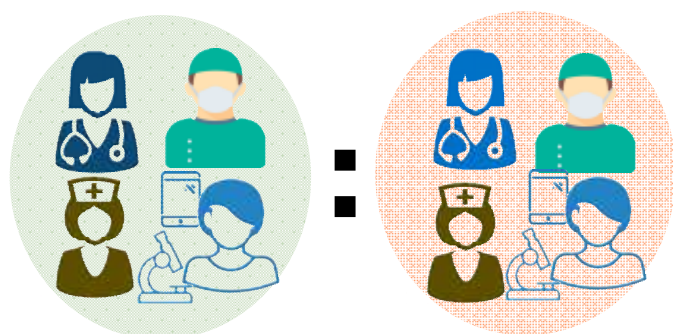
In-Place - 3 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 6



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	20 cases per day
Dental OPD per dental surgeon	11 cases per day
In-patient cases per nurse	5 cases per shift per day
In-patient headcount at midnight per nurse	5 cases per shift per day
Lab tests* per Lab Technician	32 tests per day
Rapid Diagnostic Tests per Lab Technician	3 tests per day
Caesarean (C-Section) per gynaecologist	7 cases per month
Hysterectomy surgeries per gynaecologist	1 case per month
Major operations using anaesthesia per anaesthetist	1 case per day

* excluding tests for RNTCP

Karnataka

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



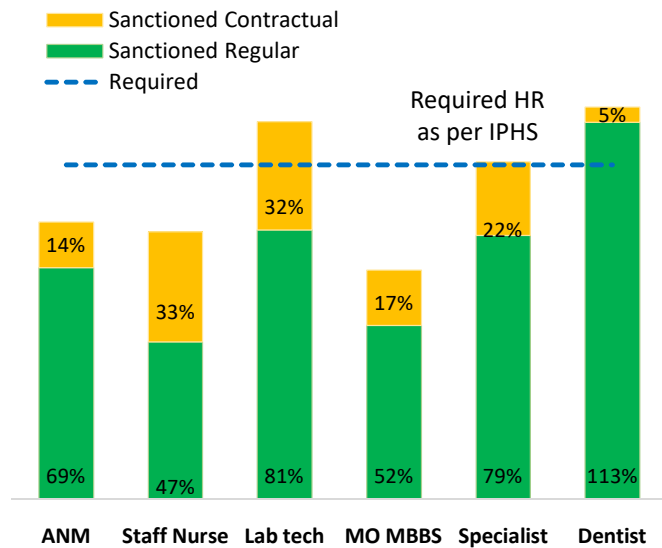
HR Integration Initiated



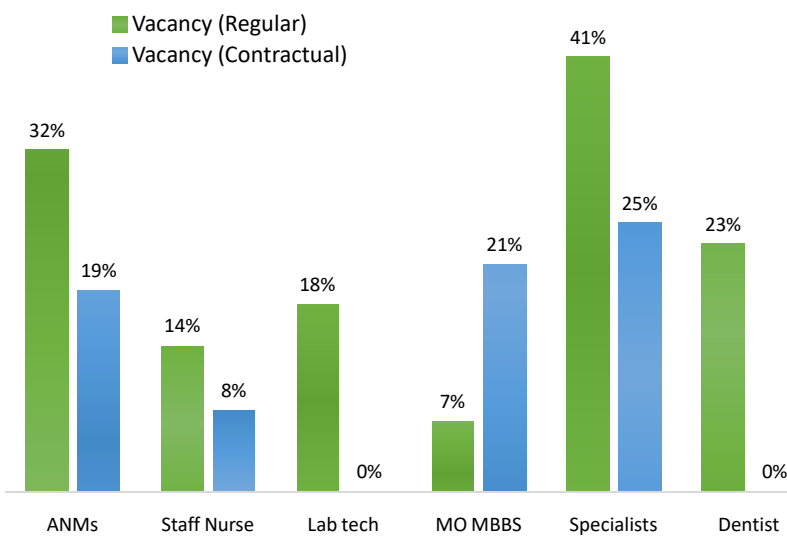
Public Health Cadre



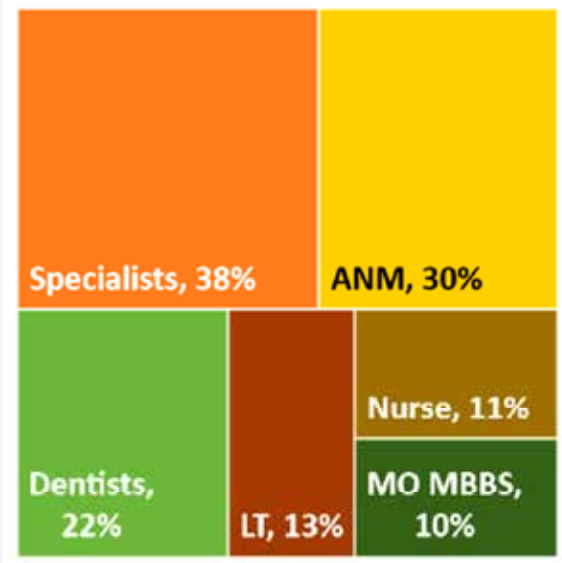
Required Vs Sanctioned posts



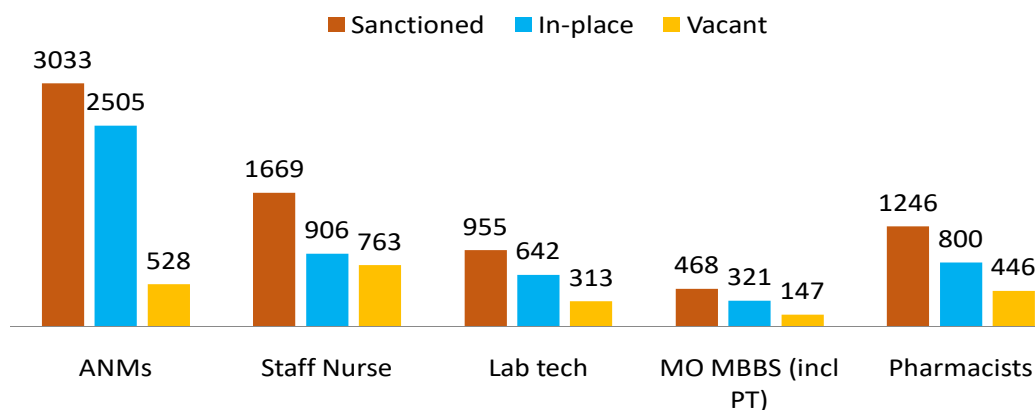
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Karnataka

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 5 per 10,000

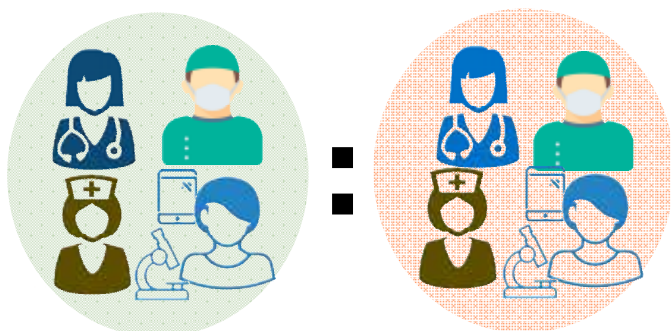
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 3 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 8



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	45 cases per day
Dental OPD per dental surgeon	10 cases per day
In-patient cases per nurse	3 cases per shift per day
In-patient headcount at midnight per nurse	3 cases per shift per day
Lab tests* per Lab Technician	28 tests per day
Rapid Diagnostic Tests per Lab Technician	3 tests per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	4 cases per month
Major operations using anaesthesia per anaesthetist	1 case per day

* excluding tests for RNTCP

Kerala

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



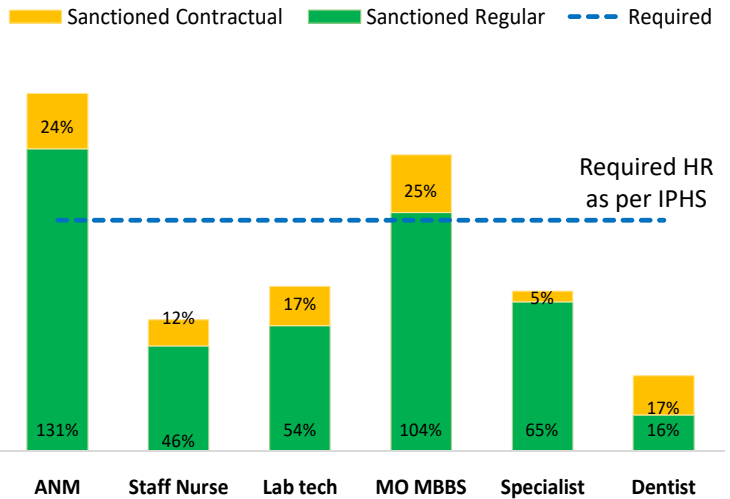
HR Integration Initiated



Public Health Cadre

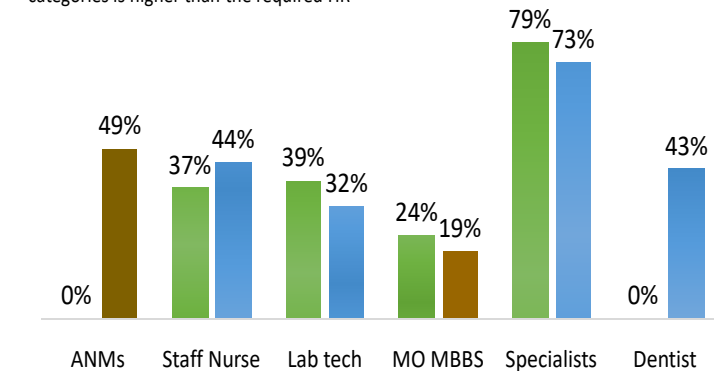


Required Vs Sanctioned posts

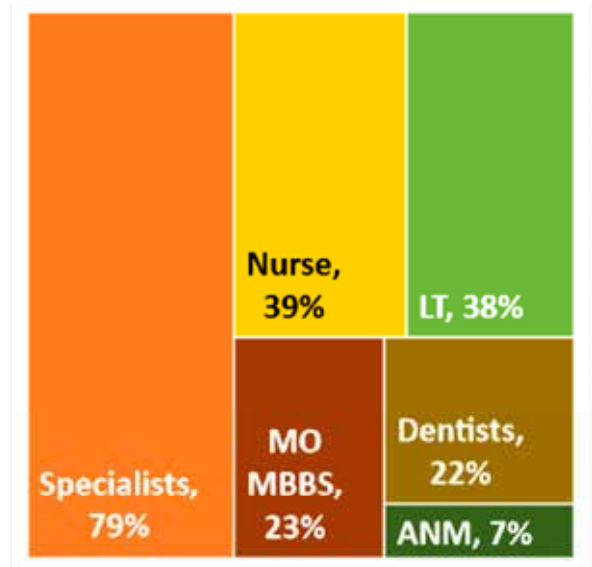


Varying degrees of Vacancies reported for different staff category

■ Vacancy (Regular)
 ■ Vacancy (Contractual)

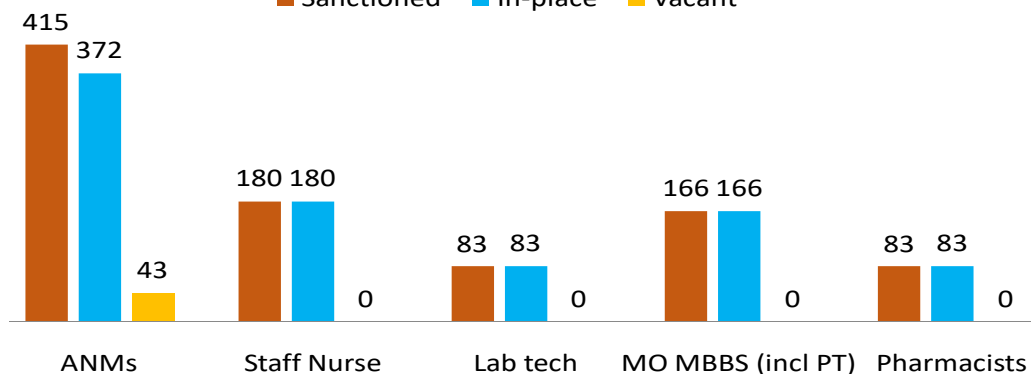


Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)

■ Sanctioned
 ■ In-place
 ■ Vacant



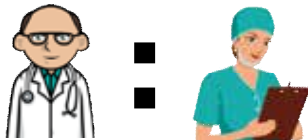
Kerala

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

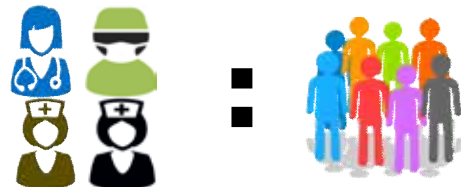
In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 6 per 10,000

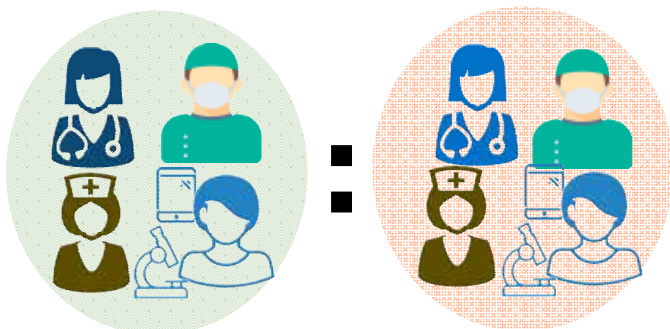
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 5 : 1

In-Place - 5 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 6



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	89 cases per day
Dental OPD per dental surgeon	31 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	8 cases per shift per day
Lab tests* per Lab Technician	95 tests per day
Rapid Diagnostic Tests per Lab Technician	11 tests per month
Caesarean (C-Section) per gynaecologist	2 cases per day
Hysterectomy surgeries per gynaecologist	11 cases per month
Major operations using anaesthesia per anaesthetist	9 cases per day

* excluding tests for RNTCP

Lakshadweep

HRH Governance



Specialist Cadre*



HR Policy



Implementation of HRIS



HR Integration Initiated

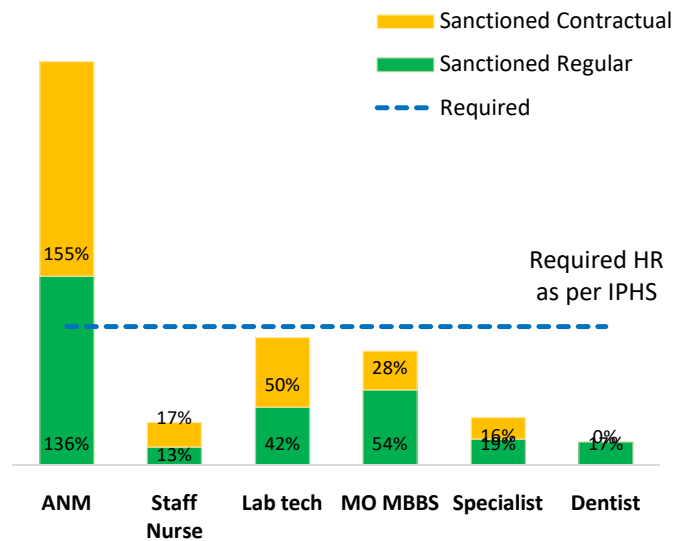


Public Health Cadre

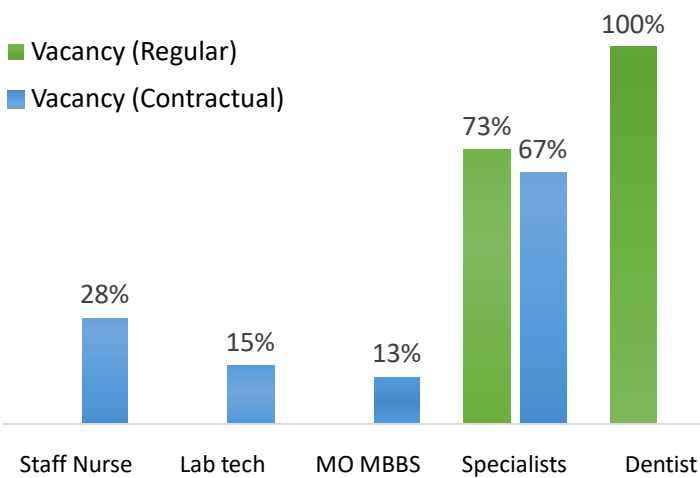


* Through UPSC

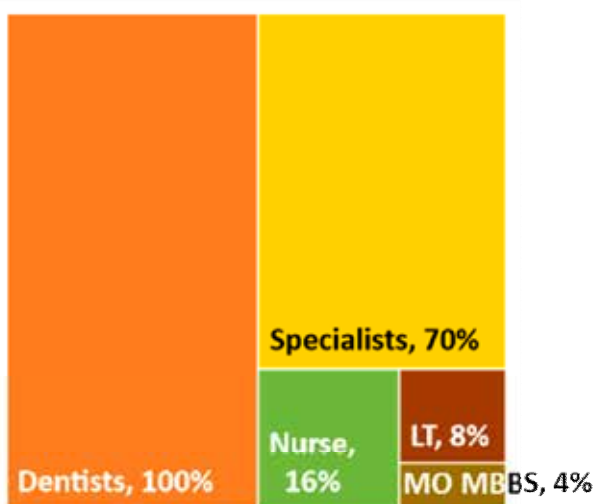
Required Vs Sanctioned posts



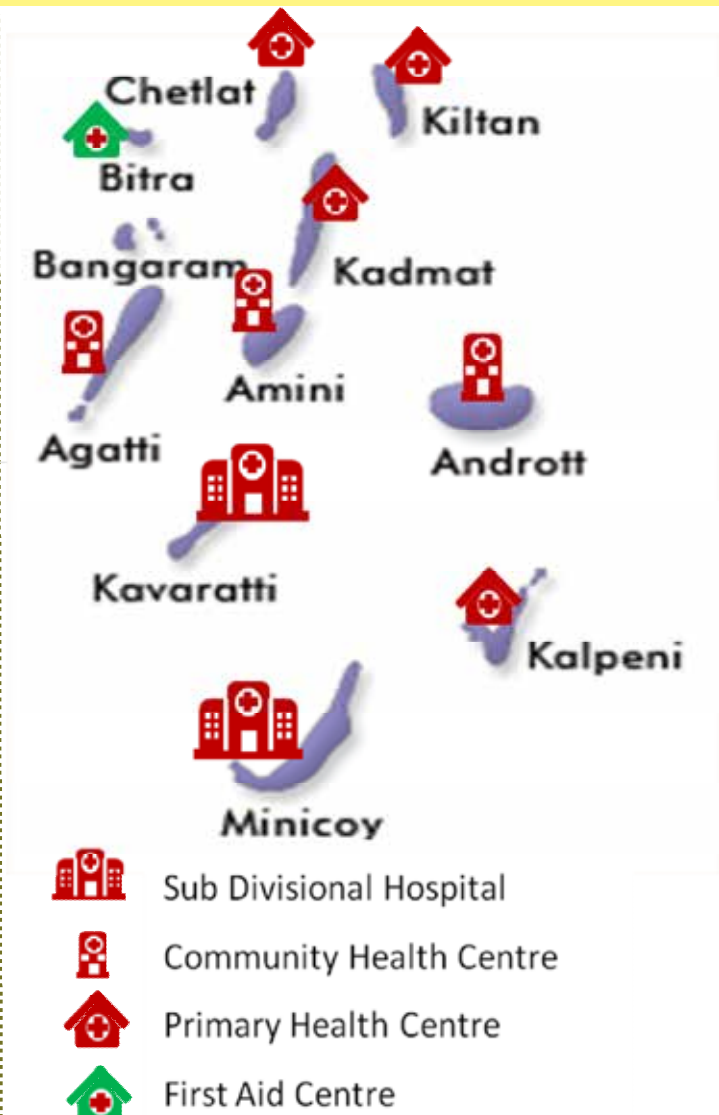
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Distribution of Health Facilities in Lakshadweep Islands



Lakshadweep

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 24 per 10,000

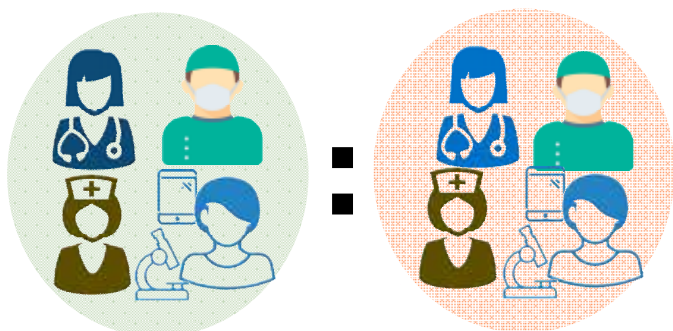
In-Place - 21 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 9



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	26 cases per day
Dental OPD per dental surgeon	10 cases per day
In-patient cases per nurse	1 case per shift per day
In-patient headcount at midnight per nurse	2 cases per shift per day
Lab tests* per Lab Technician	21 tests per day
Rapid Diagnostic Tests per Lab Technician	4 tests per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	2 cases per month

* excluding tests for RNTCP

Madhya Pradesh

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



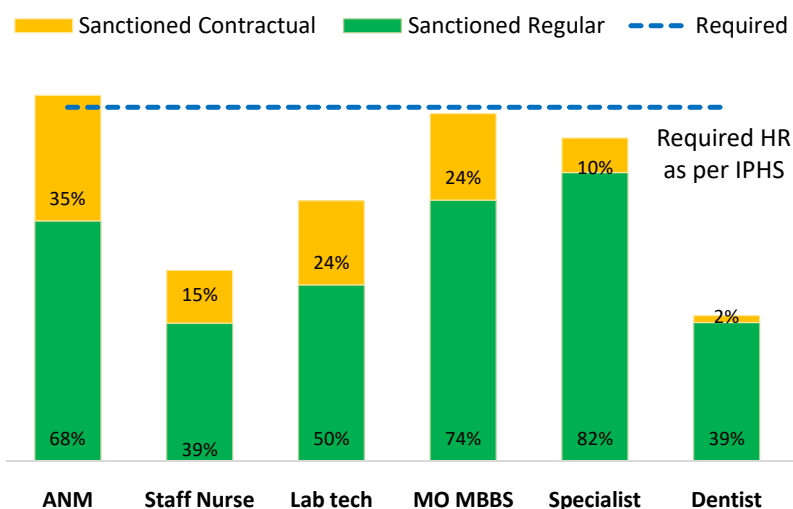
HR Integration Initiated



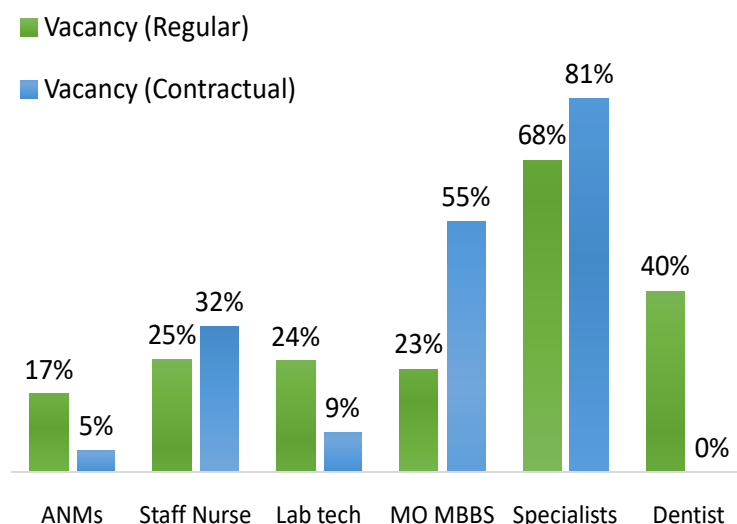
Public Health Cadre



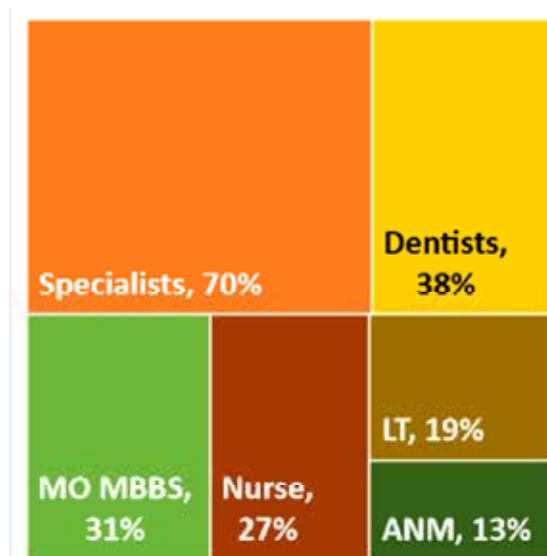
Required Vs Sanctioned posts



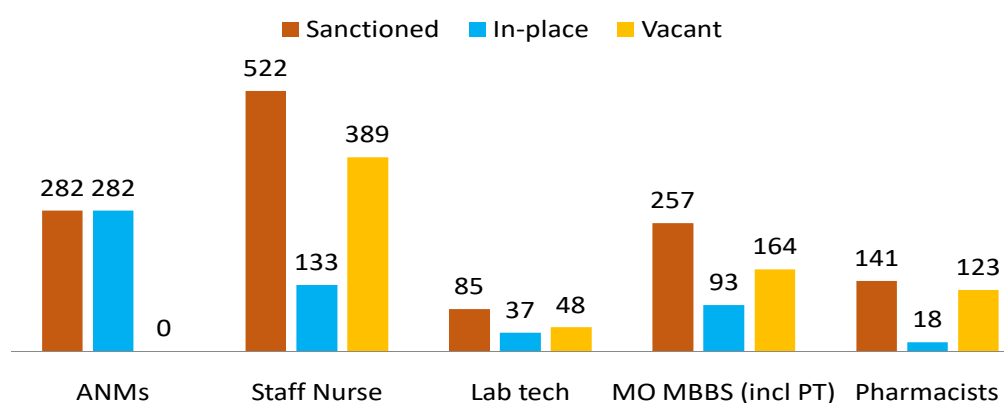
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



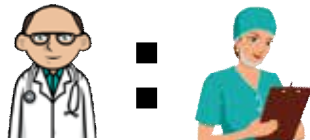
Madhya Pradesh

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

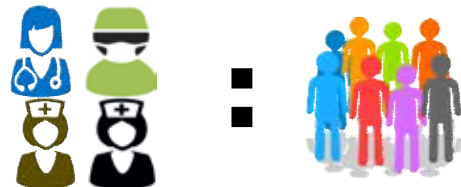
In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 5 per 10,000

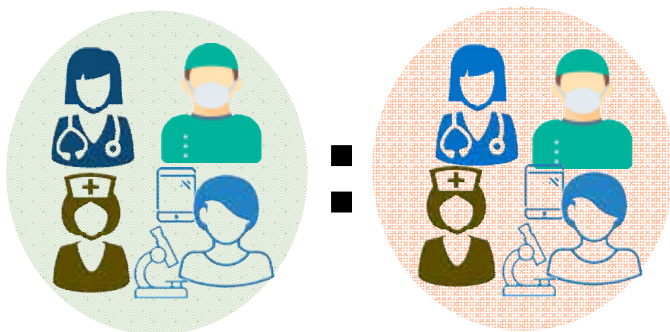
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 2 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 8



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	34 cases per day
Dental OPD per dental surgeon	12 cases per day
In-patient cases per nurse	4 cases per shift per day
In-patient headcount at midnight per nurse	5 cases per shift per day
Lab tests* per Lab Technician	43 tests per day
Rapid Diagnostic Tests per Lab Technician	4 tests per day
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	2 cases per month
Major operations using anaesthesia per anaesthetist	2 cases per day

* excluding tests for RNTCP

Maharashtra

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



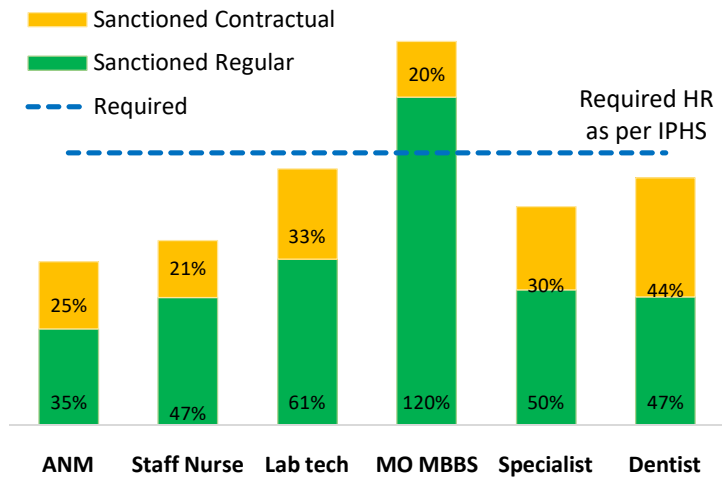
HR Integration Initiated



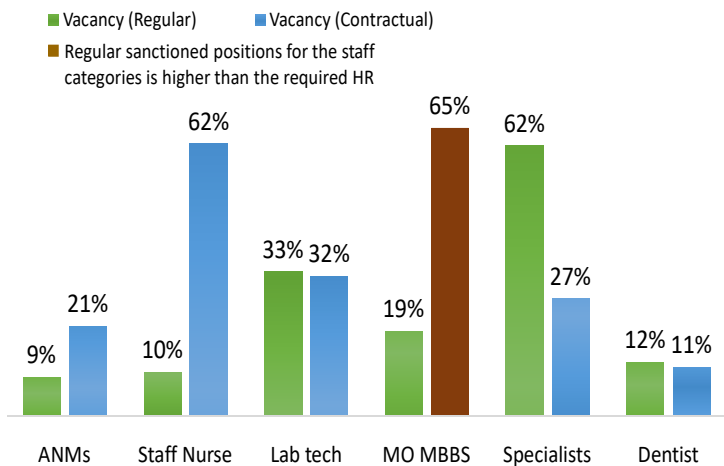
Public Health Cadre



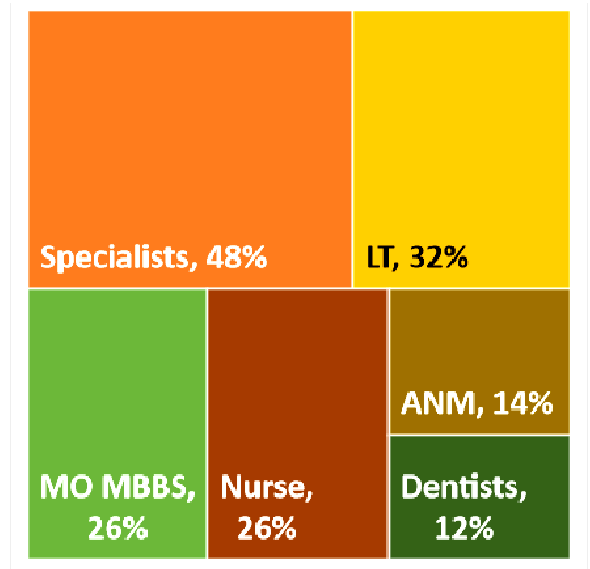
Required Vs Sanctioned posts



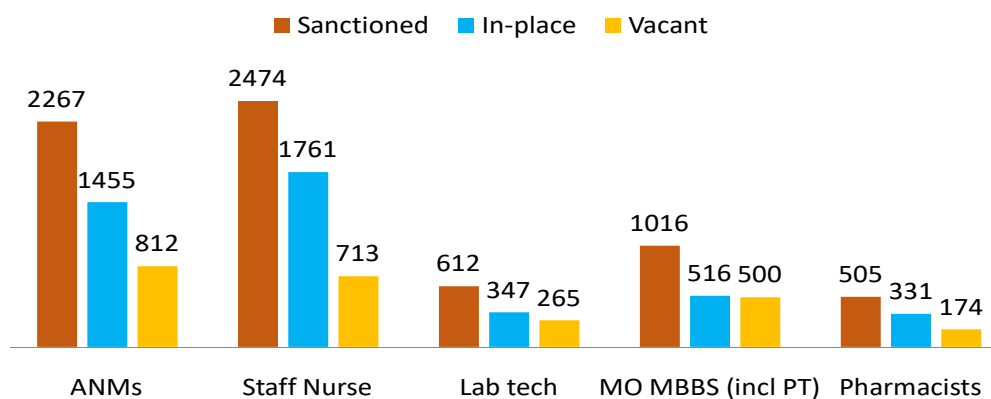
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



*Includes Mumbai Municipal Corporation employees working at UPHC & UCHC

Maharashtra

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 4 per 10,000

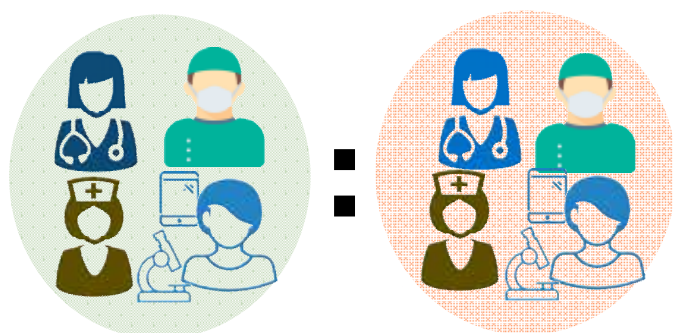
In-Place - 3 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 2 : 1

In-Place - 3 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 7



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	35 cases per day
Dental OPD per dental surgeon	6 cases per day
In-patient cases per nurse	4 cases per shift per day
In-patient headcount at midnight per nurse	5 cases per shift per day
Lab tests* per Lab Technician	64 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	10 cases per month
Major operations using anaesthesia per anaesthetist	3 cases per day

* excluding tests for RNTCP

Manipur

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



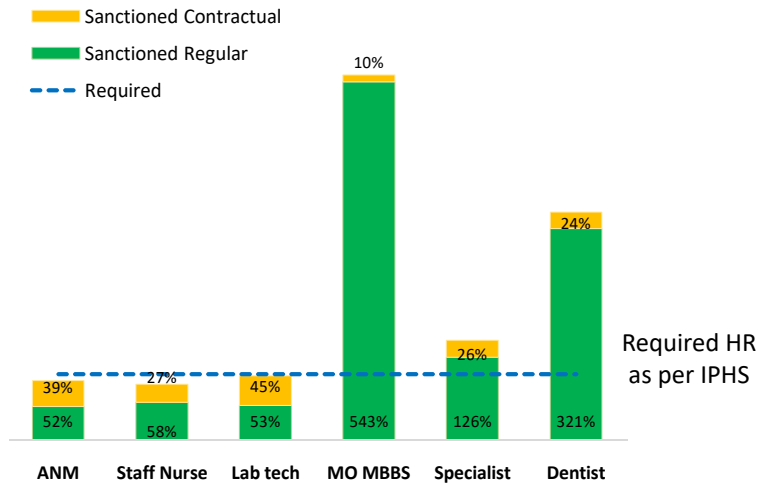
HR Integration Initiated



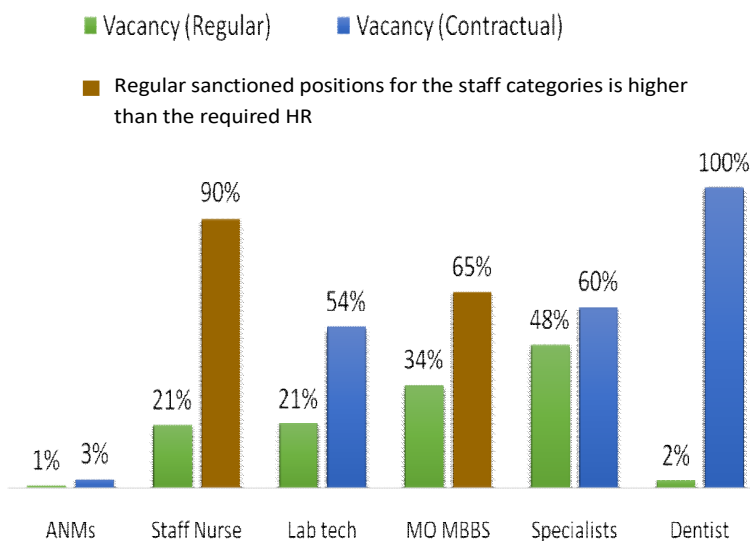
Public Health Cadre



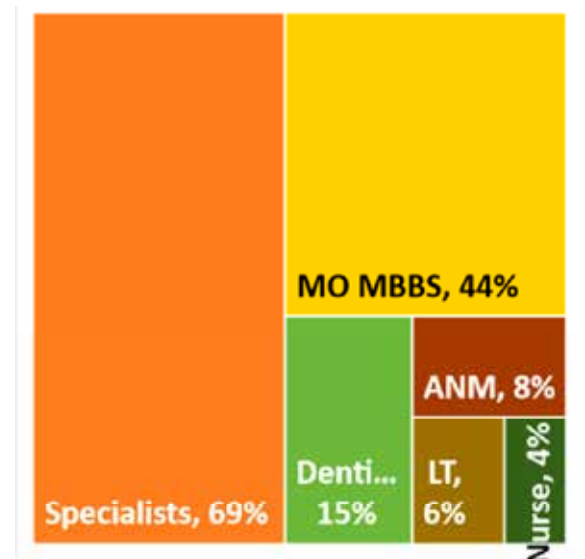
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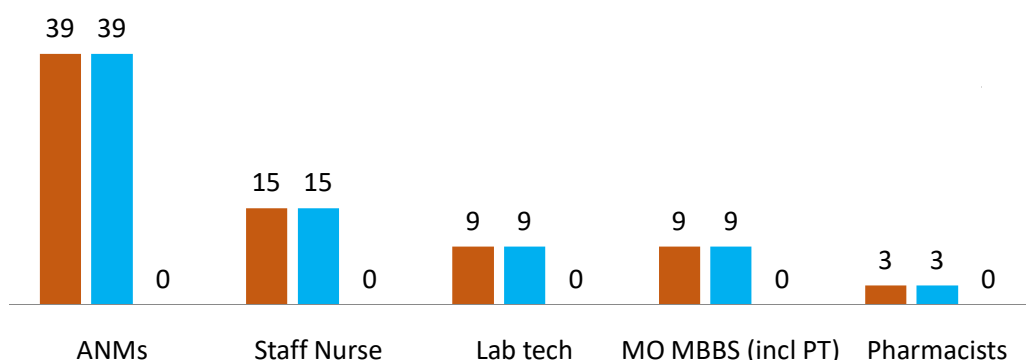
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



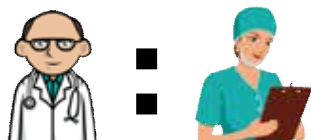
Manipur

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1/2

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 16 per 10,000

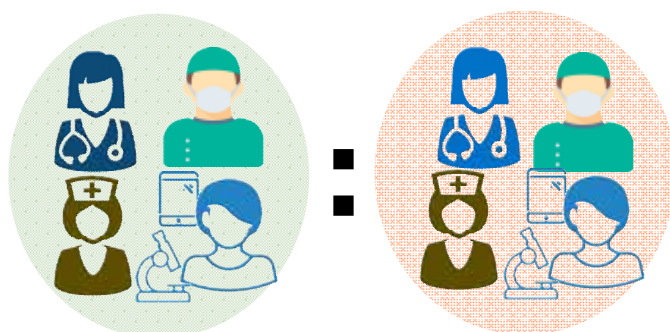
In-Place - 11 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 3 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 3



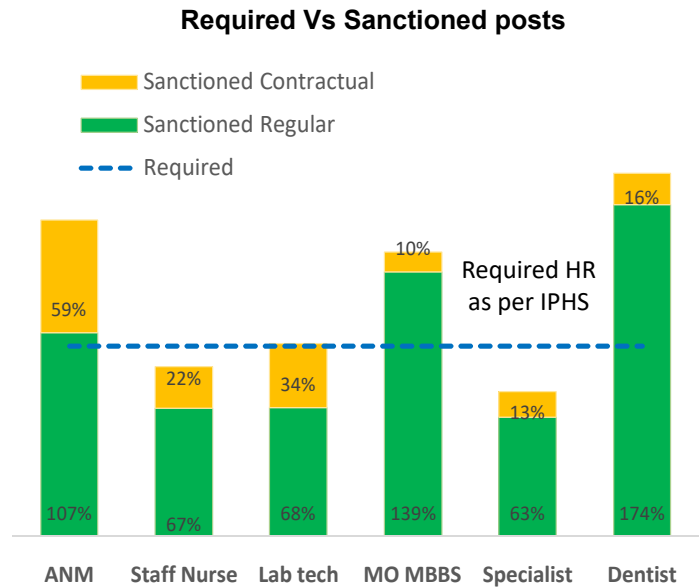
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	3 cases per day
Dental OPD per dental surgeon	2 cases per day
In-patient cases per nurse	14 cases per month per shift
In-patient headcount at midnight per nurse	17 cases per month per shift
Lab tests* per Lab Technician	6 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	4 cases per month
Hysterectomy surgeries per gynaecologist	1 case per month
Major operations using anaesthesia per anaesthetist	8 cases per day

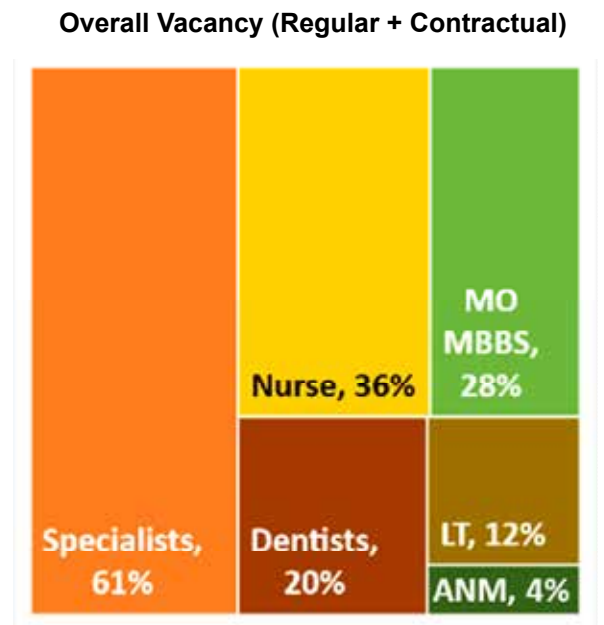
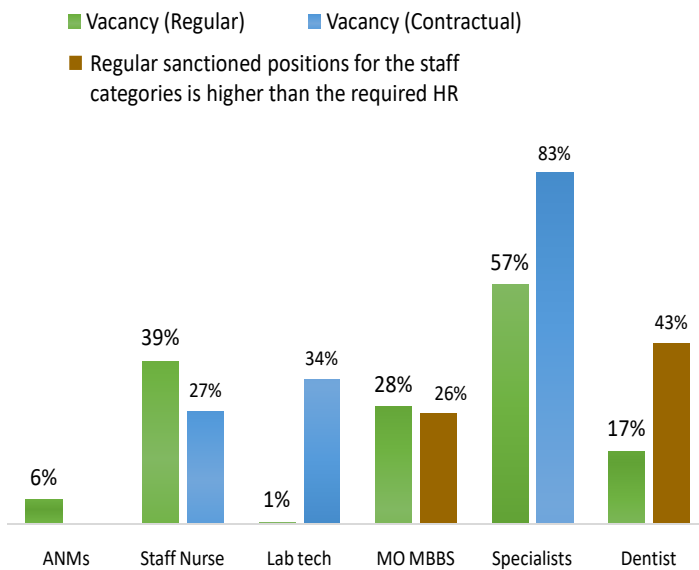
* excluding tests for RNTCP

Meghalaya

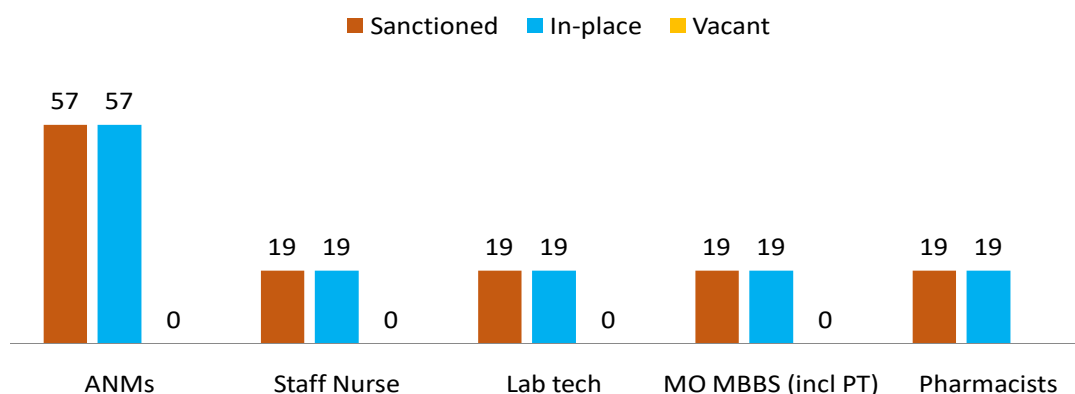
HRH Governance



Varying degrees of Vacancies reported for different staff category



Available Human Resources at Urban Facilities (UPHC & UCHC)



Meghalaya

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 14 per 10,000

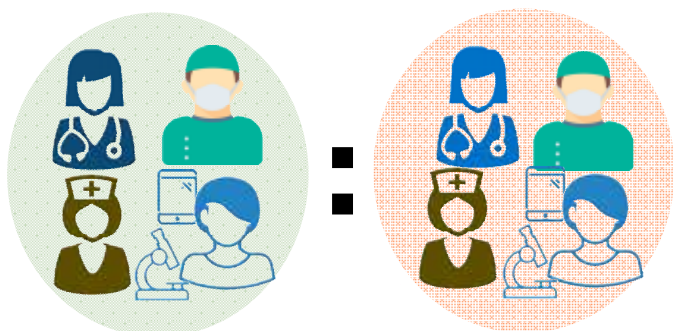
In-Place - 14 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 3 : 1

In-Place - 5 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	19 cases per day
Dental OPD per dental surgeon	5 cases per day
In-patient cases per nurse	2 cases per month per shift
In-patient headcount at midnight per nurse	6 cases per month per shift
Lab tests* per Lab Technician	22 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	3 cases per month
Major operations using anaesthesia per anaesthetist	1 case per day

* excluding tests for RNTCP

Mizoram

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



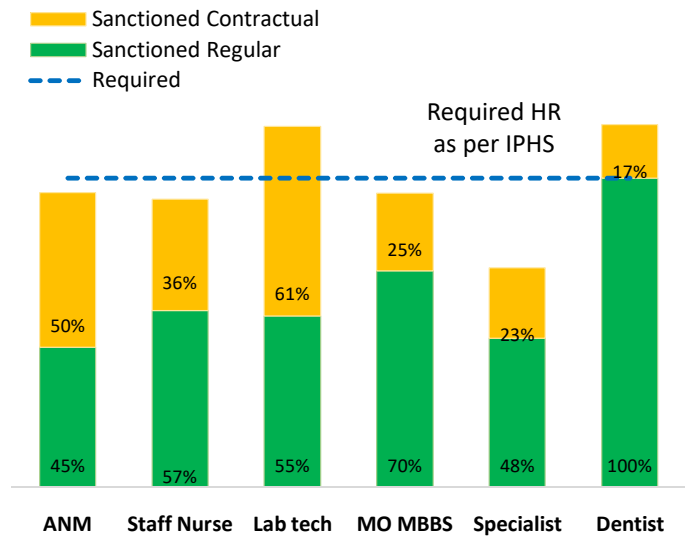
HR Integration Initiated



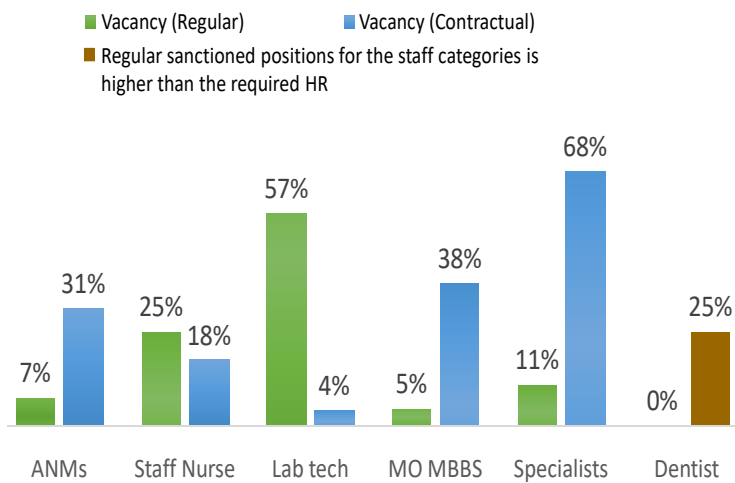
Public Health Cadre



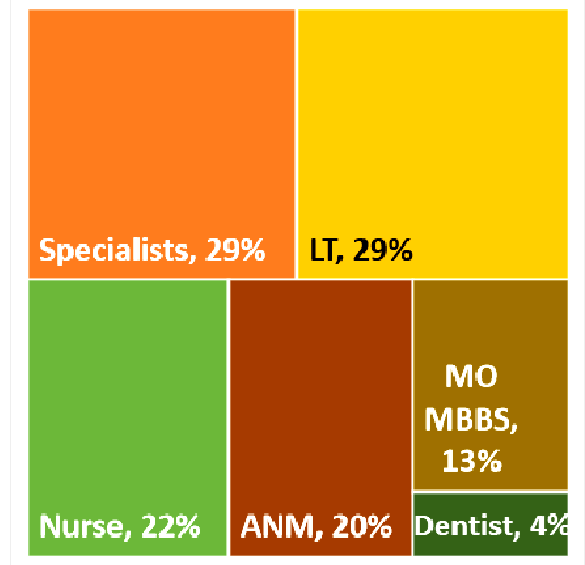
Required Vs Sanctioned posts



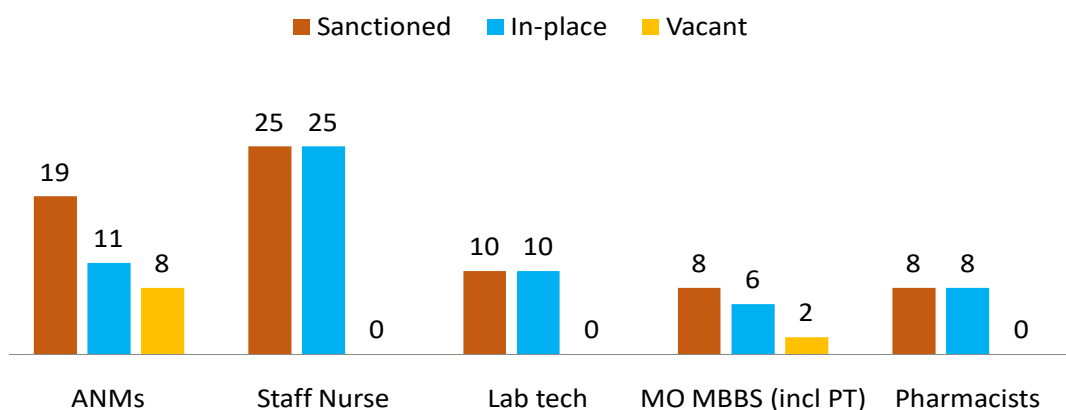
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



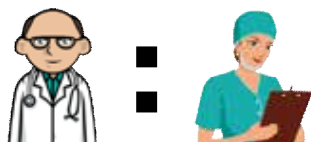
Mizoram

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

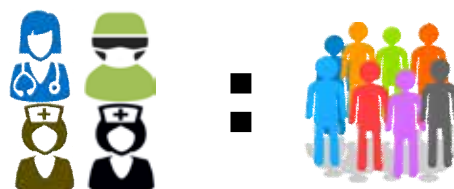
In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 20 per 10,000

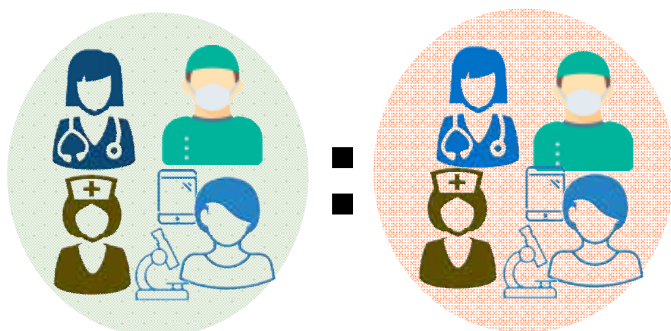
In-Place - 16 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 4



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	13 cases per day
Dental OPD per dental surgeon	6 cases per day
In-patient cases per nurse	1 case per shift per day
In-patient headcount at midnight per nurse	3 cases per shift per day
Lab tests* per Lab Technician	26 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	2 cases per day
Hysterectomy surgeries per gynaecologist	1 case per month
Major operations using anaesthesia per anaesthetist	1 case per day

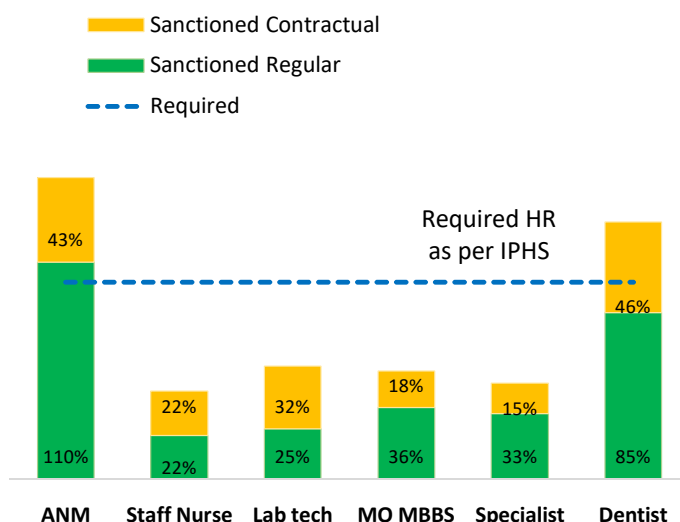
* excluding tests for RNTCP

Nagaland

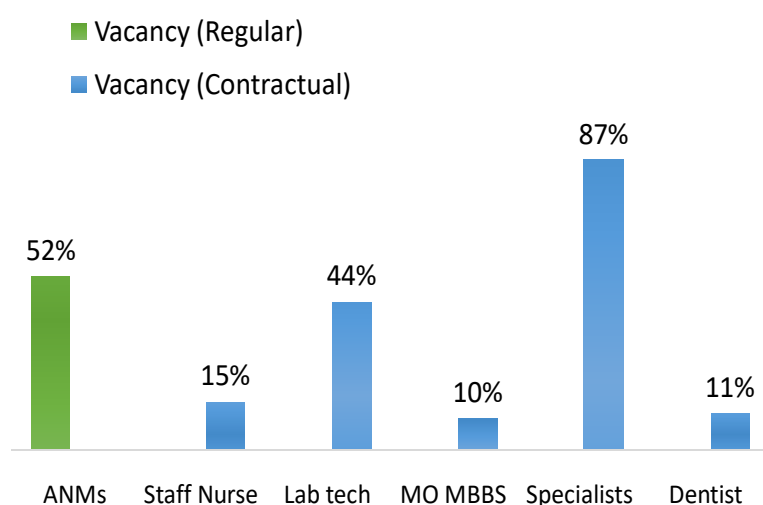
HRH Governance



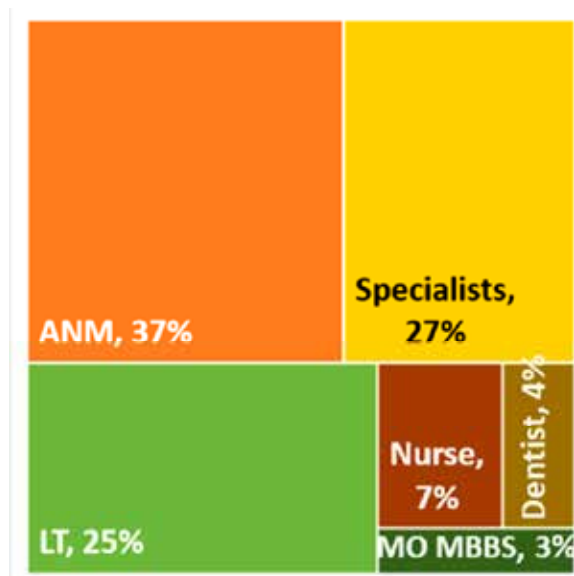
Required Vs Sanctioned posts



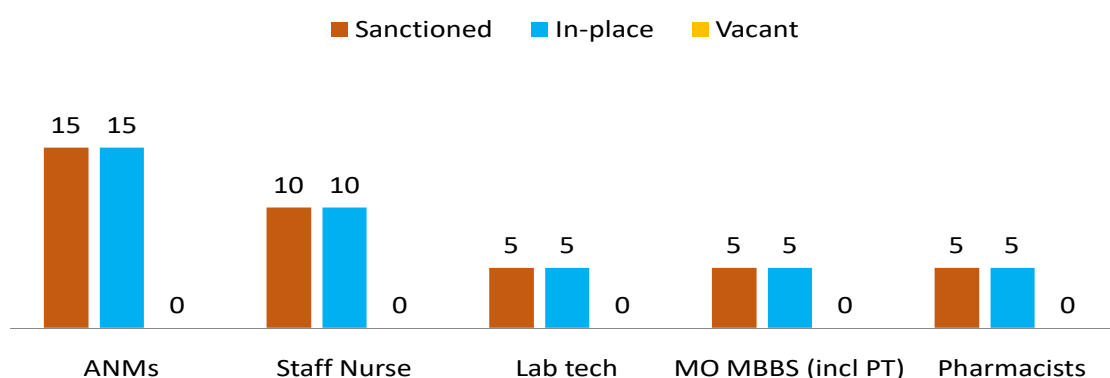
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



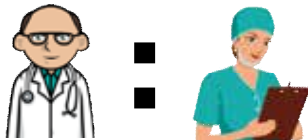
Nagaland

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 9 per 10,000

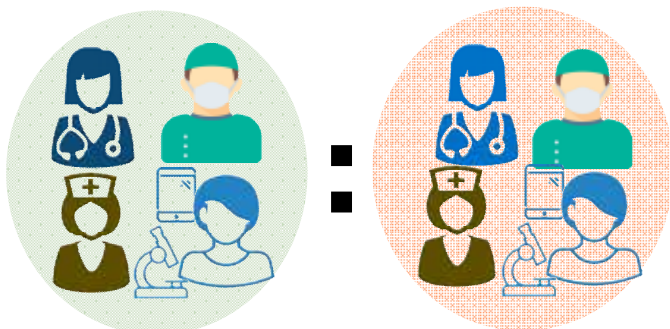
In-Place - 7 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 2 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 3



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	8 cases per day
Dental OPD per dental surgeon	3 cases per day
In-patient cases per nurse	1 case per shift per day
In-patient headcount at midnight per nurse	1 case per shift per day
Lab tests* per Lab Technician	8 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	5 cases per month
Hysterectomy surgeries per gynaecologist	6 cases per month
Major operations using anaesthesia per anaesthetist	1 case per day

* excluding tests for RNTCP

Odisha

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



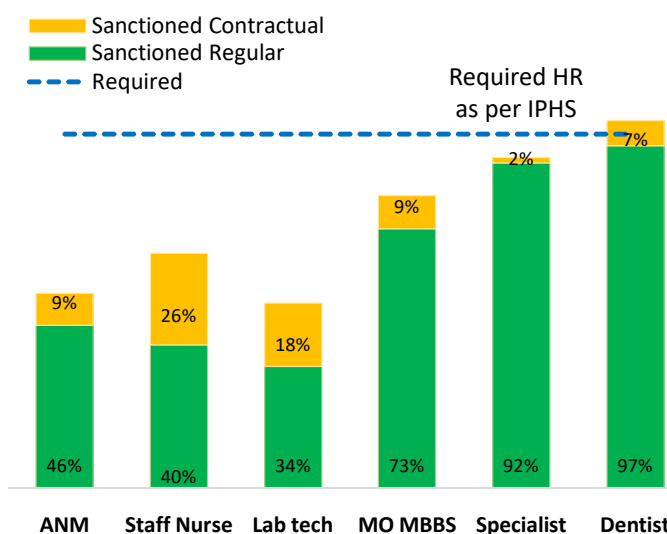
HR Integration Initiated



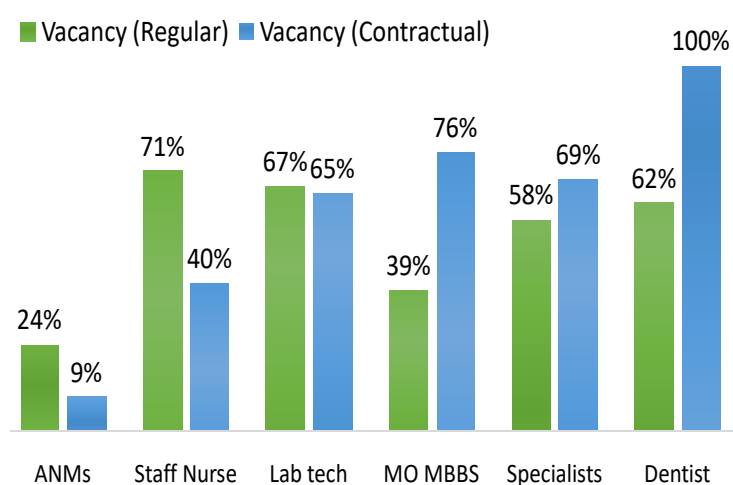
Public Health Cadre



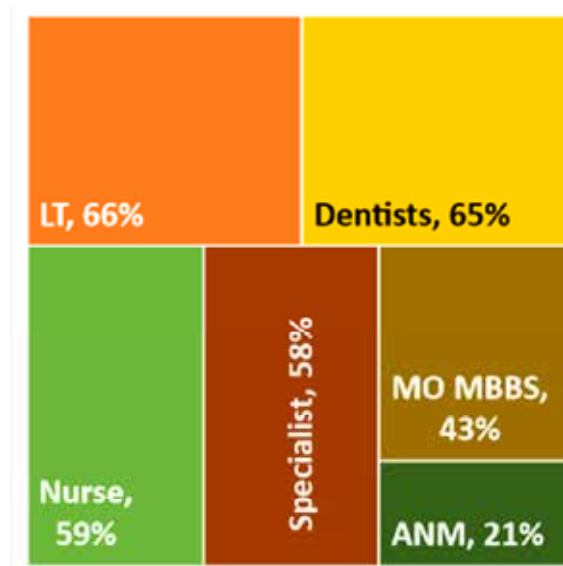
Required Vs Sanctioned posts



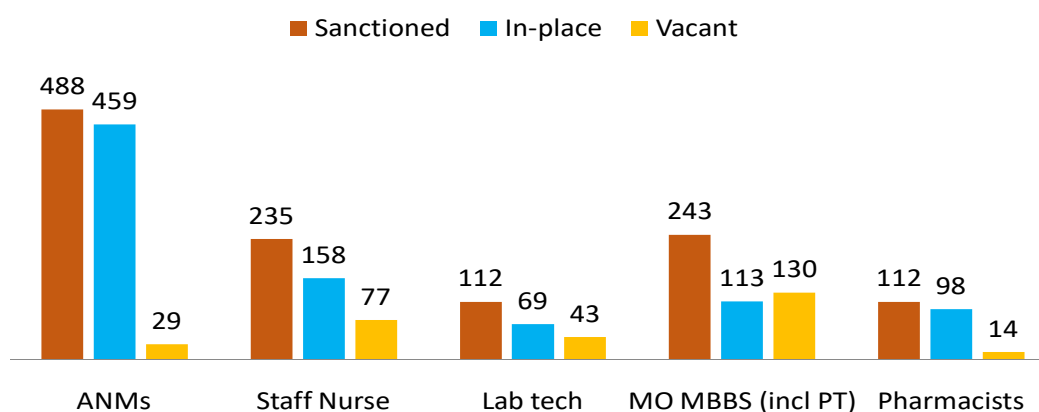
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



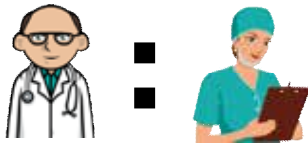
Odisha

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 6 per 10,000

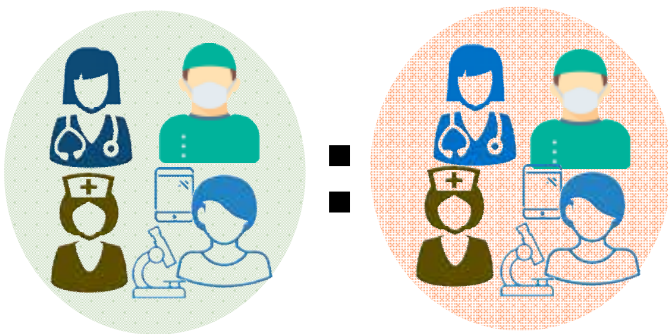
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 4 : 1

In-Place - 4 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 7



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	44 cases per day
Dental OPD per dental surgeon	10 cases per day
In-patient cases per nurse	6 cases per shift per day
In-patient headcount at midnight per nurse	8 cases per shift per day
Lab tests* per Lab Technician	56 tests per day
Rapid Diagnostic Tests per Lab Technician	27 test per day
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	3 cases per month
Major operations using anaesthesia per anaesthetist	4 cases per day

* excluding tests for RNTCP

Puducherry

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



HR Integration Initiated

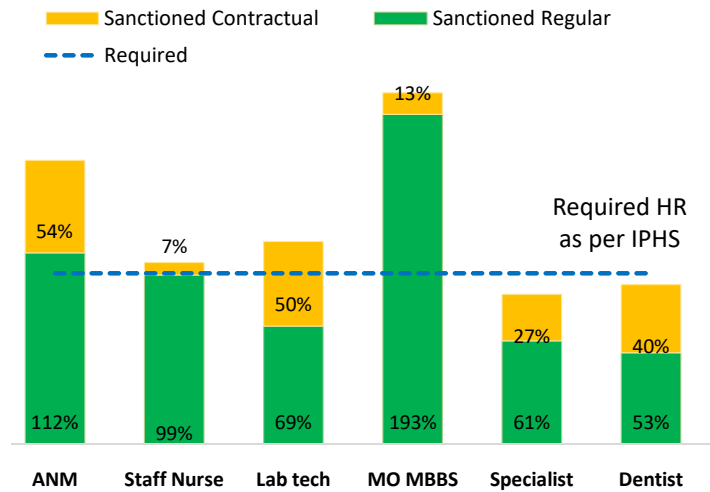


Public Health Cadre

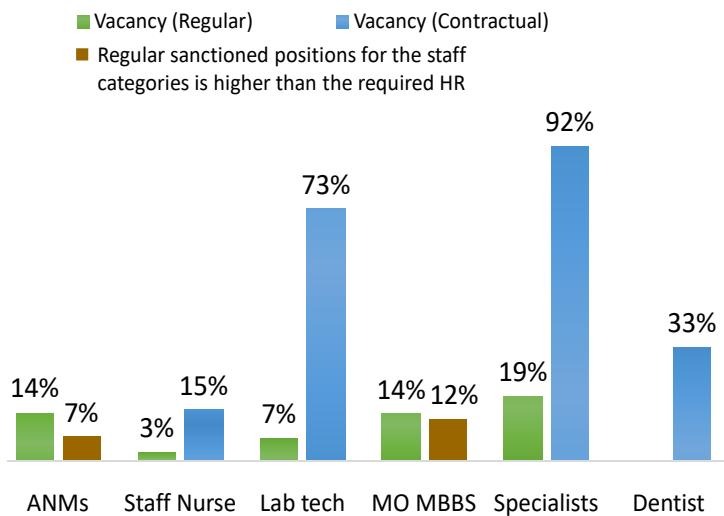


* Through UPSC

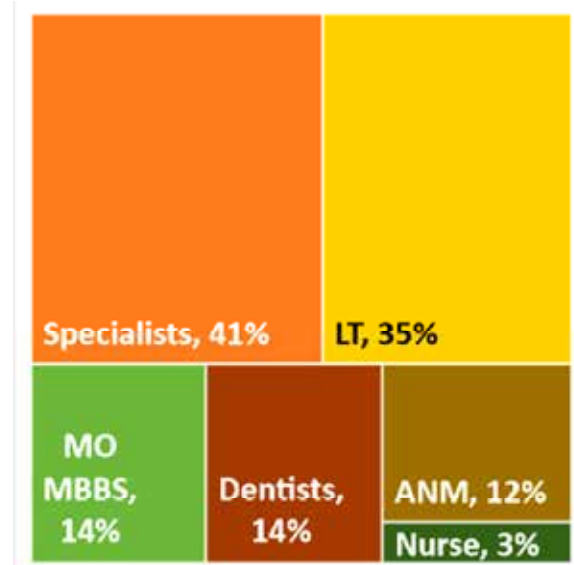
Required Vs Sanctioned posts



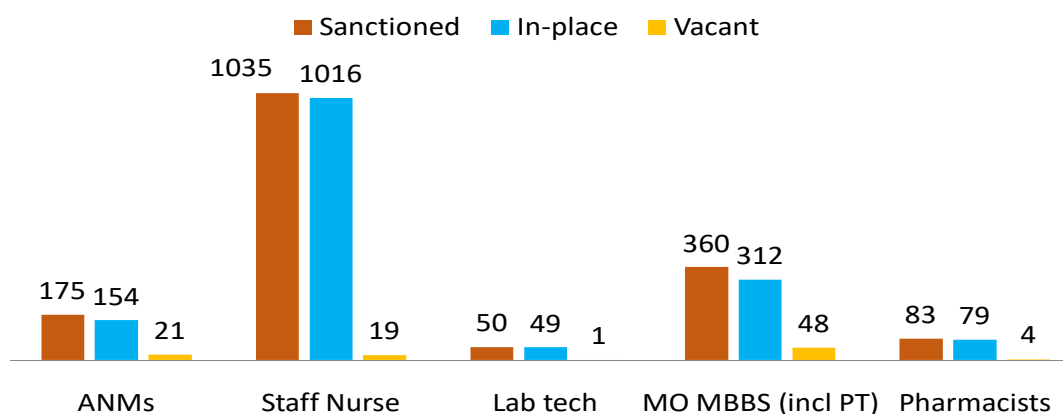
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



*Excluding Municipal Employees

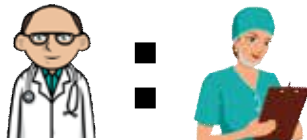
Puducherry

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

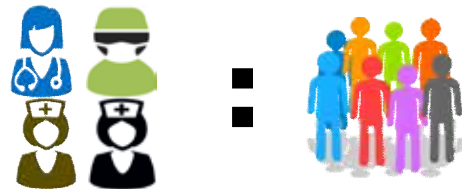
In-Place - 1 : 3



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 12 per 10,000

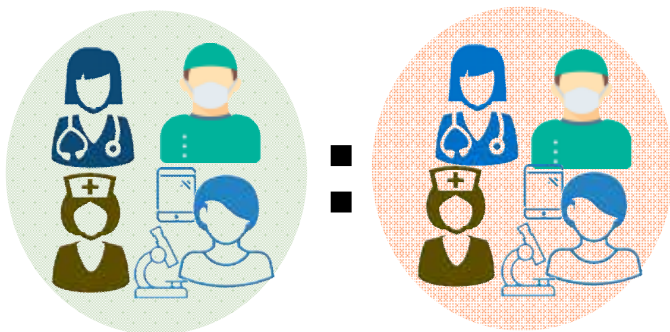
In-Place - 11 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 6 : 1

In-Place - 9 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 8



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	66 cases per day
Dental OPD per dental surgeon	36 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	8 cases per shift per day
Lab tests* per Lab Technician	308 tests per day
Rapid Diagnostic Tests per Lab Technician	6 tests per month
Caesarean (C-Section) per gynaecologist	2 cases per day
Hysterectomy surgeries per gynaecologist	7 cases per month
Major operations using anaesthesia per anaesthetist	10 cases per day

* excluding tests for RNTCP

Punjab

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



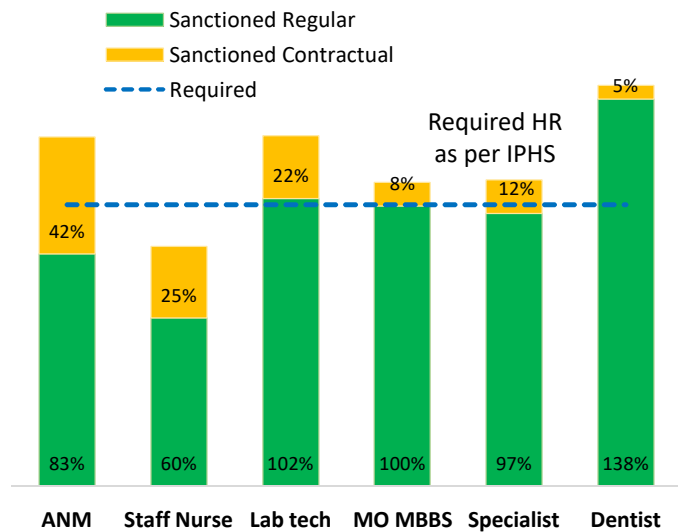
HR Integration Initiated



Public Health Cadre

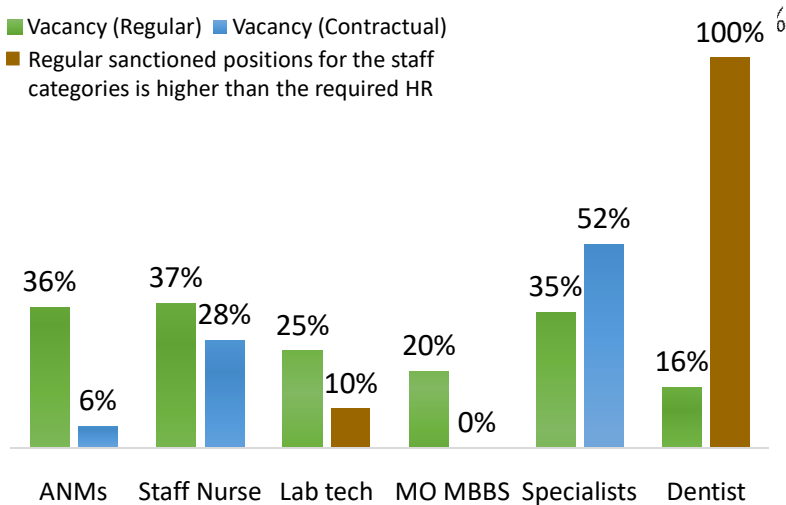


Required Vs Sanctioned posts

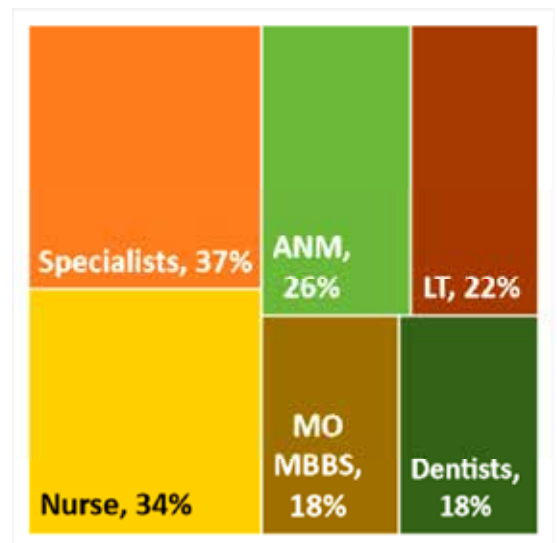


Varying degrees of Vacancies reported for different staff category

■ Vacancy (Regular) ■ Vacancy (Contractual)
■ Regular sanctioned positions for the staff categories is higher than the required HR

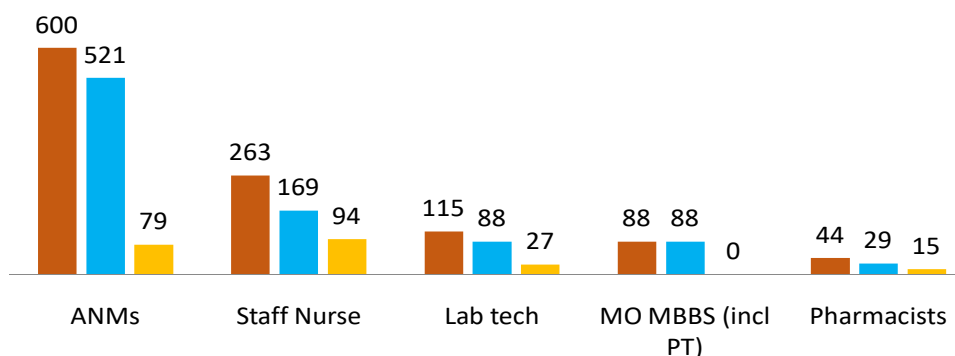


Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)

■ Sanctioned ■ In-place ■ Vacant



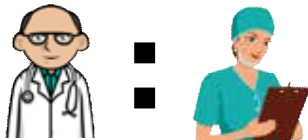
Punjab

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

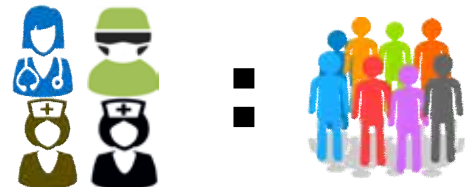
In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 5 per 10,000

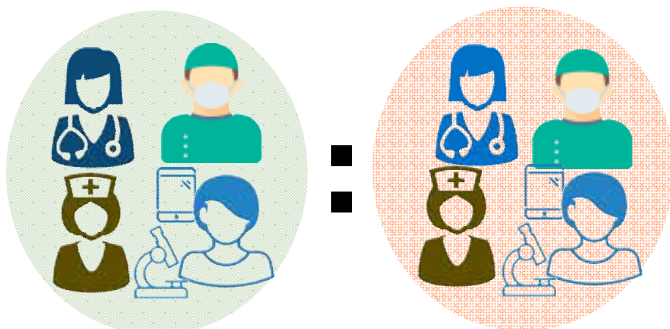
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 3 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 6



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	25 cases per day
Dental OPD per dental surgeon	12 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	4 cases per shift per day
Lab tests* per Lab Technician	62 tests per day
Rapid Diagnostic Tests per Lab Technician	3 tests per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	4 cases per month
Major operations using anaesthesia per anaesthetist	4 cases per day

* excluding tests for RNTCP

Rajasthan

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



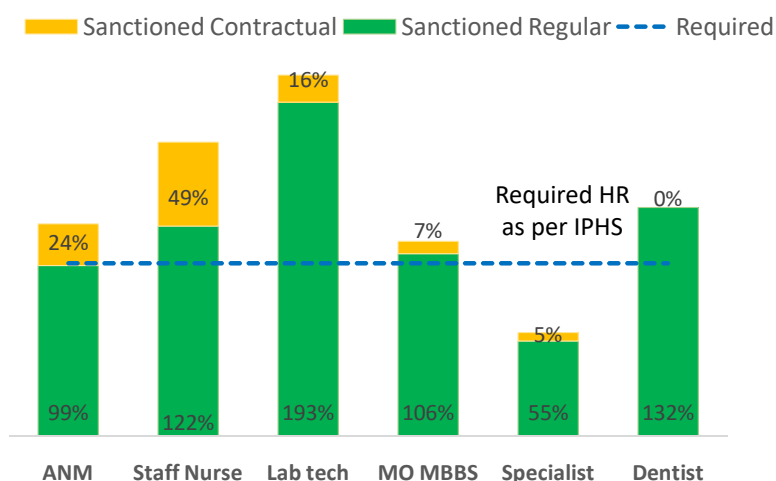
HR Integration Initiated



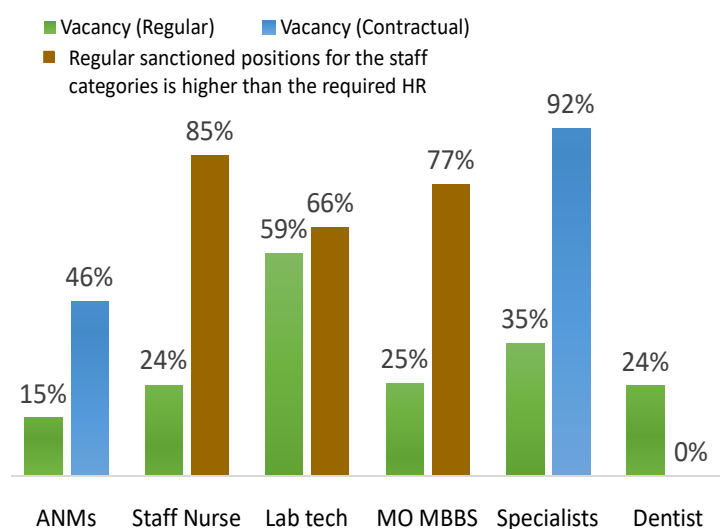
Public Health Cadre



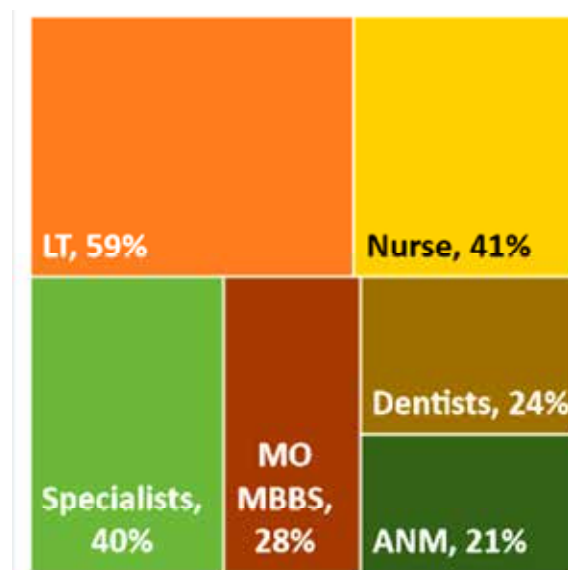
Required Vs Sanctioned posts



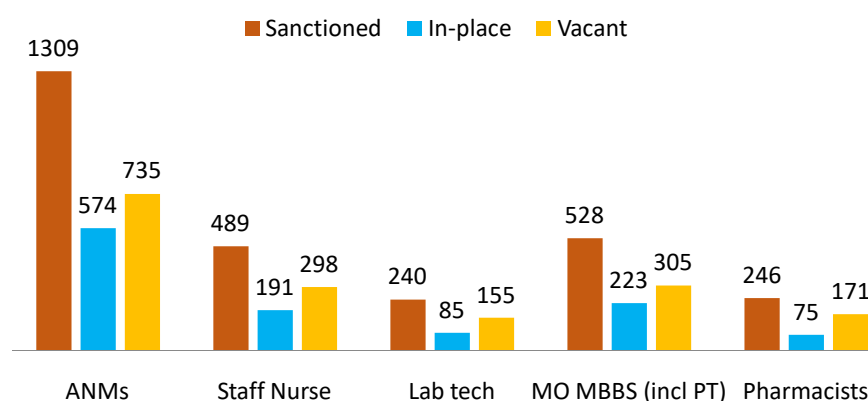
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



Rajasthan

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 4

In-Place - 1 : 3



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 9 per 10,000

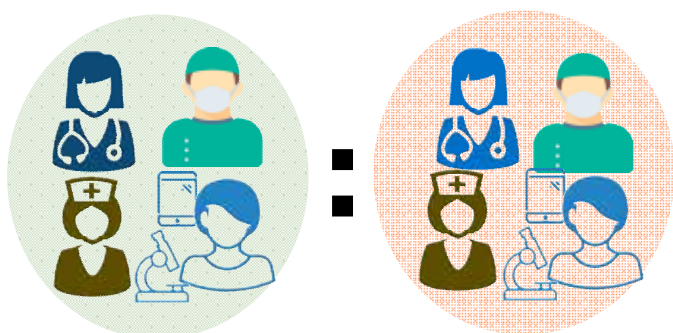
In-Place - 6 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 4 : 1

In-Place - 10 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	61 cases per day
Dental OPD per dental surgeon	6 cases per day
In-patient cases per nurse	2 case per shift per day
In-patient headcount at midnight per nurse	3 case per shift per day
Lab tests* per Lab Technician	26 tests per day
Rapid Diagnostic Tests per Lab Technician	8 tests per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	7 cases per month
Major operations using anaesthesia per anaesthetist	4 cases per day

* excluding tests for RNTCP

Sikkim

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



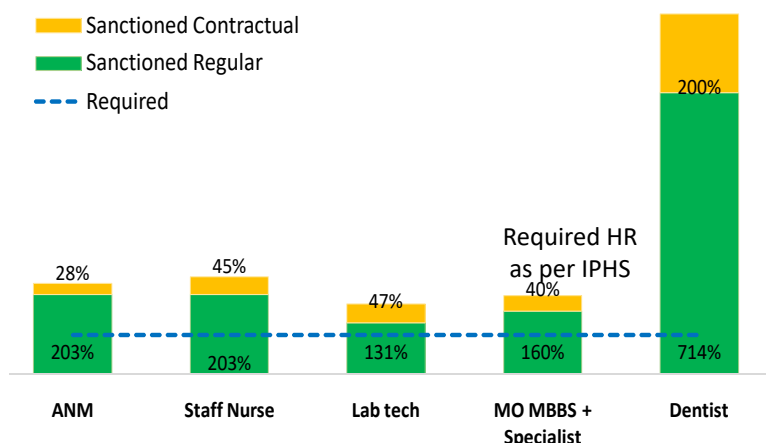
HR Integration Initiated



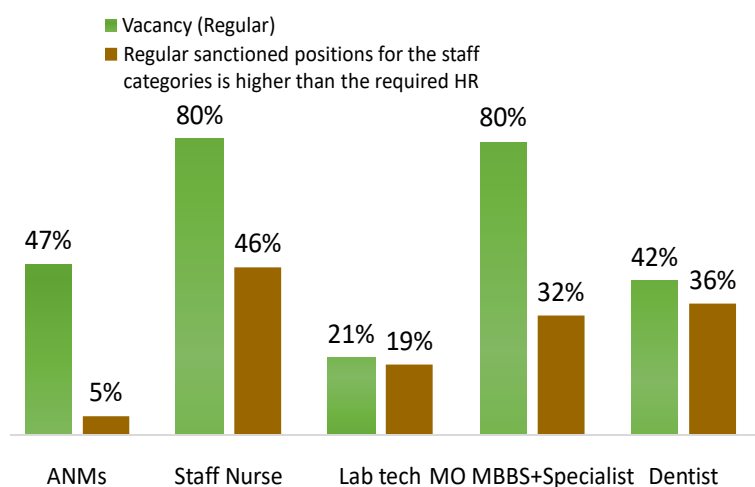
Public Health Cadre



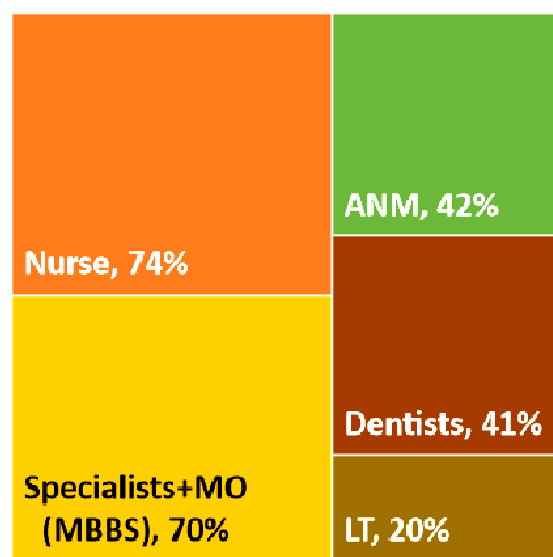
Required Vs Sanctioned posts



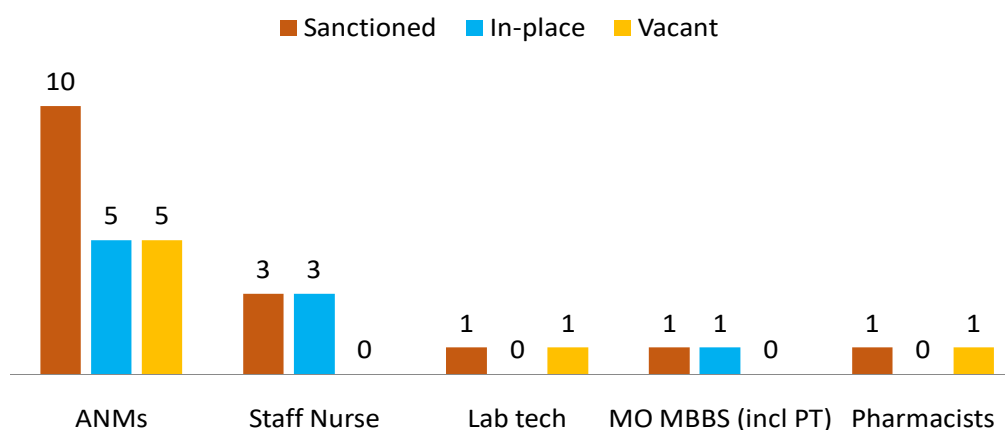
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



*Excluding Municipal Employees

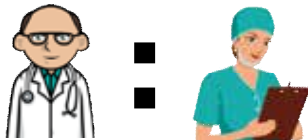
Sikkim

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

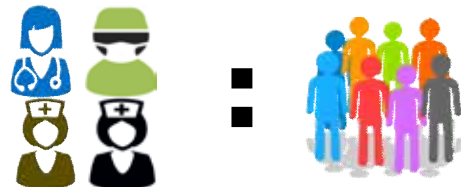
In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 31 per 10,000

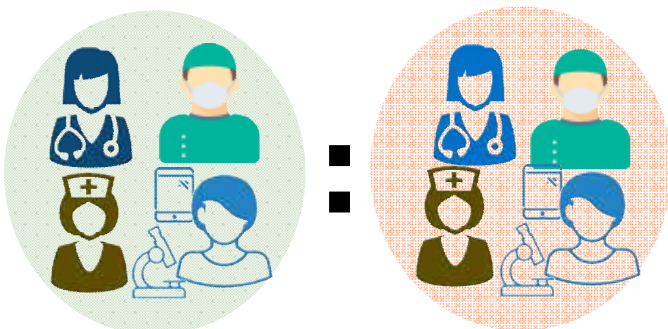
In-Place - 14 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 5 : 1

In-Place - 3 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



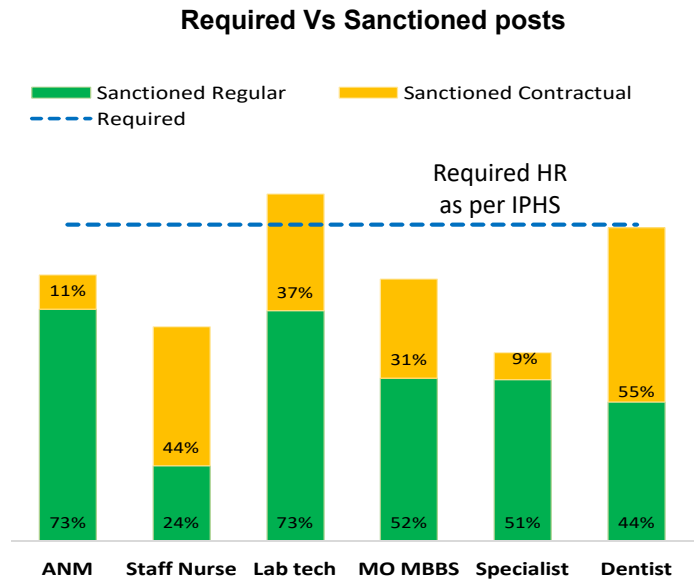
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	17 cases per day
Dental OPD per dental surgeon	7 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	4 cases per shift per day
Lab tests* per Lab Technician	12 tests per day
Rapid Diagnostic Tests per Lab Technician	2 tests per month
Caesarean (C-Section) per gynaecologist	8 cases per month
Hysterectomy surgeries per gynaecologist	1 case per month
Major operations using anaesthesia per anaesthetist	1 case per day

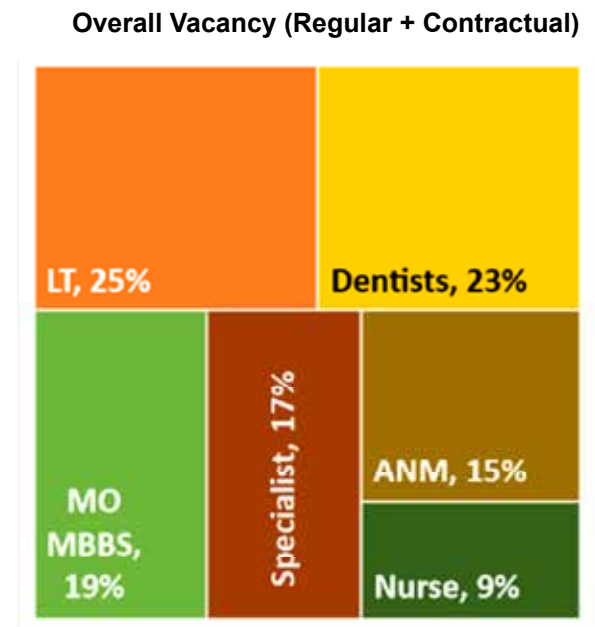
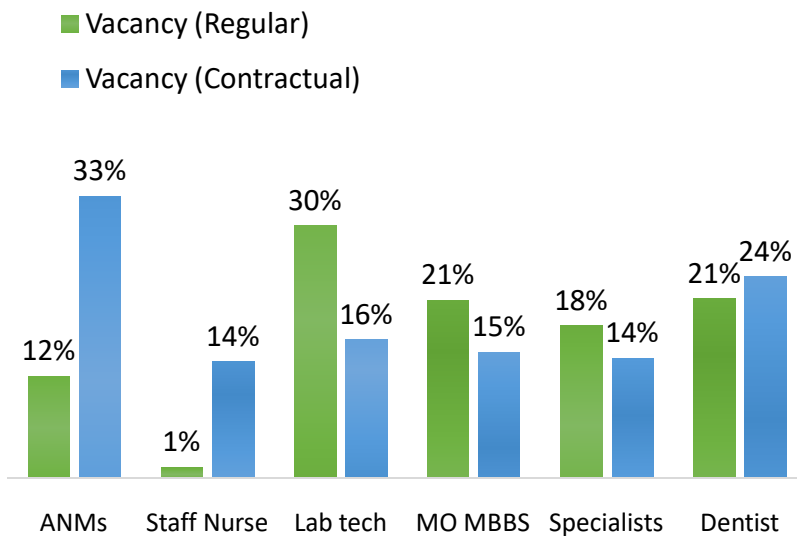
* excluding tests for RNTCP

Tamil Nadu

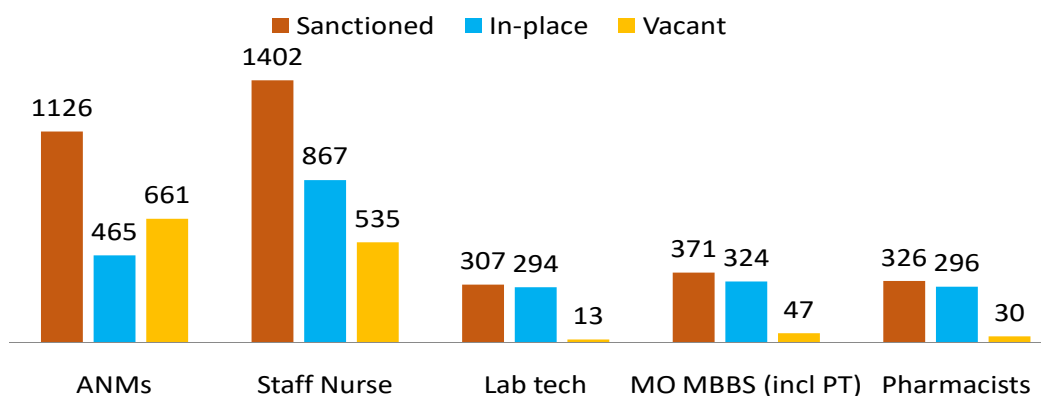
HRH Governance



Varying degrees of Vacancies reported for different staff category



Available Human Resources at Urban Facilities (UPHC & UCHC)



Tamil Nadu

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

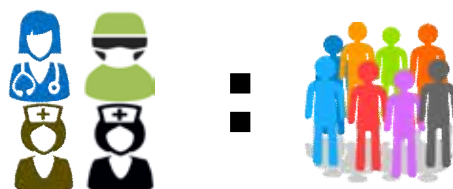
In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 6 per 10,000

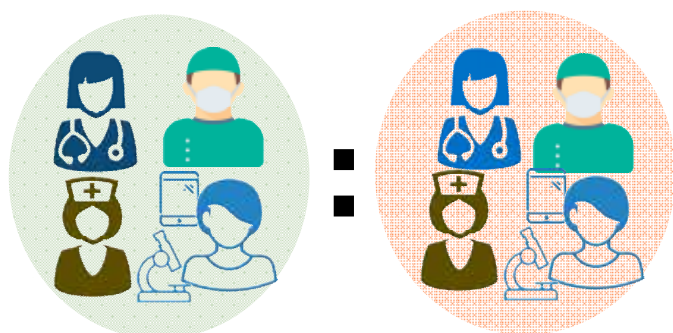
In-Place - 5 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 2 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 5



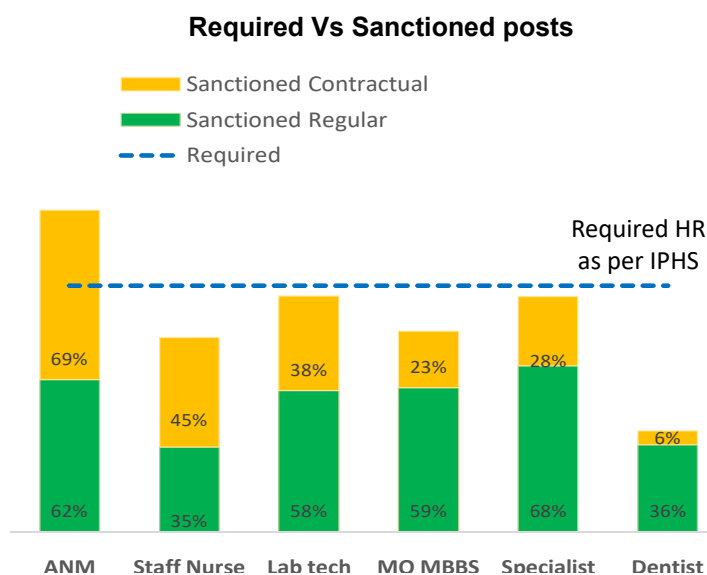
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	85 cases per day
Dental OPD per dental surgeon	17 cases per day
In-patient cases per nurse	3 cases per shift per day
In-patient headcount at midnight per nurse	5 cases per shift per day
Lab tests* per Lab Technician	100 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per month
Caesarean (C-Section) per gynaecologist	1 case per day
Hysterectomy surgeries per gynaecologist	11 cases per month
Major operations using anaesthesia per anaesthetist	3 cases per day

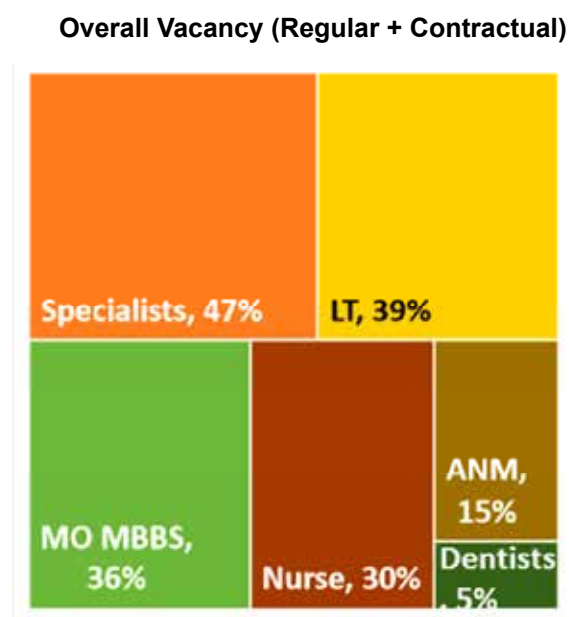
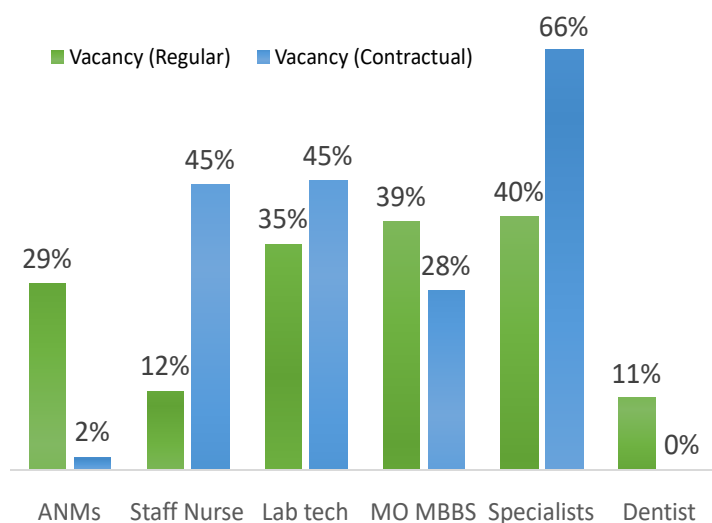
* excluding tests for RNTCP

Telangana

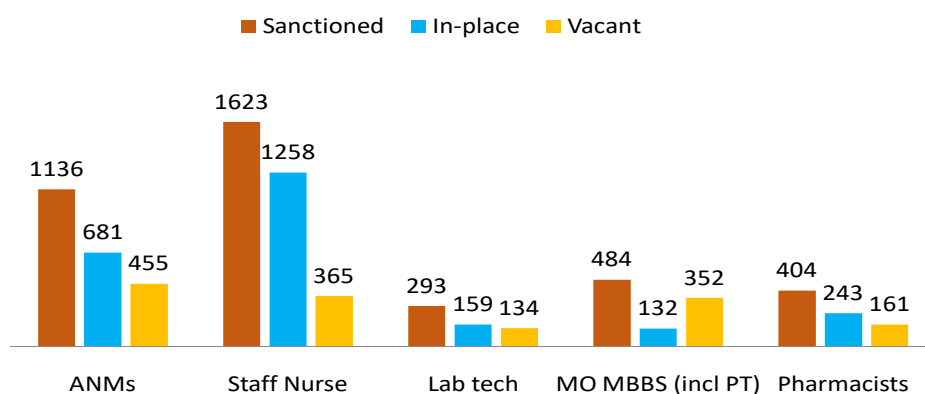
HRH Governance



Varying degrees of Vacancies reported for different staff category



Available Human Resources at Urban Facilities (UPHC & UCHC)



Telangana

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 5 per 10,000

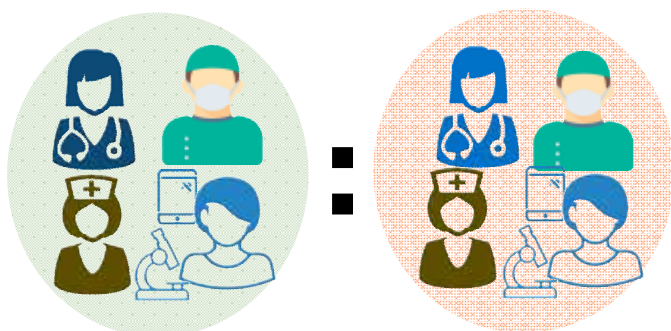
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 15



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	67 cases per day
Dental OPD per dental surgeon	18 cases per day
In-patient cases per nurse	4 cases per shift per day
In-patient headcount at midnight per nurse	3 cases per shift per day
Lab tests* per Lab Technician	43 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	2 cases per day
Hysterectomy surgeries per gynaecologist	11 cases per month
Major operations using anaesthesia per anaesthetist	2 cases per day

* excluding tests for RNTCP

Tripura

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



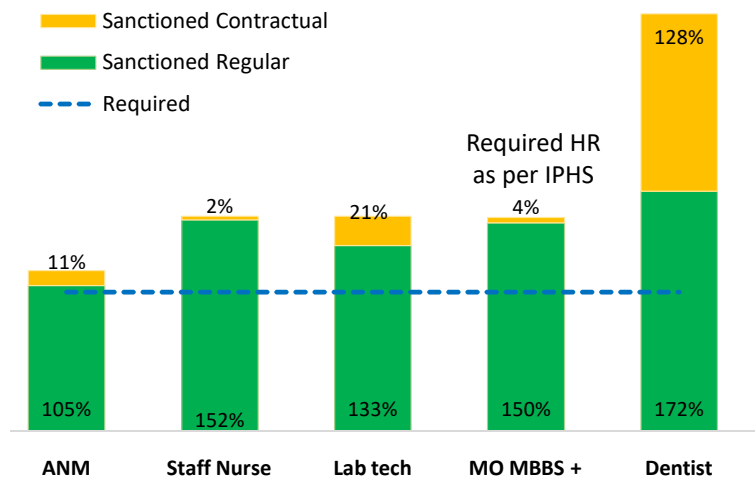
HR Integration Initiated



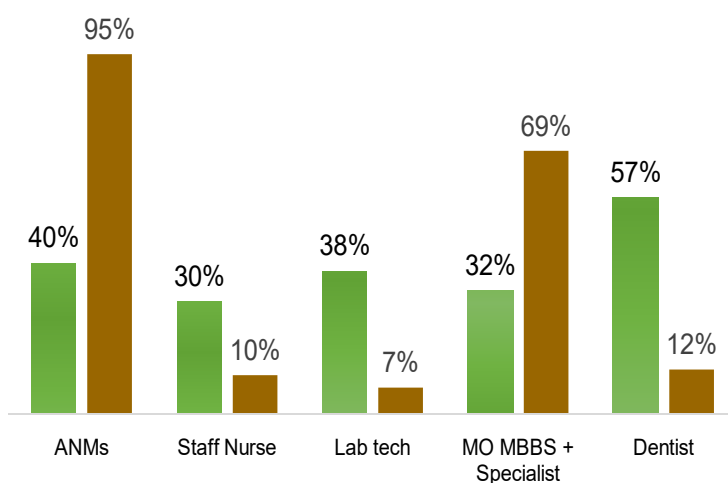
Public Health Cadre



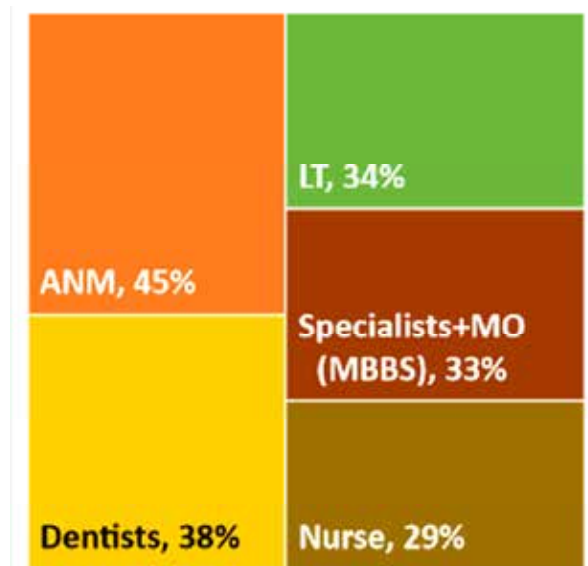
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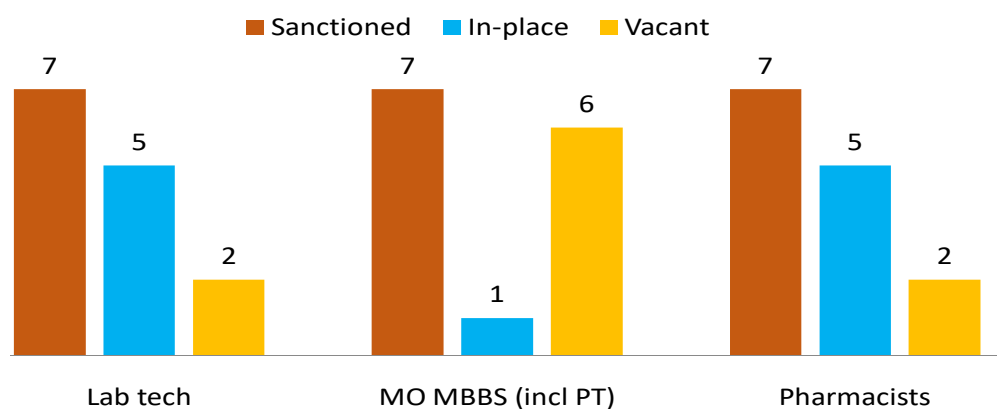
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



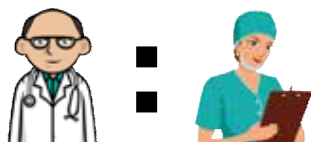
Tripura

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 17 per 10,000

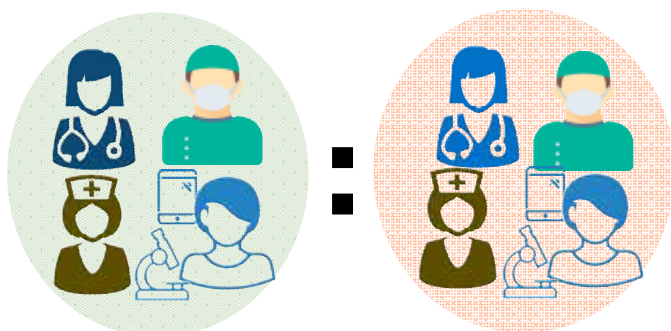
In-Place - 11 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 18: 1

In-Place - 21 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 4



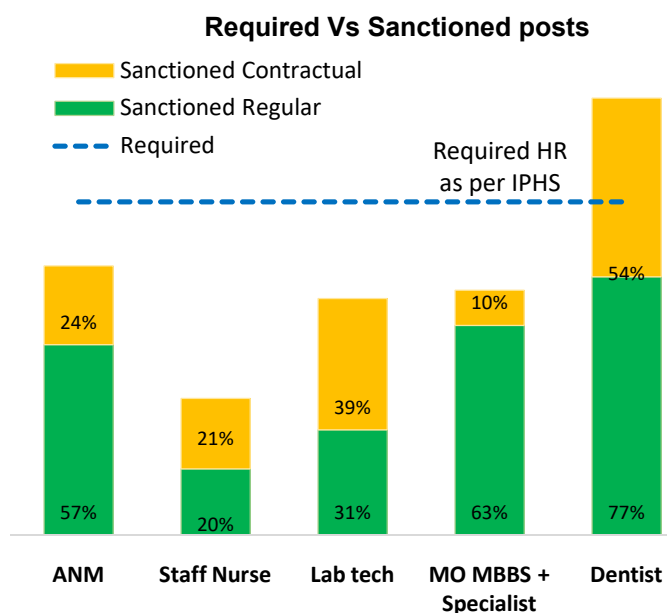
Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	12 cases per day
Dental OPD per dental surgeon	5 cases per day
In-patient cases per nurse	1 cases per shift per day
In-patient headcount at midnight per nurse	6 cases per shift per day
Lab tests* per Lab Technician	8 tests per day
Rapid Diagnostic Tests per Lab Technician	1 test per day
Caesarean (C-Section) per gynaecologist	10 cases per month
Major operations using anaesthesia per anaesthetist	4 cases per month

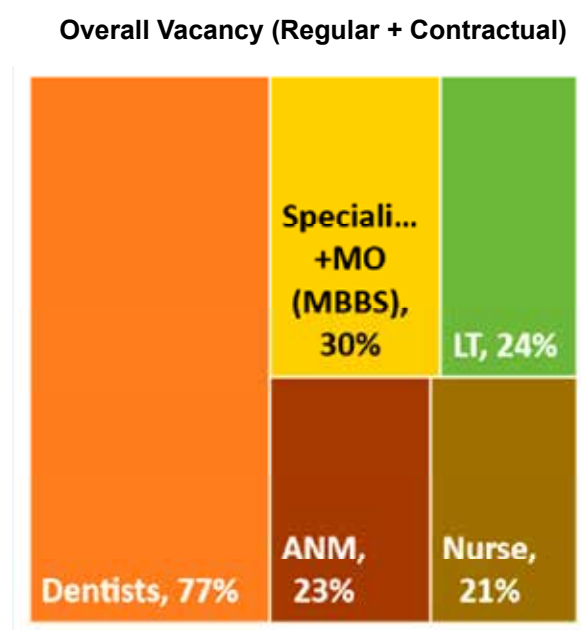
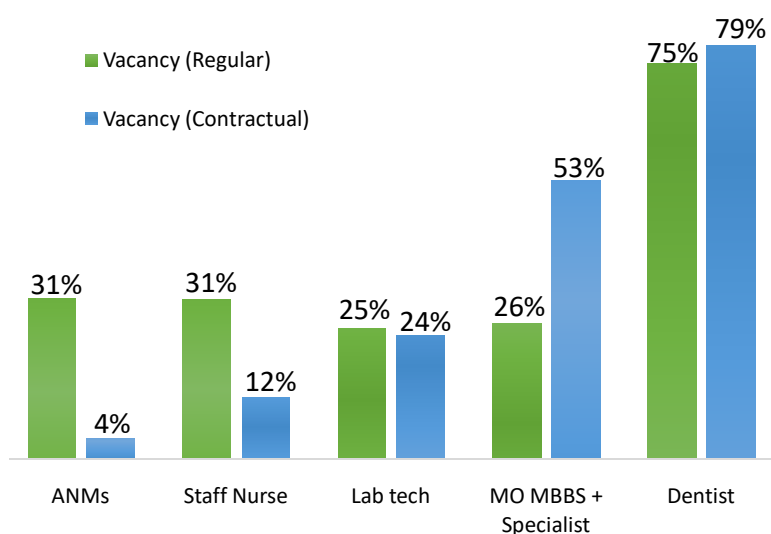
* excluding tests for RNTCP

Uttar Pradesh

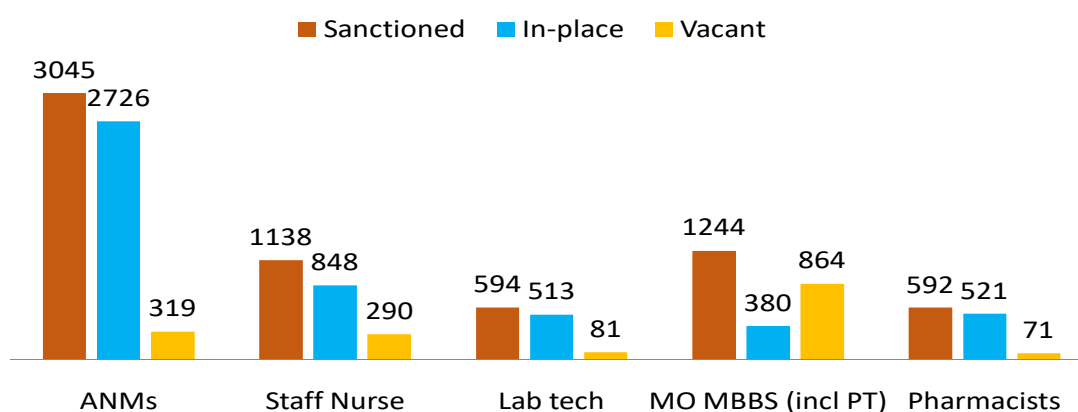
HRH Governance



Varying degrees of Vacancies reported for different staff category



Available Human Resources at Urban Facilities (UPHC & UCHC)



Uttar Pradesh

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 3 per 10,000

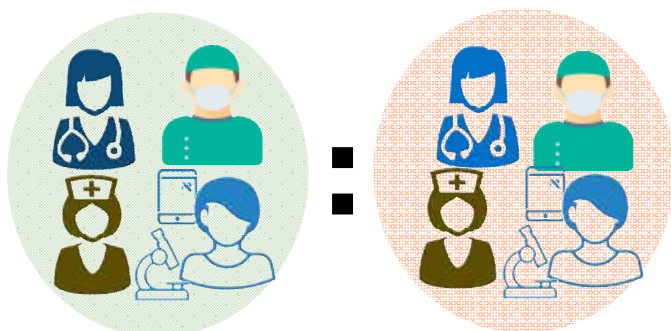
In-Place - 2 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 2 : 1

In-Place - 2 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 6



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	32 cases per day
Dental OPD per dental surgeon	16 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	1 case per shift per day
Lab tests* per Lab Technician	38 tests per day
Rapid Diagnostic Tests per Lab Technician	5 tests per month

* excluding tests for RNTCP

Uttarakhand

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



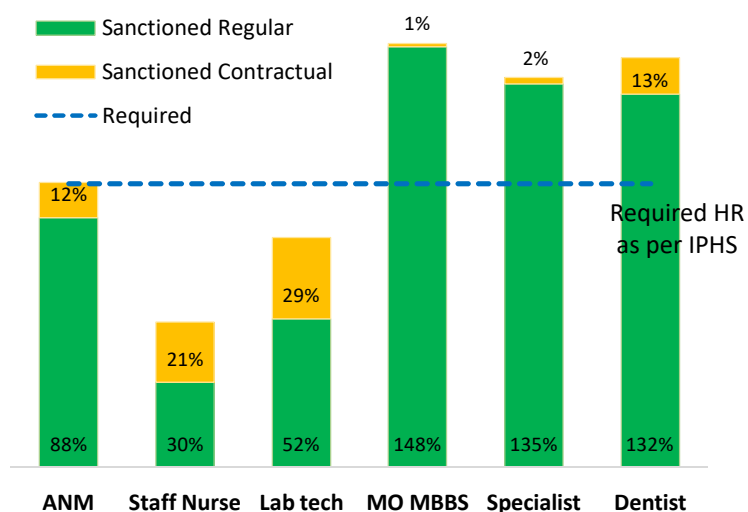
HR Integration Initiated



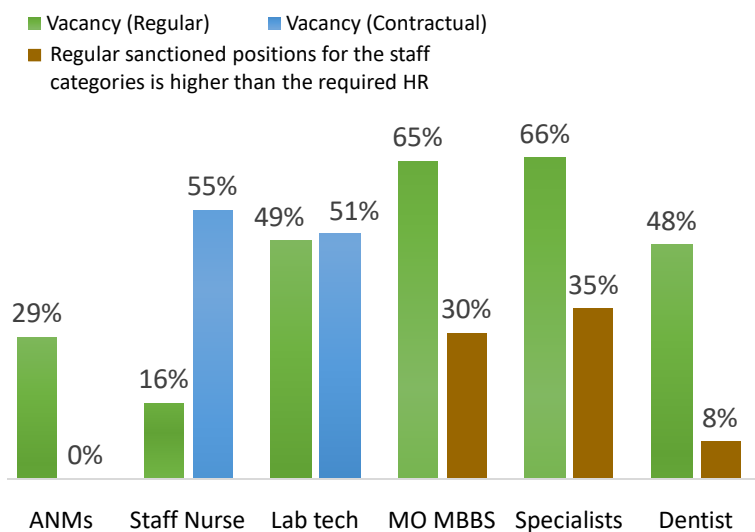
Public Health Cadre



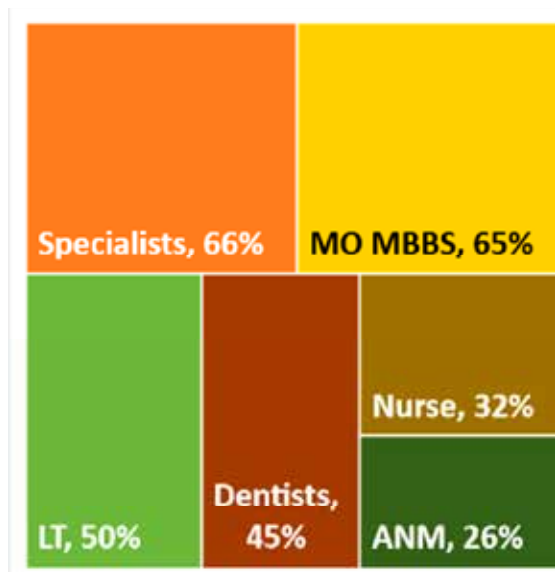
Required Vs Sanctioned posts



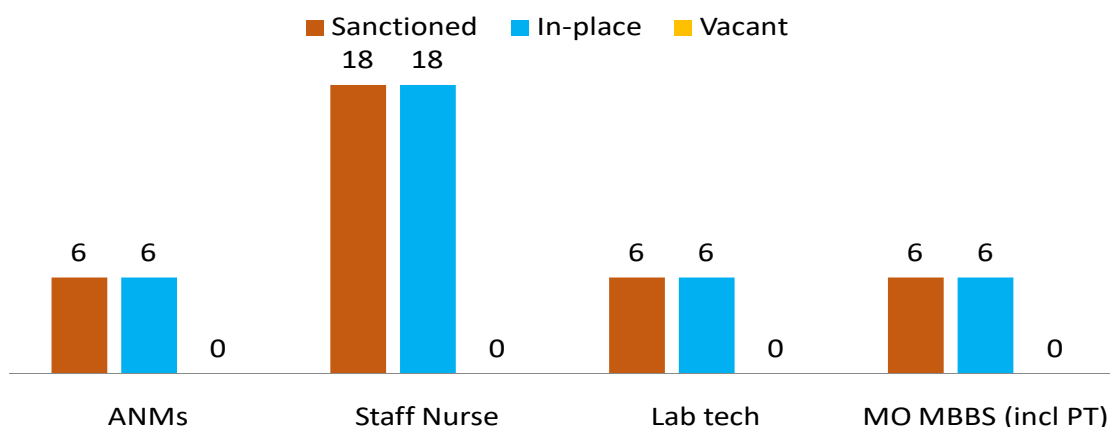
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



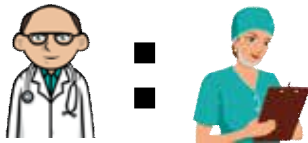
Uttarakhand

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 1

In-Place - 1 : 1



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 7 per 10,000

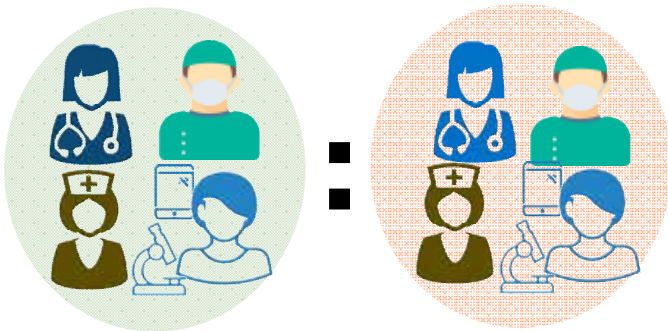
In-Place - 4 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 6 : 1

In-Place - 5 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 3



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	29 cases per day
Dental OPD per dental surgeon	8 cases per day
In-patient cases per nurse	2 cases per shift per day
In-patient headcount at midnight per nurse	2 cases per shift per day
Lab tests* per Lab Technician	27 tests per day
Rapid Diagnostic Tests per Lab Technician	7 tests per month
Caesarean (C-Section) per gynaecologist	8 cases per month
Hysterectomy surgeries per gynaecologist	5 cases per month
Major operations using anaesthesia per anaesthetist	1 case per day

* excluding tests for RNTCP

West Bengal

HRH Governance



Specialist Cadre



HR Policy



Implementation of HRIS



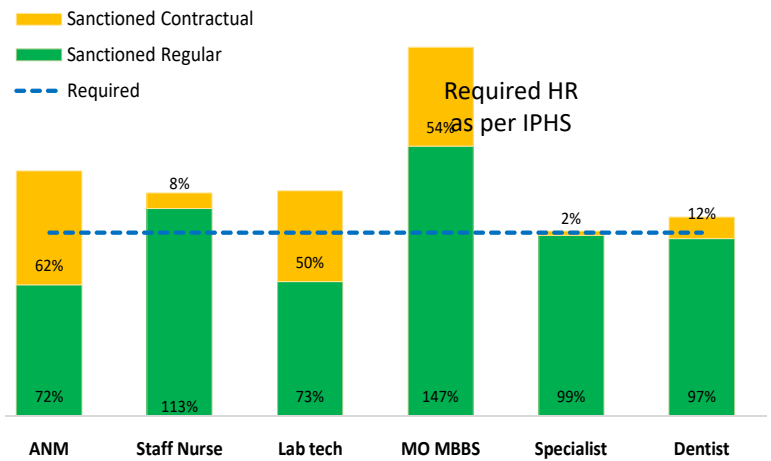
HR Integration Initiated



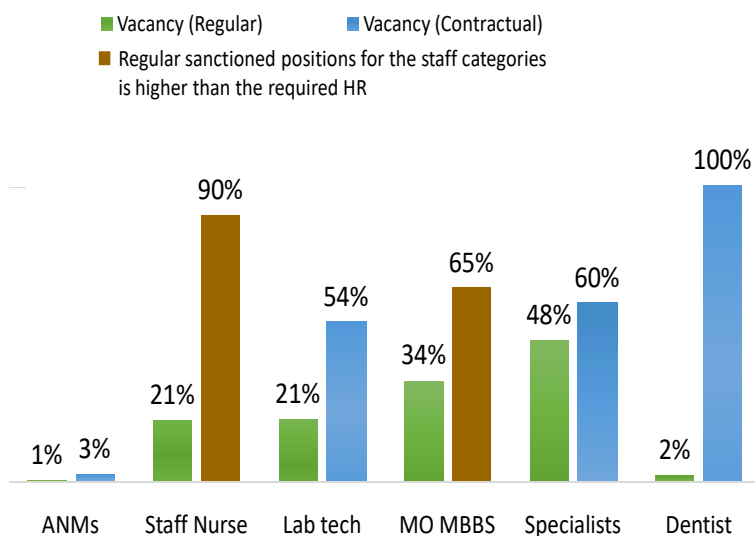
Public Health Cadre



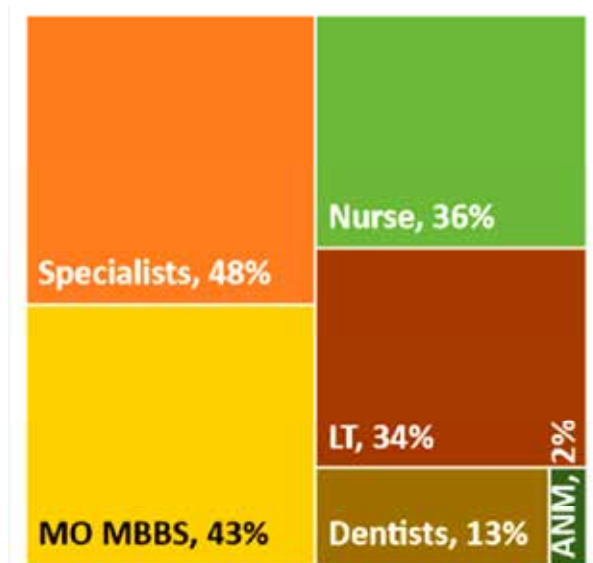
Required Vs Sanctioned posts



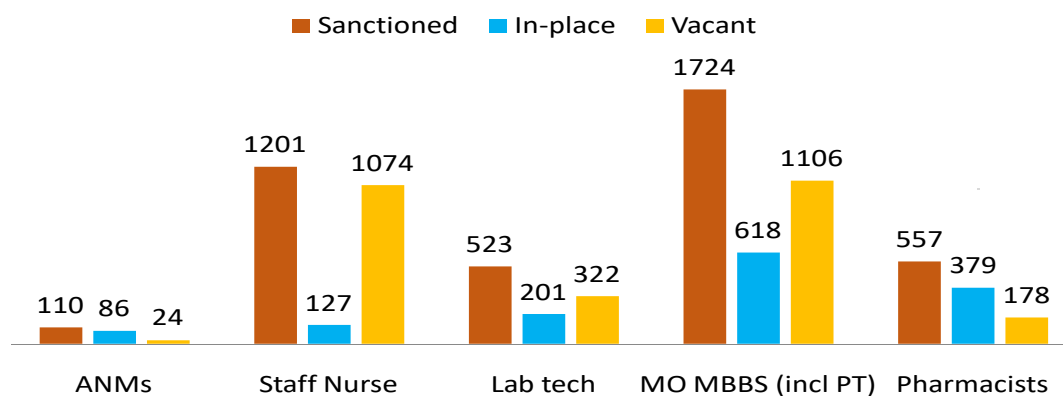
Varying degrees of Vacancies reported for different staff category



Overall Vacancy (Regular + Contractual)



Available Human Resources at Urban Facilities (UPHC & UCHC)



West Bengal

HRH Distribution

Doctors (MO and Specialist) to Staff Nurse Ratio

Sanctioned - 1 : 2

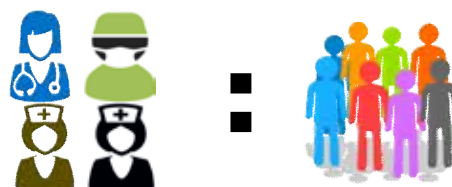
In-Place - 1 : 2



Availability of Public Healthcare Providers (MO, Specialists, Staff Nurse and ANM) in district healthcare system

Sanctioned - 15 per 10,000

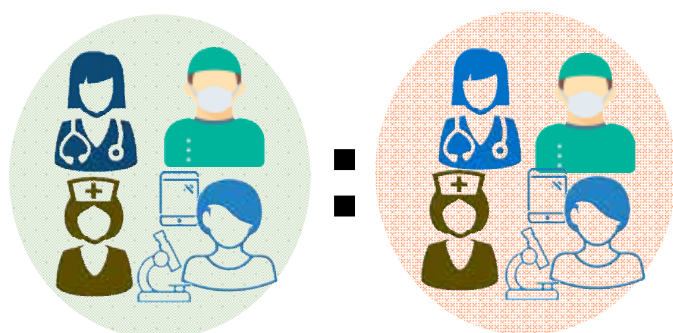
In-Place - 12 per 10,000



Regular to Contractual Service Delivery Staff Ratio

Sanctioned - 3 : 1

In-Place - 3 : 1



NHM Programme Management to NHM Service Delivery Staff Ratio

Sanctioned - 1 : 7



Average Caseload of Key HRH

Indicator	Average Caseload
OPD attendance per doctor	52 cases per day
Dental OPD per dental surgeon	13 cases per day
In-patient cases per nurse	3 cases per shift per day
In-patient headcount at midnight per nurse	6 cases per shift per day
Lab tests* per Lab Technician	39 tests per day
Rapid Diagnostic Tests per Lab Technician	3 tests per day
Caesarean (C-Section) per gynaecologist	2 cases per day
Hysterectomy surgeries per gynaecologist	4 cases per month
Major operations using anaesthesia per anaesthetist	2 cases per day

* excluding tests for RNTCP



Ministry of Health & Family Welfare
Government of India