Human Resources for Health in District Public Health System of India: State-wise Report-2021

NHSRC

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This Report has been conceptualized, compiled and written by Human resources for Health and Health Policy and Integrated Policy (HRH-HPIP) team of National Health Systems Resource Centre (NHSRC).

We are thankful to the State Departments of Health and family Welfare, State Health Societies under National Health Mission (NHM), especially the Nodal Officers for HRH in States and Union Territories for helping us in collecting this data.

We also wish to acknowledge the constant support and guidance provided by Maj Gen (Prof) Atul Kotwal, Executive Director NHSRC and Advisors in NHSRC for their inputs.

Suggested Citation

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About the HRH Infographics

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

The HRH infographics mainly focus on the main categories of HRH, including MPW, Staff Nurses, Lab technicians, Pharmacists, Medical Officers – MBBS, Clinical Specialists and Dentists. The data used in the HRH infographics is for the financial year 2020-21. It has been primarily obtained from Programme Implementation Plans, and the in-place data used in the report is as on 31st March 2021.

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

Layout of the State HRH Infographics Sheet

The state specific sheets have been broadly divided into four headings:

1. **HRH Governance**: This section on HRH Governance provides the status on availability of specialist cadre, HRH policy, implementation of HRIS and HRH integration. It also gives the important ratio of doctor- nurses. Though the ideal doctor-nurse ratio can vary depending on various factors such as type of health facility, available resources and condition of the patient, the most commonly cited ratio of 1 doctor for every 3 nurses is needed for an effective coordination between the doctors and the nurses and in providing service outcomes.

2. **HRH Availability**: This section provides an overview of health workforce's availability. The initial graph shows the availability of posts from regular cadre and those supported under NHM in accordance with the Indian Public Health Standards (IPHS - 2012). The remaining two graphs offers a snapshot on vacancies in regular cadre and under NHM.

3. **NHM Budget Share**: This new section has been added primarily for the central and state level planners and decision makers. It provides a summary of the HRH budget and Programme management cost relative to the total Resource Envelope of the state/ UT for the financial year (FY) 2020-21.

4. **HRH Performance**: This section provides the information related to productivity of the HRH as per data reported in HMIS reported for the period 1st April 2020 to 31st March 2021. The data was accessed on 5th January 2023, 14:21 PM.

Definitions and Explanations

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

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

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

About the HRH Infographics

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

- **Healthcare Providers- Required vs Sanctioned HRH as per IPHS 2012**: The graph provides a comparison of the HRH required and total number of posts sanctioned. The graph provides details of the main cadres including Multi-Purpose Health Workers (Male and Female/ ANM), Staff Nurses, Lab technicians, Pharmacists, Medical Officers – MBBS, Clinical Specialists and Dentists.

    - **Required**: The total number of staff essential for the functional public health facilities (District hospital and below) as per IPHS 2012 norms. This has been represented in black straight line.

    - **Sanctioned Regular**: Total number of posts sanctioned as reported by the states/ UTs for the district hospitals and below level facilities under regular cadre. The percentage has been calculated as the total number of sanctioned regular posts upon the total number of staff required as per IPHS 2012 norms. This has been represented in green stacked column.

    - **Approved Contractual**: Total number of posts approved under NHM in the Record of Proceedings (ROP) for FY 2020-21 for both rural and urban facilities. Any HRH approved for any mobile team has not been included in this. The percentage has been calculated as the total number of approved contractual posts against the total number of staff required as per IPHS 2012 norms. This has been represented in blue stacked column.

- **Healthcare Providers- Vacancies**: There are two bar graphs in this section showing the vacancy status. The first graph draws a comparison of the vacancies under regular cadre and NHM (rural and urban); while the second graph compares the vacancy status under NRHM and NUHM. The data represents only facility level HRH for the six main cadre including MPW (Male and Female/ ANM), Staff Nurses, Lab technicians, Pharmacists, Medical Officers and Clinical Specialists. It doesn't include any details of HRH supported for the mobile health teams.

    - **Vacancy Regular Cadre**: The percentage has been calculated as the total number of vacant posts against the posts sanctioned as reported by the states/ UTs for the district hospitals and below level facilities under regular cadre.

    - **Vacancy Contractual**: The percentage has been calculated as the total number of vacant posts as reported by the states/ UTs against the posts approved under NHM in the ROP 2020-21 for both rural and urban health facilities.

    - **Vacancy (NRHM)**: The total number of vacant posts reported by the state against the total posts approved in the ROP 2020-21 for the district hospital and below level facilities supported under NRHM.

    - **Vacancy (NUHM)**: The total number of vacant posts reported by the state against the total posts approved in the ROP 2020-21 under NUHM. This majorly includes the HRH supported for the UPHCs **and UCHCs.**

- **NHM Budget Share - Service Delivery HR**: This represents the proportion of NHM budget approved in FY 2020-21 for remuneration of the of the service delivery positions under both NRHM (National Rural Health Mission) and NUHM (National Urban Health Mission), against the total Resource Envelope (RE). The treemap illustrates the distribution of the budget allocated for the remuneration of various categories of service delivery staff, including Specialists, Medical officers, ANM, Nurses and Paramedics, Community Health Officers (CHOs) and other service delivery personnel, as a proportion of the total budget approved for remuneration of service delivery staff.

About the HRH Infographics

- **NHM Budget Share – Programme Management:** The proportion of NHM budget approved in FY 2020-21 for Programme Management including the Programme Management HRH and activities under NHM, against the total Resource Envelope (RE).

    - **HRH for Programme Management**: The Programme Management HRH includes all the HRH engaged at the state, district, regional, block level Programme Management Units (PMU) or those posted in facilities and performing monitoring, supervision and administrative tasks such as data entry, accounting, supervision. This includes the Programme Officers, Managers, Consultants, Supervisors, Coordinators, Administrative staff, Assistants, Finance staff, Engineers, MIS Staff, Data Entry Operators etc. The indicator shows the proportion of budget approved under NHM (NRHM+NUHM) for programme management HRH in FY 2020-21 against the total RE.

    - **Programme Management Activities**: The programme management activities refer to the office expenses of the PMU staff, monitoring and supervision, review meeting etc. This indicator shows the total proportion of budget approved under NHM (NRHM+NUHM) for programme management activities, as a proportion of the total RE.

- **HRH Performance:** It is important to acknowledge that the definitions and formulae used in assessing the HRH performance are based on simplified assumptions and do not account for the other functions that healthcare workers perform on a daily basis, especially those which may not be captured in HMIS or are difficult to put in terms of data. For example, medical officers may be required to conduct post-mortems, which can result in fewer outpatient visits being recorded. Similarly, nurses may be deployed to emergency rooms or labor and delivery units, which may not be reflected in the inpatient numbers. It is also important to acknowledge that the data belongs to the period when healthcare workers faced unprecedented challenges due to COVID-19 pandemic. However, despite these limitations, using the same formulae and definitions across all states and UTs enables comparison and in-depth analysis of factors that may be affecting healthcare worker productivity.

    - **Average cases per month:** Total number of cases reported in the FY 202-21 in the HMIS portal divided by 12 (total number of months in a year).

    - **Average cases per day:** Average cases per month divided by average working days in a month. For calculating average in-patients per day, 30 working days in a month have been considered and for other cases, 24 working days per month have been taken.

    - **OPD Attendance per Doctor:** The ratio of average number of allopathic OPD per day (excluding Dental OPD) to the total number of GDMOs and Specialists in-place under regular cadre and NHM, as reported by the states. The number of specialists in-place doesn't include the number of Anesthetists, Radiologists, Pathologists and Microbiologists.

    - **Dental OPD per Dental Surgeon:** The ratio of average number of dental OPD per day to the total number of Dentists and Dental Surgeons in-place under regular cadre and NHM, as reported by the states.

    - **In-patient head count at midnight per Nurse:** Average number of in-patient headcount at midnight/ midnight census per day (number of patients at midnight/6 AM every day) divided by the number of nurses in-place per shift under regular cadre and NHM, as reported by the states. The total nurses in-place has been divided by 3 to get the number of nurses per shift (three shifts in a day).

    - **In-patient cases per Nurse:** Average number of in-patient per day (all admissions of male and female Children and Adults with plan to stay overnight/24 hours) divided by the number of nurses in-place per shift under regular cadre and NHM, as reported by the states. The total nurses in-place has been divided by 3 to get the number of nurses per shift (three shifts in a day).

About the HRH Infographics

- **Lab Tests per lab technicians:** The ratio of average number of blood tests per day to the total number of Lab technicians in-place under regular cadre and NHM, as reported by the states.

- **Caesareans (C-Section) per ObGY**: The ratio of average number of C-Section deliveries performed per day to the total number of ObGY Specialist in-place under regular cadre and NHM, as reported by the state. This does not include the number of EmOC trained doctors available in the state/ UT.

- **Hysterectomy surgeries per ObGy:** Average number of major surgeries/ Hysterectomies performed per day divided by the total number of ObGy Specialists in-place under regular cadre and NHM as reported by the state.

- **Major operations using Anesthesia per Anesthetists**: The ratio of average number of major operations carried out using general or spinal anesthesia per day to the total number of Anesthetists in-place under regular cadre and NHM, as reported by the state. This does not include the number of LSAS trained doctors in the state/ UT.

Sources of data

1. Indian Public Health Standards, 2012
2. Health management Information System (HMIS)
3. NHM Programme Implementation Plans 2020-21
4. NHM Record of Proceedings 2020-21
5. Human Resources for Health in District Public Health Systems of India: State Wise Report of 2020

Andaman and Nicobar Islands

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

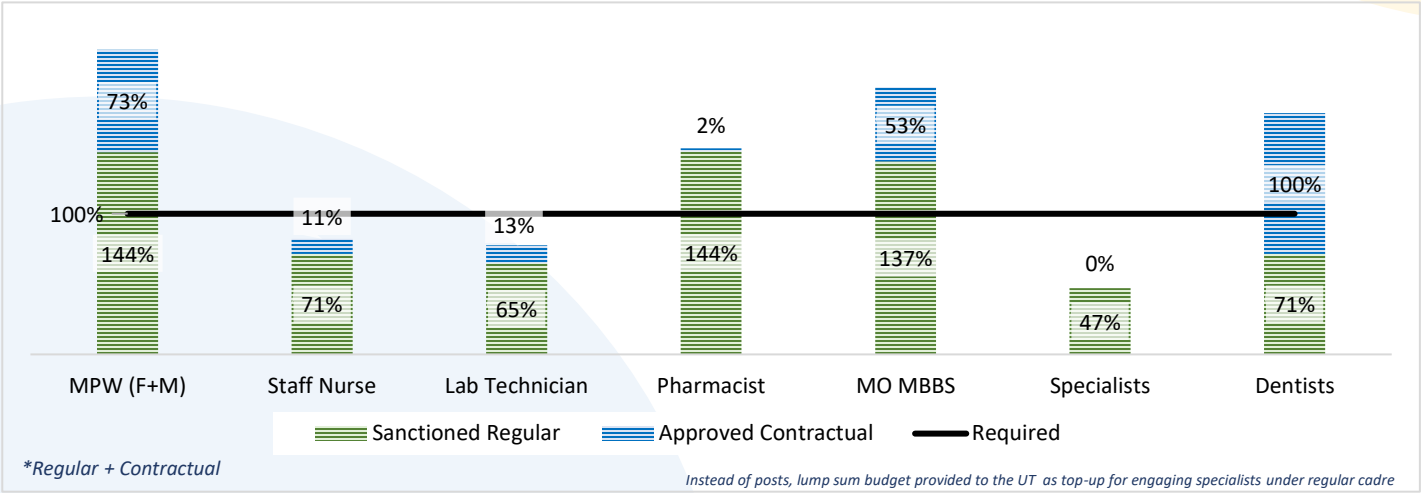
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.1

In-place: 1:2.5

HRH Availability

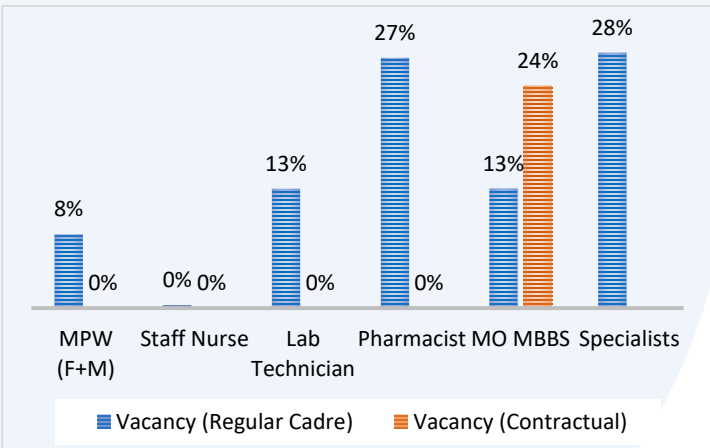
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012

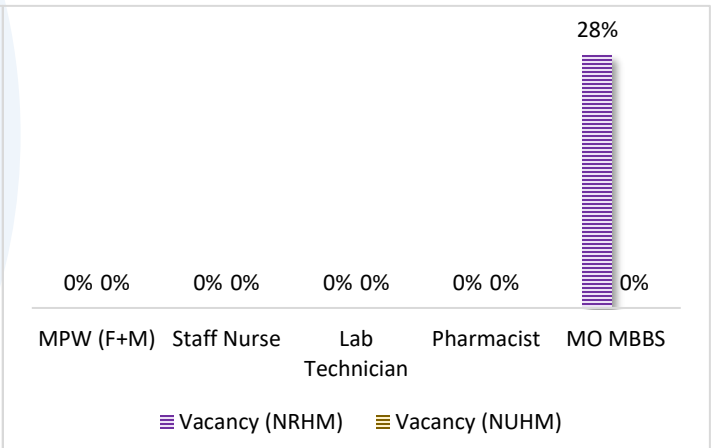


**Regular + Contractual*

Instead of posts, lump sum budget provided to the UT as top-up for engaging specialists under regular cadre

Healthcare Providers: Vacancies

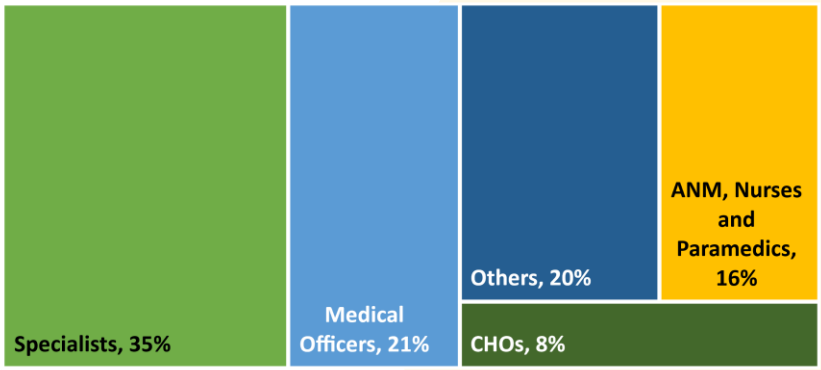




Andaman and Nicobar Islands

NHM Budget Share

Service Delivery HR: **69% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 13% of Resource Envelope (RE)

- **HRH for Programme Management: 10% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **27 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **54 tests per day**

Hysterectomy surgeries per ObGy: **1 case per day**

Dental OPD per dental surgeon: **11 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Andhra Pradesh

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✓
- Implemented HRIS ✓
- HR Integration ✗

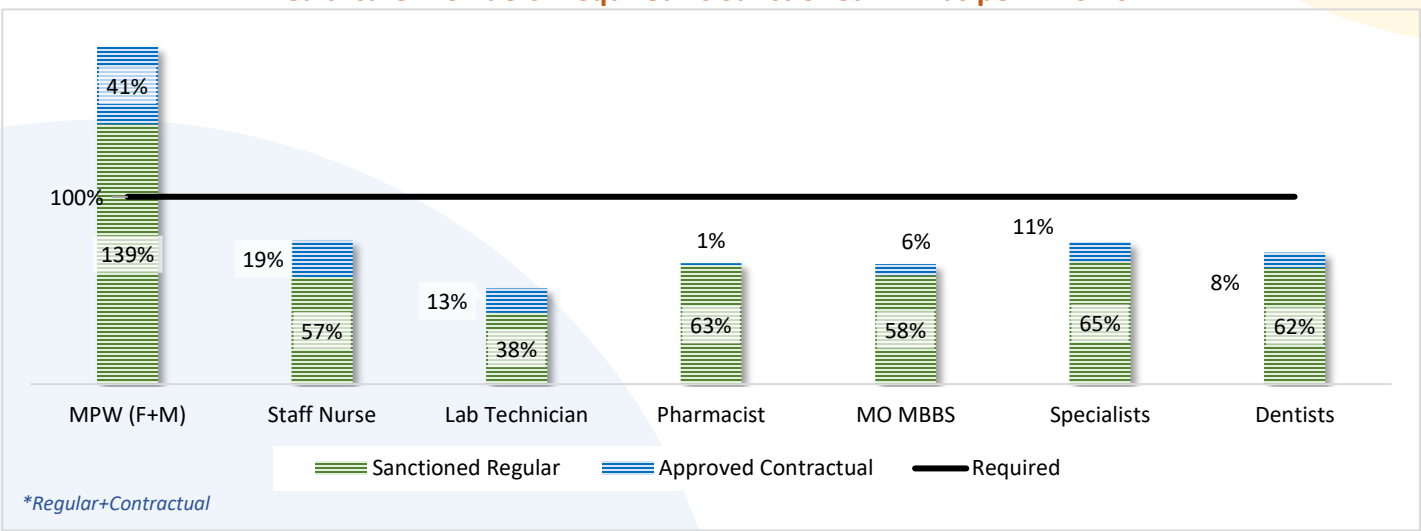
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.0

In-place: 1:2.1

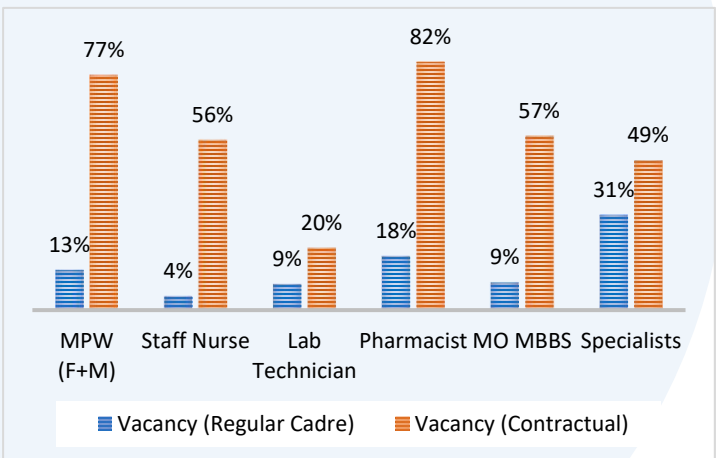
HRH Availability

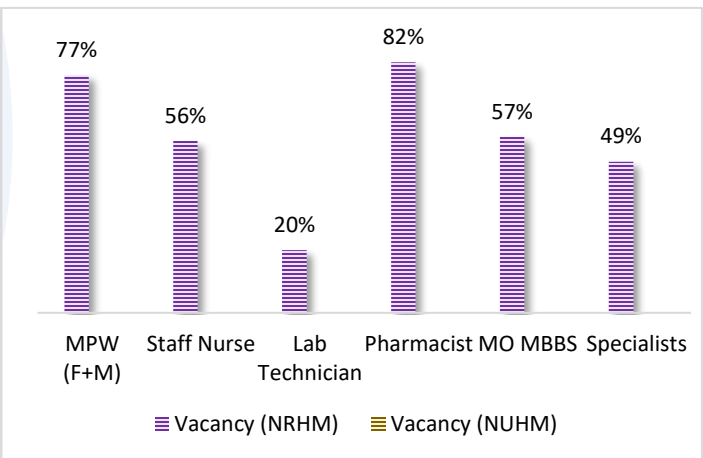
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





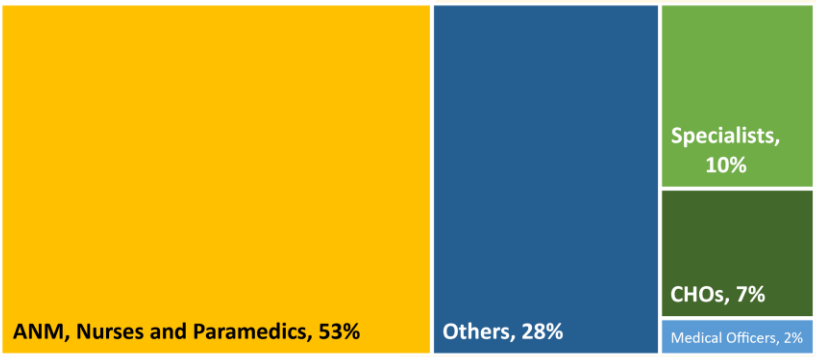
No posts approved under NUHM

HRH infographics of Andhra Pradesh (District Hospital and Below level)

Andhra Pradesh

NHM Budget Share

Service Delivery HR: 23% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 4% of Resource Envelope (RE)

- **HRH for Programme Management: 3% of RE**
- **Programme Management Activities: 1% of RE**

HRH Performance

OPD Attendance per doctor: **48 cases per day**

In-patient headcount at midnight per nurse: **5 cases per shift per day**

Lab tests* per Lab Technician: **43 tests per day**

Hysterectomy surgeries per ObGy: **3 cases per month**

Dental OPD per dental surgeon: **8 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 cases per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Arunachal Pradesh

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

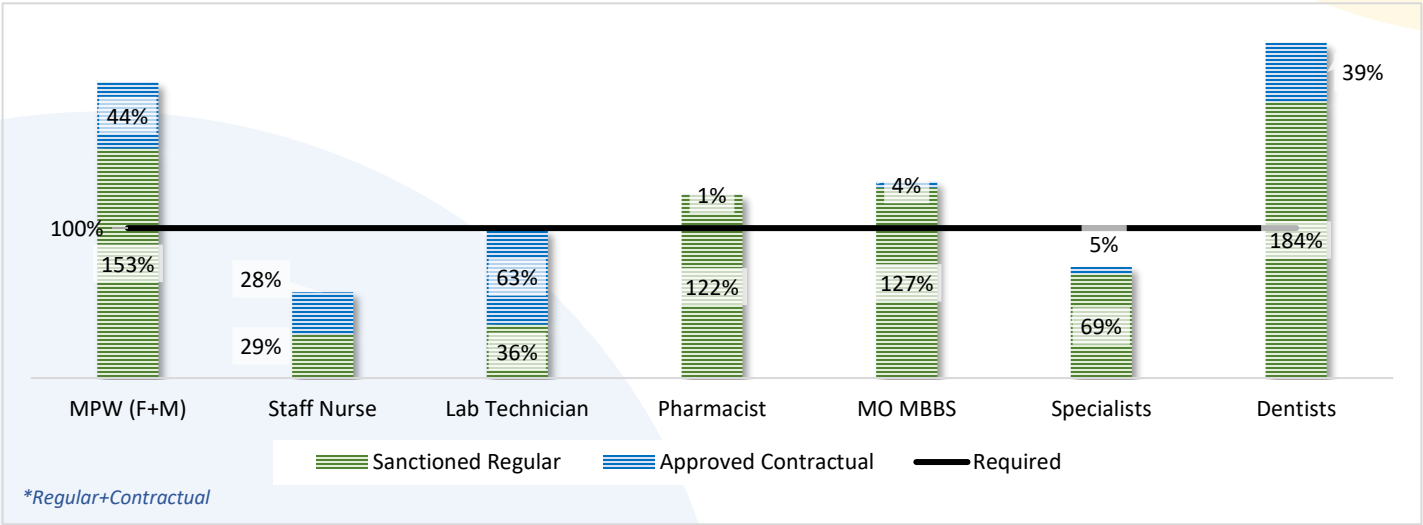
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.1

In-place: 1:1.0

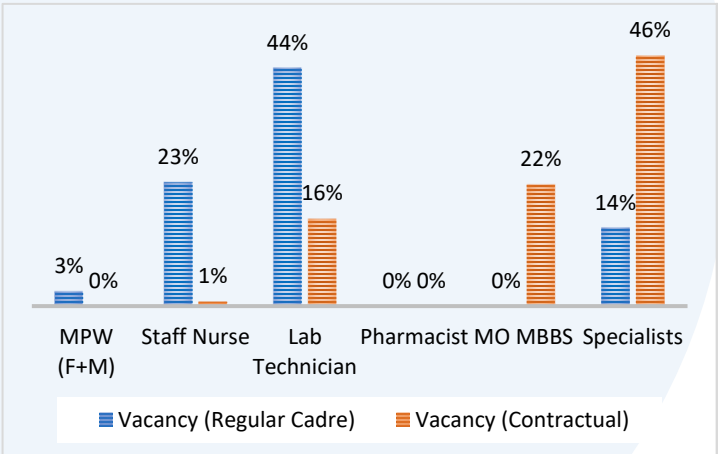
HRH Availability

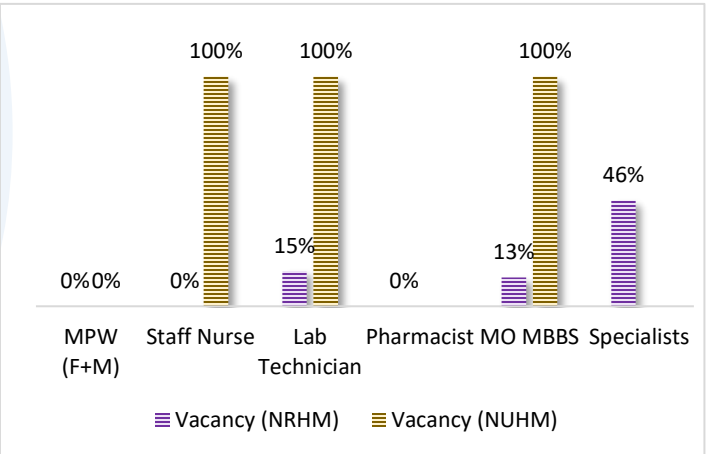
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





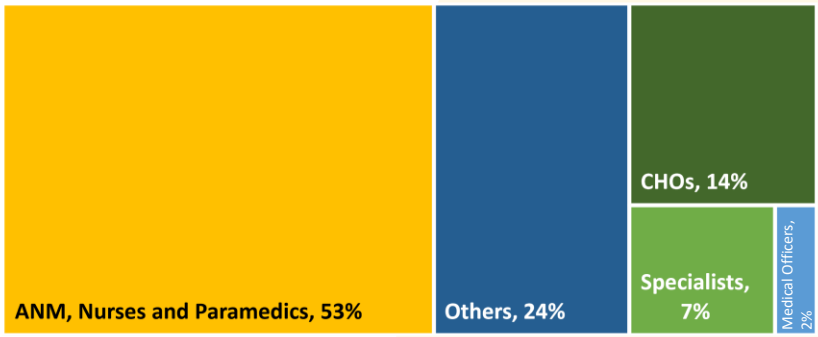
No specialists, and pharmacist posts approved under NUHM

HRH infographics of Arunachal Pradesh (District Hospital and Below level)

Arunachal Pradesh

NHM Budget Share

Service Delivery HR: **17% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 9% of RE**
- **Programme Management Activities: 5% of RE**

HRH Performance

OPD Attendance per doctor: **4 cases per day**

In-patient headcount at midnight per nurse: **6 cases per shift per month**

Lab tests* per Lab Technician: **2 tests per day**

Hysterectomy surgeries per ObGy: **2 cases per month**

Dental OPD per dental surgeon: **8 cases per day**

In- patient cases per nurse: **7 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Assam

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✗
- Implemented HRIS ✓
- HR Integration ✓

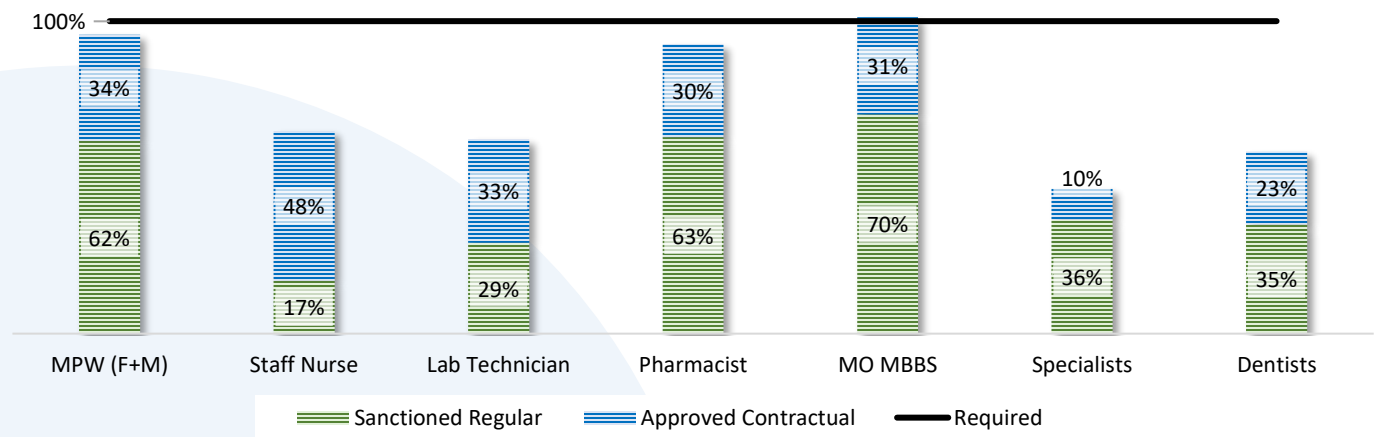
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.5

In-place: 1:1.4

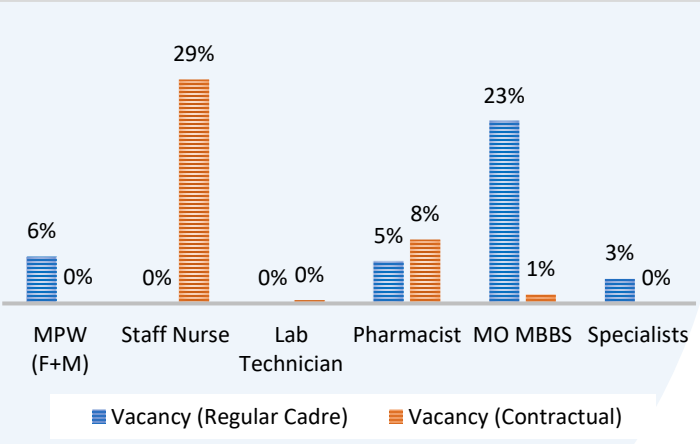
HRH Availability

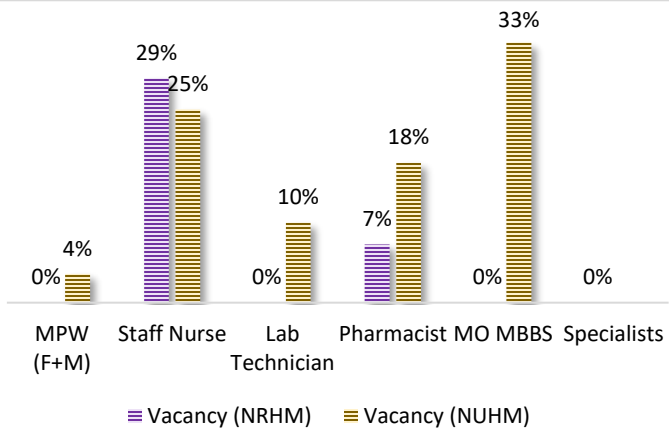
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





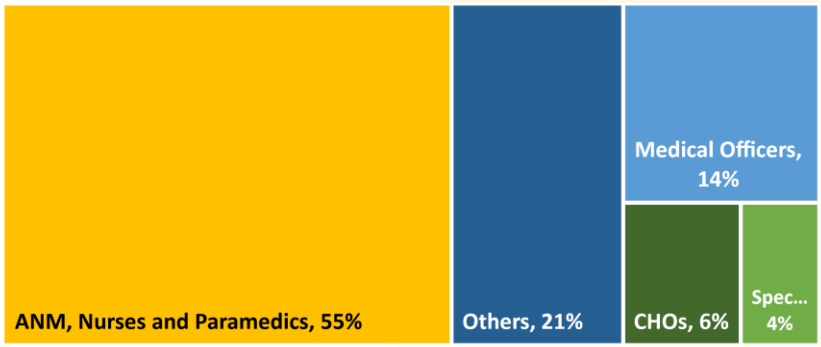
No specialist posts approved under NUHM

HRH infographics of Assam (District Hospital and Below level)

Assam

NHM Budget Share

Service Delivery HR: **28% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 4% of RE**

HRH Performance

OPD Attendance per doctor: **13 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **15 tests per day**

Hysterectomy surgeries per ObGy: **5 cases per month**

Dental OPD per dental surgeon: **3 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Bihar

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✓
- Implemented HRIS ✓
- HR Integration ✓

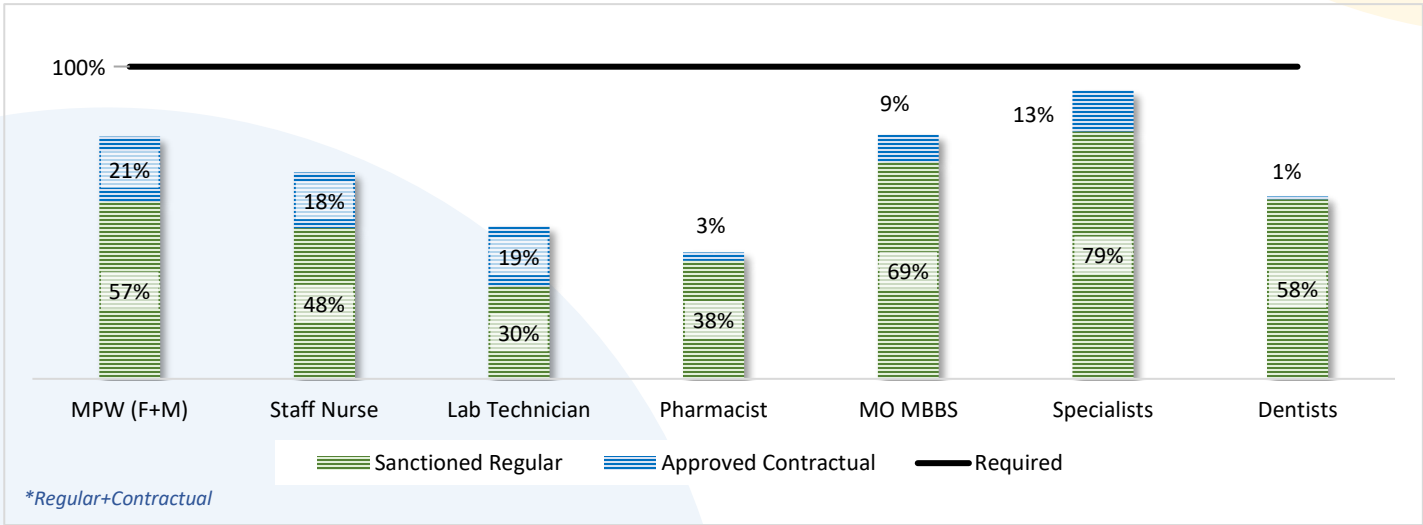
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.5

In-place: 1:1.8

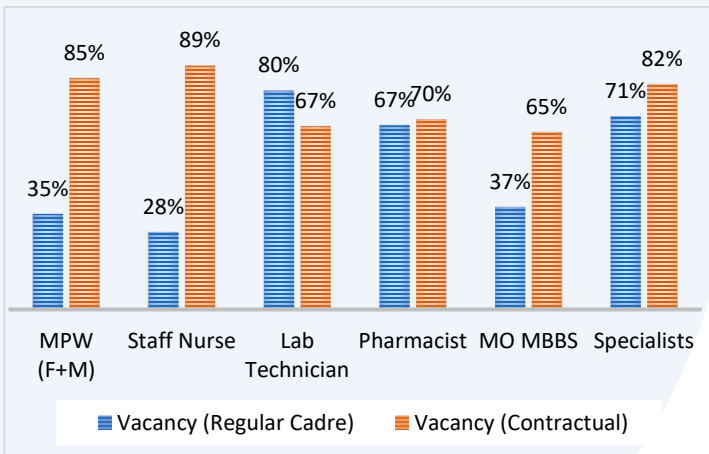
HRH Availability

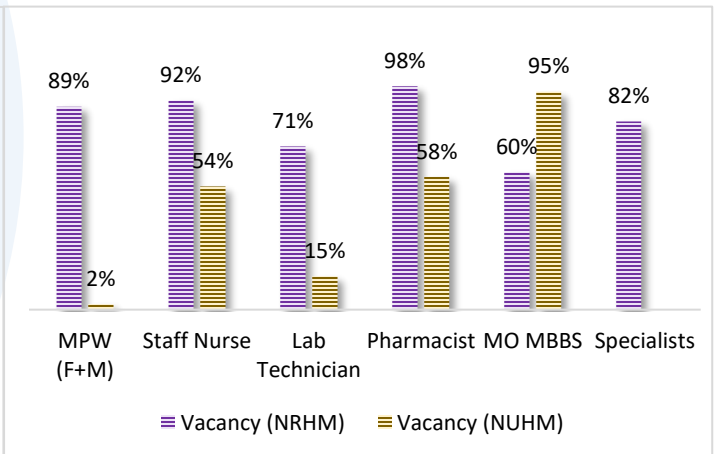
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





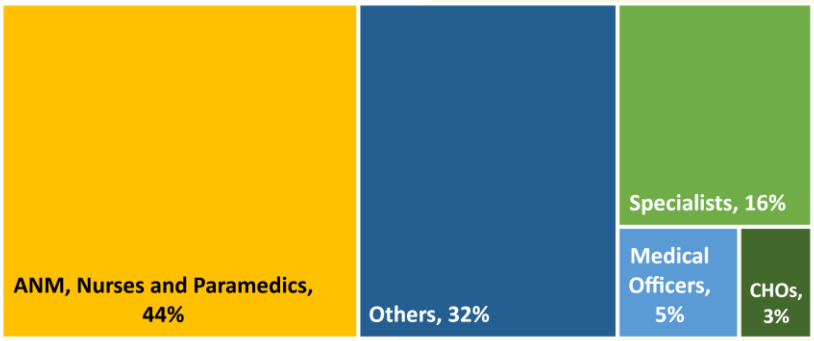
No specialist posts approved under NUHM

HRH infographics of Bihar (District Hospital and Below level)

Bihar

NHM Budget Share

Service Delivery HR: **28% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 8% of RE**
- **Programme Management Activities: 1% of RE**

HRH Performance

OPD Attendance per doctor: **25 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **17 tests per day**

Hysterectomy surgeries per ObGy: **5 cases per month**

Dental OPD per dental surgeon: **5 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **7 cases per month**

Major operations using anesthesia per anesthetist: **3 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Chandigarh

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

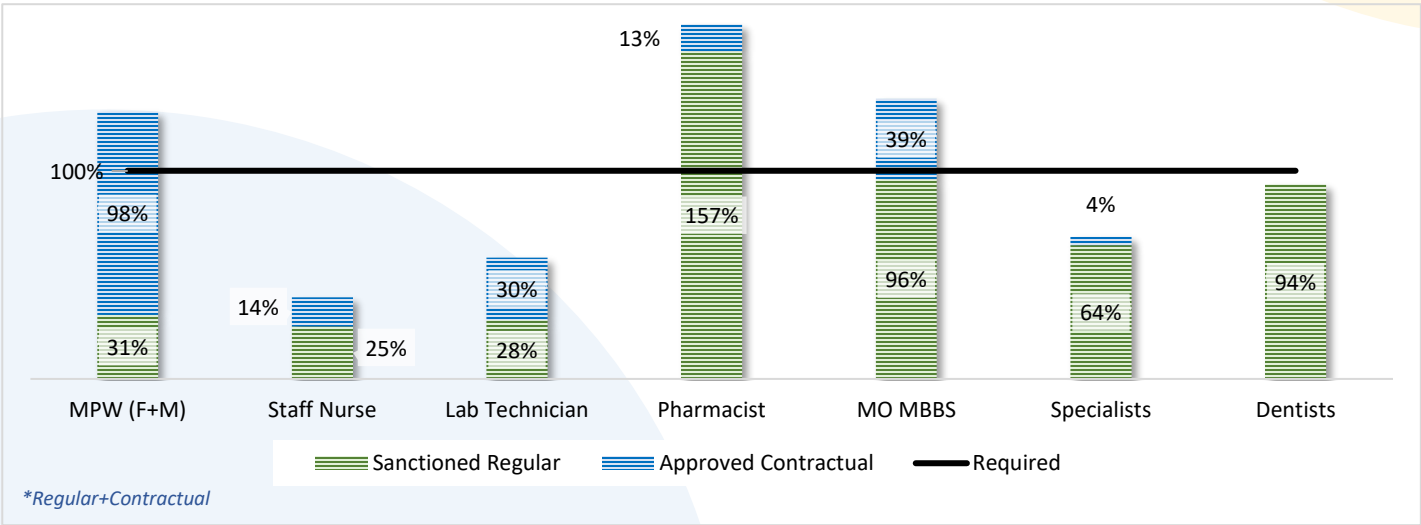
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:0.7

In-place: 1:1.2

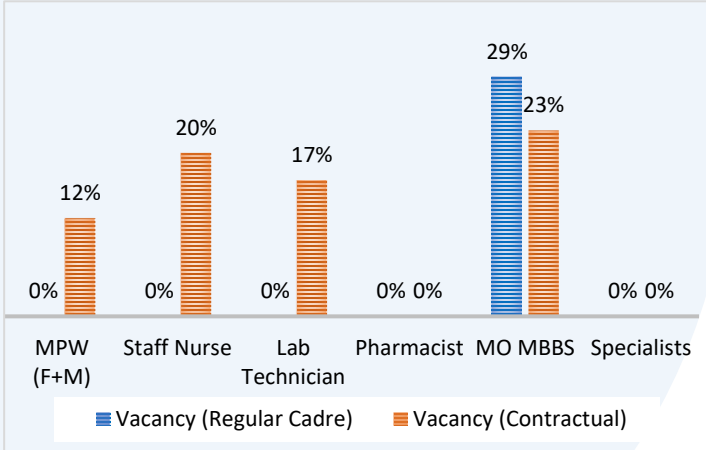
HRH Availability

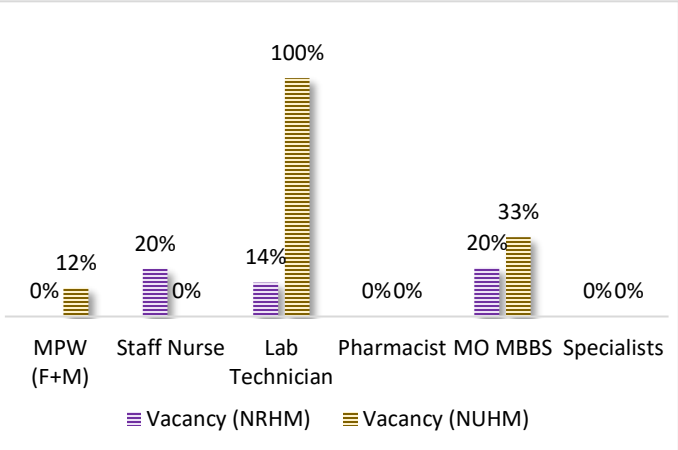
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies

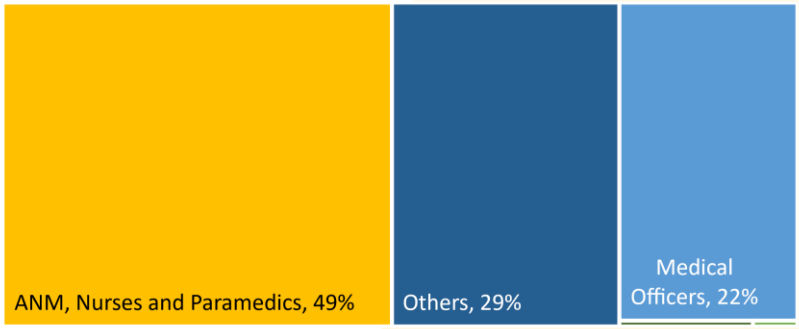




Chandigarh

NHM Budget Share

Service Delivery HR: **45% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 13% of RE**
- **Programme Management Activities: 1% of RE**

HRH Performance

OPD Attendance per doctor: **34 cases per day**

In-patient headcount at midnight per nurse: **17 cases per shift per day**

Lab tests* per Lab Technician: **349 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **11 cases per day**

In- patient cases per nurse: **3 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **10 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Chhattisgarh

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✓
- Implemented HRIS ✓
- HR Integration ✓

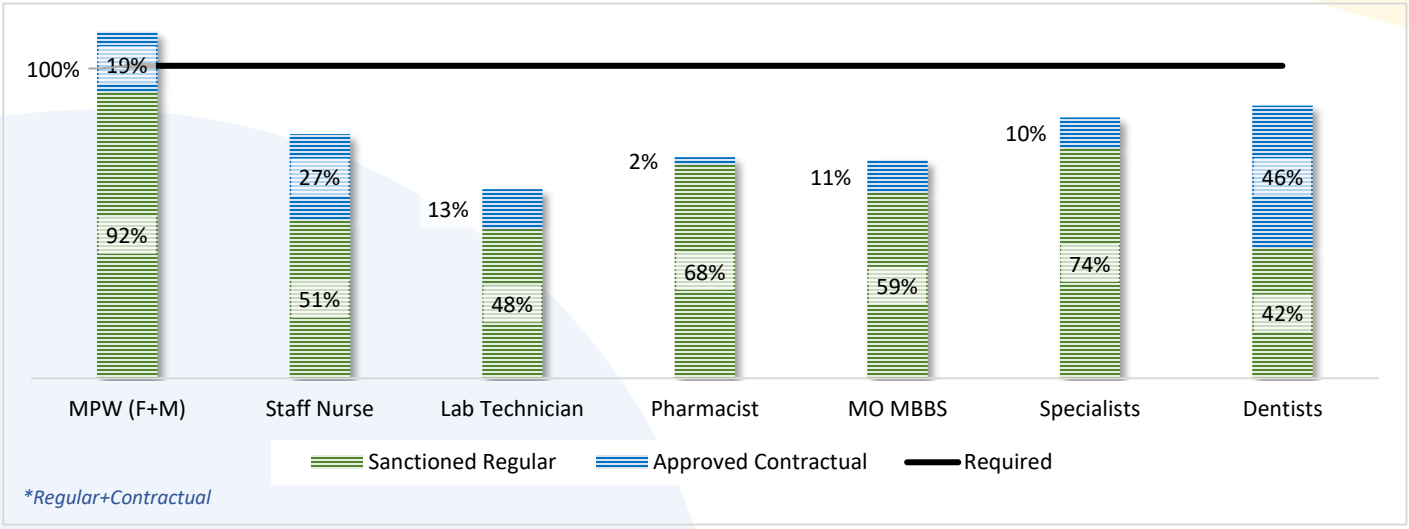
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.9

In-place: 1:2.1

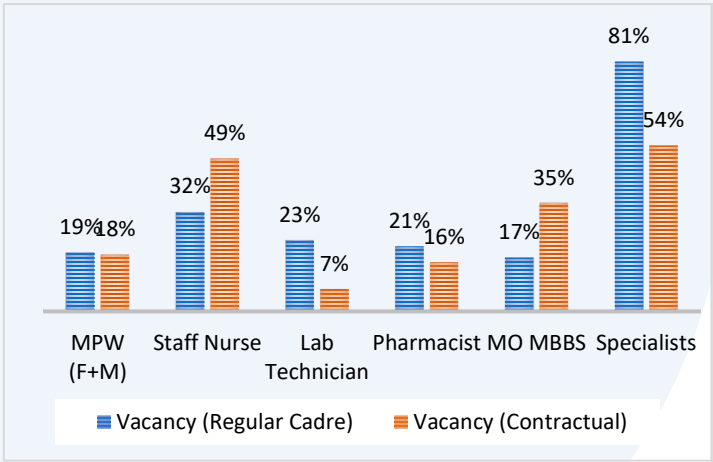
HRH Availability

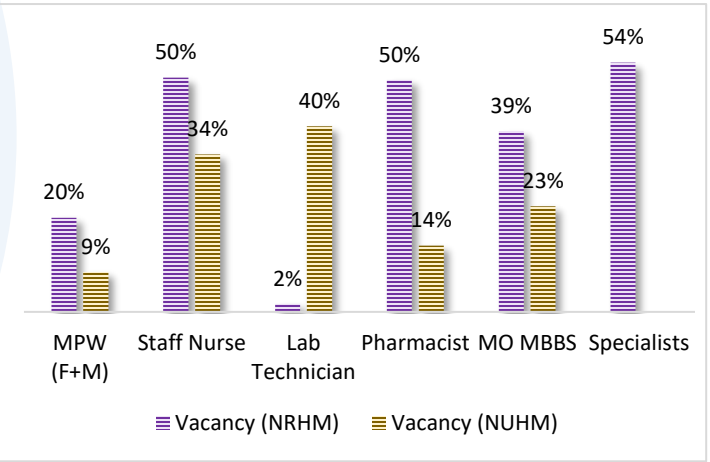
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies





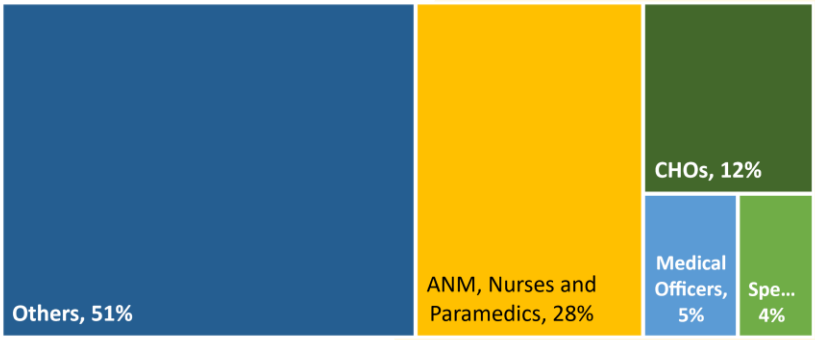
No specialist posts approved under NUHM

HRH infographics of Chhattisgarh (District Hospital and Below level)

Chhattisgarh

NHM Budget Share

Service Delivery HR: **18% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 6% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **24 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **14 tests per da**

Hysterectomy surgeries per ObGy: **2 cases per month**

Dental OPD per dental surgeon: **5 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Dadra and Nagar Haveli and Daman and Diu

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✓

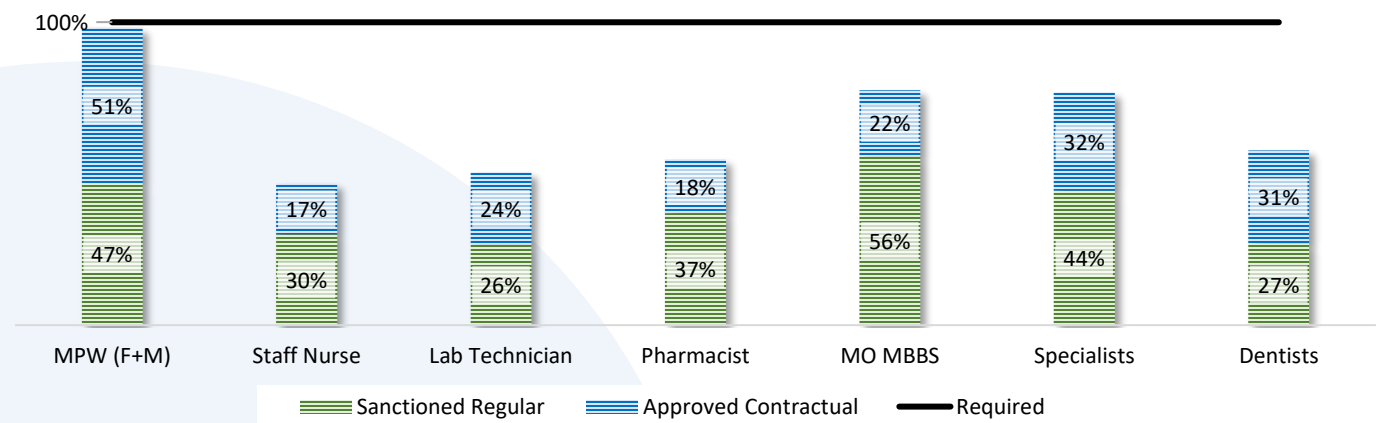
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.4

In-place: 1:1.6

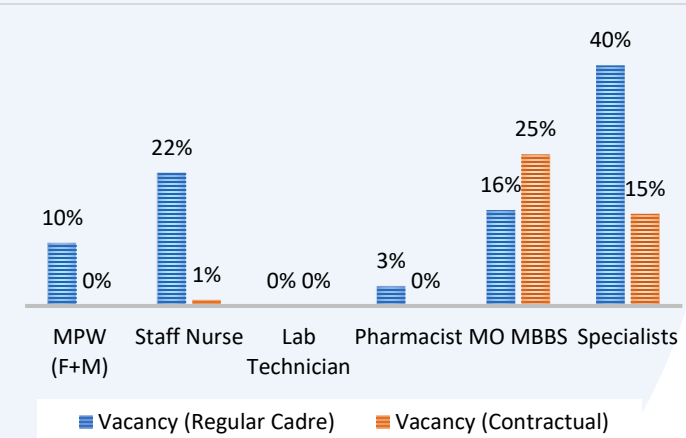
HRH Availability

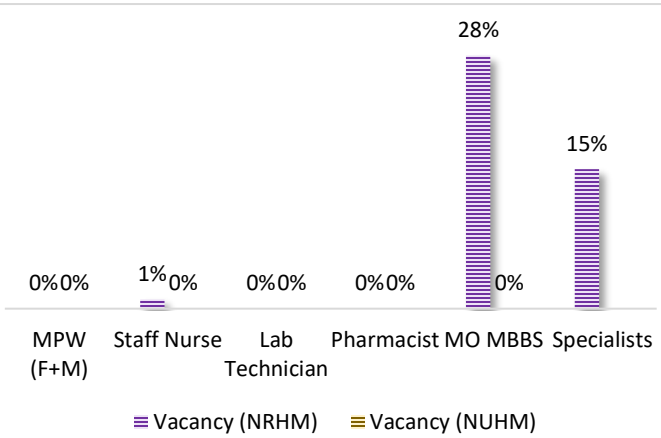
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





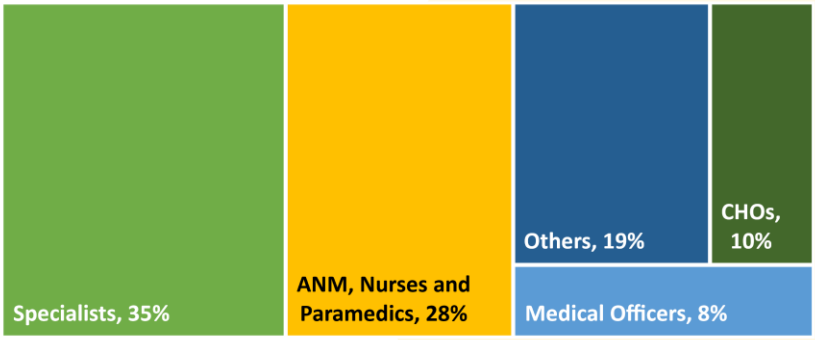
No specialist posts approved under NUHM

HRH infographics of Dadra and Nagar Haveli and Daman and Diu (District Hospital and Below level)

Dadra and Nagar Haveli and Daman and Diu

NHM Budget Share

Service Delivery HR: **68% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 13% of RE**
- **Programme Management Activities: 1% of RE**

HRH Performance

OPD Attendance per doctor: **32 cases per day**

In-patient headcount at midnight per nurse: **8 cases per shift per day**

Lab tests* per Lab Technician: **60 tests per day**

Hysterectomy surgeries per ObGy: **2 cases per month**

Dental OPD per dental surgeon: **8 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **3 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

HRH infographics of Dadra and Nagar Haveli and Daman and Diu (District Hospital and Below level)

Delhi

The infographics for Delhi contains only NHM HRH. The HRH data for regular cadre or any other HR engaged by any agency of Delhi Government/ NCR has not been made available.

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

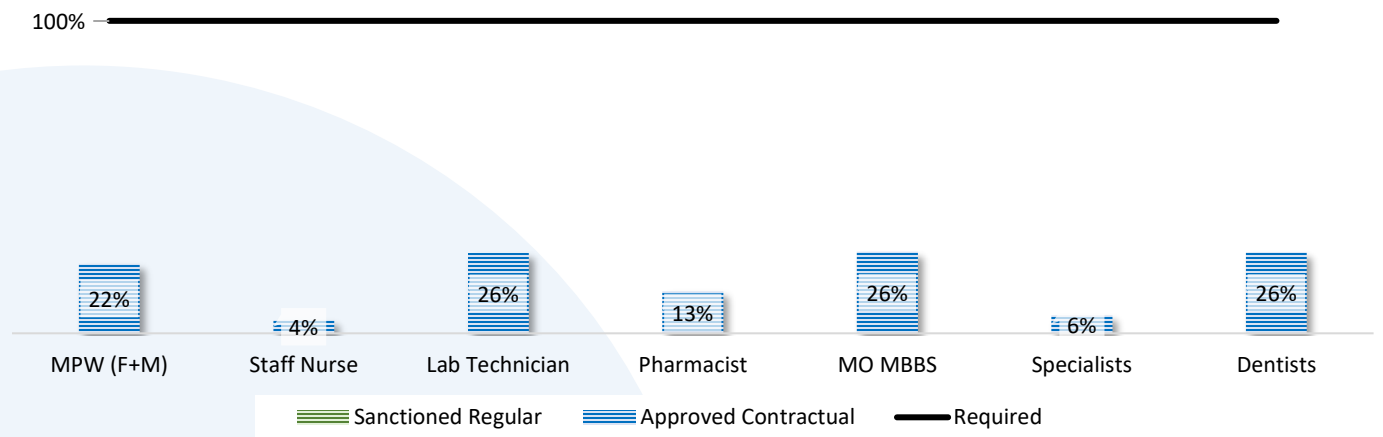
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.0

In-place: 1:2.2

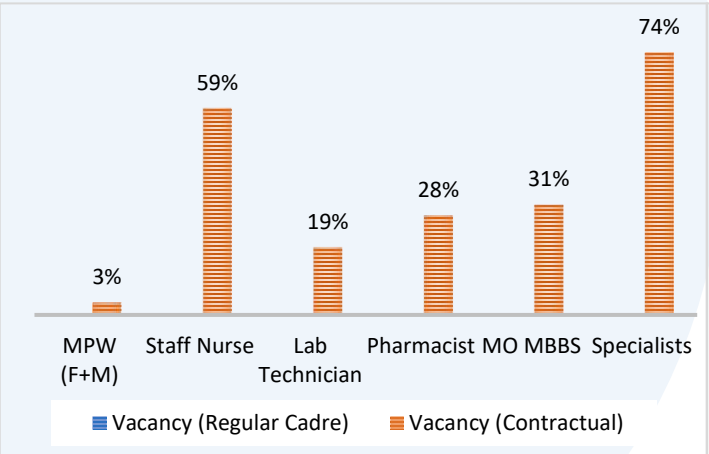
HRH Availability

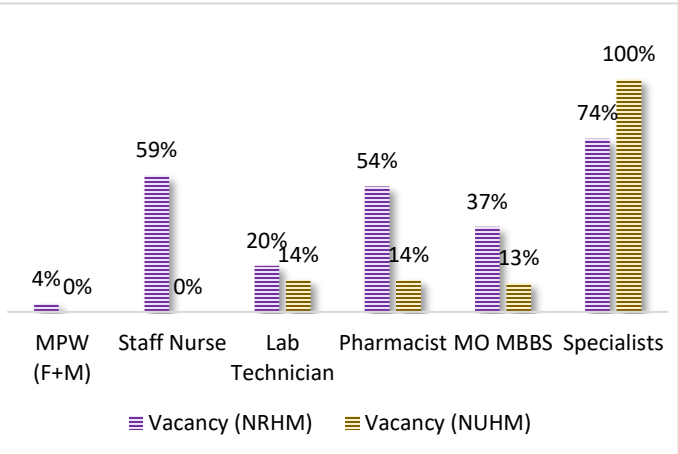
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies





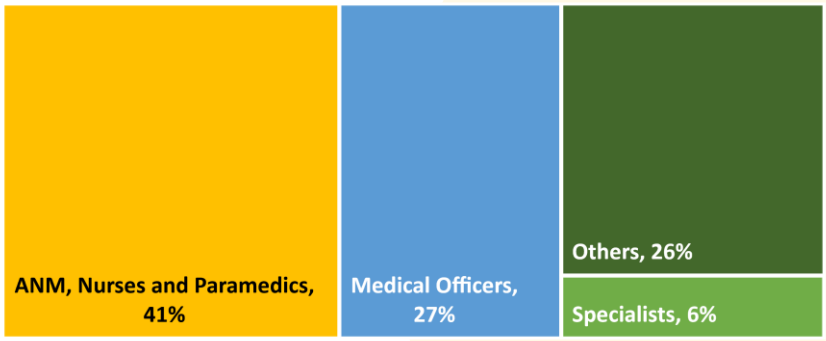
No specialist posts approved under NUHM

Delhi

The infographics for Delhi contains only NHM HRH. The HRH data for regular cadre or any other HR engaged by any agency of Delhi Government/ NCR has not been made available.

NHM Budget Share

Service Delivery HR: **48% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 12% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

The infographics for Delhi contains only NHM HRH. The HRH data for regular cadre or any other HR engaged by any agency of Delhi Government/ NCR has not been made available.

As per data reported in HMIS
** Excluding tests for NTEP*

Goa

HRH Governance

Policy and Systems

Specialist Cadre	✓
HRH Policy	✗
Implemented HRIS	✗
HR Integration	✗

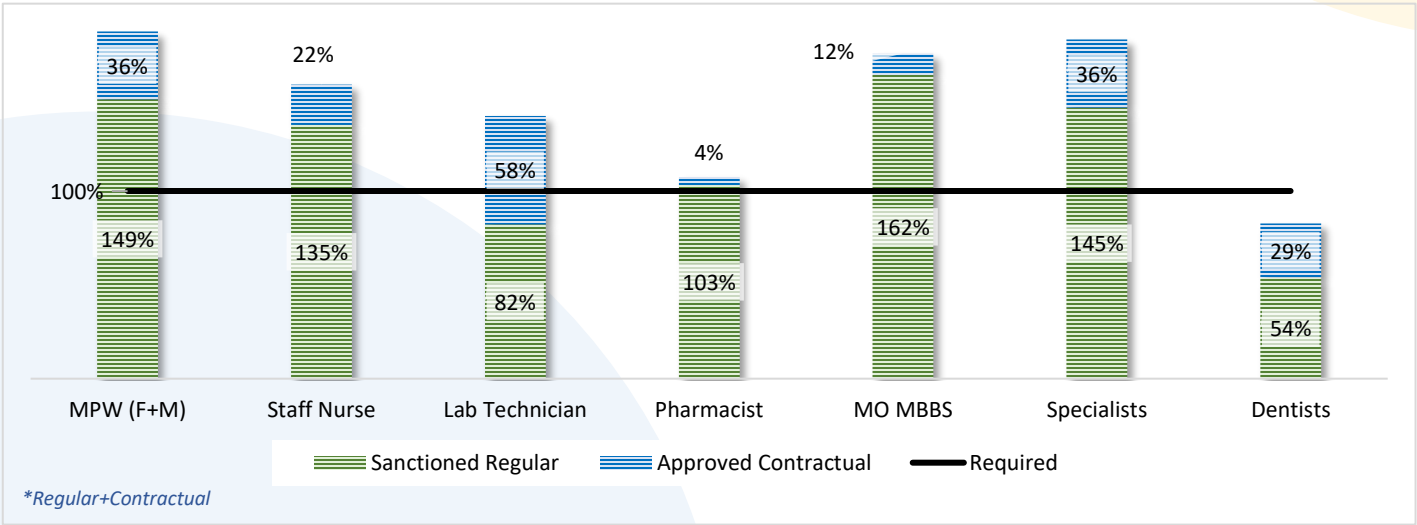
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.6

In-place: 1:2.0

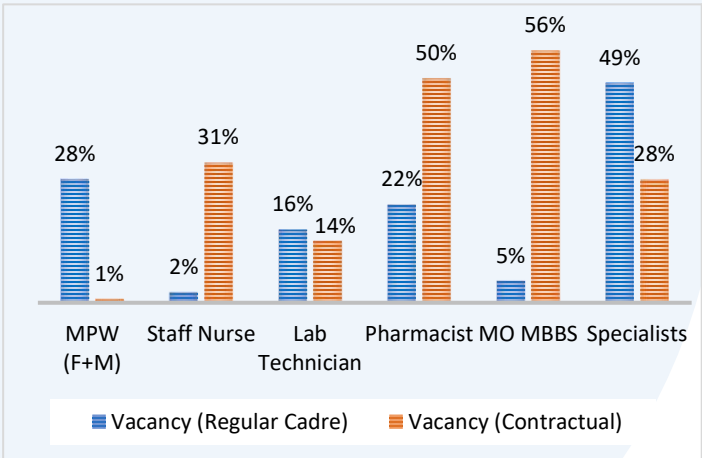
HRH Availability

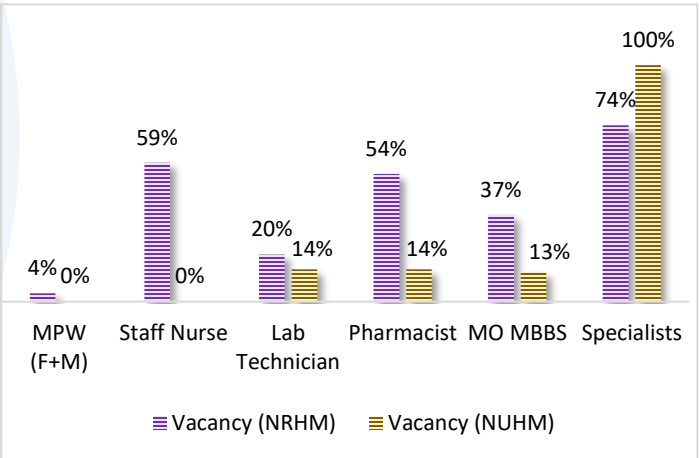
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies

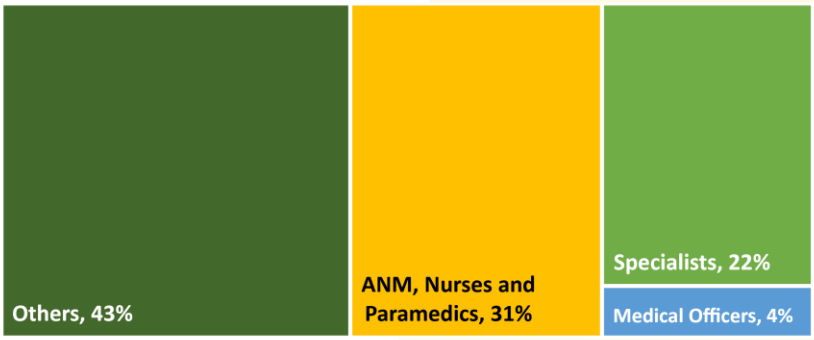




Goa

NHM Budget Share

Service Delivery HR: 18% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 11% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **15 cases per day**

In-patient headcount at midnight per nurse: **1 case per shift per day**

Lab tests* per Lab Technician: **37 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **3 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **11 cases per month**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Gujarat

HRH Governance

Policy and Systems

Specialist Cadre	✓
HRH Policy	✗
Implemented HRIS	✗
HR Integration	✗

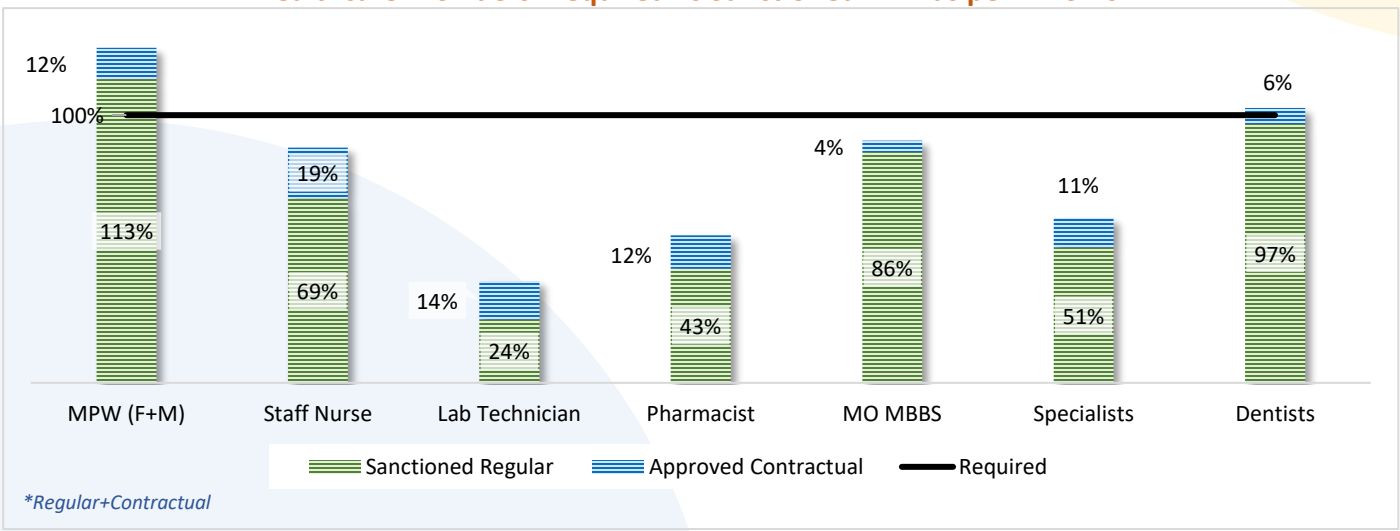
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.9

In-place: 1:2.4

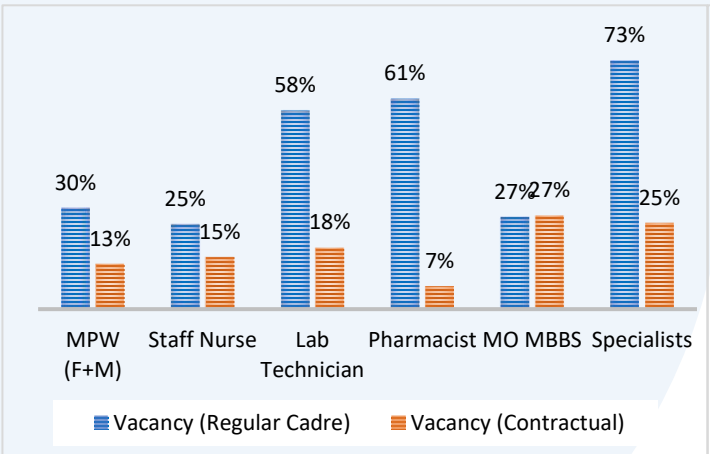
HRH Availability

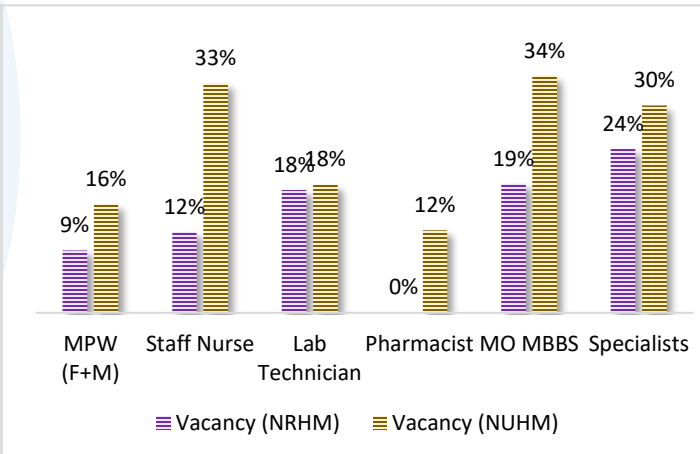
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies

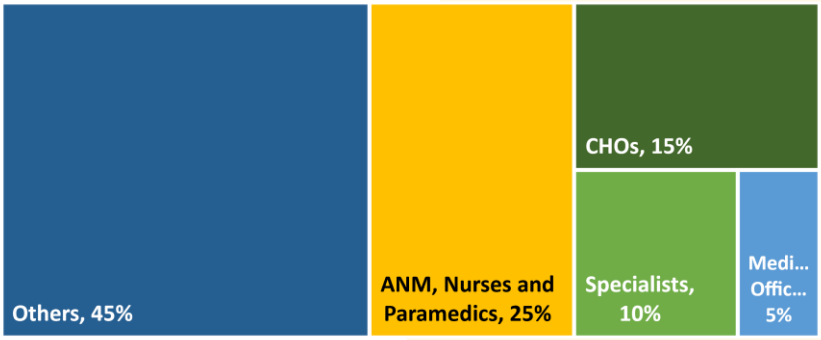




Gujarat

NHM Budget Share

Service Delivery HR: **27% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 4% of RE**

HRH Performance

OPD Attendance per doctor: **31 cases per day**

In-patient headcount at midnight per nurse: **1 case per shift per day**

Lab tests* per Lab Technician: **103 tests per day**

Hysterectomy surgeries per ObGy: **1 case per day**

Dental OPD per dental surgeon: **5 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **4 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Haryana

HRH Governance

Policy and Systems

Specialist Cadre	✗
HRH Policy	✓
Implemented HRIS	✓
HR Integration	✗

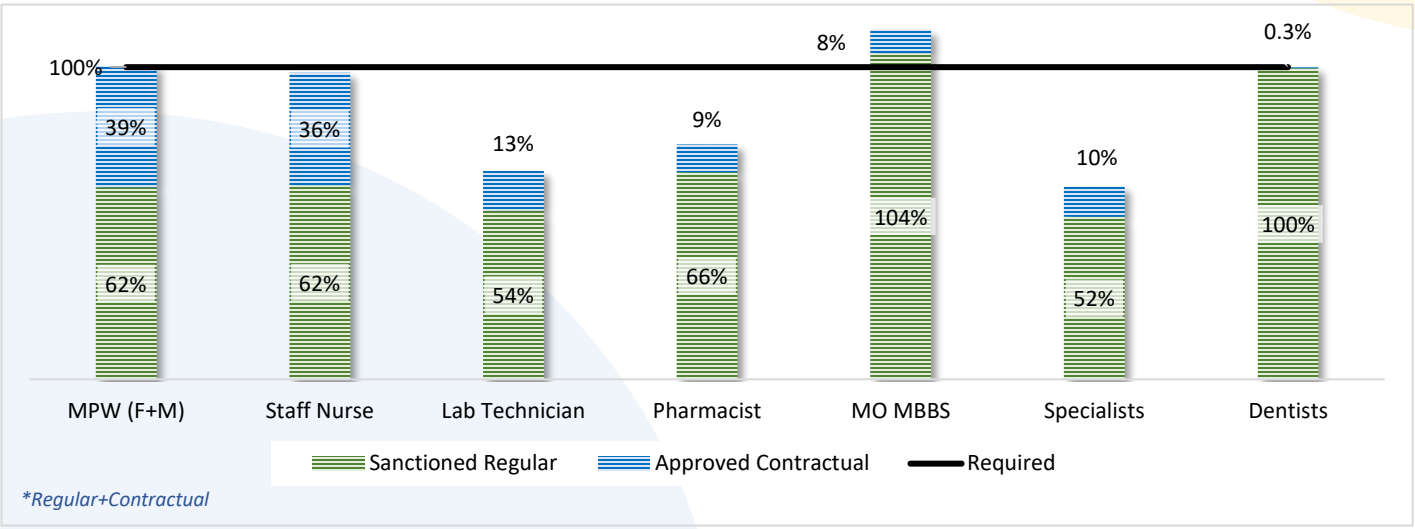
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.8

In-place: 1:1.4

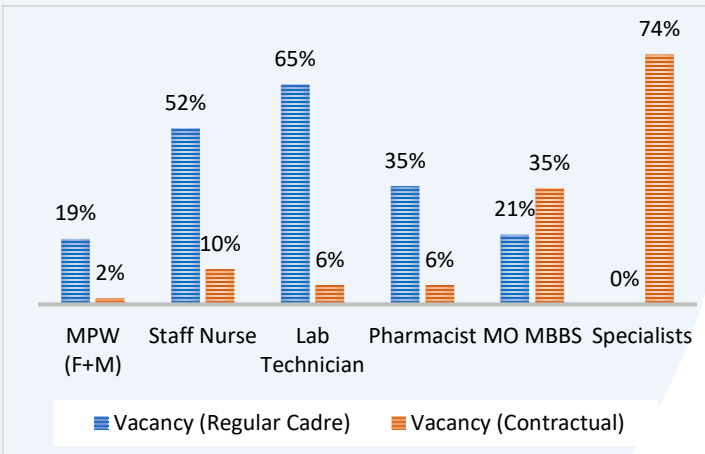
HRH Availability

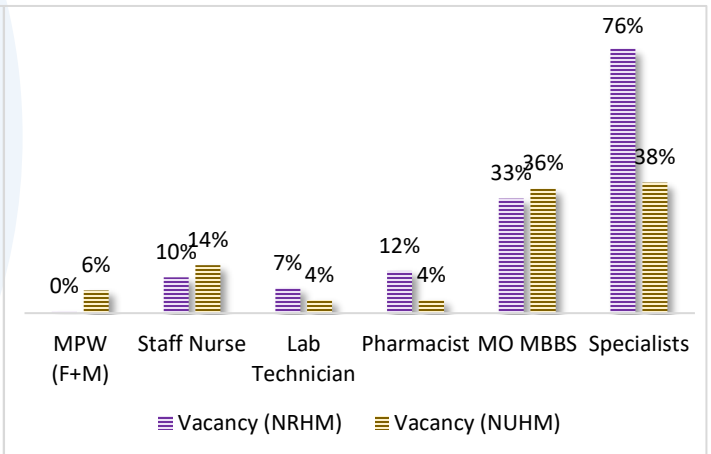
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies



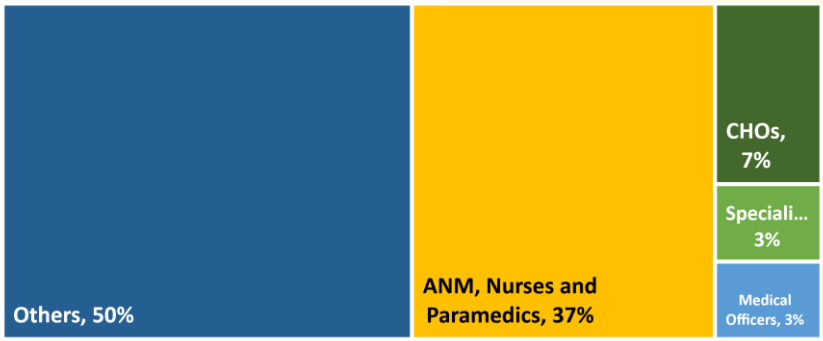


HRH infographics of Haryana (District Hospital and Below level)

Haryana

NHM Budget Share

Service Delivery HR: 35% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 7% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

OPD Attendance per doctor: **27 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **88 tests per day**

Hysterectomy surgeries per ObGy: **2 cases per month**

Dental OPD per dental surgeon: **4 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Himachal Pradesh

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✗
- Implemented HRIS ✓
- HR Integration ✗

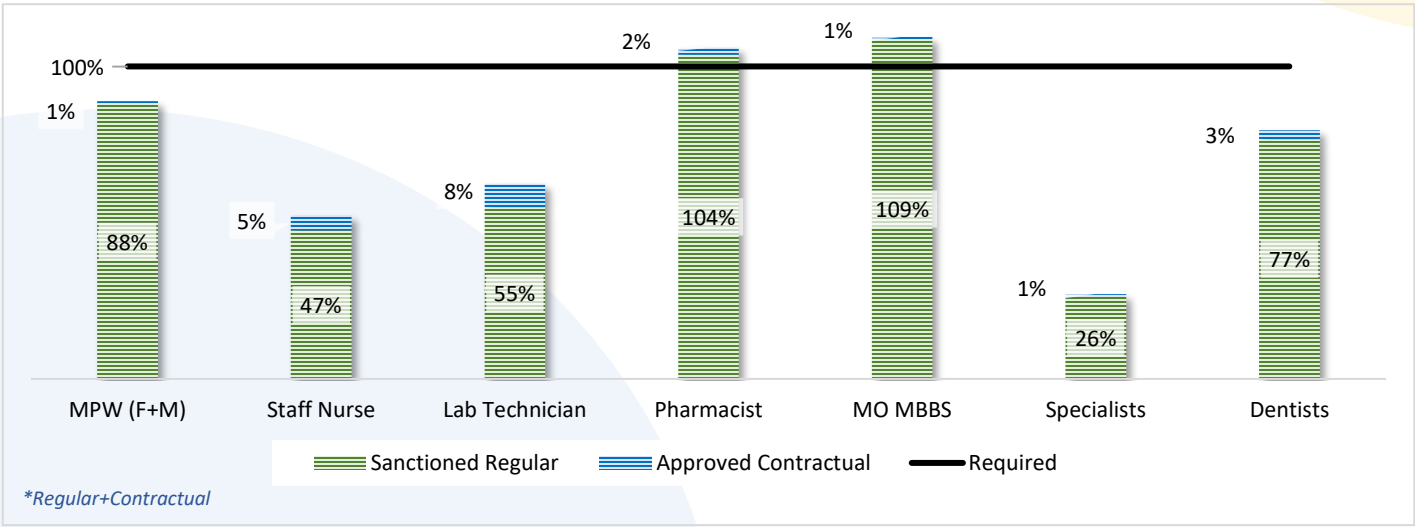
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.5

In-place: 1:1.1

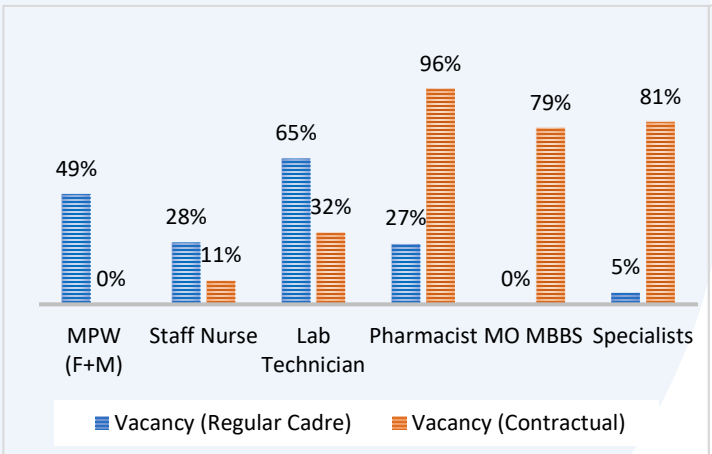
HRH Availability

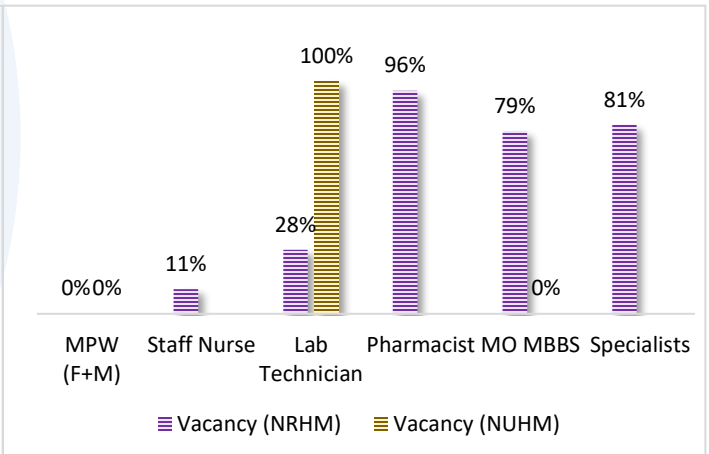
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





No specialist, staff nurses and pharmacist posts approved under NUHM

HRH infographics of Himachal Pradesh (District Hospital and Below level)

Himachal Pradesh

NHM Budget Share

Service Delivery HR: **11% of Resource Envelope**

Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 4% of RE**

HRH Performance

OPD Attendance per doctor: **15 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **36 tests per day**

Hysterectomy surgeries per ObGy: **4 cases per month**

Dental OPD per dental surgeon: **3 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Jammu and Kashmir

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

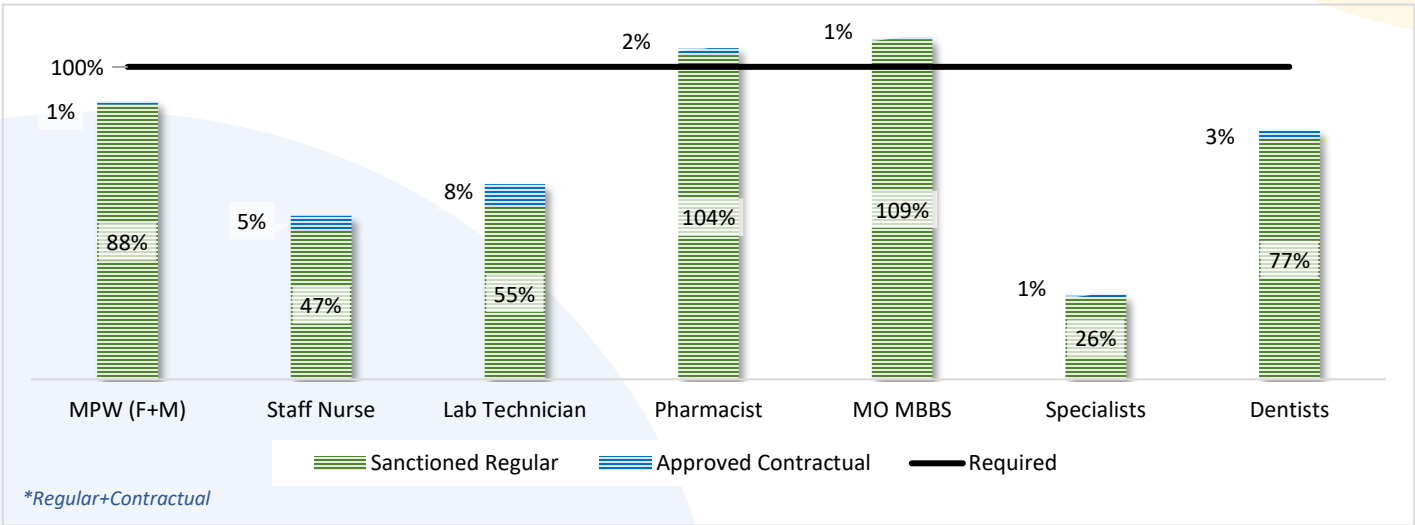
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.5

In-place: 1:1.1

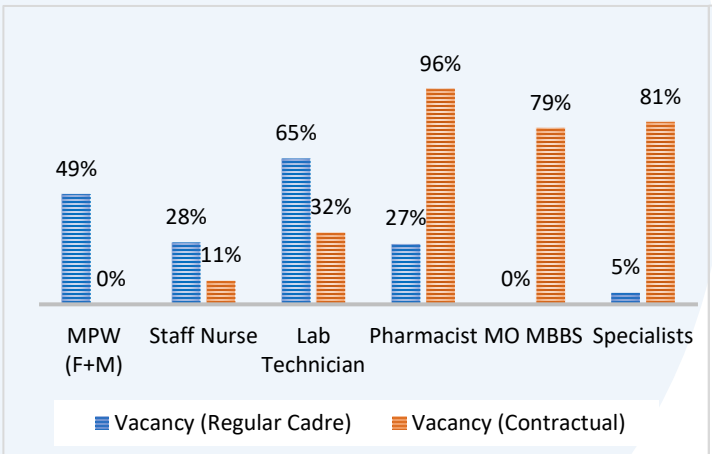
HRH Availability

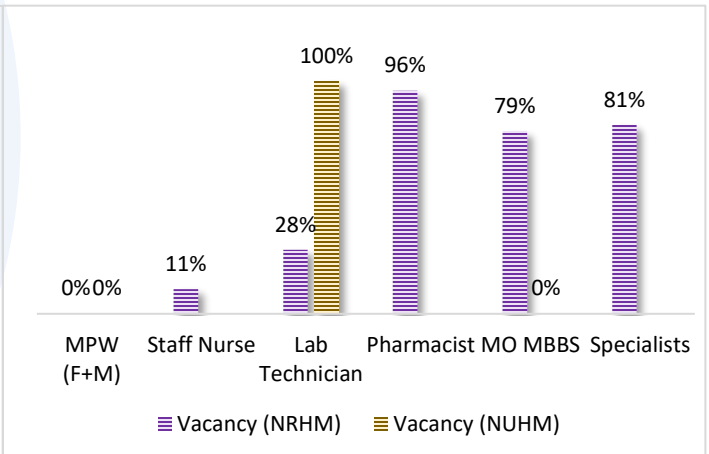
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





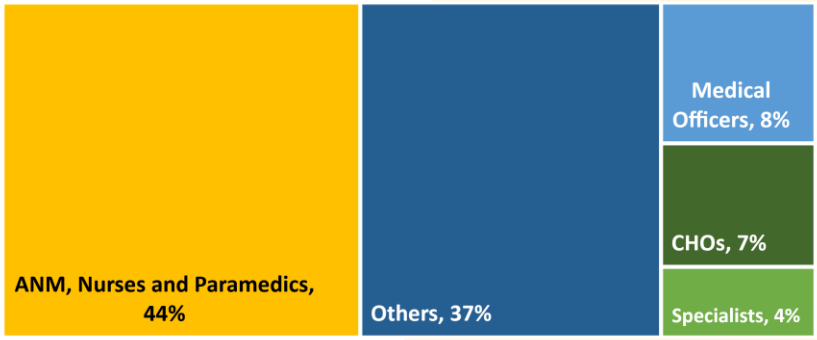
No specialist posts approved under NUHM

HRH infographics of Jammu and Kashmir (District Hospital and Below level)

Jammu and Kashmir

NHM Budget Share

Service Delivery HR: **49% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 4% of RE**

HRH Performance

OPD Attendance per doctor: **15 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **30 tests per day**

Hysterectomy surgeries per ObGy: **9 cases per month**

Dental OPD per dental surgeon: **5 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Jharkhand

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✓
- Implemented HRIS ✗
- HR Integration ✗

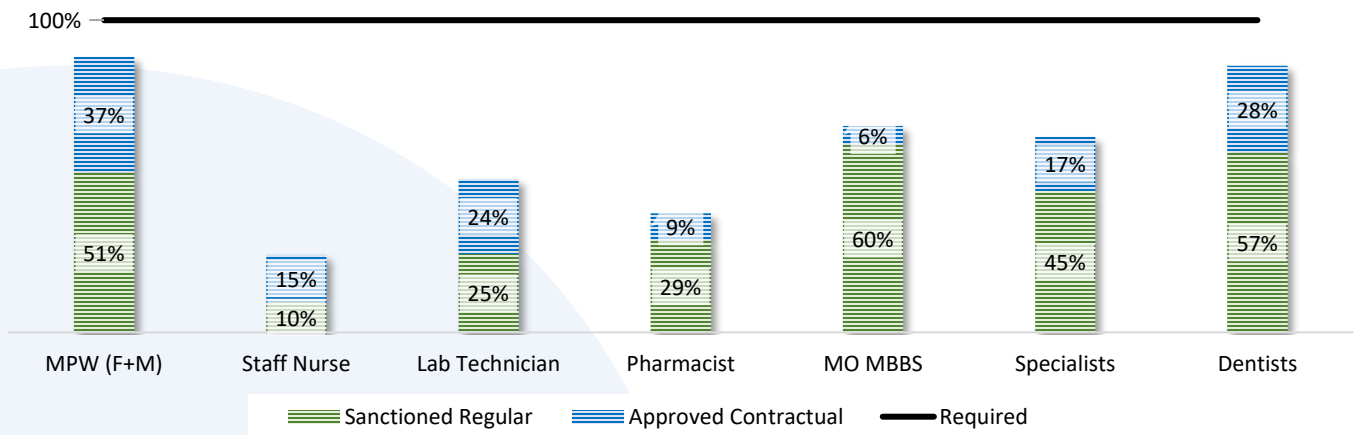
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:0.7

In-place: 1:0.4

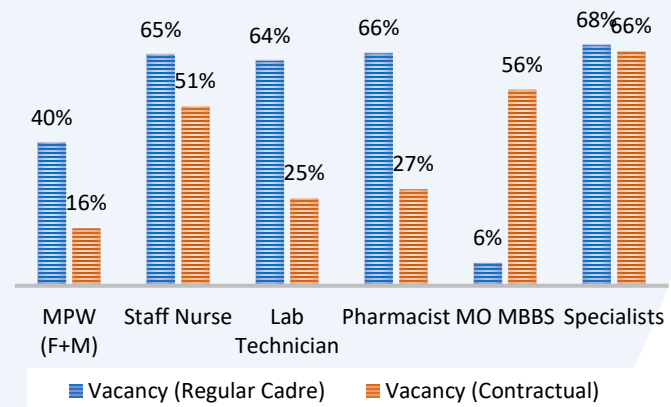
HRH Availability

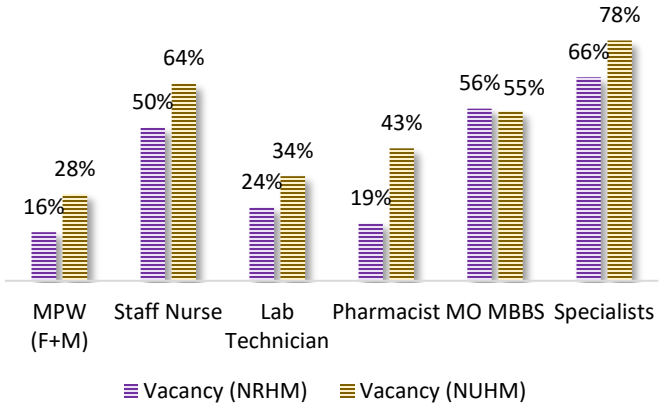
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies

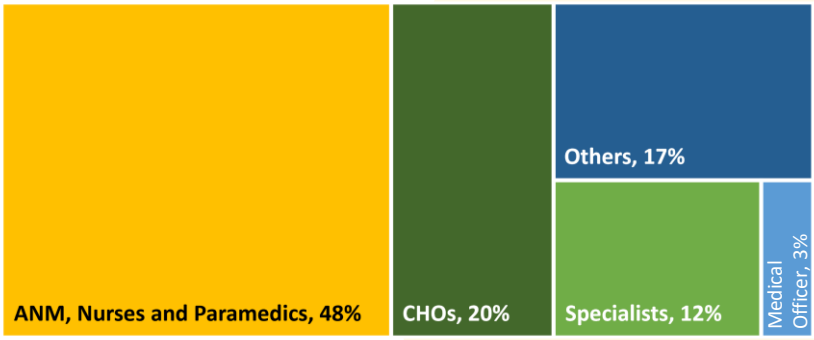




Jharkhand

NHM Budget Share

Service Delivery HR: **29% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 6% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **13 cases per day**

In-patient headcount at midnight per nurse: **5 cases per shift per day**

Lab tests* per Lab Technician: **10 tests per day**

Hysterectomy surgeries per ObGy: **2 cases per month**

Dental OPD per dental surgeon: **3 cases per day**

In- patient cases per nurse: **4 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

HRH infographics of Jharkhand (District Hospital and Below level)

Karnataka

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

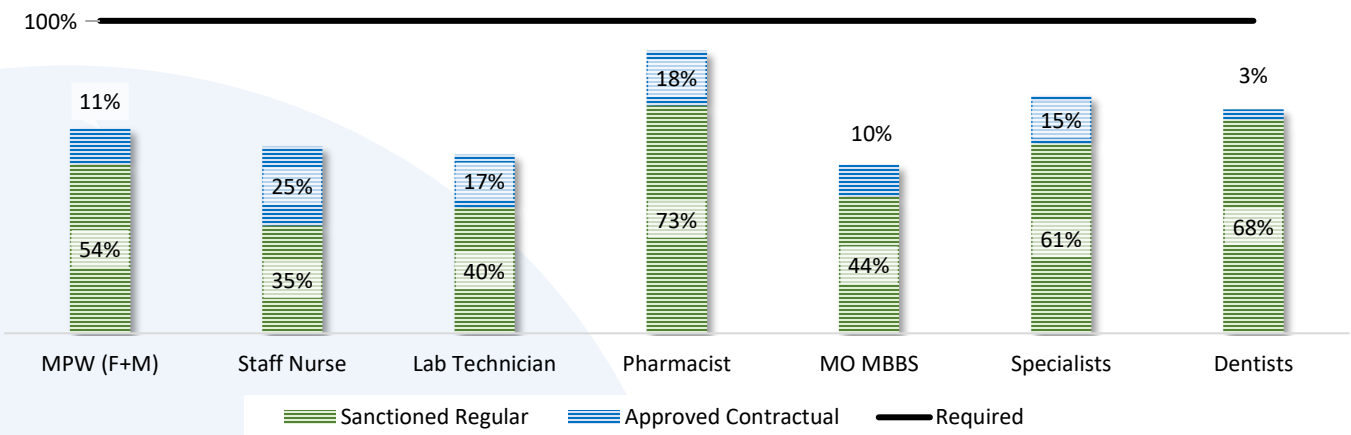
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.8

In-place: 1:2.1

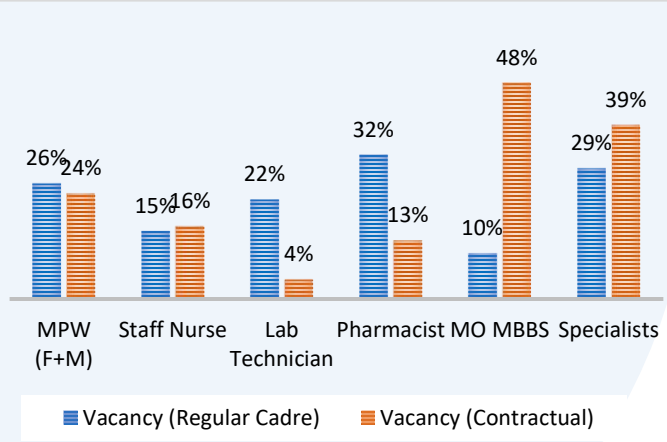
HRH Availability

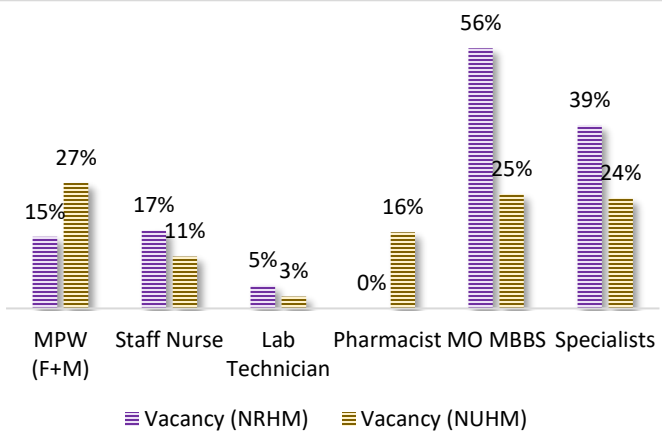
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies



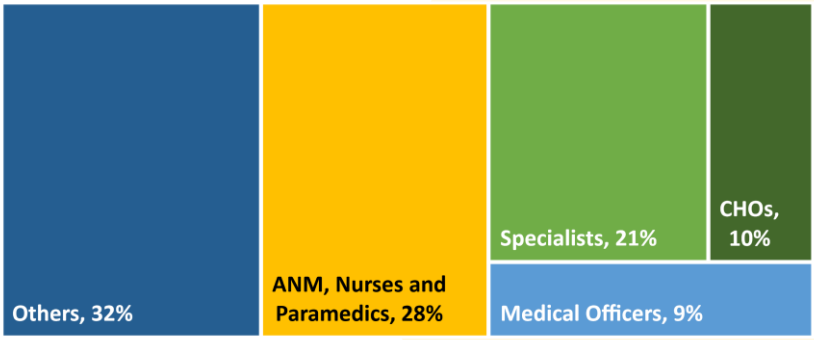


HRH infographics of Karnataka (District Hospital and Below level)

Karnataka

NHM Budget Share

Service Delivery HR: **25% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 4% of RE**
- **Programme Management Activities: 5% of RE**

HRH Performance

OPD Attendance per doctor: **38 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **29 tests per day**

Hysterectomy surgeries per ObGy: **4 cases per month**

Dental OPD per dental surgeon: **8 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Kerala

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✓
- HR Integration ✓

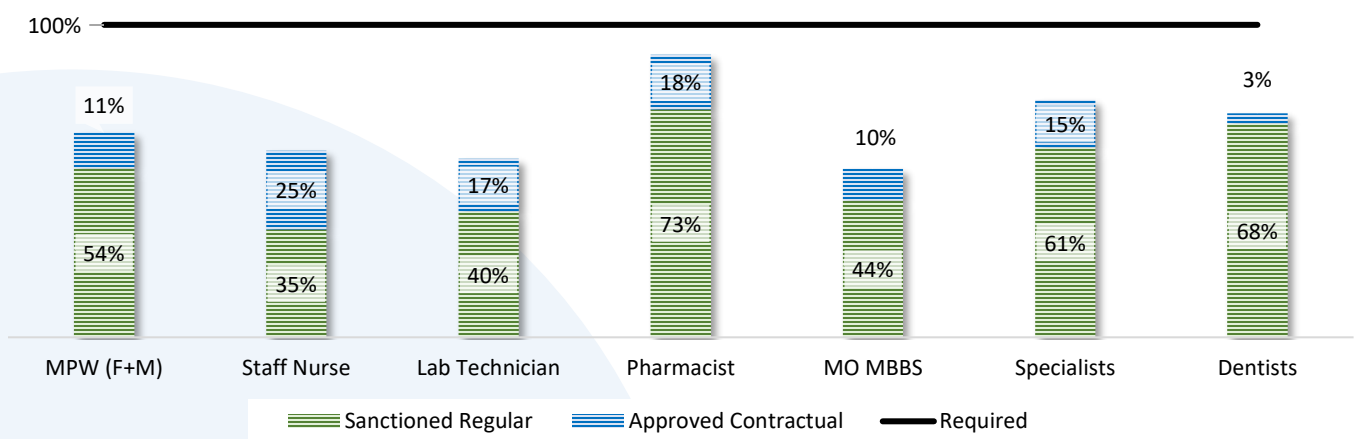
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.3

In-place: 1:1.3

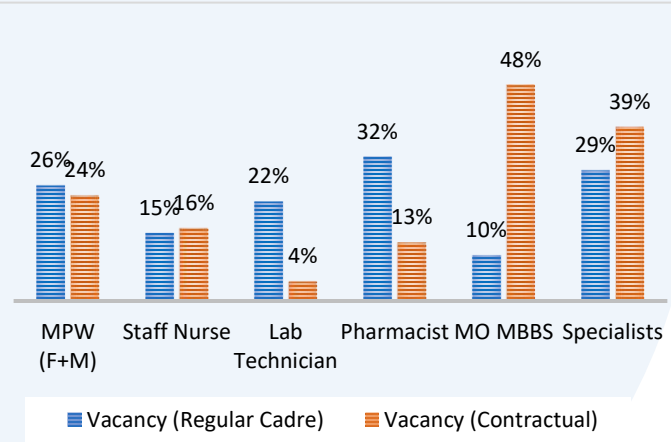
HRH Availability

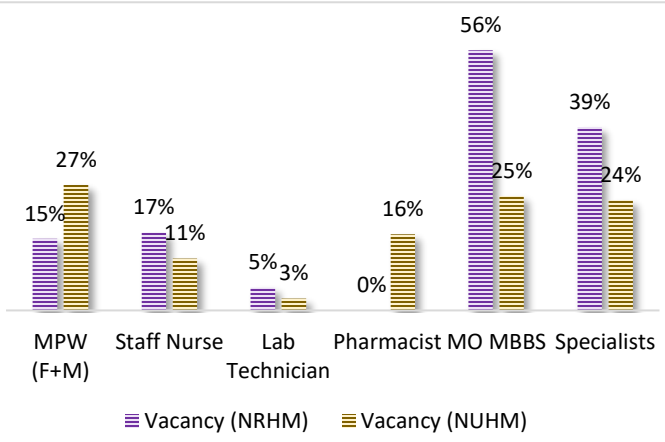
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies

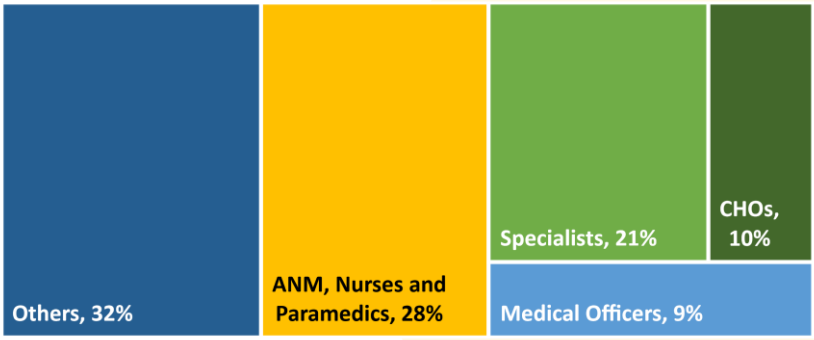




Kerala

NHM Budget Share

Service Delivery HR: **25% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 4% of RE**
- **Programme Management Activities: 5% of RE**

HRH Performance

OPD Attendance per doctor: **34 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **62 tests per day**

Hysterectomy surgeries per ObGy: **3 cases per month**

Dental OPD per dental surgeon: **7 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Ladakh

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

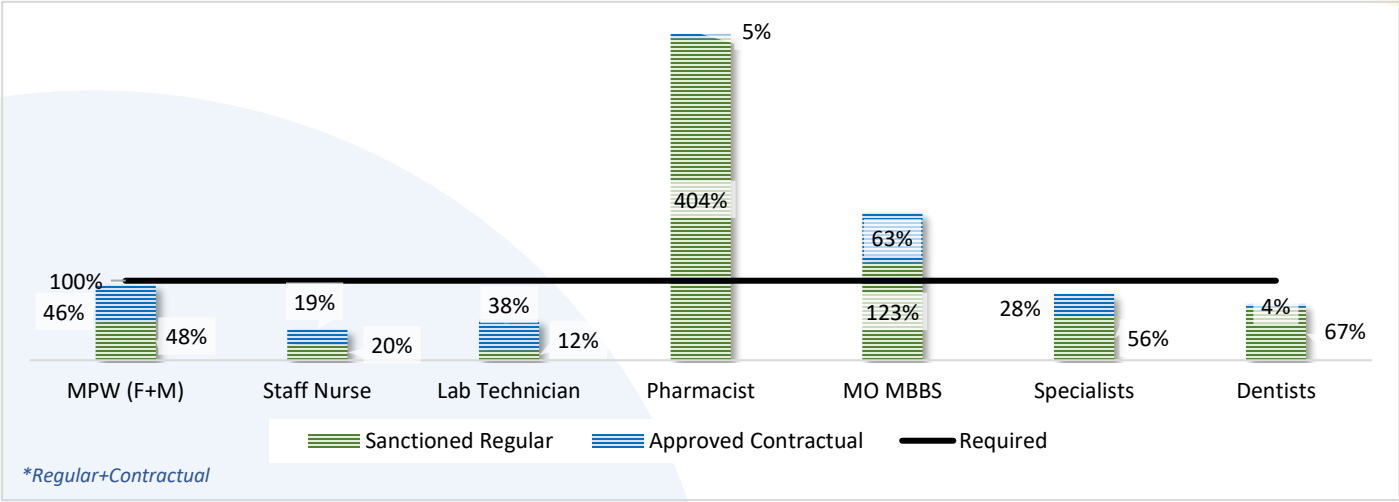
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:0.6

In-place: 1:1.6

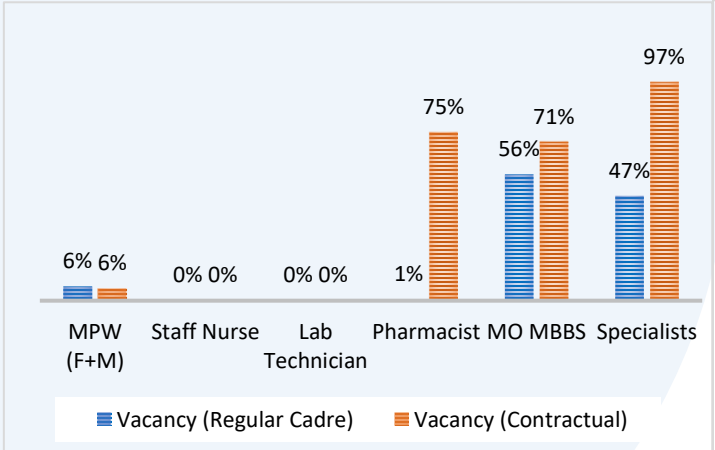
HRH Availability

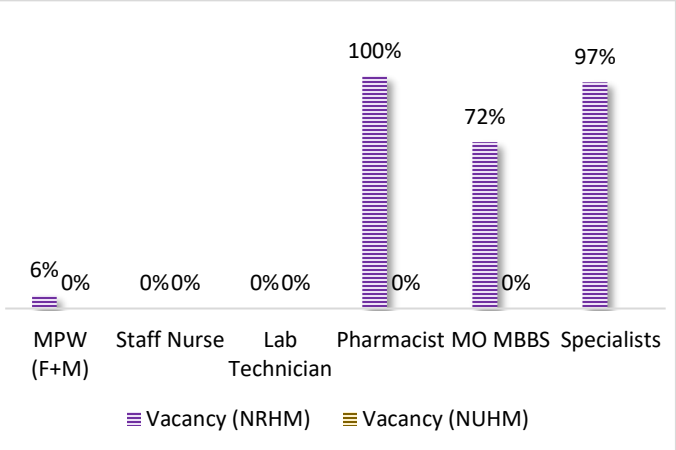
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies





UT has more than required number of sanctioned posts of MO(MBBS) and Pharmacists

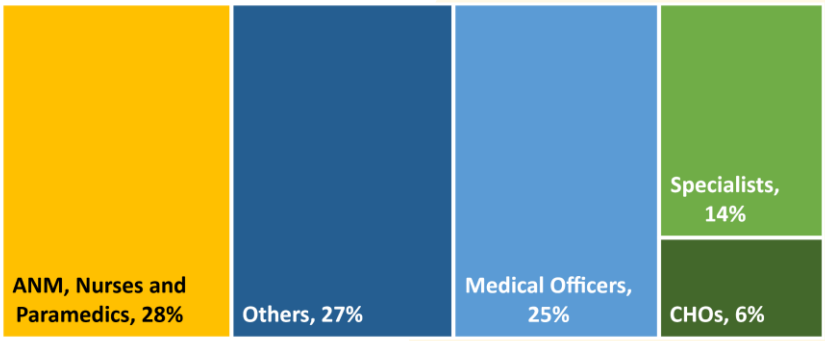
No specialist posts approved under NUHM

HRH infographics of Ladakh (District Hospital and Below level)

Ladakh

NHM Budget Share

Service Delivery HR: 39% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 6% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **11 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

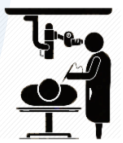
Lab tests* per Lab Technician: **17 tests per day**

Hysterectomy surgeries per ObGy: **0 case**

Dental OPD per dental surgeon: **4 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **8 cases per month**



Major operations using anesthesia per anesthetist: 1**2 cases per month**

As per data reported in HMIS
** Excluding tests for NTEP*

Lakshadweep

HRH Governance

Policy and Systems

Specialist Cadre	✓
HRH Policy	✗
Implemented HRIS	✗
HR Integration	✗

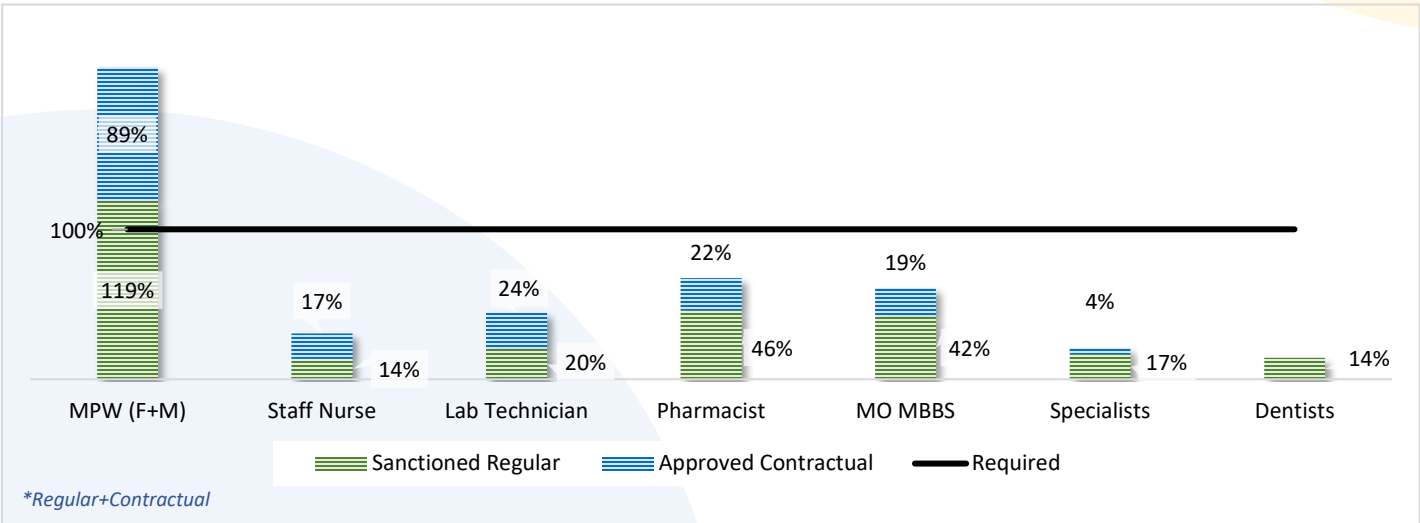
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.3

In-place: 1:1.6

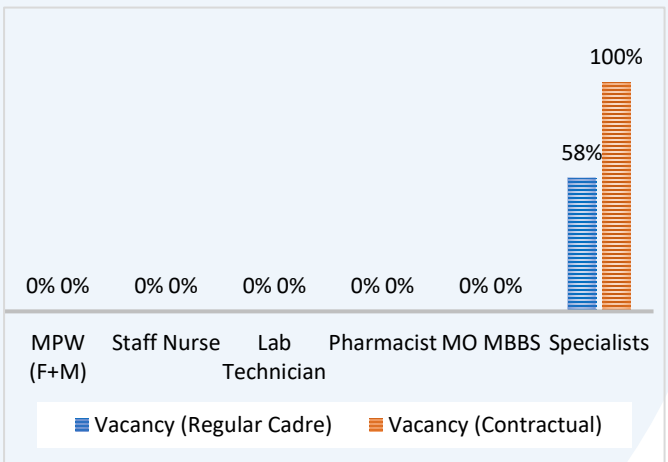
HRH Availability

Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012

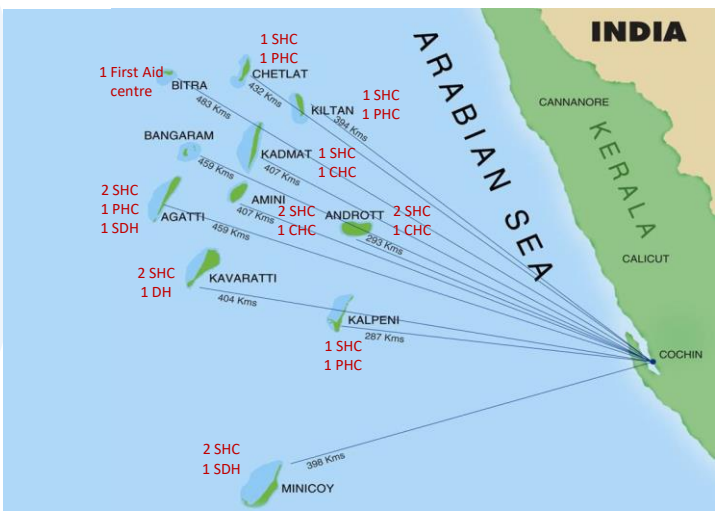


**Regular+Contractual*

Healthcare Providers: Vacancies



No posts approved under NUHM

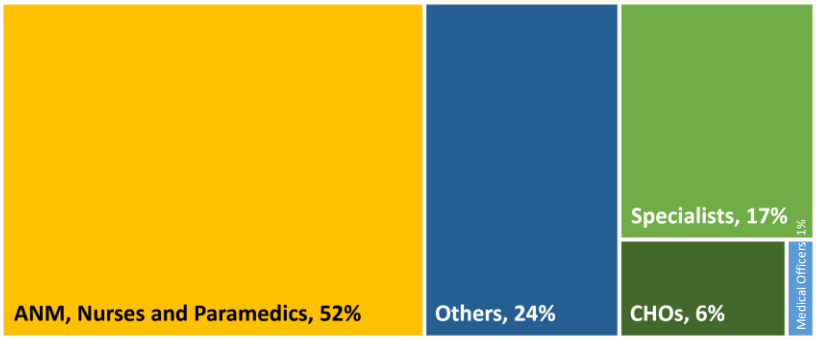


HRH infographics of Lakshadweep (District Hospital and Below level)

Lakshadweep

NHM Budget Share

Service Delivery HR: 65% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 9% of RE**
- **Programme Management Activities: 5% of RE**

HRH Performance

OPD Attendance per doctor: **27 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **38 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **9 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **8 cases per month**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Madhya Pradesh

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✓
- Implemented HRIS ✓
- HR Integration ✗

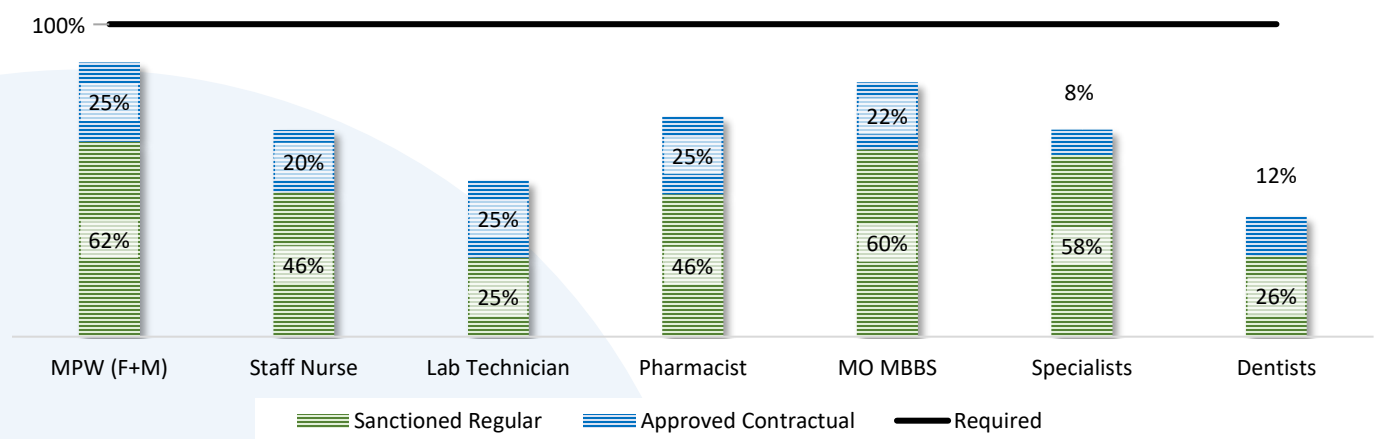
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.7

In-place: 1:2.2

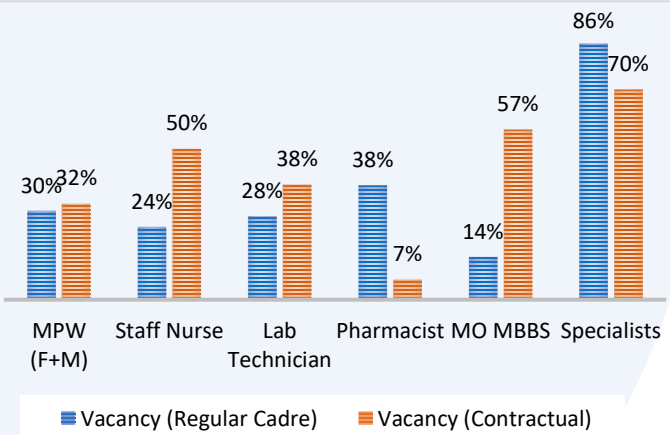
HRH Availability

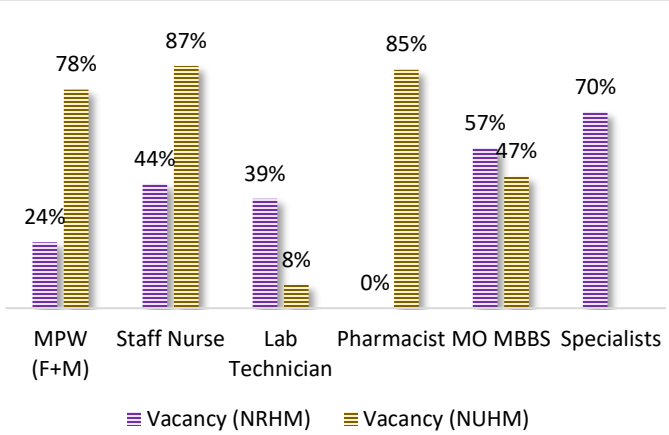
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies



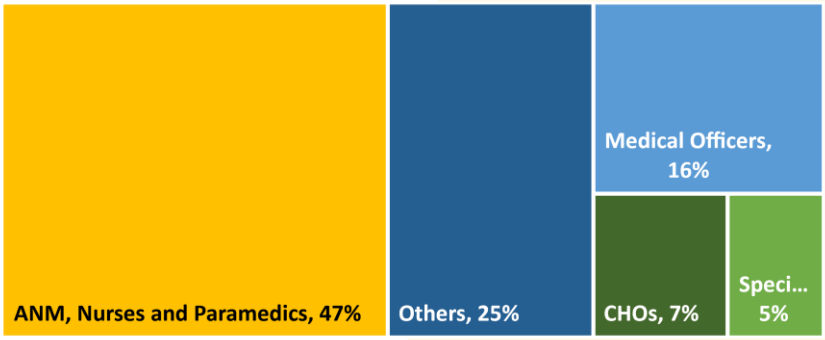


No specialist posts approved under NUHM

Madhya Pradesh

NHM Budget Share

Service Delivery HR: **20% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 4% of RE**
- **Programme Management Activities: 5% of RE**

HRH Performance

OPD Attendance per doctor: **27 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **27 tests per day**

Hysterectomy surgeries per ObGy: **4 cases per month**

Dental OPD per dental surgeon: **12 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **2 cases per day**

Major operations using anesthesia per anesthetist: **3 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

HRH infographics of Madhya Pradesh (District Hospital and Below level)

Maharashtra

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✓

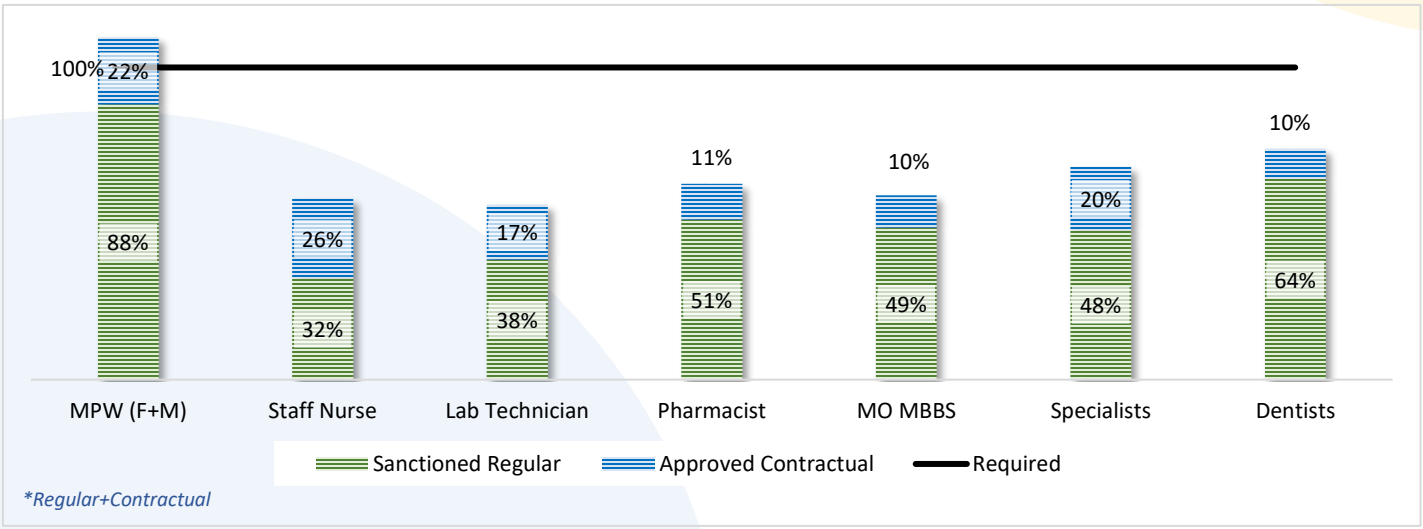
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.6

In-place: 1:1.4

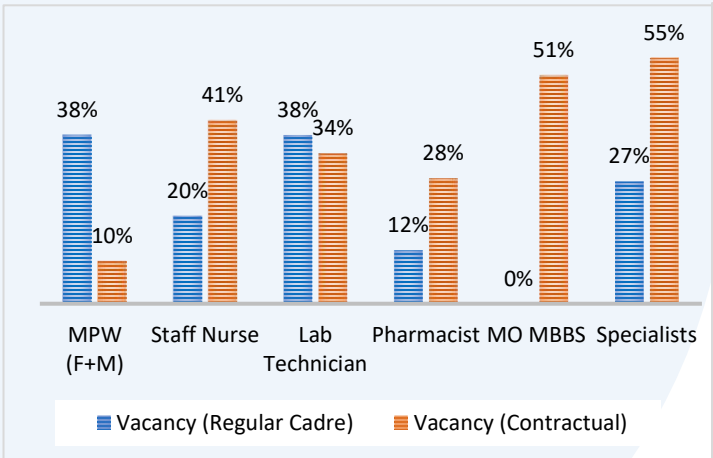
HRH Availability

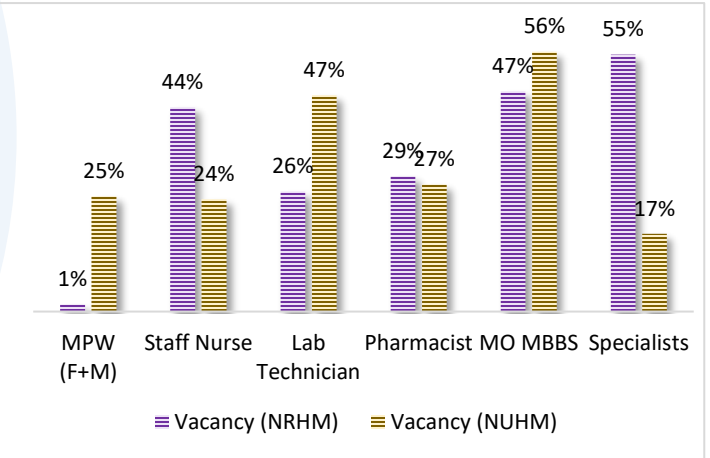
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies





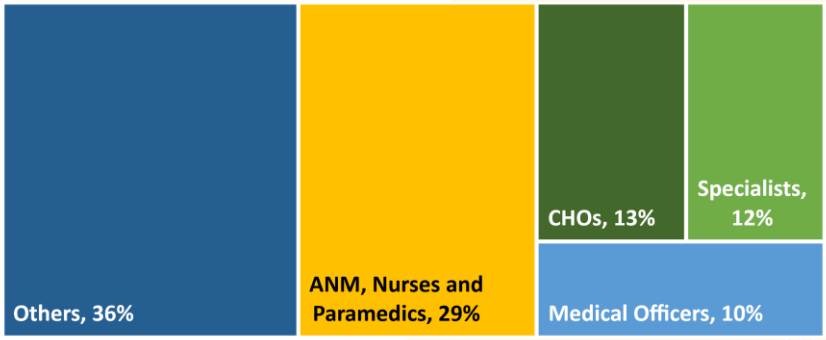
No specialist posts approved under NUHM

HRH infographics of Maharashtra (District Hospital and Below level)

Maharashtra

NHM Budget Share

Service Delivery HR: 32% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 6% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **29 cases per day**

In-patient headcount at midnight per nurse: **4 cases per shift per day**

Lab tests* per Lab Technician: **40 tests per day**

Hysterectomy surgeries per ObGy: **2 cases per month**

Dental OPD per dental surgeon: **7 cases per day**

In- patient cases per nurse: **3 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Manipur

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

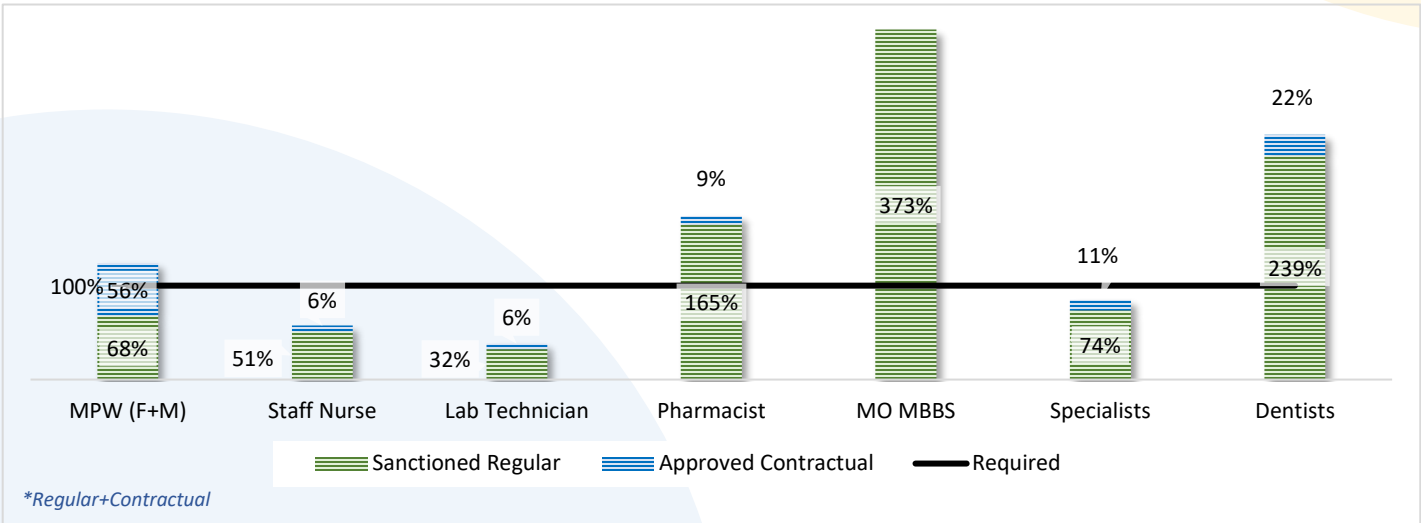
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:0.5

In-place: 1:0.6

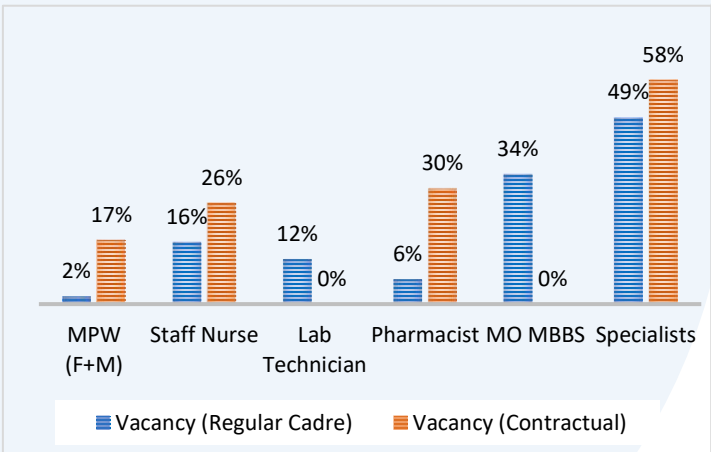
HRH Availability

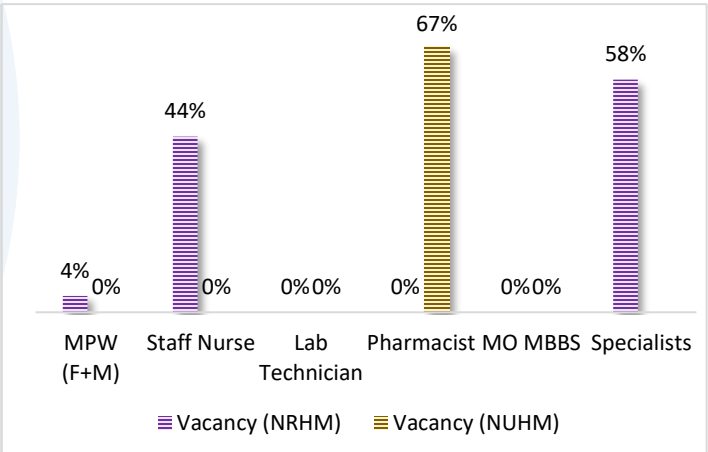
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





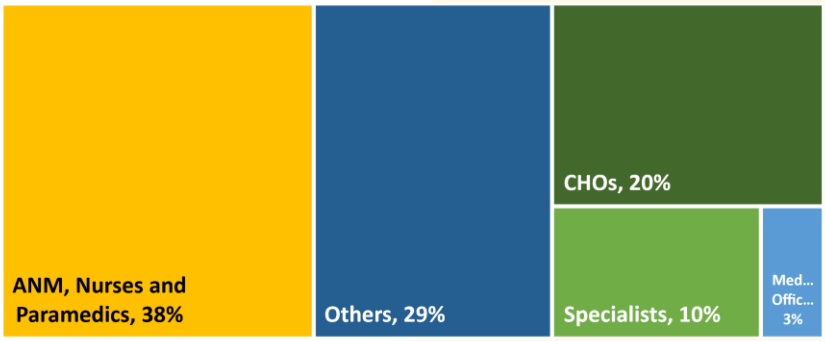
No specialist posts approved under NUHM

HRH infographics of Manipur (District Hospital and Below level)

Manipur

NHM Budget Share

Service Delivery HR: **25% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 10% of RE**
- **Programme Management Activities: 4% of RE**

HRH Performance

OPD Attendance per doctor: **2 cases per day**

In-patient headcount at midnight per nurse: **1 case per shift per day**

Lab tests* per Lab Technician: **7 tests per day**

Hysterectomy surgeries per ObGy: **3 cases per month**

Dental OPD per dental surgeon: **12 cases per month**

In- patient cases per nurse: **8 cases per shift per month**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

HRH infographics of Manipur (District Hospital and Below level)

Meghalaya

HRH Governance

Policy and Systems

Specialist Cadre	✓
HRH Policy	✗
Implemented HRIS	✗
HR Integration	✗

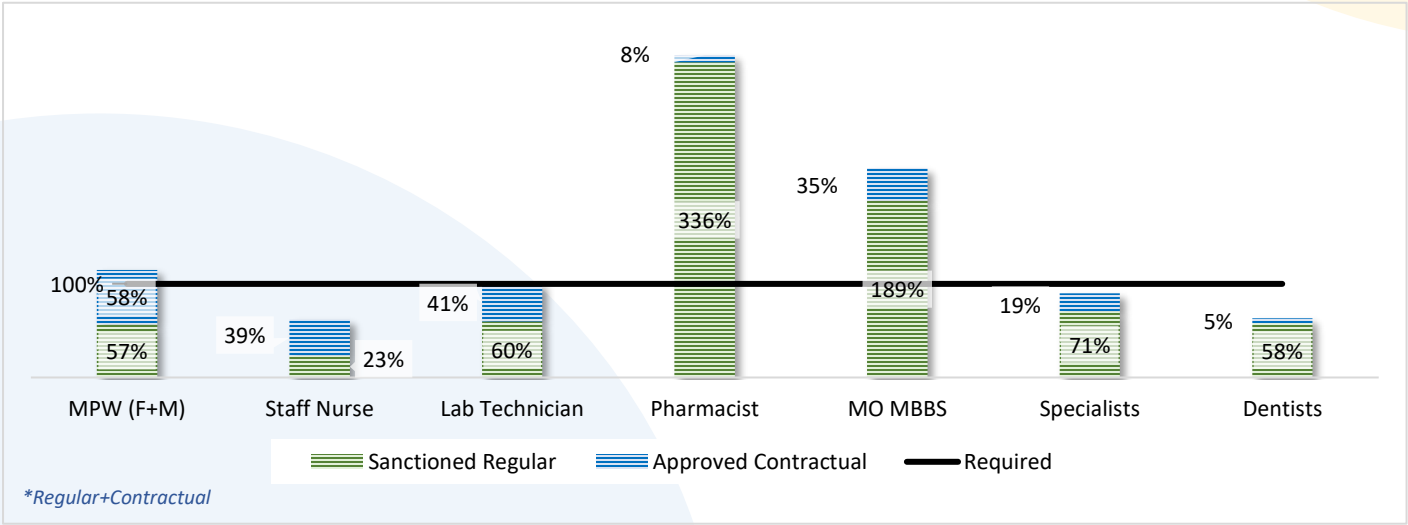
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:0.7

In-place: 1:0.7

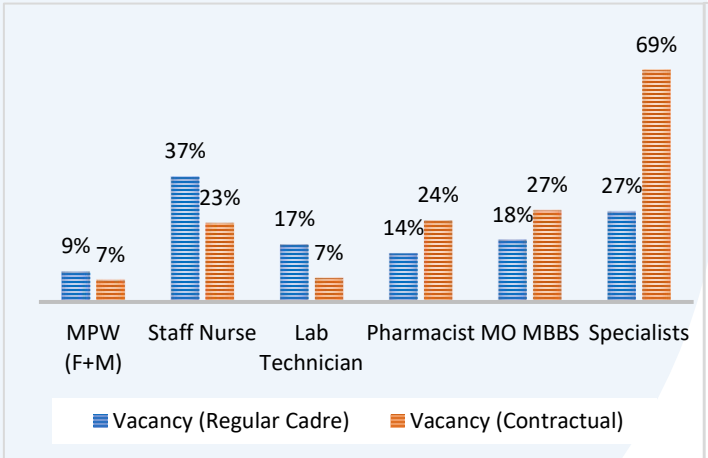
HRH Availability

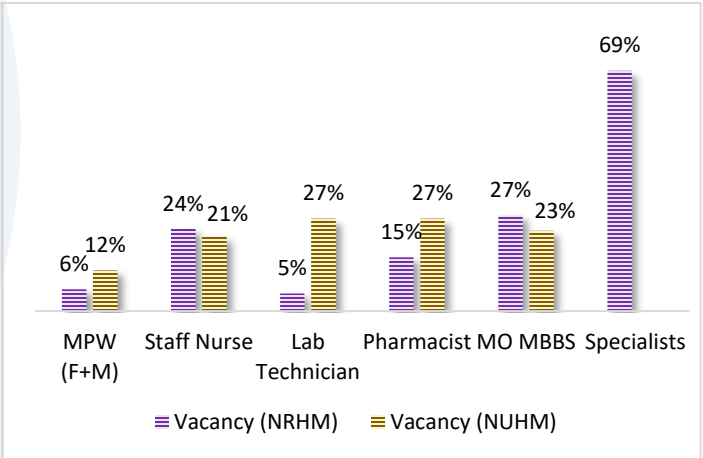
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies





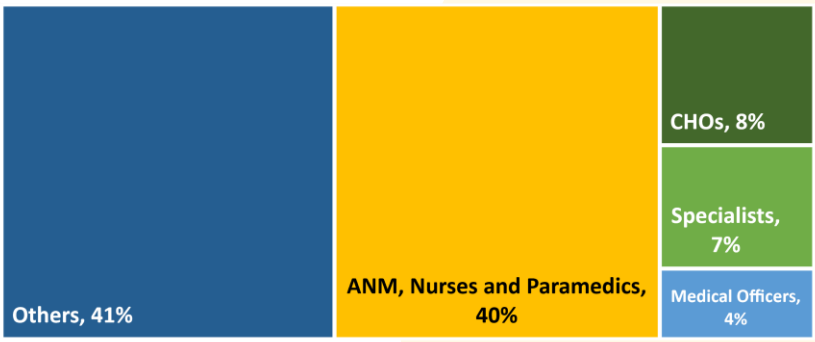
No specialist posts approved under NUHM

HRH infographics of Meghalaya (District Hospital and Below level)

Meghalaya

NHM Budget Share

Service Delivery HR: **28% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 11% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **14 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **17 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **2 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Mizoram

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

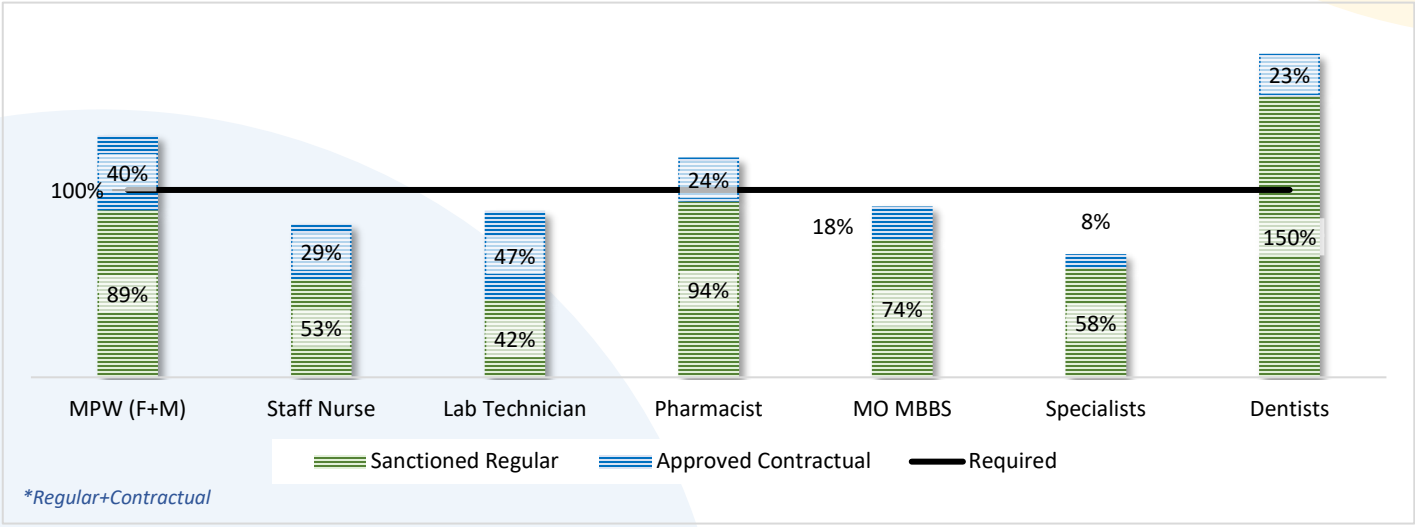
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.1

In-place: 1:1.8

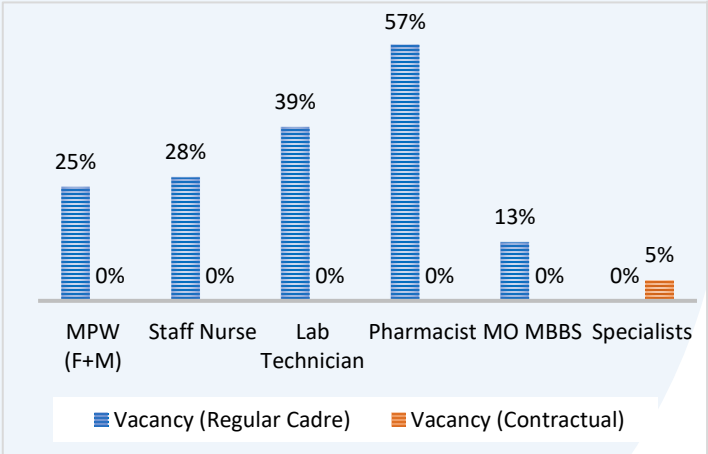
HRH Availability

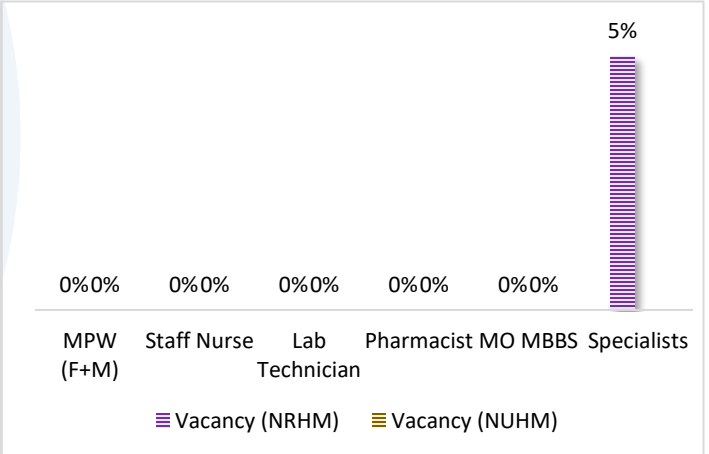
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





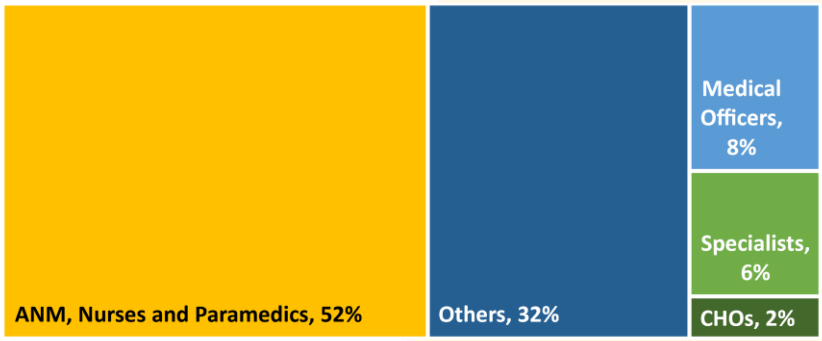
No specialist posts approved under NUHM

HRH infographics of Mizoram (District Hospital and Below level)

Mizoram

NHM Budget Share

Service Delivery HR: 32% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 12% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

OPD Attendance per doctor: **10 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **26 tests per day**

Hysterectomy surgeries per ObGy: **6 cases per month**

Dental OPD per dental surgeon: **5 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **8 cases per month**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

HRH infographics of Mizoram (District Hospital and Below level)

Nagaland

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

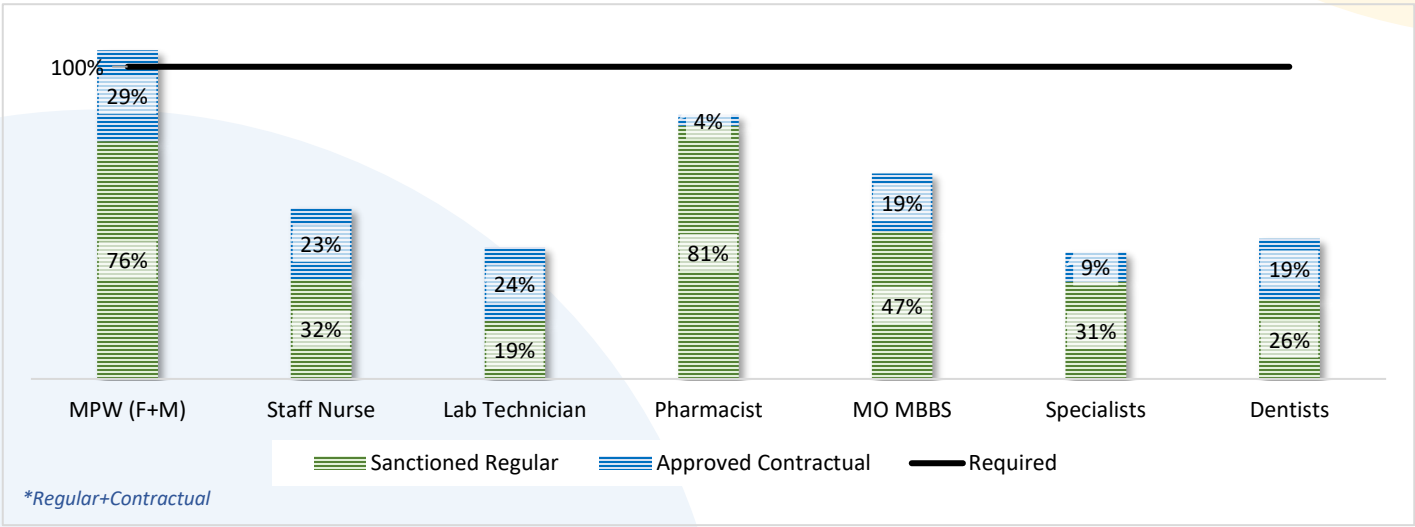
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.9

In-place: 1:2.1

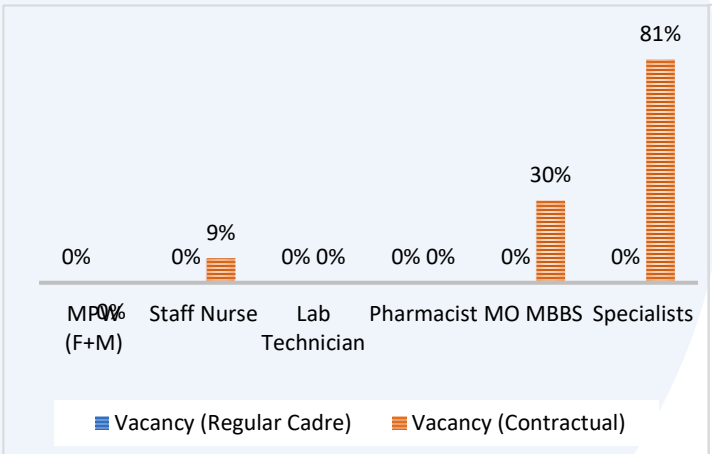
HRH Availability

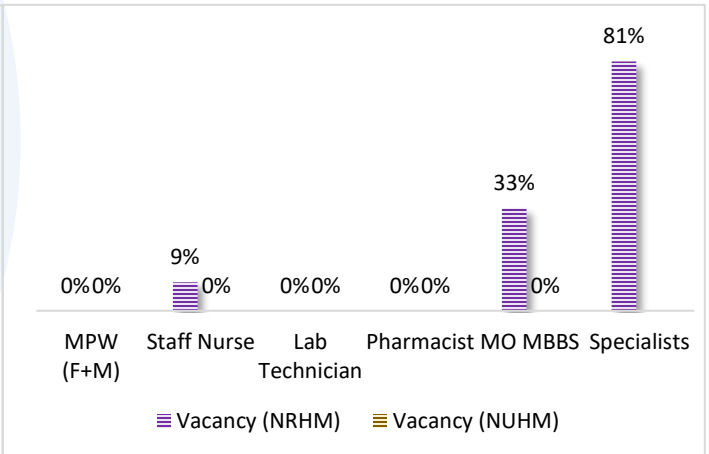
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies





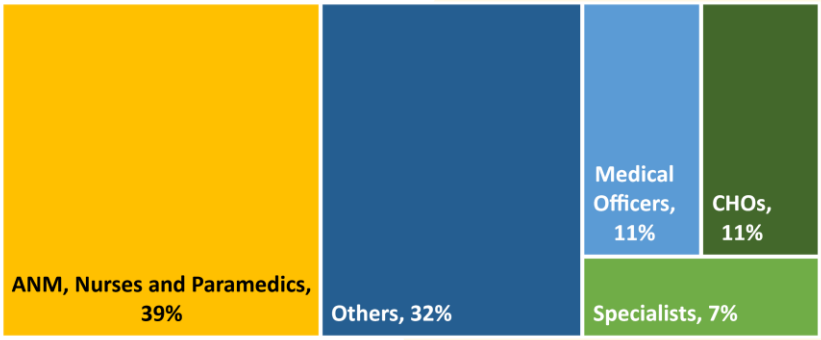
No specialist posts approved under NUHM

HRH infographics of Nagaland (District Hospital and Below level)

Nagaland

NHM Budget Share

Service Delivery HR: **28% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 14% of Resource Envelope (RE)

- **HRH for Programme Management: 11% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **6 cases per day**

In-patient headcount at midnight per nurse: **14 cases per shift per month**

Lab tests* per Lab Technician: **4 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **2 cases per day**

In- patient cases per nurse: **8 cases per shift per month**

Caesarean Section per ObGy: **3 cases per month**

Major operations using anesthesia per anesthetist: **7 cases per month**

As per data reported in HMIS
** Excluding tests for NTEP*

Odisha

HRH Governance

Policy and Systems

- **Specialist Cadre** *(in progress)* — ⊖
- **HRH Policy** — ✓
- **Implemented HRIS** — ✓
- **HR Integration** — ✓

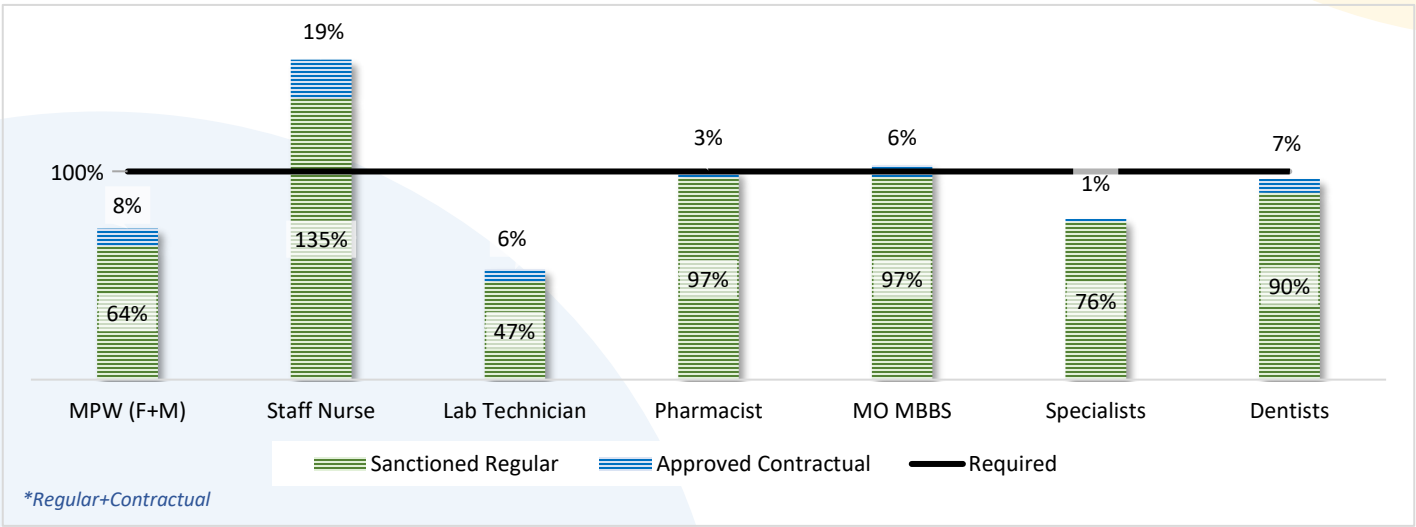
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.3

In-place: 1:1.5

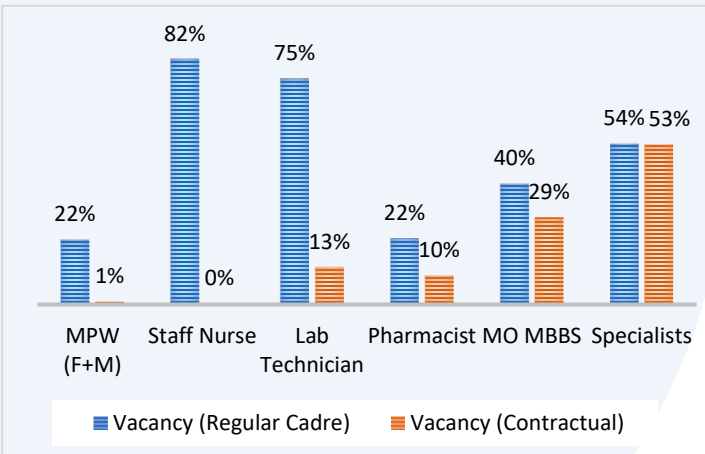
HRH Availability

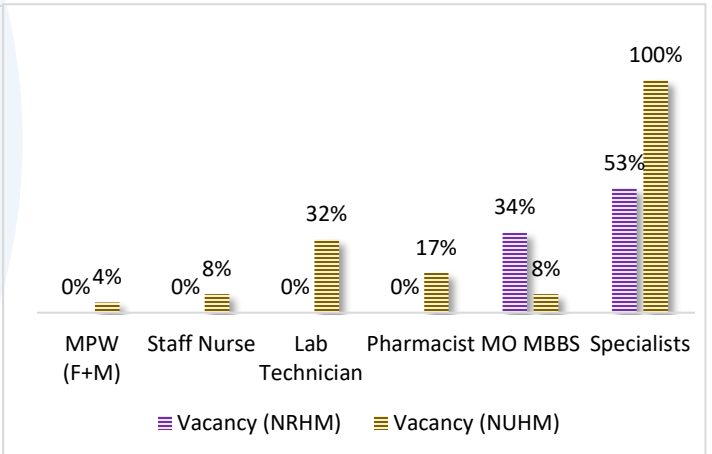
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies





Odisha

NHM Budget Share

Service Delivery HR: **14% of Resource Envelope**

Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 6% of RE**
- **Programme Management Activities: 3% of RE**

HRH Performance

OPD Attendance per doctor: **36 cases per day**

In-patient headcount at midnight per nurse: **5 cases per shift per day**

Lab tests* per Lab Technician: **98 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **7 cases per day**

In- patient cases per nurse: **3 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **4 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Puducherry

HRH Governance

Policy and Systems

Specialist Cadre	✓
HRH Policy	✗
Implemented HRIS	✗
HR Integration	✗

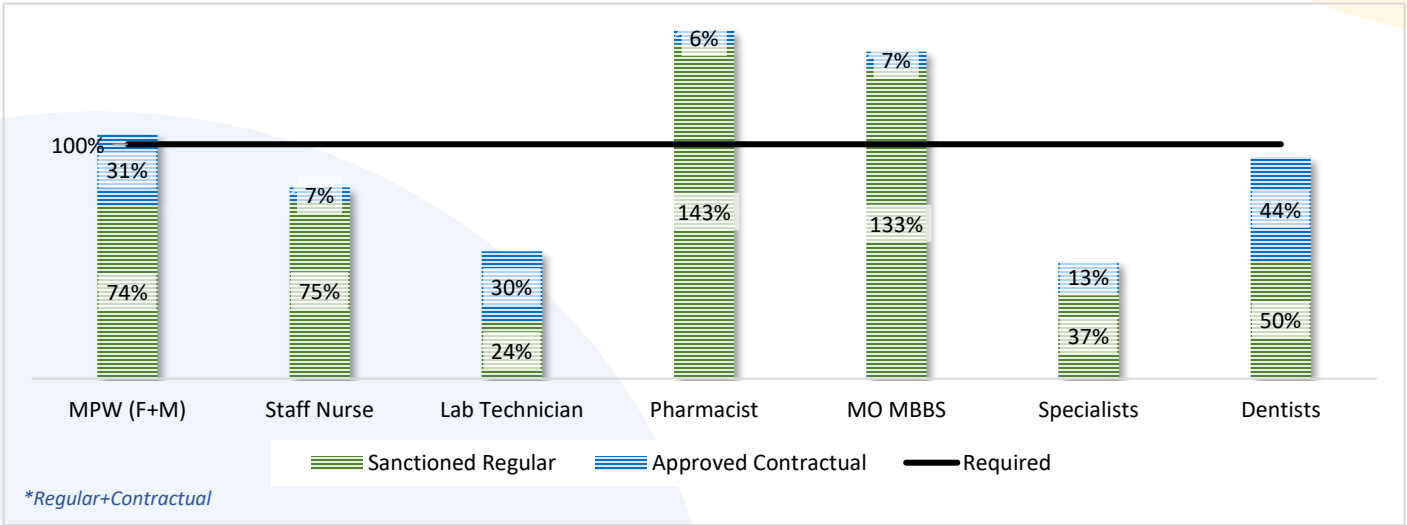
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.3

In-place: 1:2.5

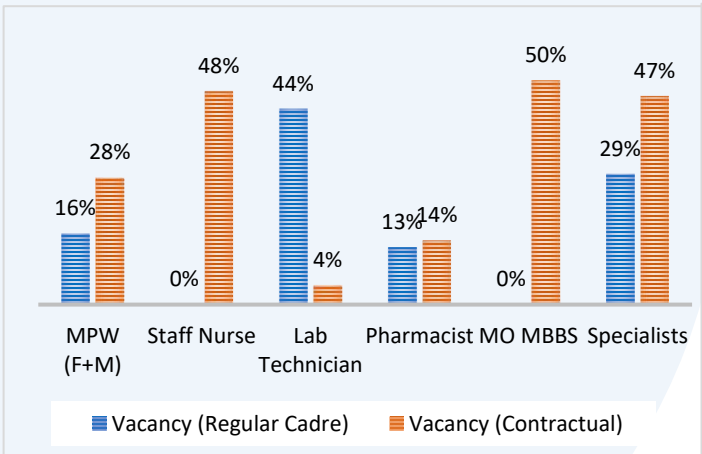
HRH Availability

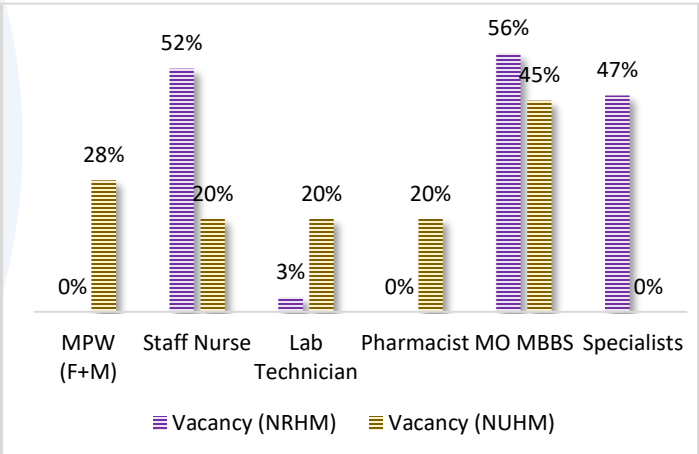
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies

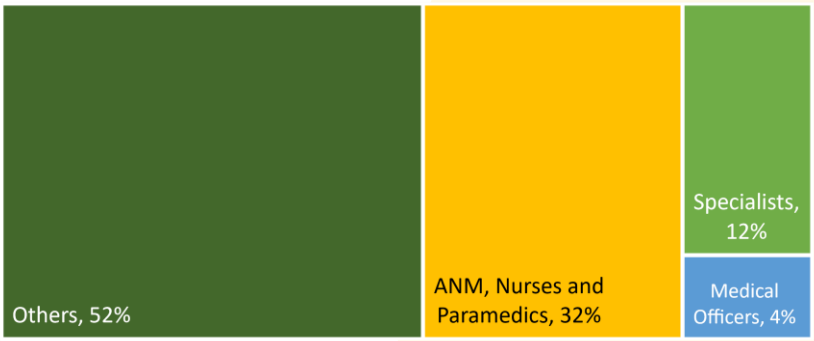




Puducherry

NHM Budget Share

Service Delivery HR: **40% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 12% of Resource Envelope (RE)

- **HRH for Programme Management: 7% of RE**
- **Programme Management Activities: 5% of RE**

HRH Performance

OPD Attendance per doctor: **37 cases per day**

In-patient headcount at midnight per nurse: **4 cases per shift per day**

Lab tests* per Lab Technician: **169 tests per day**

Hysterectomy surgeries per ObGy: **4 cases per month**

Dental OPD per dental surgeon: **9 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **2 case per day**

Major operations using anesthesia per anesthetist: **3 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Punjab

HRH Governance

Policy and Systems

Specialist Cadre	✗
HRH Policy	✗
Implemented HRIS	✓
HR Integration	✗

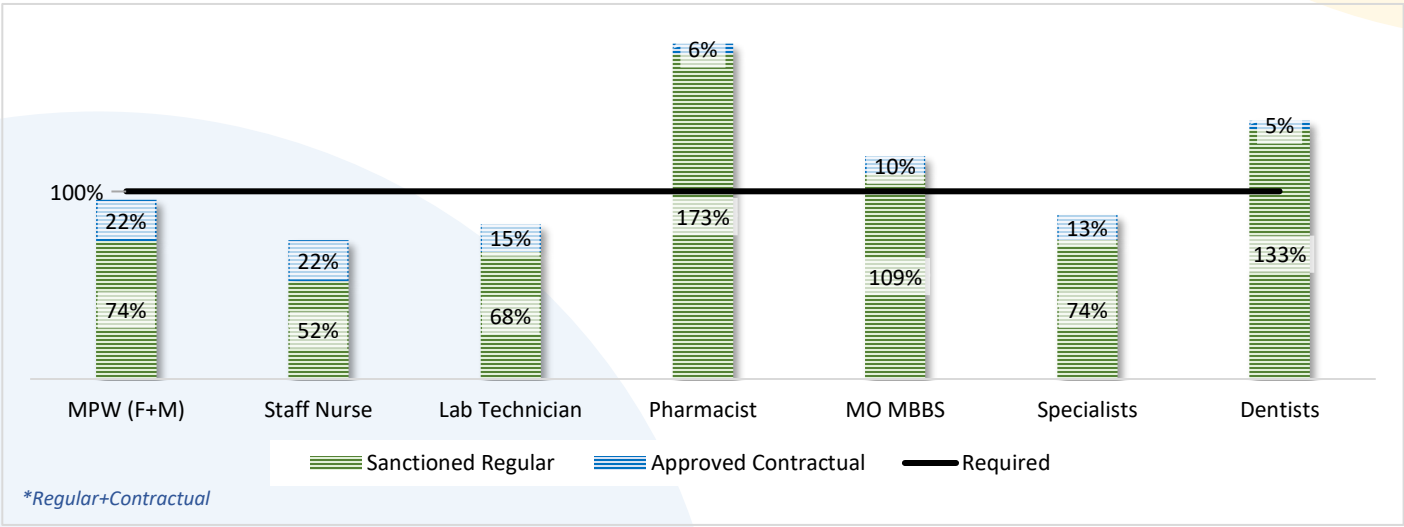
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.3

In-place: 1:1.1

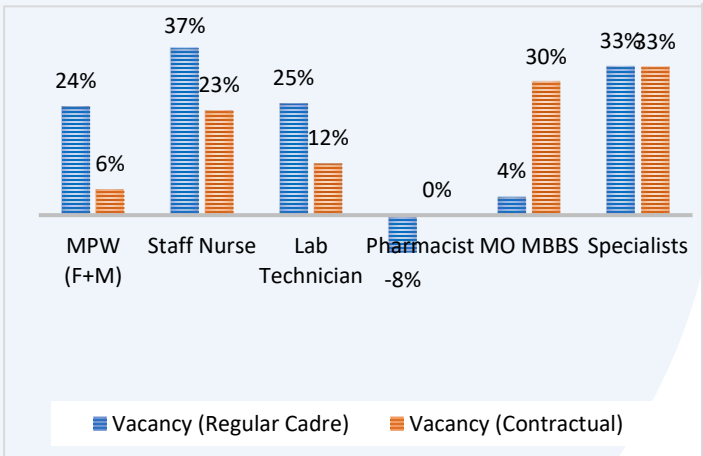
HRH Availability

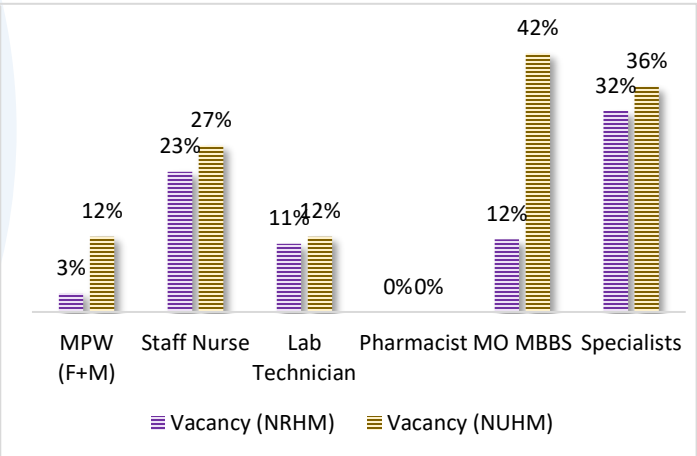
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies

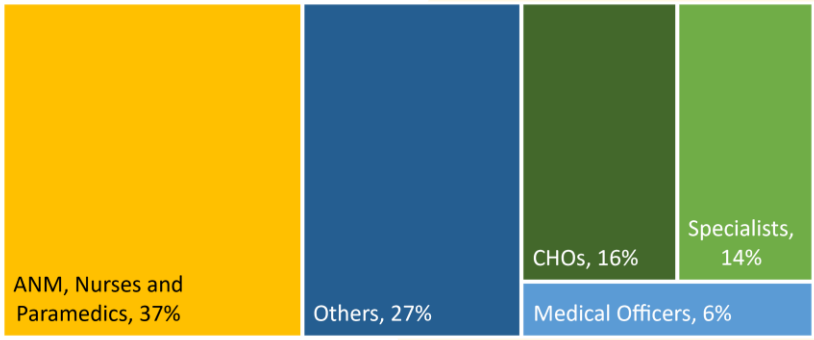




Punjab

NHM Budget Share

Service Delivery HR: 35% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 7% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

OPD Attendance per doctor: **16 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **51 tests per day**

Hysterectomy surgeries per ObGy: **3 cases per month**

Dental OPD per dental surgeon: **6 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Rajasthan

HRH Governance

Policy and Systems

Specialist Cadre	✗
HRH Policy	✗
Implemented HRIS	✗
HR Integration	✗

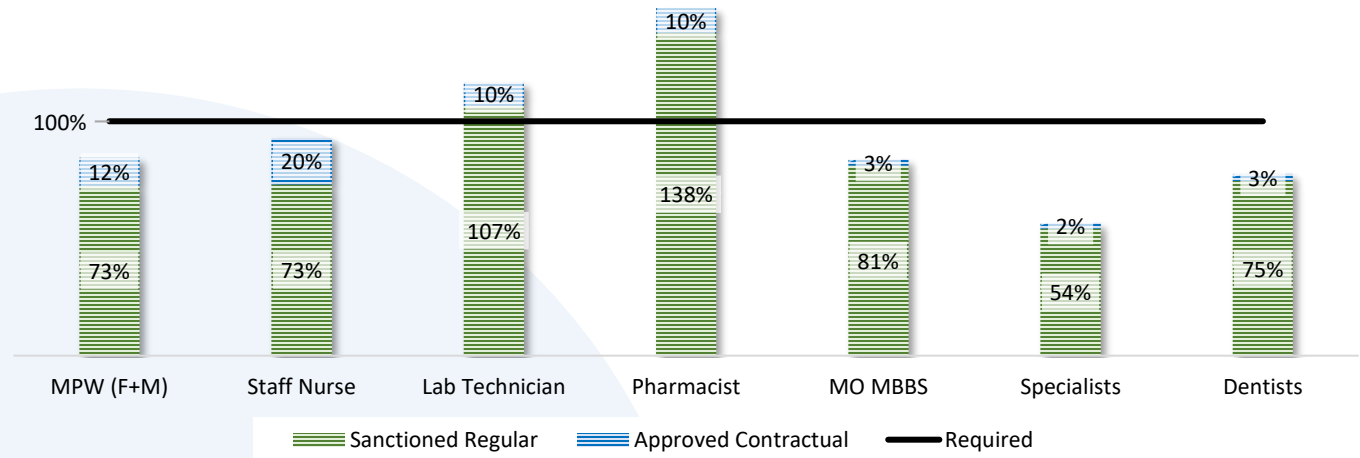
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.8

In-place: 1:3.8

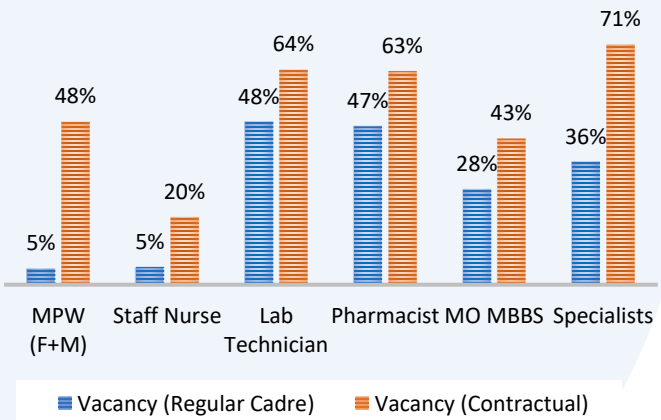
HRH Availability

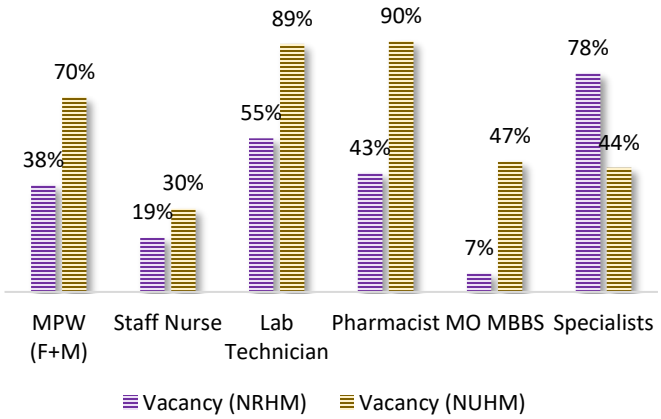
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies

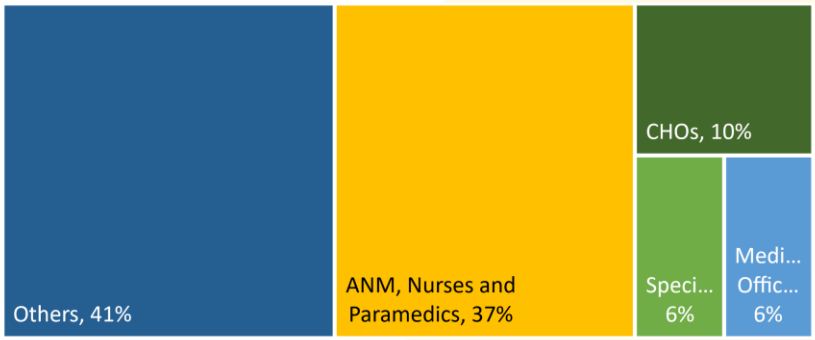




Rajasthan

NHM Budget Share

Service Delivery HR: **13% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

OPD Attendance per doctor: **60 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **49 tests per day**

Hysterectomy surgeries per ObGy: **7 cases per month**

Dental OPD per dental surgeon: **8 cases per day**

In- patient cases per nurse: **2 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

HRH infographics of Rajasthan (District Hospital and Below level)

Sikkim

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

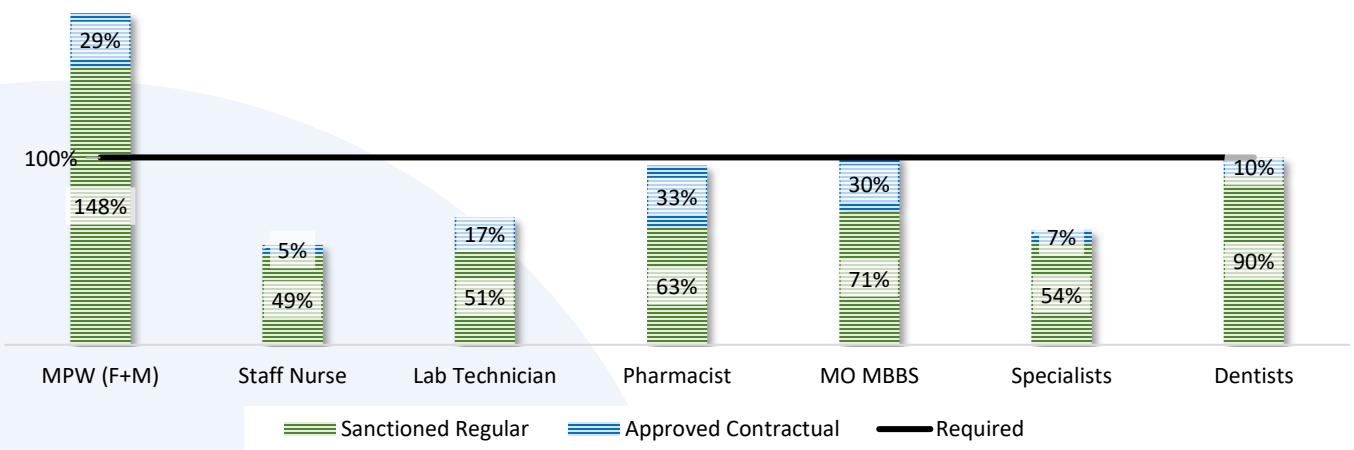
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.8

In-place: 1:2.7

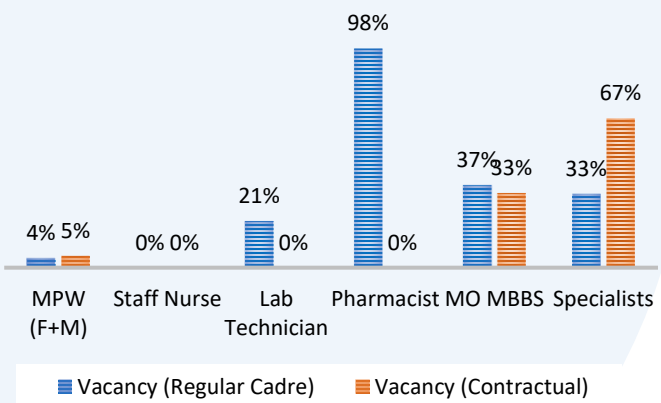
HRH Availability

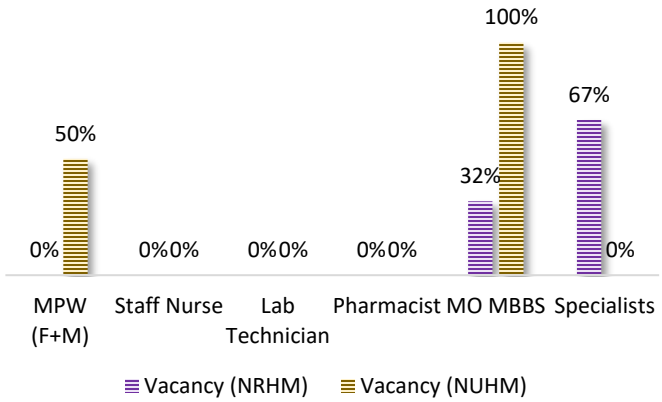
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies



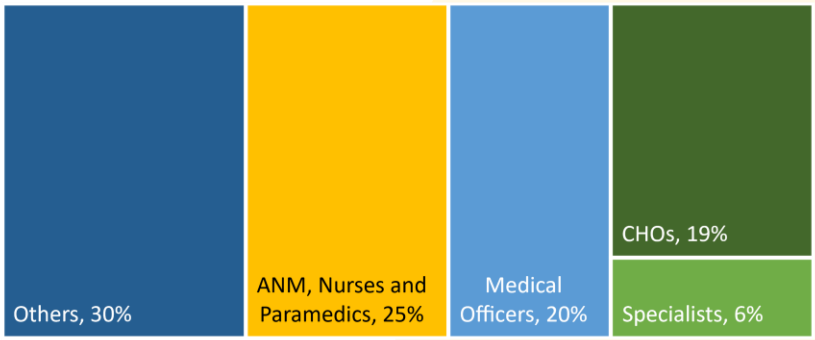


HRH infographics of Sikkim (District Hospital and Below level)

Sikkim

NHM Budget Share

Service Delivery HR: 23% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 12% of Resource Envelope (RE)

- **HRH for Programme Management: 7% of RE**
- **Programme Management Activities: 5% of RE**

HRH Performance

OPD Attendance per doctor: **15 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **10 tests per day**

Hysterectomy surgeries per ObGy: **3 cases per month**

Dental OPD per dental surgeon: **14 cases per day**

In- patient cases per nurse: **4 cases per shift per month**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Tamil Nadu

HRH Governance

Policy and Systems

Specialist Cadre	✗
HRH Policy	✗
Implemented HRIS	✗
HR Integration	✓

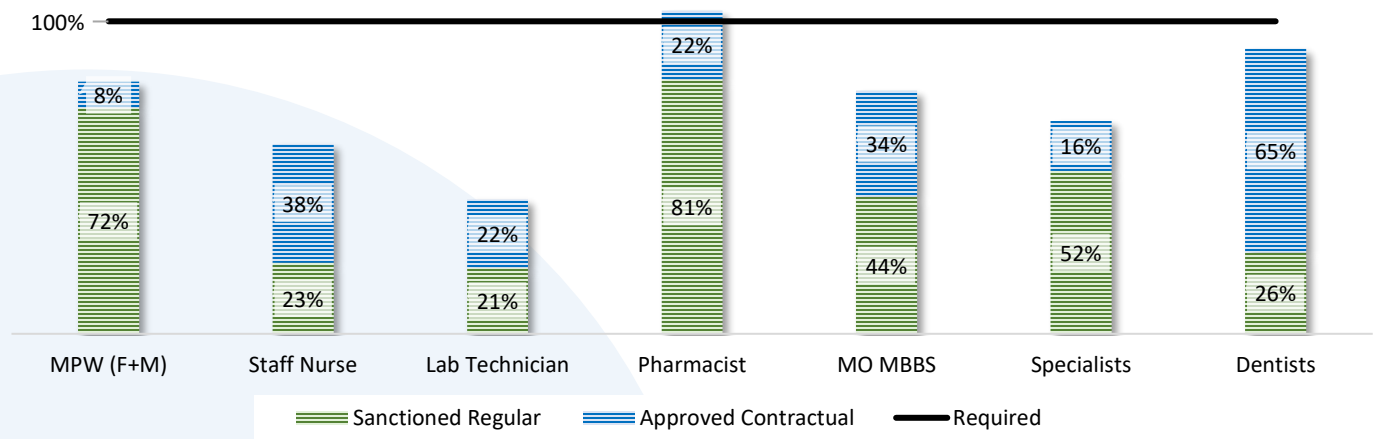
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.0

In-place: 1:2.3

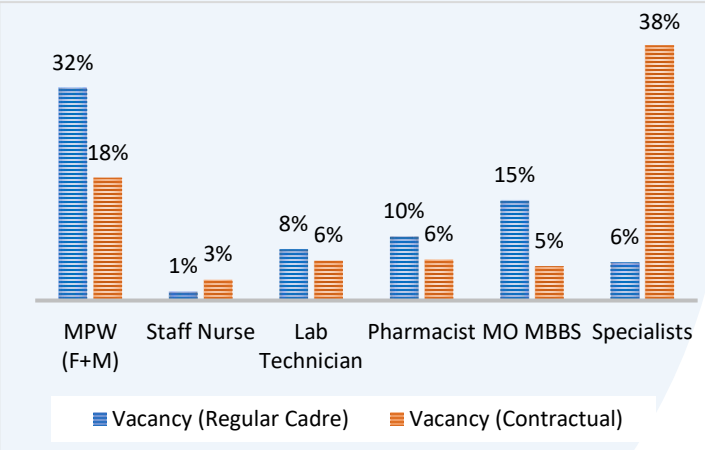
HRH Availability

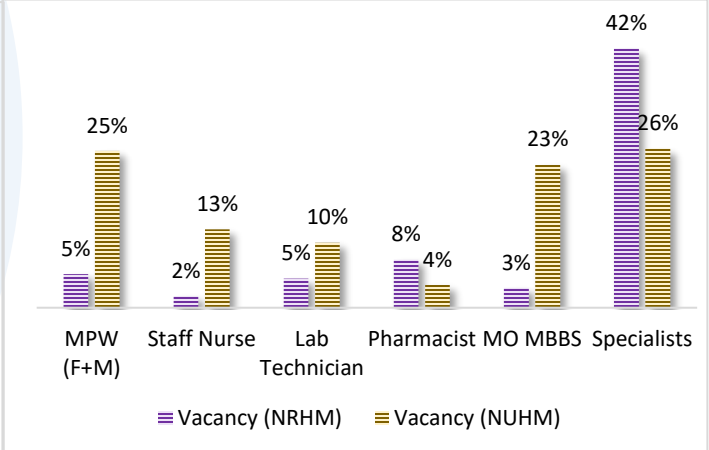
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies



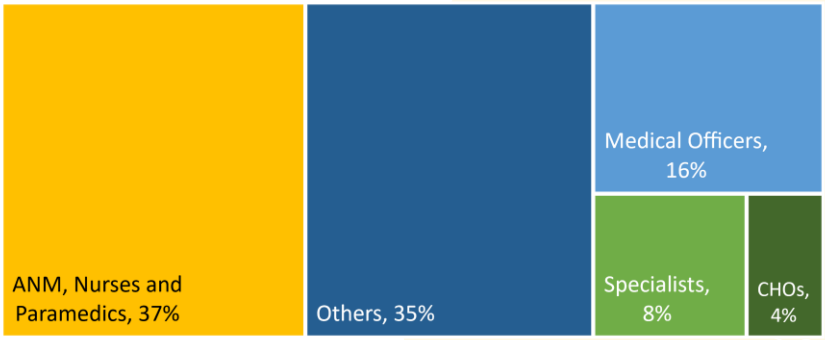


HRH infographics of Tamil Nadu (District Hospital and Below level)

Tamil Nadu

NHM Budget Share

Service Delivery HR: 25% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 5% of Resource Envelope (RE)

- **HRH for Programme Management: 3% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

OPD Attendance per doctor: **60 cases per day**

In-patient headcount at midnight per nurse: **5 cases per shift per day**

Lab tests* per Lab Technician: **111 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **9 cases per day**

In- patient cases per nurse: **3 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **3 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Telangana

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

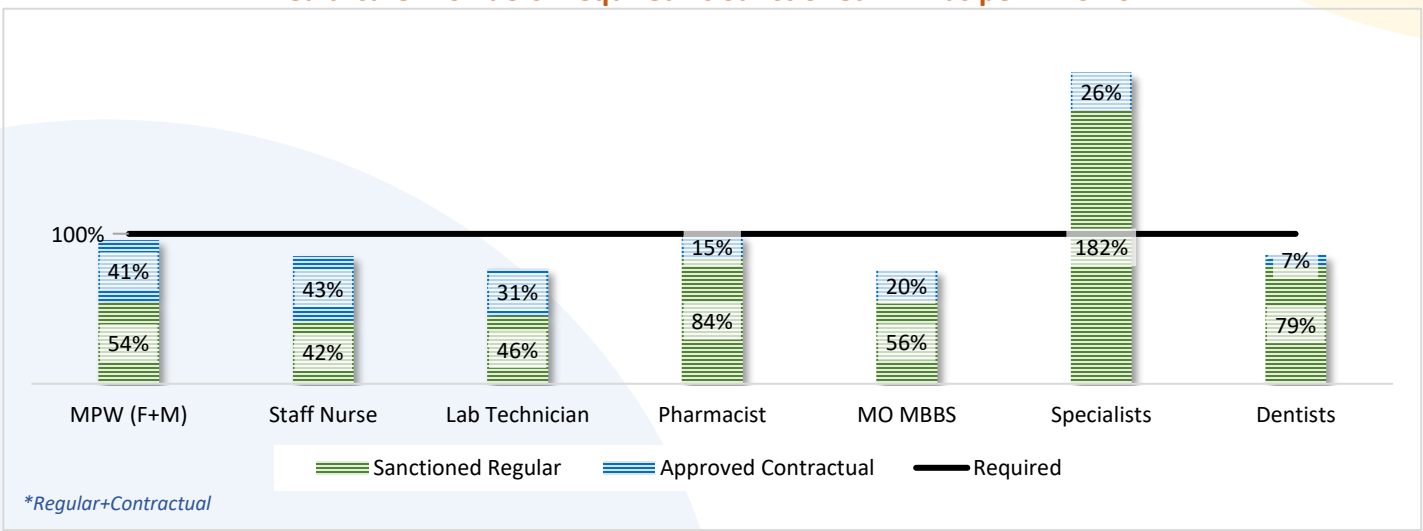
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.2

In-place: 1:1.4

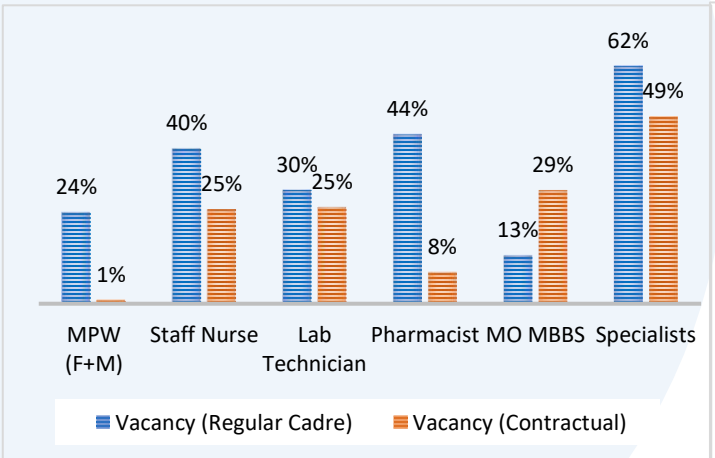
HRH Availability

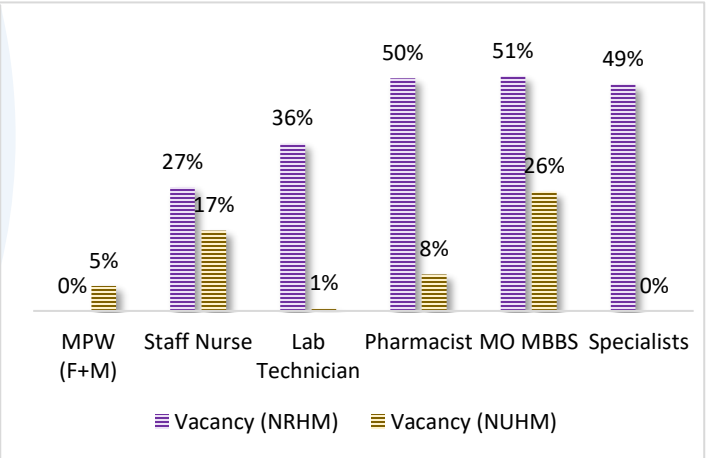
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies

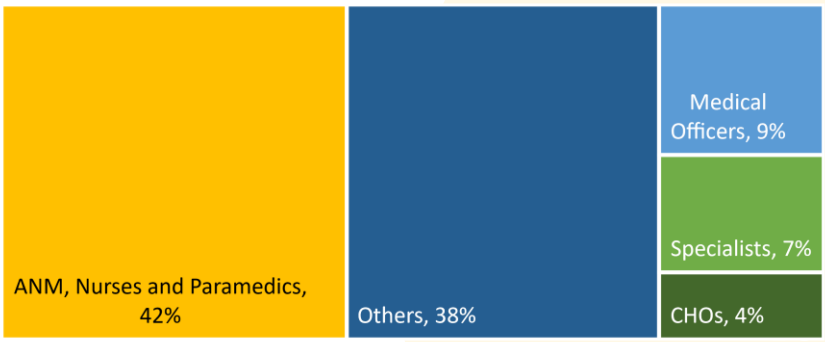




Telangana

NHM Budget Share

Service Delivery HR: 35% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 5% of Resource Envelope (RE)

- **HRH for Programme Management: 3% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

OPD Attendance per doctor: **47 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **32 tests per day**

Hysterectomy surgeries per ObGy: **4 cases per month**

Dental OPD per dental surgeon: **9 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Tripura

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

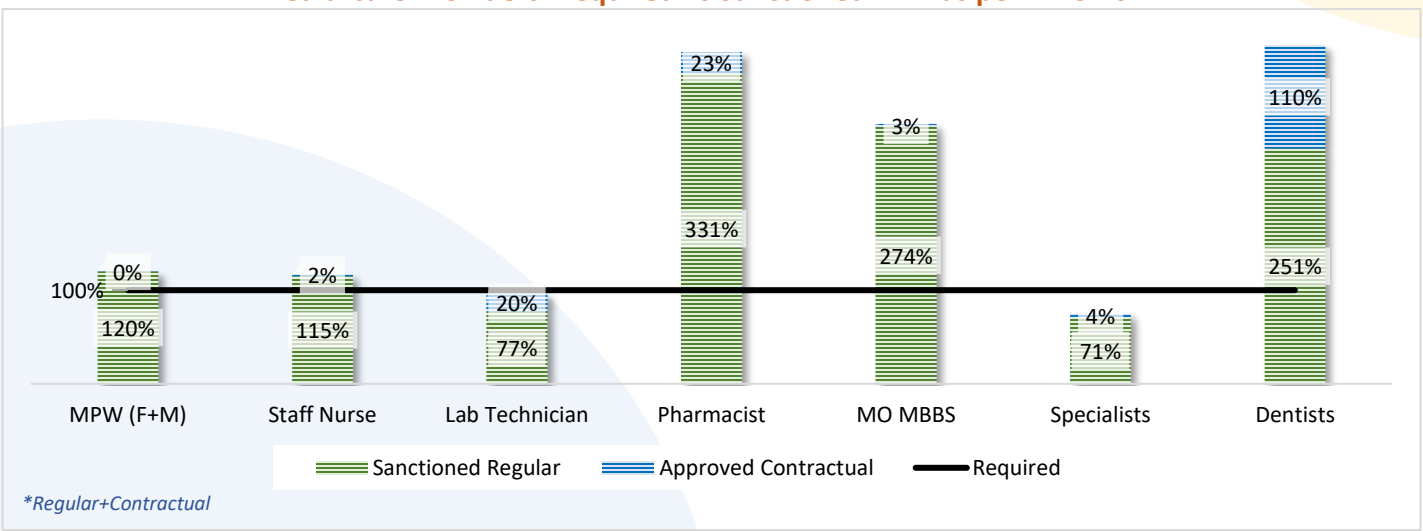
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.5

In-place: 1:1.4

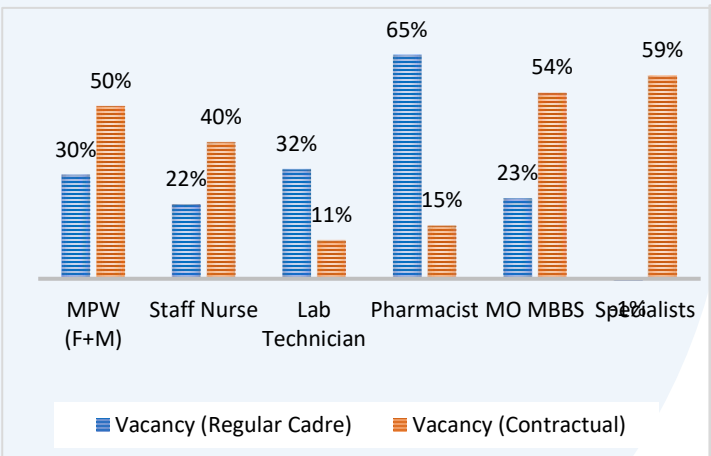
HRH Availability

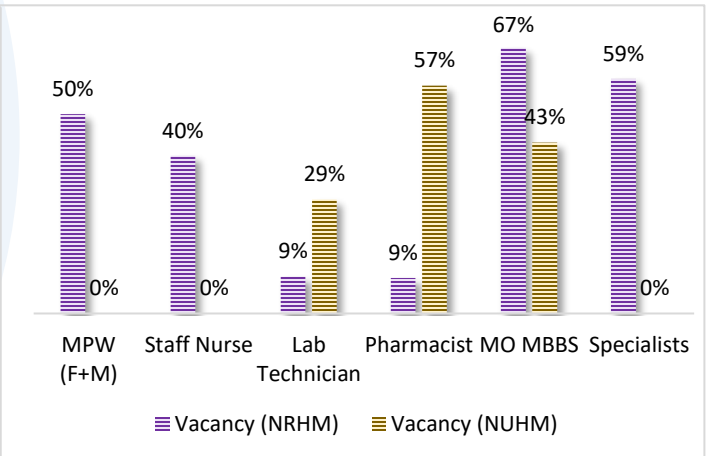
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies

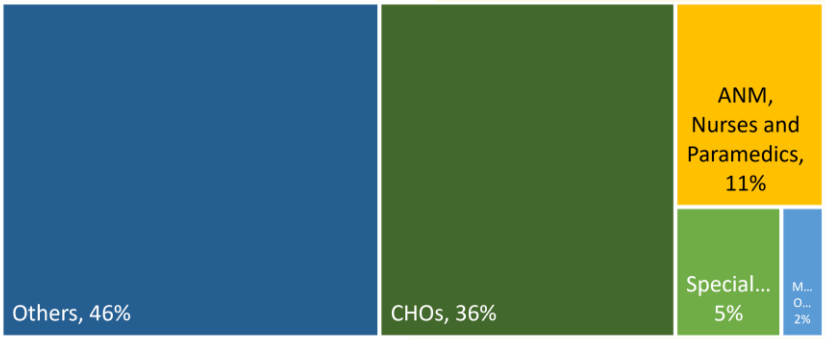




Tripura

NHM Budget Share

Service Delivery HR: **18% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 11% of Resource Envelope (RE)

- **HRH for Programme Management: 7% of RE**
- **Programme Management Activities: 4% of RE**

HRH Performance

OPD Attendance per doctor: **8 cases per day**

In-patient headcount at midnight per nurse: **3 cases per shift per day**

Lab tests* per Lab Technician: **11 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **2 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Uttar Pradesh

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✓
- Implemented HRIS ✓
- HR Integration ✗

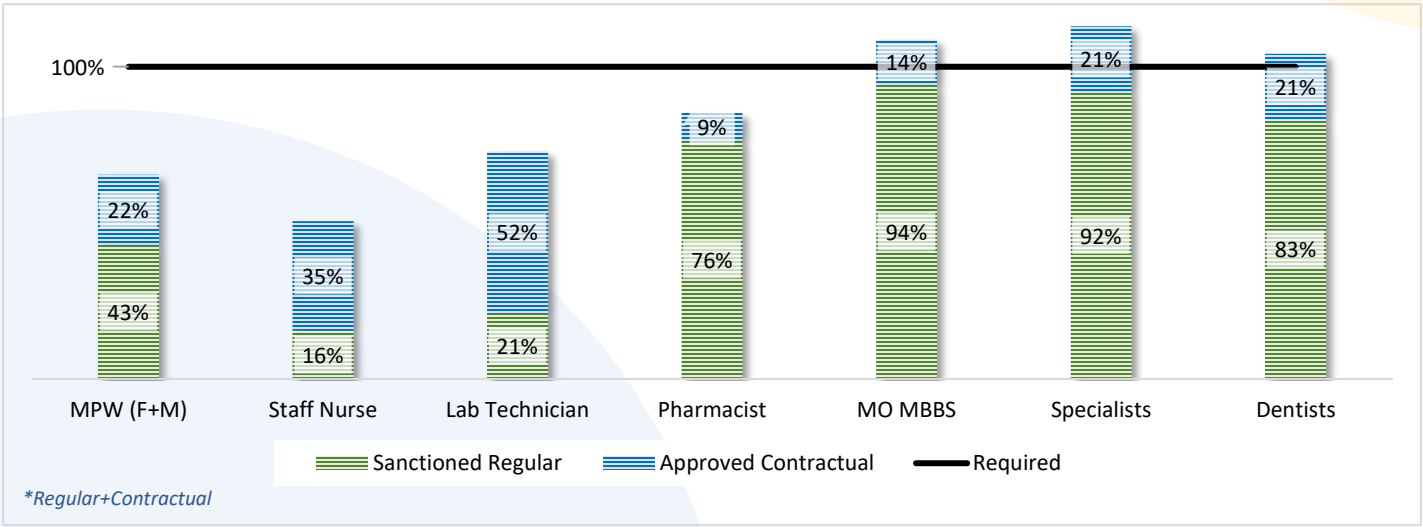
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.1

In-place: 1:1.3

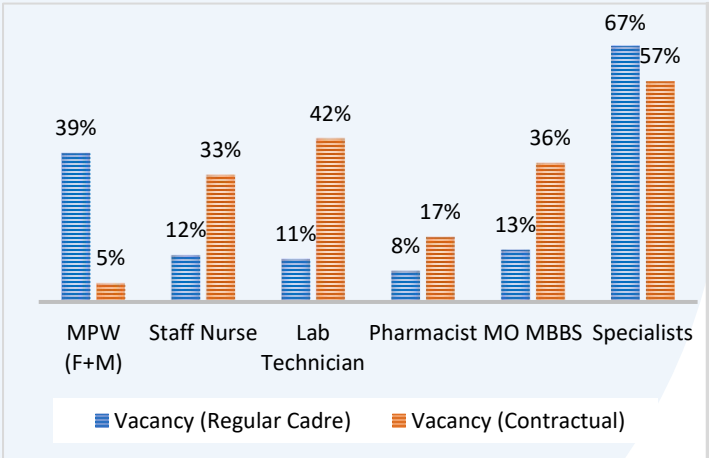
HRH Availability

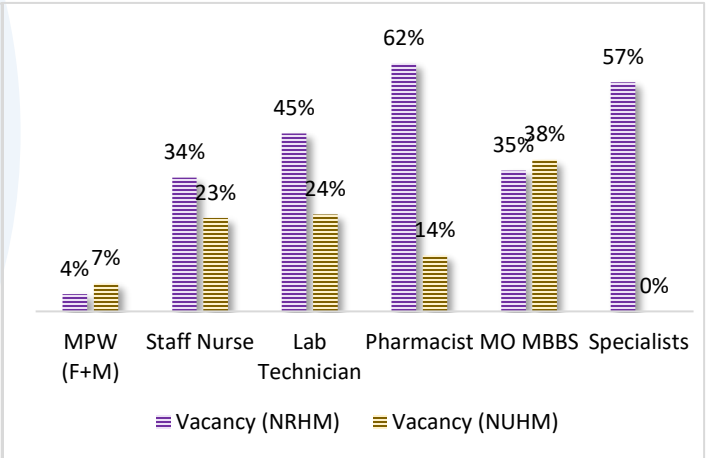
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies

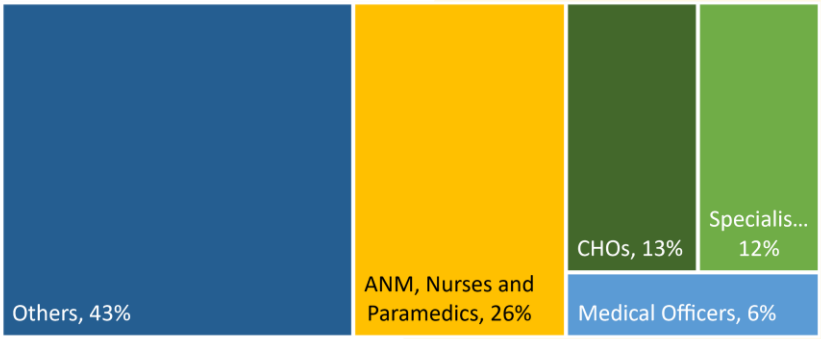




Uttar Pradesh

NHM Budget Share

Service Delivery HR: 33% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 4% of RE**

HRH Performance

OPD Attendance per doctor: **14 cases per day**

In-patient headcount at midnight per nurse: **2 cases per shift per day**

Lab tests* per Lab Technician: **31 tests per day**

Hysterectomy surgeries per ObGy: **6 cases per month**

Dental OPD per dental surgeon: **6 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **2 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Uttarakhand

HRH Governance

Policy and Systems

- Specialist Cadre ✗
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✓

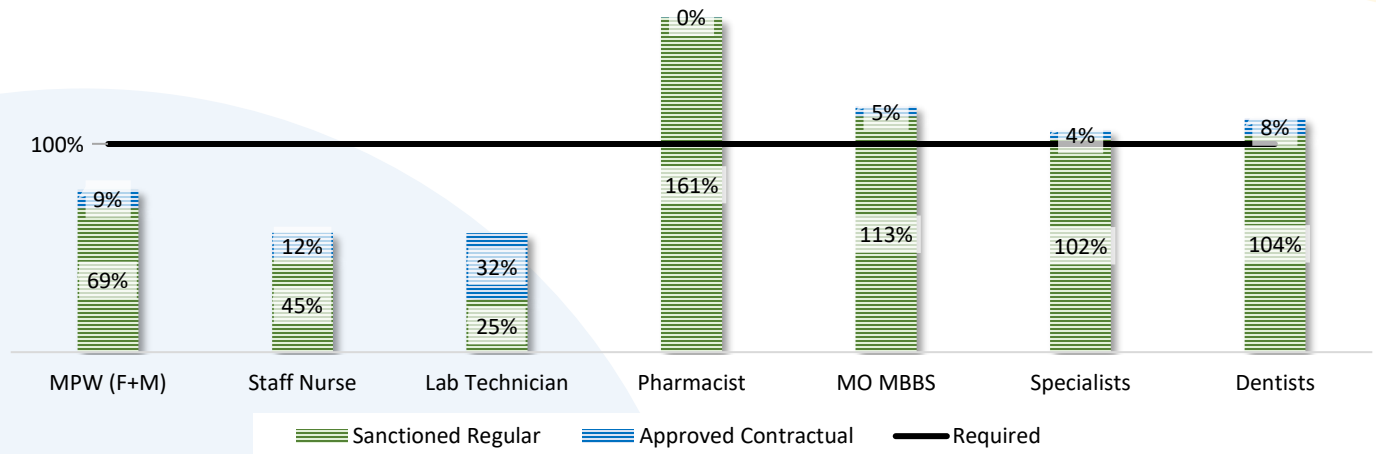
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:1.2

In-place: 1:0.8

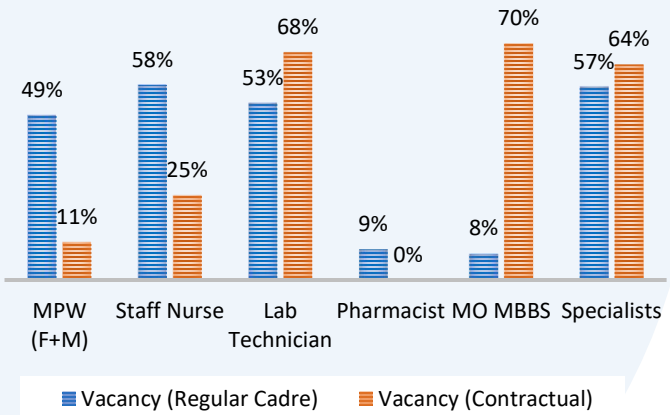
HRH Availability

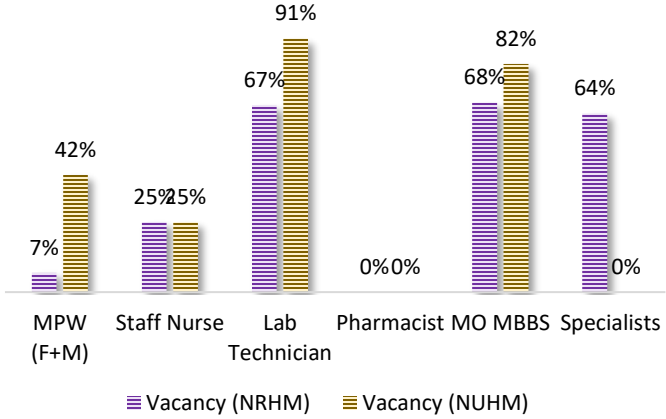
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



**Regular+Contractual*

Healthcare Providers: Vacancies

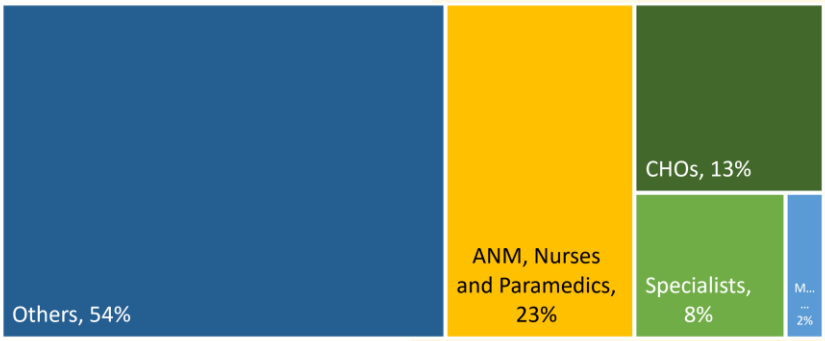




Uttarakhand

NHM Budget Share

Service Delivery HR: 20% of Resource Envelope



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 9% of Resource Envelope (RE)

- **HRH for Programme Management: 7% of RE**
- **Programme Management Activities: 2% of RE**

HRH Performance

OPD Attendance per doctor: **13 cases per day**

In-patient headcount at midnight per nurse: **1 case per shift per day**

Lab tests* per Lab Technician: **25 tests per day**

Hysterectomy surgeries per ObGy: **1 case per month**

Dental OPD per dental surgeon: **3 cases per day**

In- patient cases per nurse: **1 case per shift per day**

Caesarean Section per ObGy: **1 case per day**

Major operations using anesthesia per anesthetist: **1 case per day**

As per data reported in HMIS
** Excluding tests for NTEP*

West Bengal

HRH Governance

Policy and Systems

- Specialist Cadre ✓
- HRH Policy ✗
- Implemented HRIS ✗
- HR Integration ✗

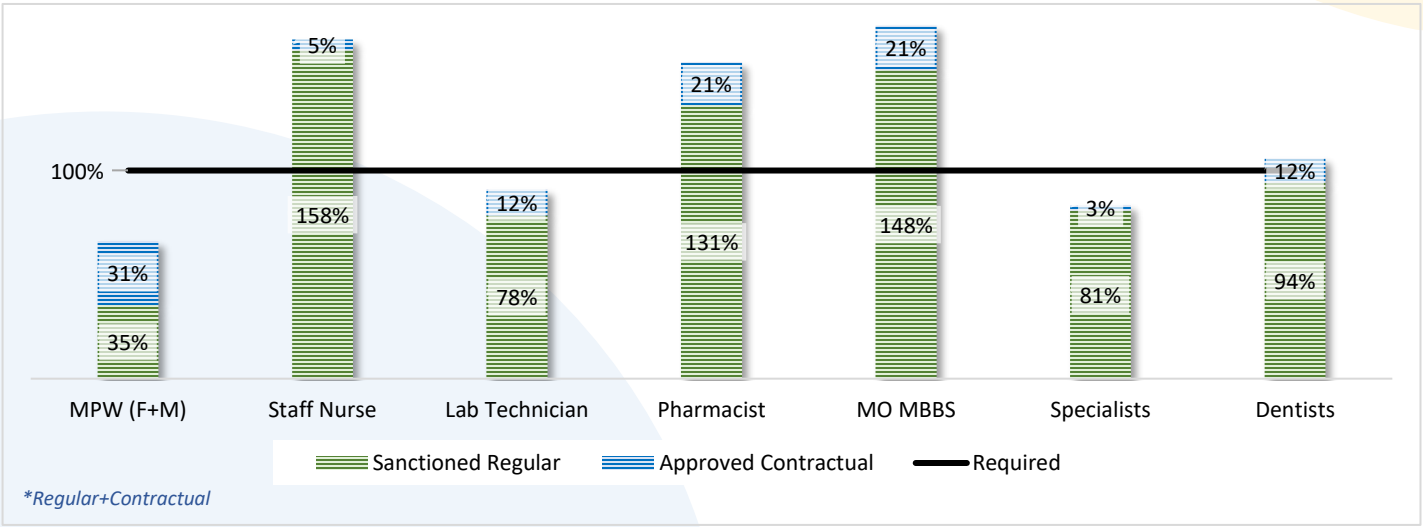
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

Sanctioned: 1:2.8

In-place: 1:2.84

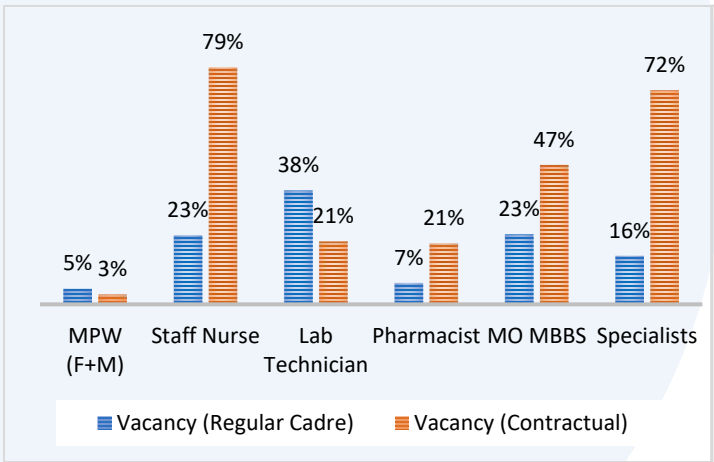
HRH Availability

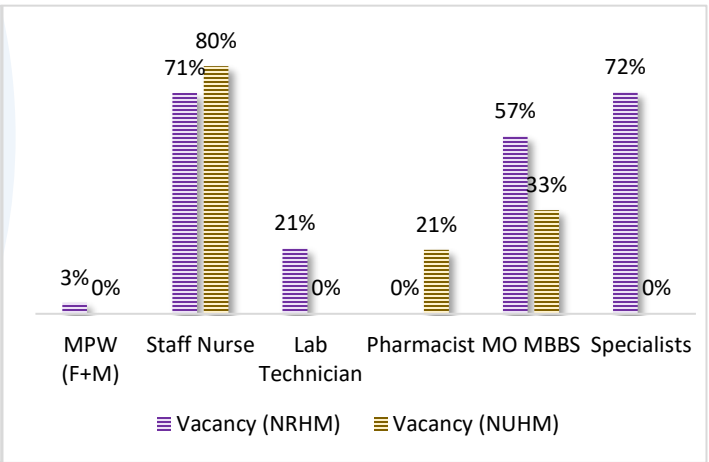
Healthcare Providers: Required vs Sanctioned HRH as per IPHS 2012



*Regular+Contractual

Healthcare Providers: Vacancies



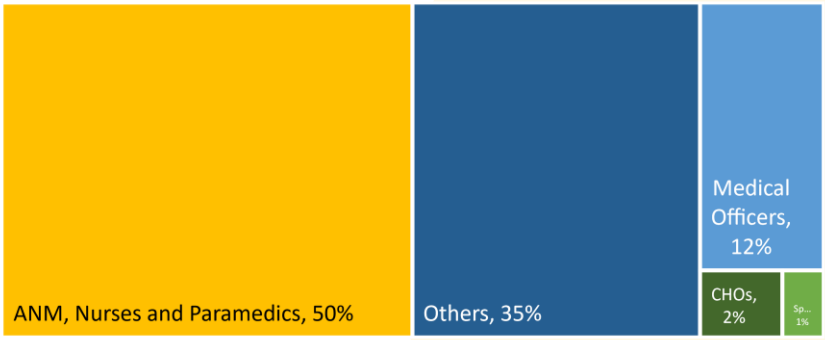


HRH infographics of West Bengal (District Hospital and Below level)

West Bengal

NHM Budget Share

Service Delivery HR: **19% of Resource Envelope**



Budget share of HR category as % of approved budget for Service Delivery HR

Programme Management: 6% of Resource Envelope (RE)

- **HRH for Programme Management: 5% of RE**
- **Programme Management Activities: 1% of RE**

HRH Performance

OPD Attendance per doctor: **36 cases per day**

In-patient headcount at midnight per nurse: **4 cases per shift per day**

Lab tests* per Lab Technician: **32 tests per day**

Hysterectomy surgeries per ObGy: **4 cases per month**

Dental OPD per dental surgeon: **7 cases per day**

In- patient cases per nurse: **2 cases per shift per day**

Caesarean Section per ObGy: **2 cases per day**

Major operations using anesthesia per anesthetist: **3 cases per day**

As per data reported in HMIS
** Excluding tests for NTEP*

Ministry of Health & Family Welfare

Government of India