



Human Resources for Health in District Public Health System of India

State-wise Report-2022





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The HRH Infographics Report 2022 has been developed and produced by the Human Resources for Health and Health Policy and Integrated Policy (HRH-HPIP) team at the National Health Systems Resource Centre (NHSRC).

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

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

Suggested Citation

Human Resources for Health in District Public Health Systems, NHSRC, New Delhi, 2022

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 categorized into five main sections:

- 1. Policy and Systems:** This section focuses on HRH Governance and includes information on the availability of specialist cadre, HRH policies, presence of separate recruitment board for health, implementation of HRIS and HRH integration.
- 2. HRH Generation:** This new section provides data on availability of educational seats for Medicine and Nursing in the each state/ Union territory. This information can help the decision makers in assessing availability in relation to their requirements and will enables them to take appropriate actions.
- 3. HRH Availability:** This section offers an overview of the availability of health workforce. The initial graph represents the sanctioned and available manpower from regular cadre and those supported under NHM in accordance with the Indian Public Health Standards (IPHS - 2012). The other graph provides a snapshot of vacancies in the regular cadre and under NHM. Additionally, the section includes the important doctor-nurses ratio. While the ideal doctor-nurse ratio can vary based on the factors such as health facility type, available resources and patient conditions, a commonly cited ratio of 1 doctor for every 3 nurses is considered necessary for effective coordination and service outcomes.
- 4. NHM Budget Share:** This section is primarily for the central and state level planners and decision makers. It summarizes the HRH budget and Programme management cost relative to the total Resource Envelope of the state/ UT for the financial year (FY) 2021-22.
- 5. HRH Performance:** This section presents information regarding the productivity of the HRH based on data reported in HMIS reported for the period between 1st April 2021 and 31st March 2022. The data accessed for this section was as of May 19, 2023 and May 26, 2023.

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.

About the HRH Infographics

- **Separate Recruitment Board for Health:** The state has a State Health recruitment Board that is utilized for conducting recruitments in the health sector instead of the State Public Service Commission.
- **HRIS Implementation:** The state/ UT has implemented a Human Resource Information System (HRIS) for all HRH (both regular cadre and contractual).
- **Healthcare Providers- Required vs Sanctioned vs Availability of HRH as per IPHS 2012:** The graph provides a comparison of the required HRH, the total number of posts sanctioned and HRH in-place. The graph includes details of the main cadres, including Multi-Purpose Health Workers (Male and Female/ ANM), Staff Nurses, Lab technicians, Pharmacists, Medical Officers – MBBS and Clinical Specialists.
 - **Required:** The total number of staff required for the functional public health facilities (District hospital and below) as per IPHS 2012 norms. This is represented by a blue straight line.
 - **Sanctioned:** The total number of posts sanctioned under the regular cadre as reported by the states/ UTs and approved under NHM in the Record of Proceedings (ROP) for FY 2021-22, for both rural and urban facilities for the district hospitals and below level. Any HRH approved for mobile health team is not included. The percentage has been calculated as the sum of sanctioned regular posts and approved NHM posts divided by the total number of staff required as per IPHS 2012 norms. This is represented by a green circle marker.
 - **In-place:** Total number of posts filled against the sanctioned posts under the regular cadre and approved posts under NHM as reported by the states/ UTs. The percentage has been calculated as the total number of HRH in-place against the total number of staff required as per IPHS 2012 norms. This is represented by a pink square marker.
- **Healthcare Providers- Vacancies:** The bar graph compares the vacancies under the regular cadre and NHM (rural and urban). The data represents only facility level HRH for the six main cadres, including MPW (Male and Female/ ANM), Staff Nurses, Lab technicians, Pharmacists, Medical Officers and Clinical Specialists. It doesn't include any details of HRH supported for mobile health teams.
 - **Vacancy Regular Cadre:** The percentage has been calculated as the total number of vacant posts against the posts sanctioned in regular cadre, as reported by the states/ UTs, for the district hospitals and below level facilities.
 - **Vacancy Contractual:** The percentage has been calculated as the total number of vacant posts, as reported by the states/ Uts, against the posts approved under NHM in the ROP 2021-22 for both rural and urban health facilities.
- **Doctor (MO and Specialist) to Staff Nurse Ratio:** The total number of GDMOs and Specialists compared to the number of Staff Nurses reported by the state/ UT under regular cadre and on contract serving at the district hospital and below level facilities. For example, a doctor to nurse ratio of 1:3 means there is one doctor for every 3 staff nurses.
- **NHM Budget Share**
 - **Budget Share of HRH:** This represents the proportion of NHM budget approved in FY 2021-22 for remuneration of service delivery positions and programme management positions under NHM, against the total Resource Envelope (RE). The circle represents the total resource envelope and the two water levels represent the proportion of NHM budget approved in FY 2021-22 for service delivery HRH and programme management HRH.

About the HRH Infographics

- **Budget share of Service Delivery HRH:** The bar graph in drops 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.
- **Budget share of Programme Management HRH (PM HRH):** The PM 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 2021-22 against the total RE.
- **Budget Share of Programme Management:** The proportion of NHM budget approved in FY 2021-22 for Programme Management including the Programme Management HRH and activities under NHM, against the total Resource Envelope (RE).
- **Programme Management Activities:** The PM activities refer to the office expenses of the PMU staff, monitoring and supervision, review meeting etc. This indicator shows the total proportion of budget approved under NHM (NRHM+NUHM) for programme management activities, as a proportion of the total RE.
- **HRH Performance:** It is important to acknowledge that the definitions and formulae used in assessing the HRH performance are based on simplified assumptions and do not account for the other functions that healthcare workers perform on a daily basis, especially those which may not be captured in HMIS or are difficult to put in terms of data. For example, medical officers may be required to conduct post-mortems, which can result in fewer outpatient visits being recorded. Similarly, nurses may be deployed to emergency rooms or labor and delivery units, which may not be reflected in the inpatient numbers. It is also important to acknowledge that the data belongs to the period when healthcare workers faced unprecedented challenges due to COVID-19 pandemic and therefore the data should not be compared with the previous year's data. 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 2021-22 in the HMIS portal divided by 12 (total number of months in a year).
 - **Average cases per day:** Average cases per month divided by average working days in a month. For calculating average in-patients per day, 30 working days in a month have been considered and for other cases, 25 working days per month have been taken.
 - **OPD Attendance per Doctor:** The ratio of average number of allopathic OPD per day (excluding Dental OPD) to the total number of GDMOs and Specialists in-place under regular cadre and NHM, as reported by the states. The number of specialists in-place doesn't include the number of 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.

About the HRH Infographics

- **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).
- **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).
- **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 month to the total number of ObGy Specialist in-place under regular cadre and NHM, as reported by the state. This does not include the number of EmOC trained doctors available in the state/ UT.
- **Hysterectomy surgeries per ObGy:** Average number of major surgeries/ Hysterectomies performed per month divided by the total number of ObGy Specialists in-place under regular cadre and NHM as reported by the state.
- **Major operations using Anesthesia per Anesthetists:** The ratio of average number of major operations carried out using general or spinal anesthesia per month 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 2021-22
4. NHM Record of Proceedings 2021-22
5. <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1897990> Posted On: 10 FEB 2023 5:15PM by PIB Delhi
6. Indian Nursing Council Annual Report 2021-22
7. Human Resources for Health in District Public Health Systems of India: State Wise Report of 2021

Andaman and Nicobar Islands

Policy and Systems

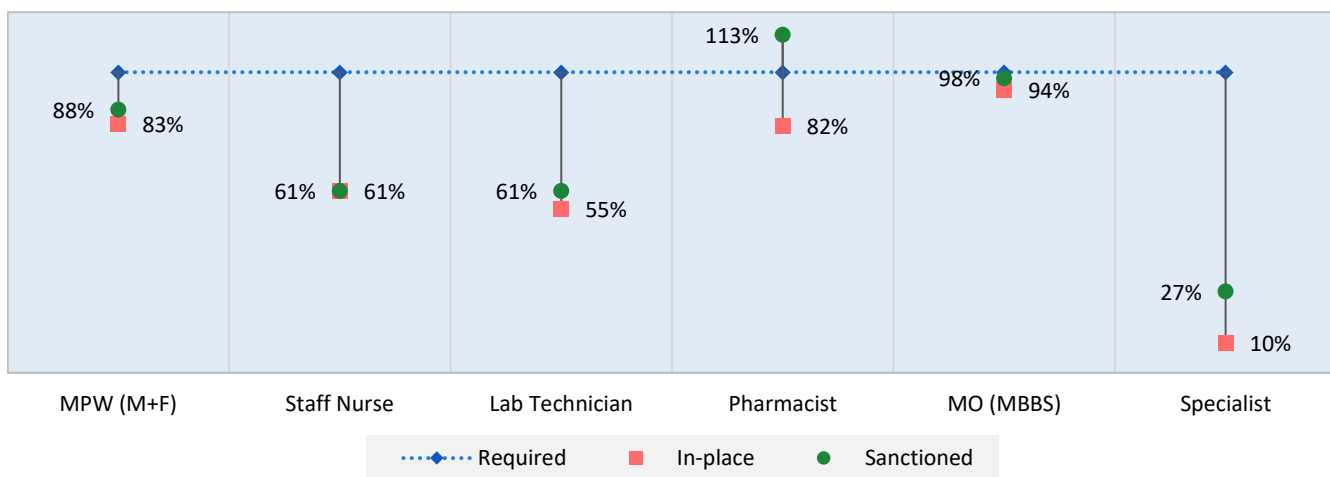
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

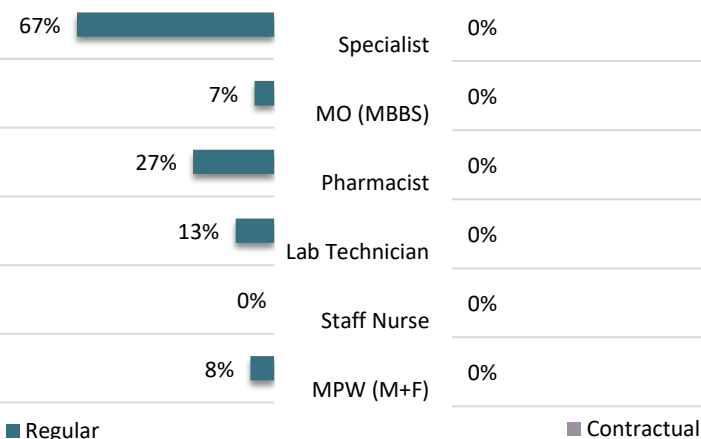
MBBS (UG)	114 seats
Medical (PG)	0 seats
B. Sc Nursing	0 seats
GNM	20 seats
ANM	20 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



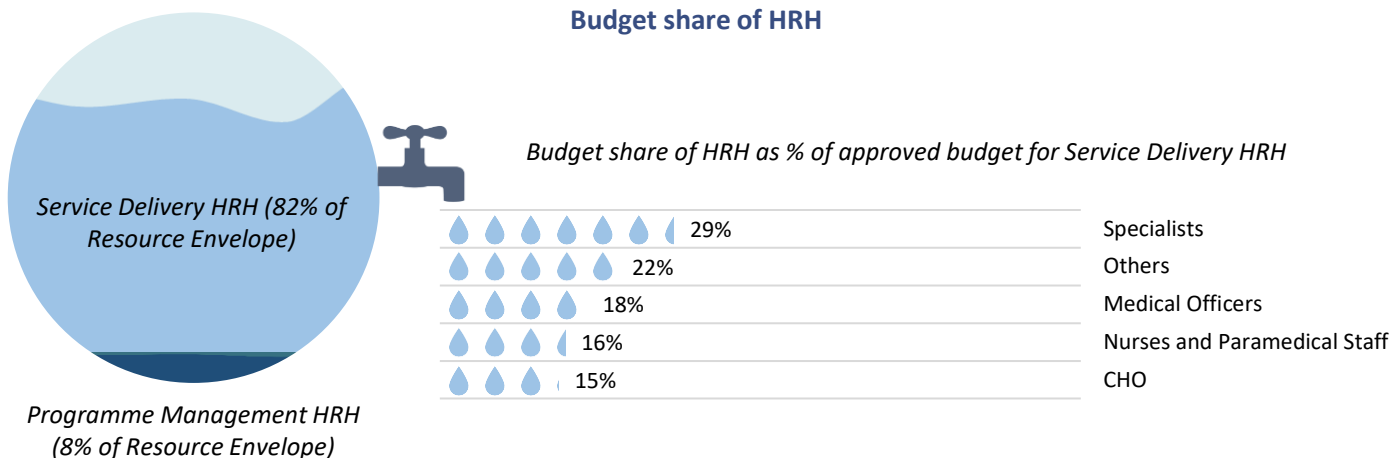
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio



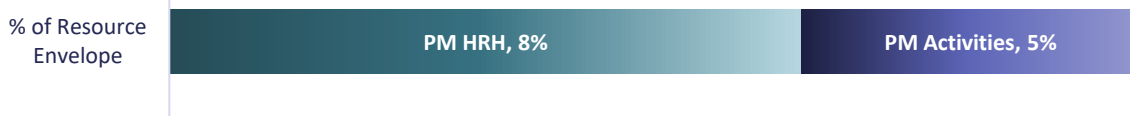
Sanctioned	1:4.1
In place	1:3.7

Andaman and Nicobar Islands

NHM Budget Share



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **6 cases per day**



In-patient cases per Nurse: **0.4 cases per shift per day**



In-patient headcount at midnight per Nurse: **0.5 cases per shift per day**



Lab tests per Lab Technician: **22 cases per day**



Caesarean Section per ObGy: **4 cases per month**



Hysterectomy surgeries per ObGy: **0.2 cases per month**



Major operations using anesthesia per Anesthetist: **4 cases per month**

Andhra Pradesh

Policy and Systems

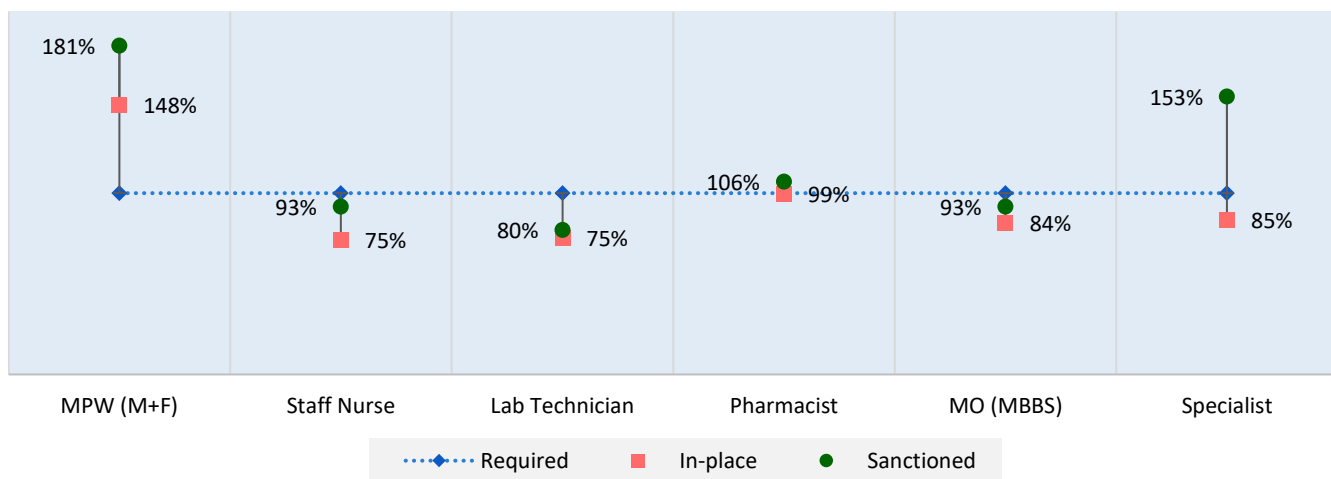
-  Specialist Cadre ✓
-  HRH Policy ✓
-  Separate Recruitment Board for Health ✗
-  Implemented HRMIS ✓
-  HRH Integration ✓

HRH Generation

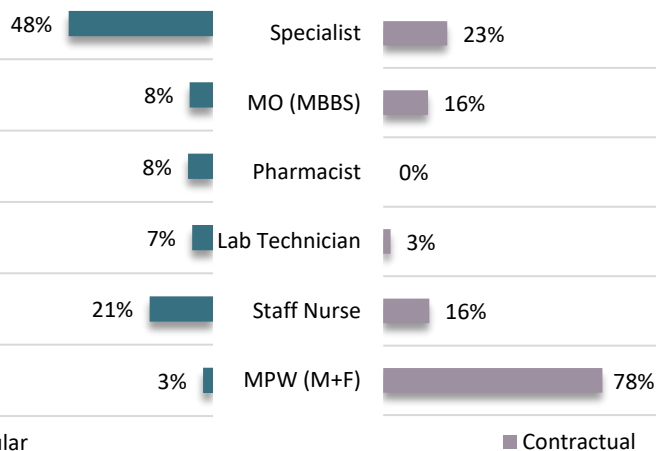
MBBS (UG)	5585 seats
Medical (PG)	2816 seats
B. Sc Nursing	726 seats
GNM	7125 seats
ANM	910 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

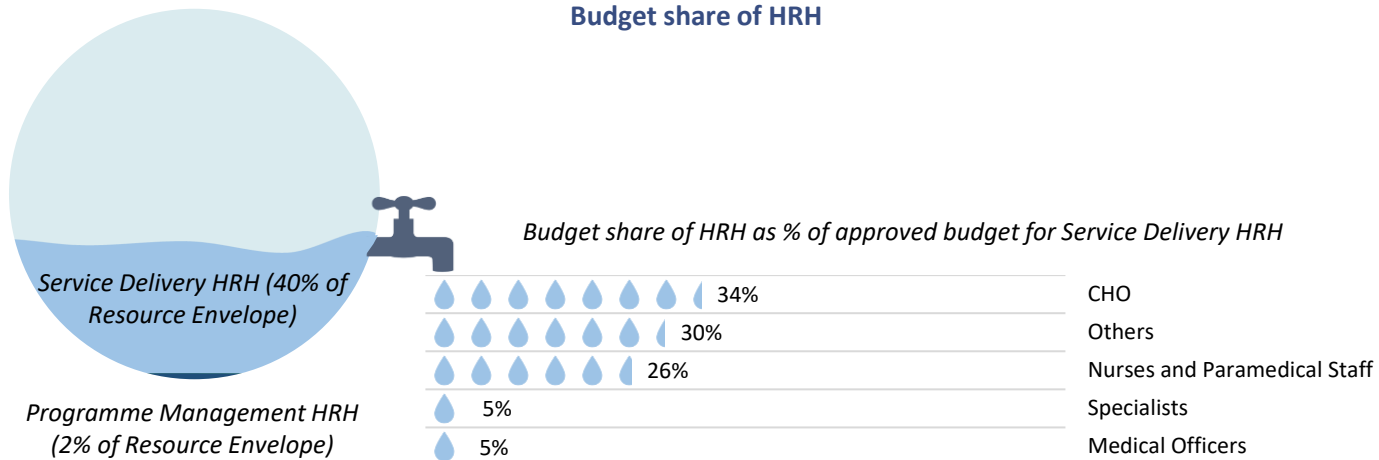


Sanctioned	1:1.7
In place	1:1.8

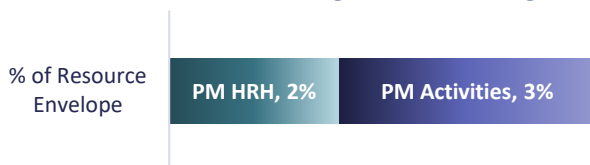
Andhra Pradesh

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **33 cases per day**



Dental OPD per dentist: **10 cases per day**



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



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



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



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



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

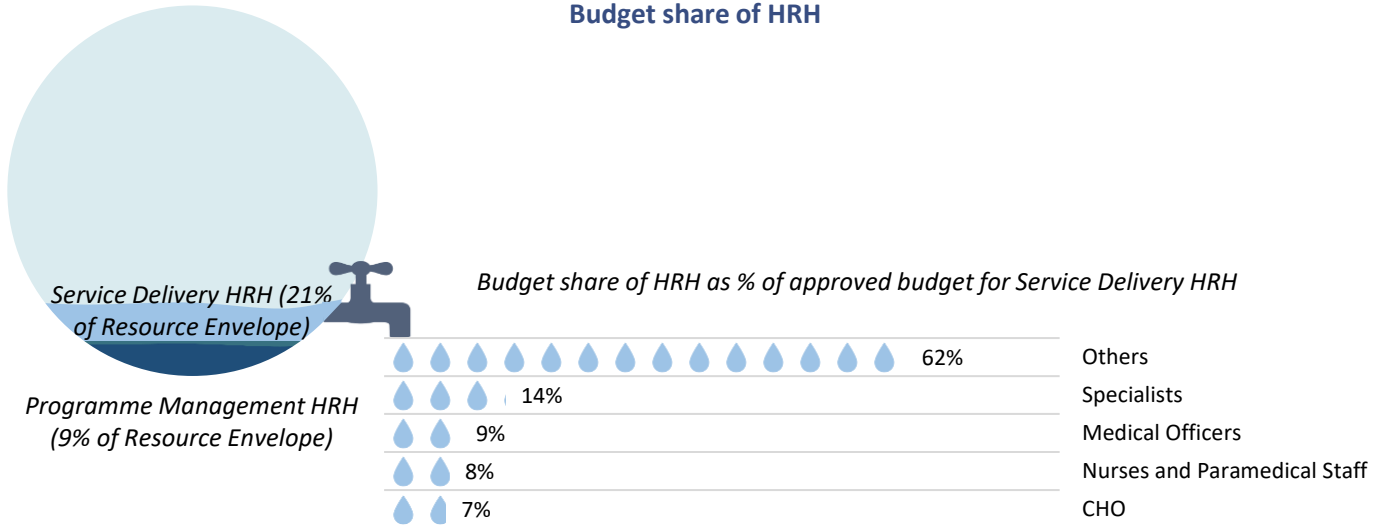


Major operations using anesthesia per Anesthetist: **13 cases per month**

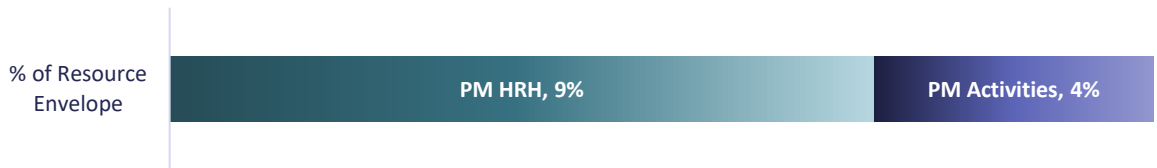
Arunachal Pradesh

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **1 case per day**



In-patient cases per Nurse: **0.3 cases per shift per day**



In-patient headcount at midnight per Nurse: **0.2 cases per shift per day**



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



Caesarean Section per ObGy: **4 cases per month**



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



Major operations using anesthesia per Anesthetist: **8 cases per month**

Assam

Policy and Systems

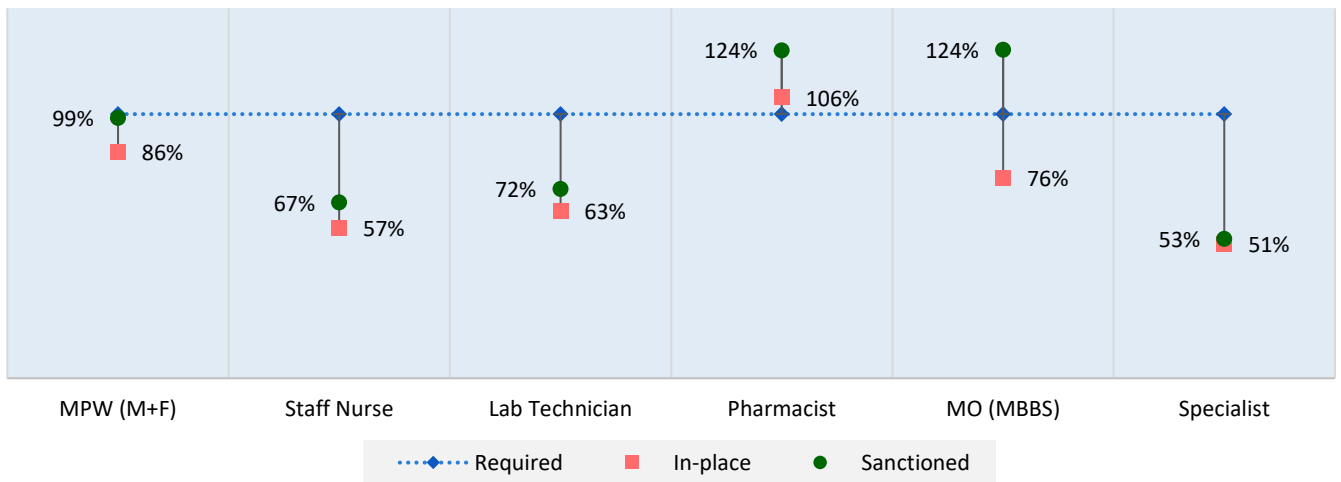
	Specialist Cadre	✗
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✓

HRH Generation

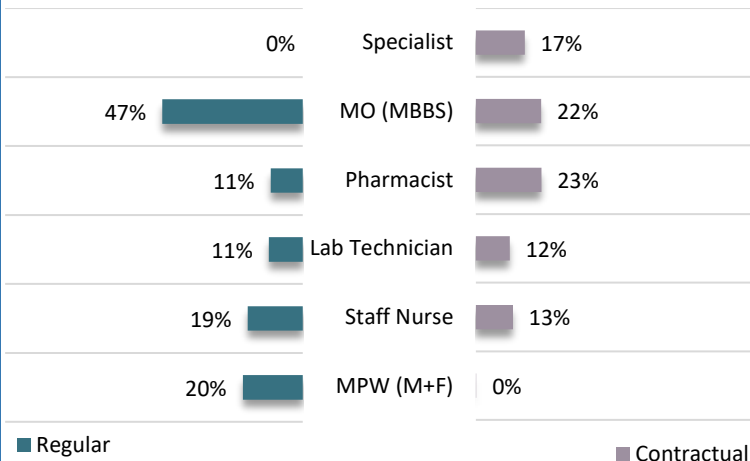
MBBS (UG)	1250 seats
Medical (PG)	738 seats
B. Sc Nursing	131 seats
GNM	2394 seats
ANM	1075 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

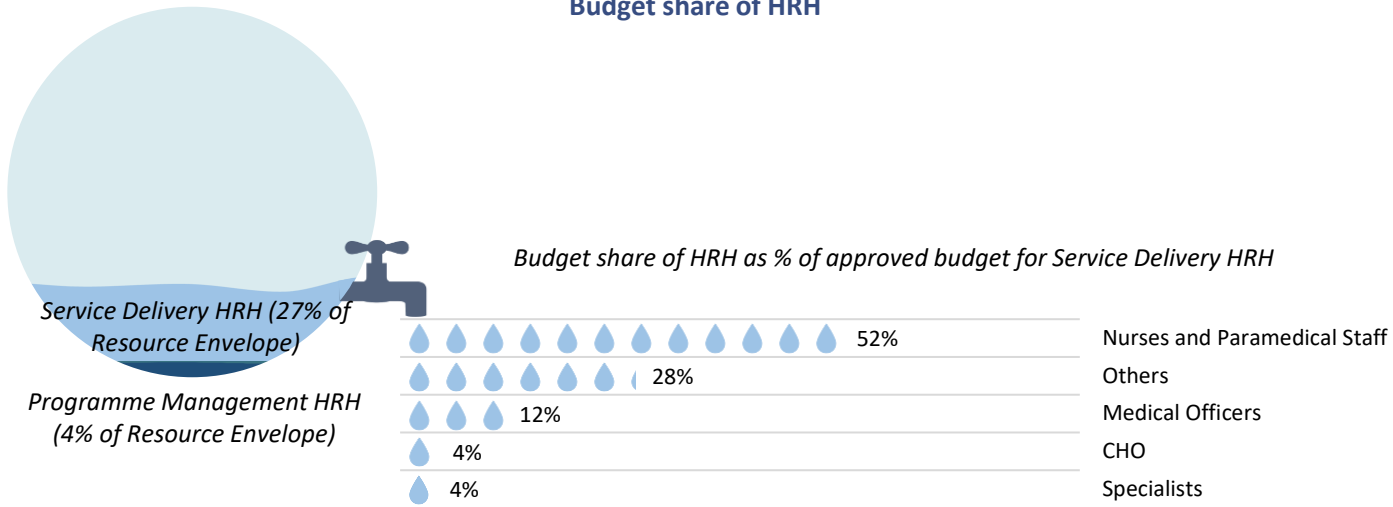


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In place	1:2.1

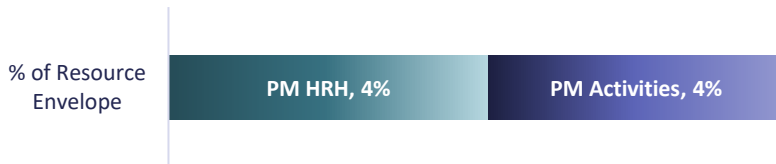
Assam

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **2 cases per day**



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



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



Lab tests per Lab Technician: **18 cases per day**



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



Hysterectomy surgeries per ObGy: **0.2 cases per month**



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

Bihar

Policy and Systems

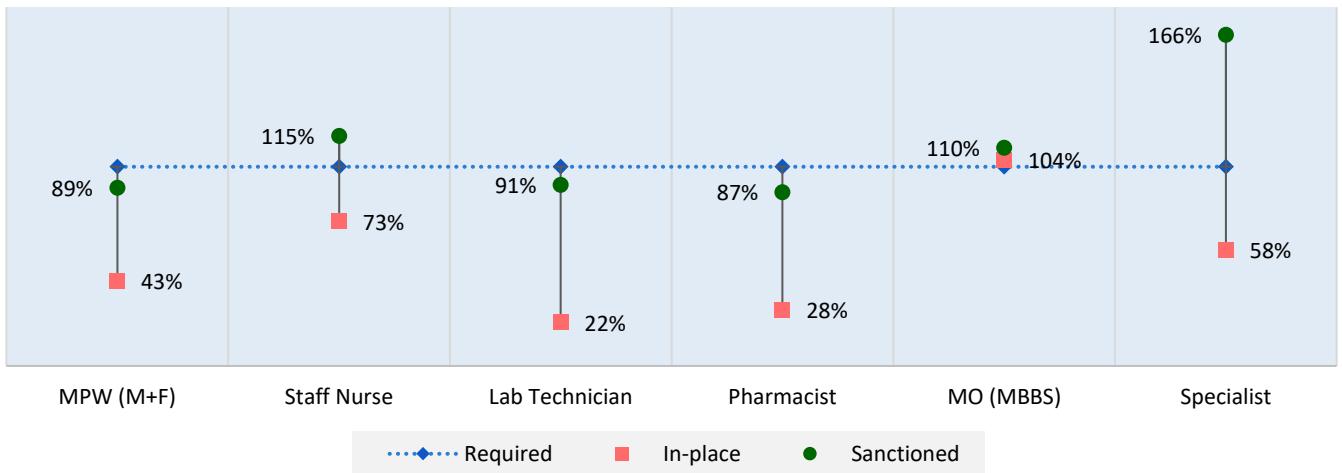


HRH Generation

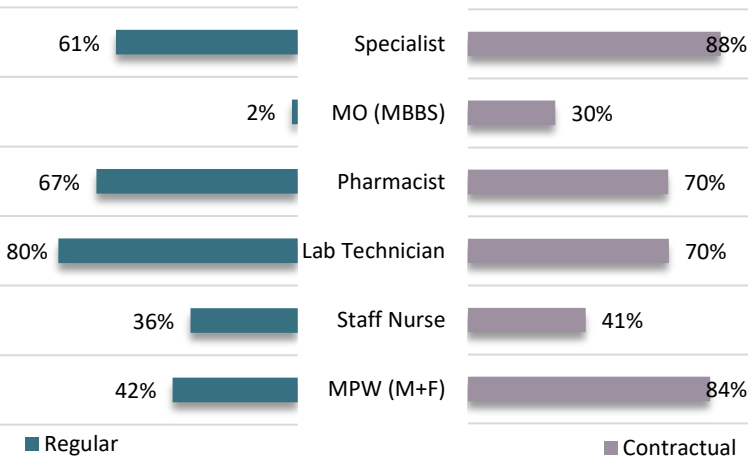
MBBS (UG)	2565 seats
Medical (PG)	1150 seats
B. Sc Nursing	65 seats
GNM	1296 seats
ANM	3565 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

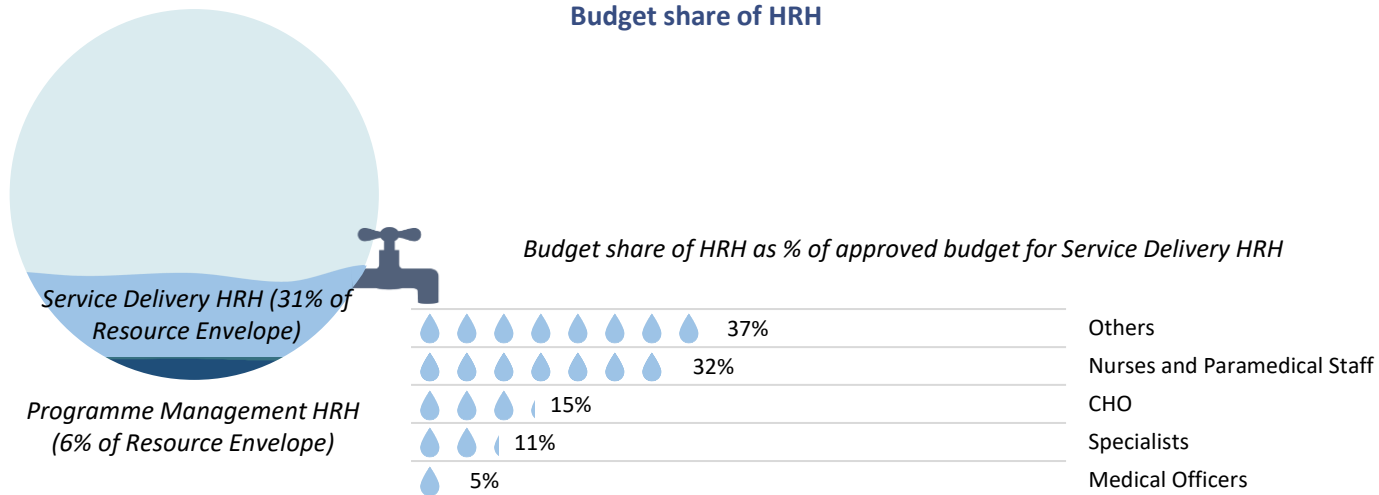


Sanctioned	1:1.7
In place	1:1.6

Bihar

NHM Budget Share

Budget share of HRH



Budget share of Programme Management

% of Resource Envelope



HRH Performance



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



Dental OPD per dentist: **6 cases per day**



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



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



Lab tests per Lab Technician: **22 cases per day**



Caesarean Section per ObGy: **4 cases per month**



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



Major operations using anesthesia per Anesthetist: **67 cases per month**

Chandigarh

Policy and Systems

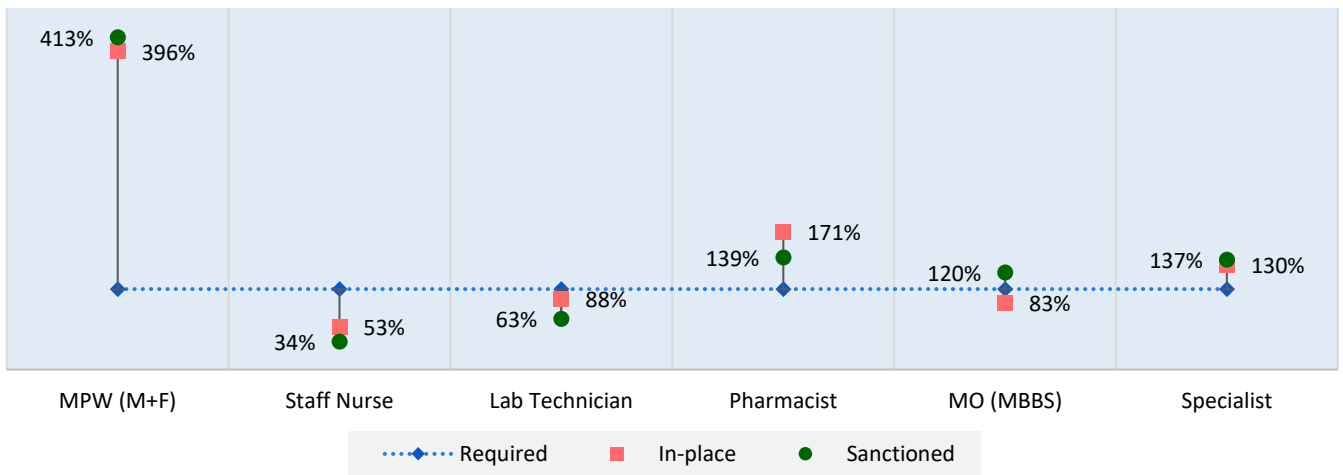
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

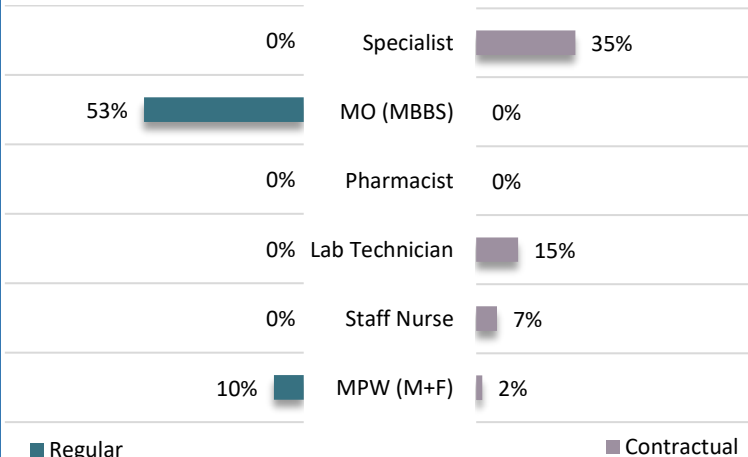
MBBS (UG)	150 seats
Medical (PG)	578 seats
B. Sc Nursing	20 seats
GNM	0 seats
ANM	20 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

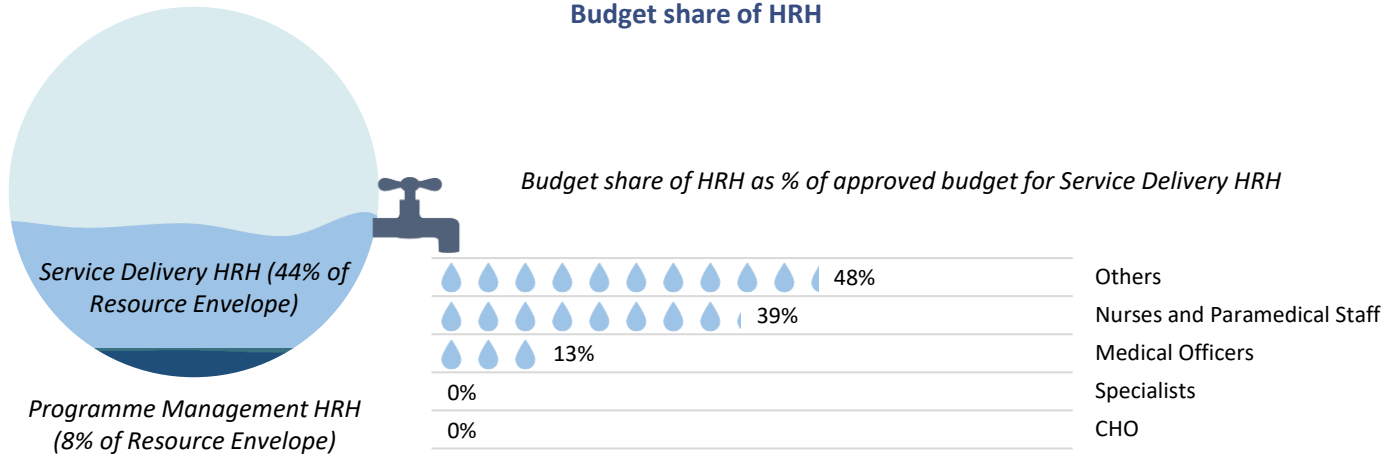


Sanctioned	1:0.7
In place	1:1.3

Chandigarh

NHM Budget Share

Budget share of HRH



Budget share of Programme Management

% of Resource Envelope



HRH Performance



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



Dental OPD per dentist: **10 cases per day**



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



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



Lab tests per Lab Technician: **114 cases per day**



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



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



Major operations using anesthesia per Anesthetist: **37 cases per month**

Chhattisgarh

Policy and Systems

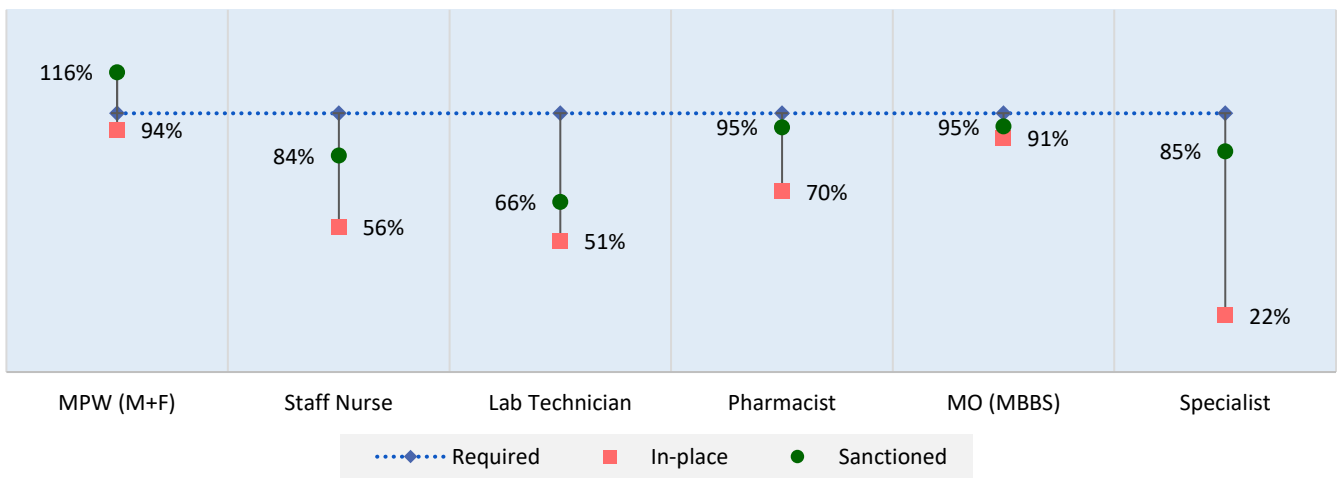
	Specialist Cadre	✗
	HRH Policy	✓
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✓

HRH Generation

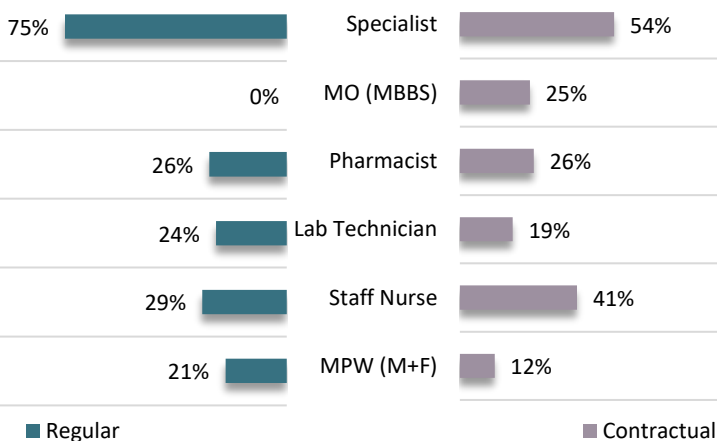
MBBS (UG)	1915 seats
Medical (PG)	562 seats
B. Sc Nursing	473 seats
GNM	2555 seats
ANM	310 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

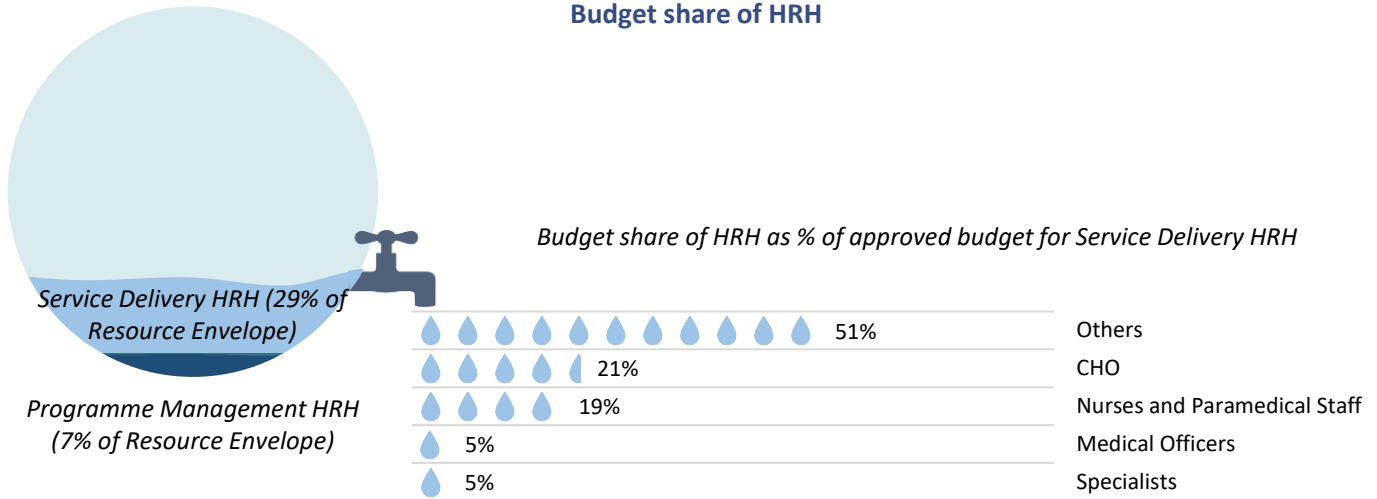


Sanctioned	1:2.1
In place	1:2.1

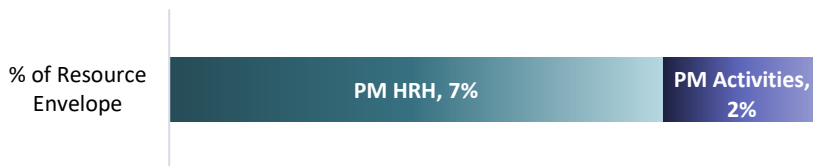
Chhattisgarh

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **6 cases per day**



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



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



Lab tests per Lab Technician: **20 cases per day**



Caesarean Section per ObGy: **17 cases per month**



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



Major operations using anesthesia per Anesthetist: **34 cases per month**

Dadra and Nagar Haveli and Daman and Diu

Policy and Systems

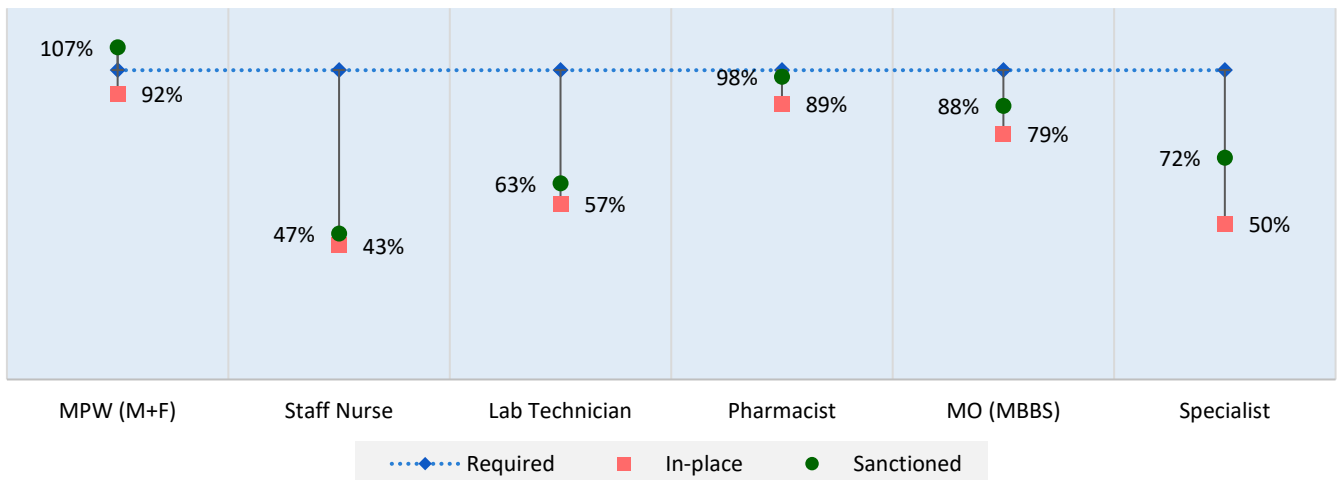
	Specialist Cadre* <i>*Through UPSC</i>	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✓

HRH Generation

MBBS (UG)	177 seats
Medical (PG)	0 seats
B. Sc Nursing	20 seats
GNM	0 seats
ANM	0 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies

25%	Specialist	35%
13%	MO (MBBS)	0%
10%	Pharmacist	7%
17%	Lab Technician	4%
11%	Staff Nurse	3%
27%	MPW (M+F)	1%

■ Regular

■ Contractual

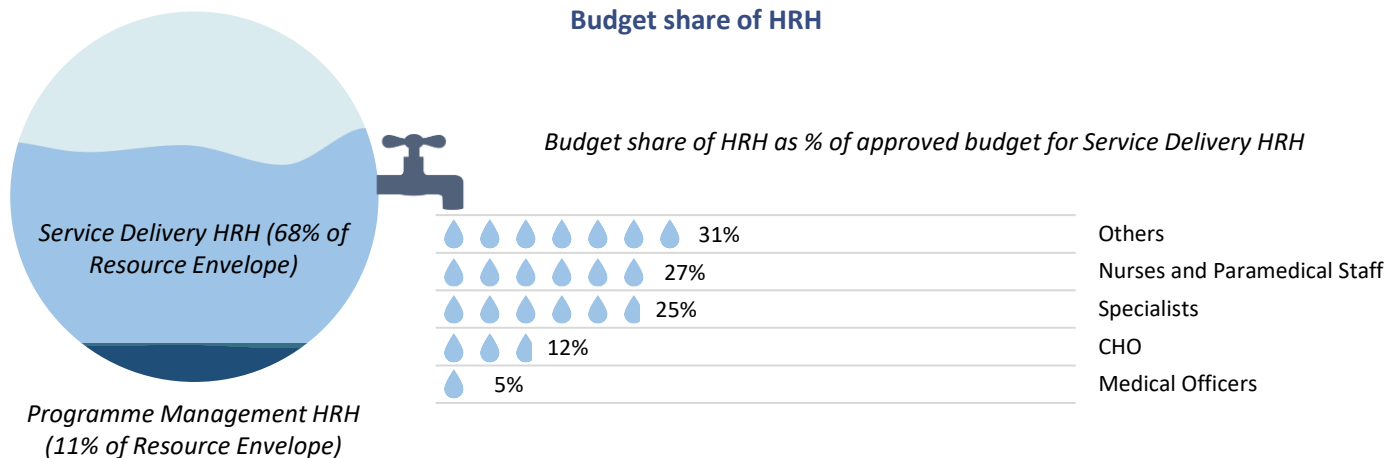
Doctors (Medical Officer + Specialist) to Staff Nurse Ratio



Sanctioned	1:1.4
In place	1:1.7

Dadra and Nagar Haveli and Daman and Diu

NHM Budget Share



Budget share of Programme Management

% of Resource Envelope

PM HRH, 11%

PM Activities, 3%

HRH Performance



OPD Attendance per Doctor: **17 cases per day**



Dental OPD per dentist: **8 cases per day**



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



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



Lab tests per Lab Technician: **33 cases per day**



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



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



Major operations using anesthesia per Anesthetist: **23 cases per month**

Delhi

Policy and Systems

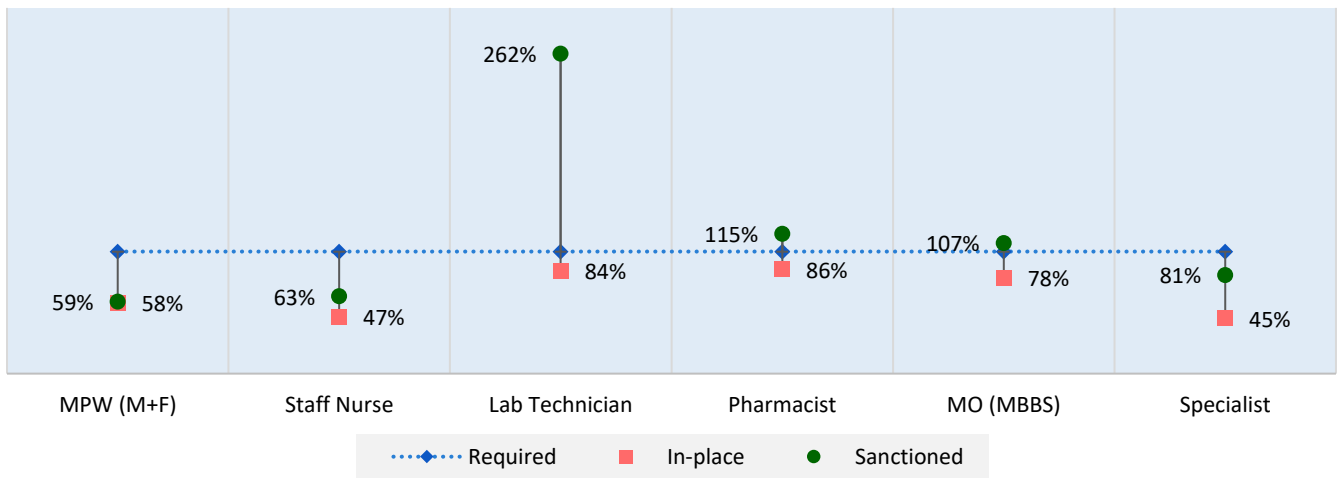
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

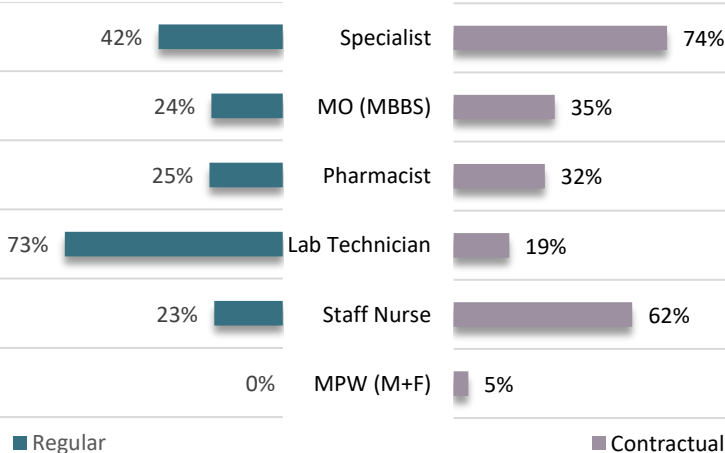
MBBS (UG)	1497 seats
Medical (PG)	2915 seats
B. Sc Nursing	130 seats
GNM	675 seats
ANM	350 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

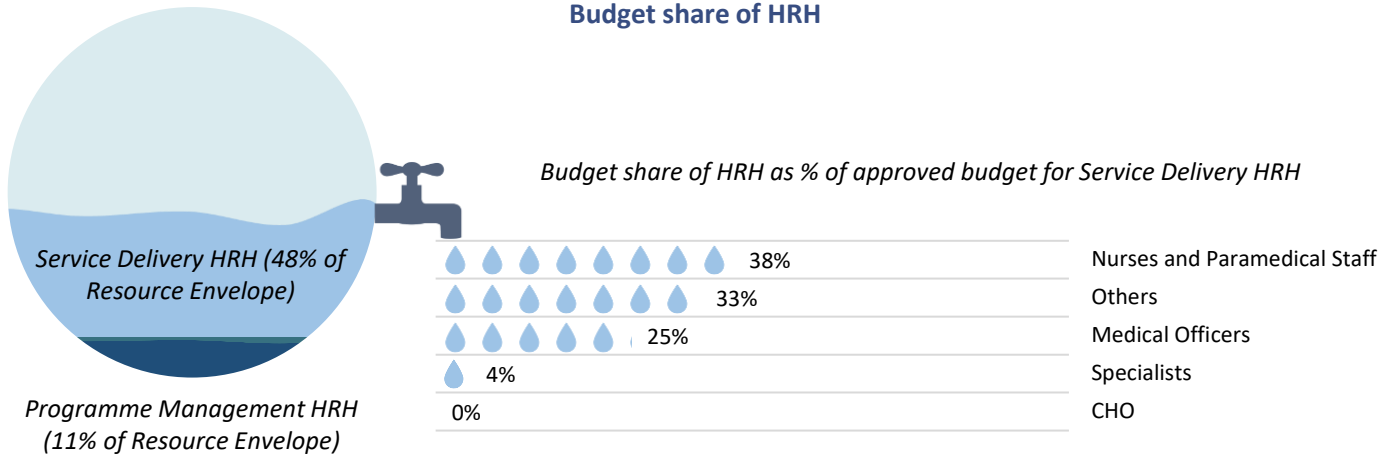


Sanctioned	1:2.0
In place	1:2.3

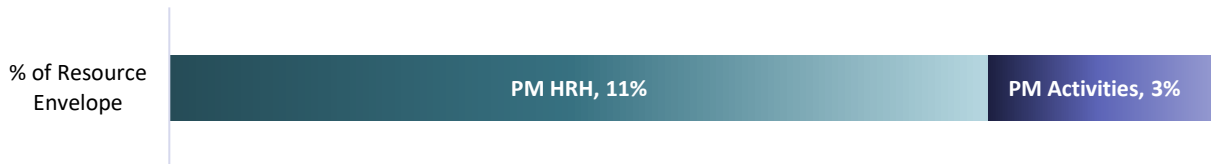
Delhi

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **65 cases per day**



Dental OPD per dentist: **42 cases per day**



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



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



Lab tests per Lab Technician: **87 cases per day**



Caesarean Section per ObGy: **23 cases per month**



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



Major operations using anesthesia per Anesthetist: **35 cases per month**

Goa

Policy and Systems

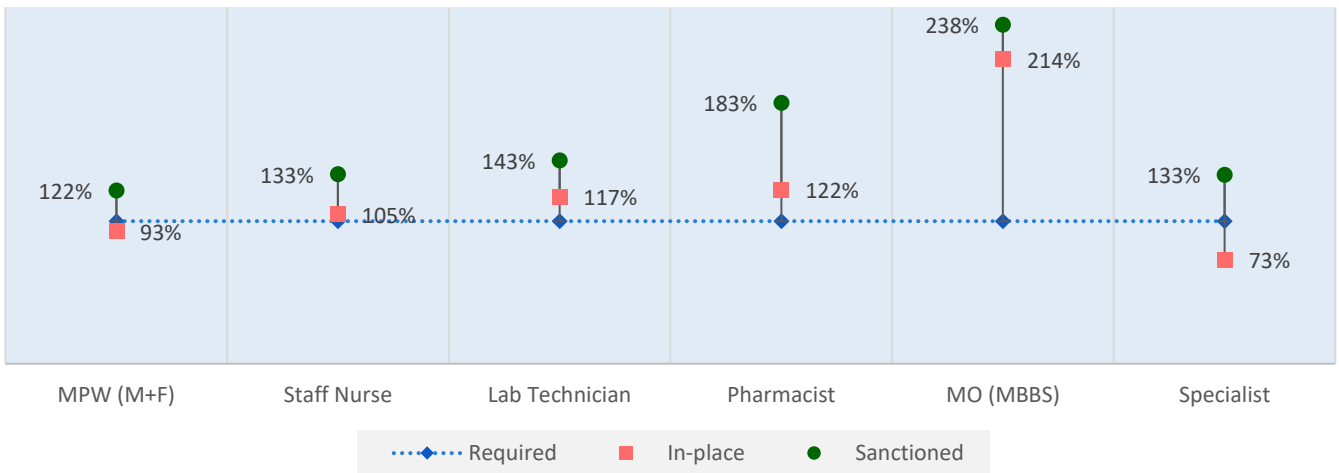
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

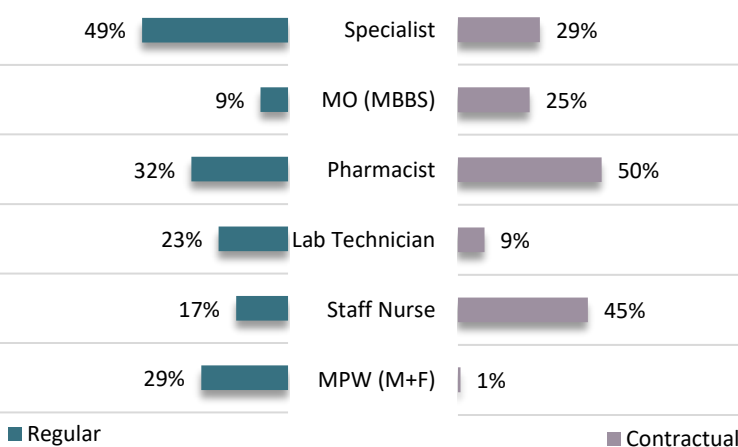
MBBS (UG)	180 seats
Medical (PG)	131 seats
B. Sc Nursing	25 seats
GNM	50 seats
ANM	100 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

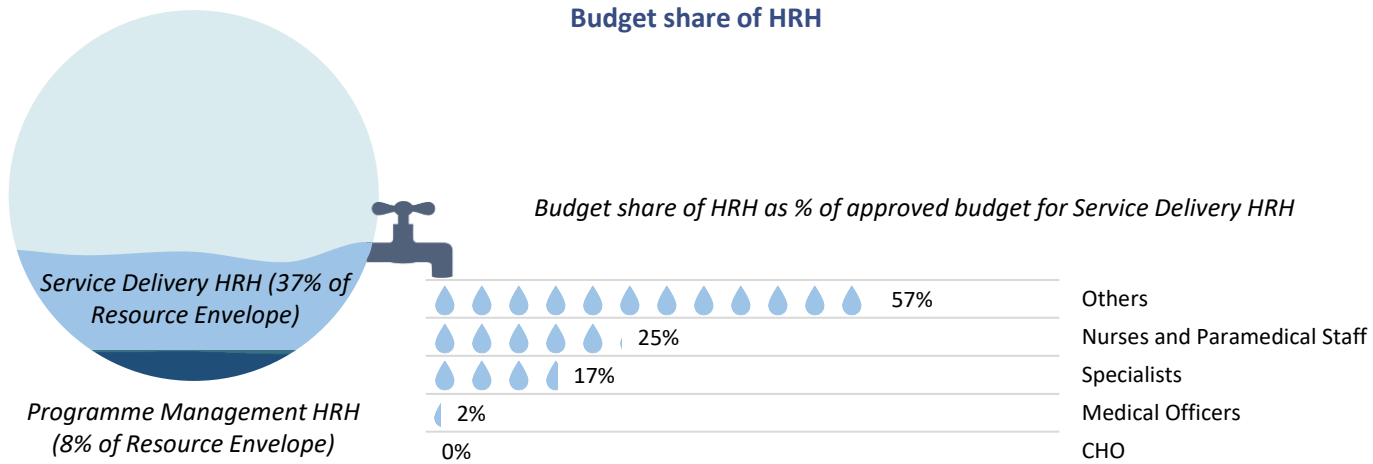


Sanctioned	1:1.7
In place	1:1.8

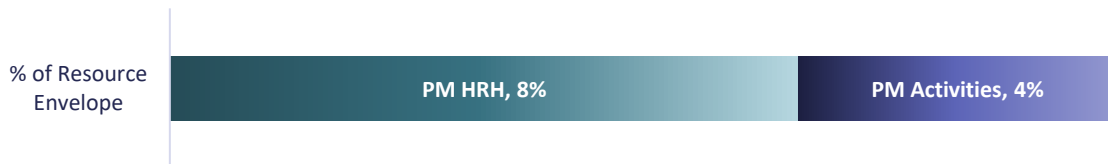
Goa

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **17 cases per day**



Dental OPD per dentist: **4 cases per day**



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



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



Lab tests per Lab Technician: **59 cases per day**



Caesarean Section per ObGy: **6 cases per month**



Hysterectomy surgeries per ObGy: **0.4 cases per month**



Major operations using anesthesia per Anesthetist: **27 cases per month**

Gujarat

Policy and Systems

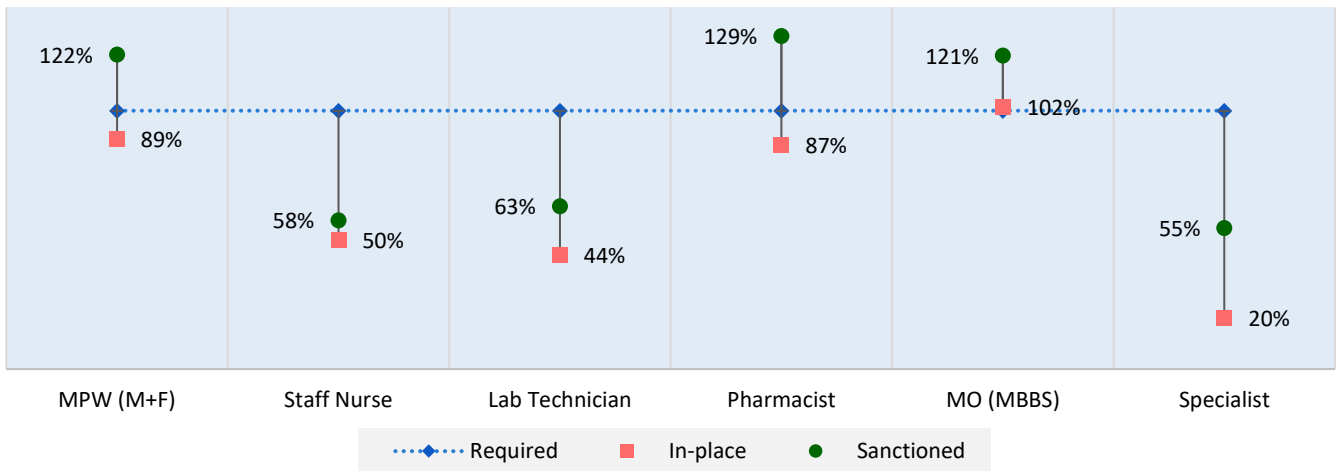
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

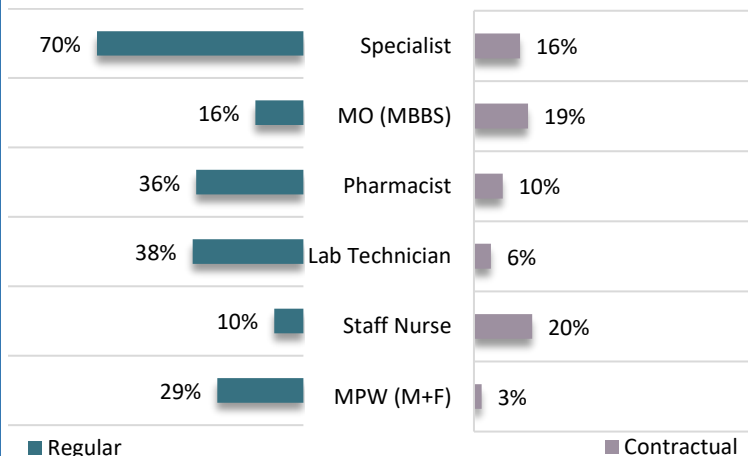
MBBS (UG)	6500 seats
Medical (PG)	2483 seats
B. Sc Nursing	404 seats
GNM	6625 seats
ANM	4220 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

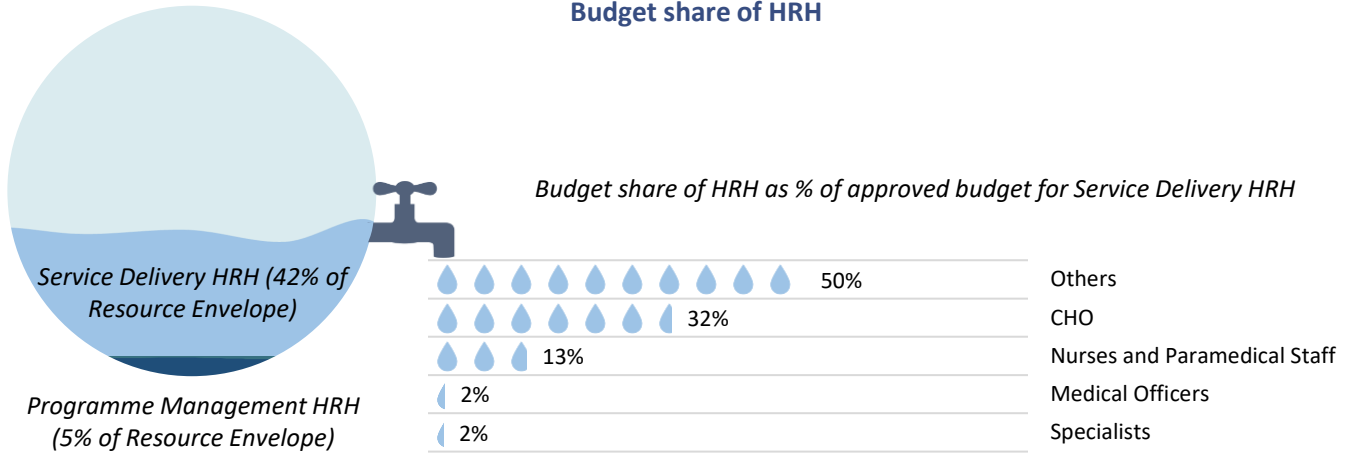


Sanctioned	1:1.4
In place	1:1.7

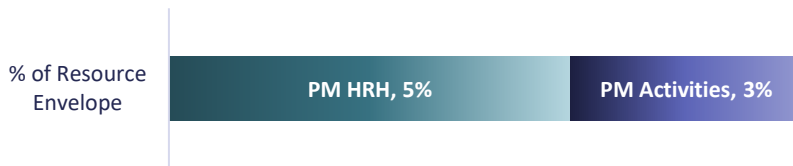
Gujarat

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **5 cases per day**



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



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



Lab tests per Lab Technician: **52 cases per day**



Caesarean Section per ObGy: **13 cases per month**



Hysterectomy surgeries per ObGy: **8 cases per month**



Major operations using anesthesia per Anesthetist: **53 cases per month**

Haryana

Policy and Systems

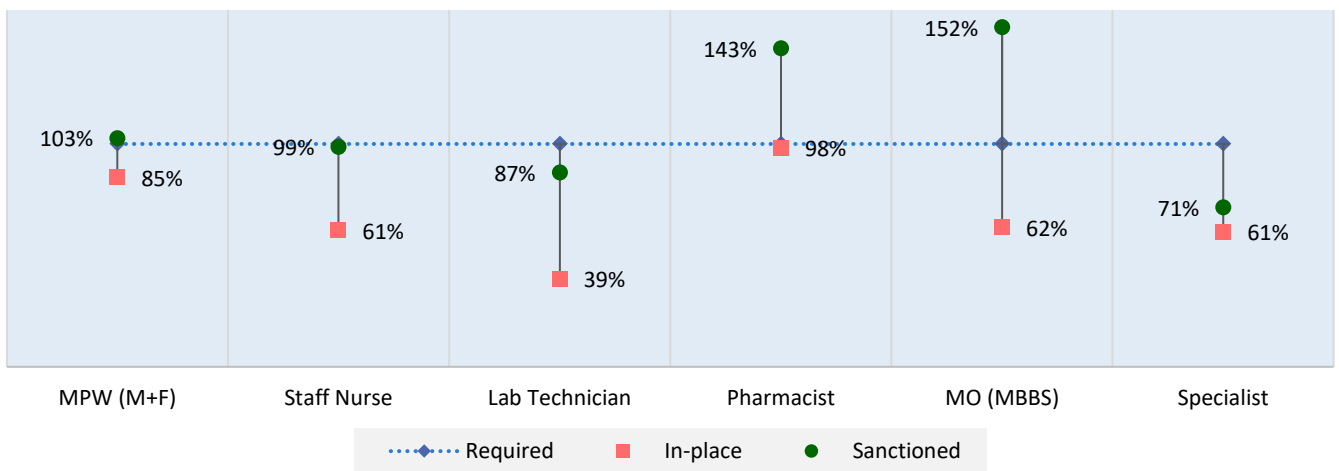
	Specialist Cadre	✗
	HRH Policy	✓
	Separate Recruitment Board for Health	✓
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

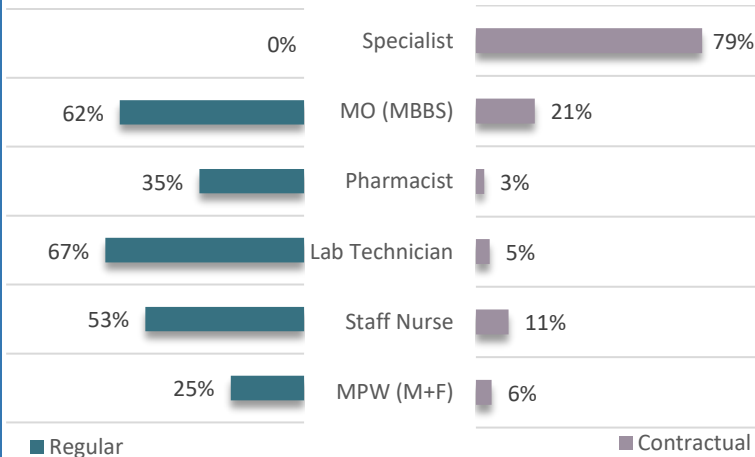
MBBS (UG)	1835 seats
Medical (PG)	745 seats
B. Sc Nursing	242 seats
GNM	3330 seats
ANM	2770 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

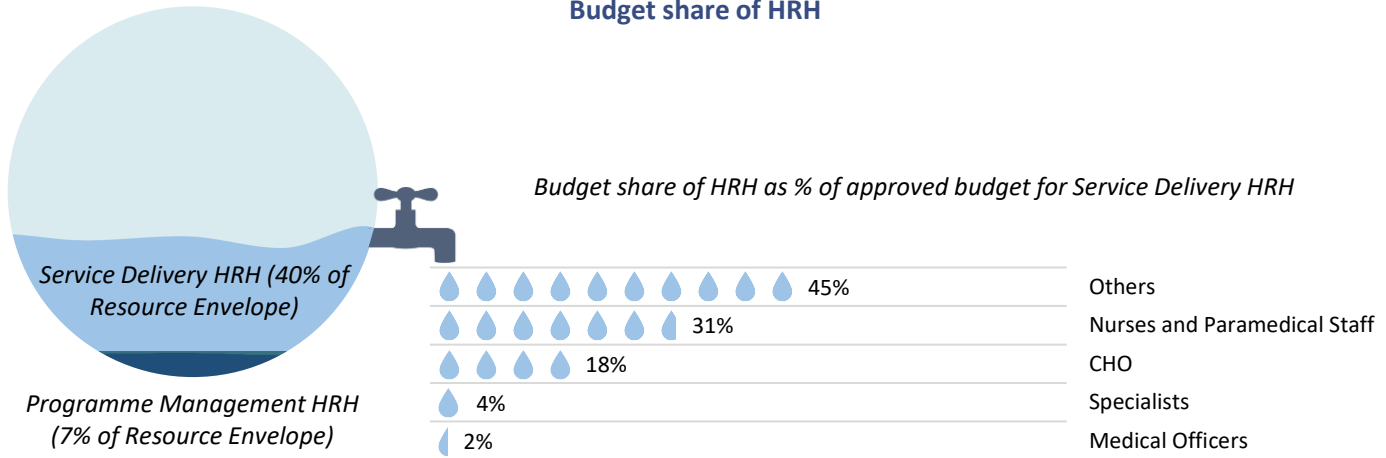


Sanctioned	1:1.7
In place	1:2.0

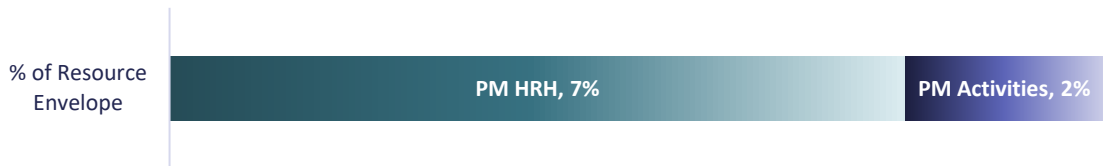
Haryana

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **5 cases per day**



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



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



Lab tests per Lab Technician: **94 cases per day**



Caesarean Section per ObGy: **17 cases per month**



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



Major operations using anesthesia per Anesthetist: **32 cases per month**

Himachal Pradesh

Policy and Systems

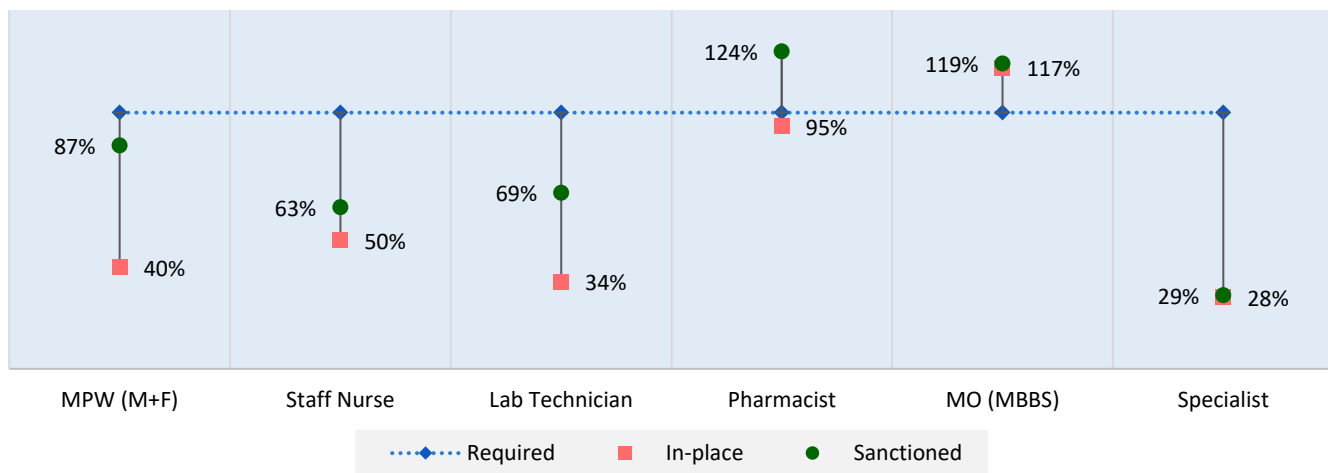
	Specialist Cadre	✗
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

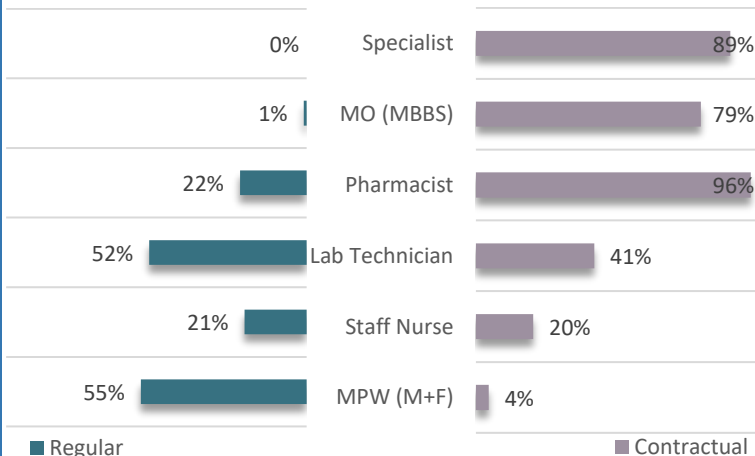
MBBS (UG)	920 seats
Medical (PG)	342 seats
B. Sc Nursing	181 seats
GNM	1610 seats
ANM	310 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio



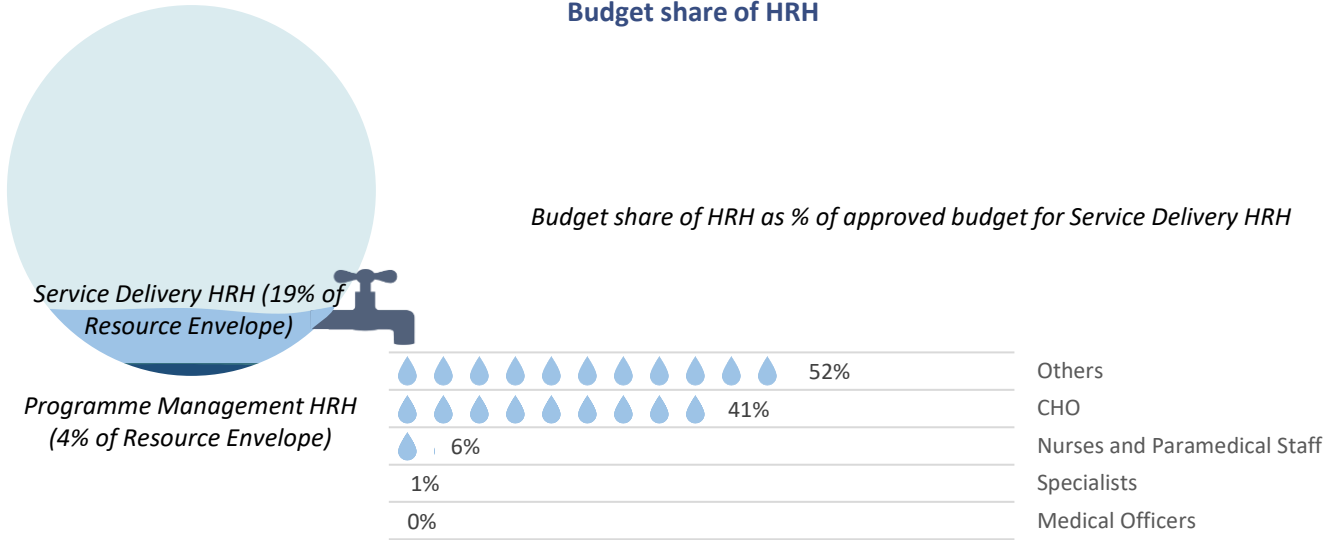
Sanctioned	1:1.4
In place	1:1.1

Himachal Pradesh

NHM Budget Share

Budget share of HRH

Budget share of HRH as % of approved budget for Service Delivery HRH



Budget share of Programme Management

% of Resource Envelope

PM HRH, 4%

PM Activities, 2%

HRH Performance



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



Dental OPD per dentist: **3 cases per day**



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



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



Lab tests per Lab Technician: **33 cases per day**



Caesarean Section per ObGy: **9 cases per month**



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



Major operations using anesthesia per Anesthetist: **24 cases per month**

Jammu and Kashmir

Policy and Systems

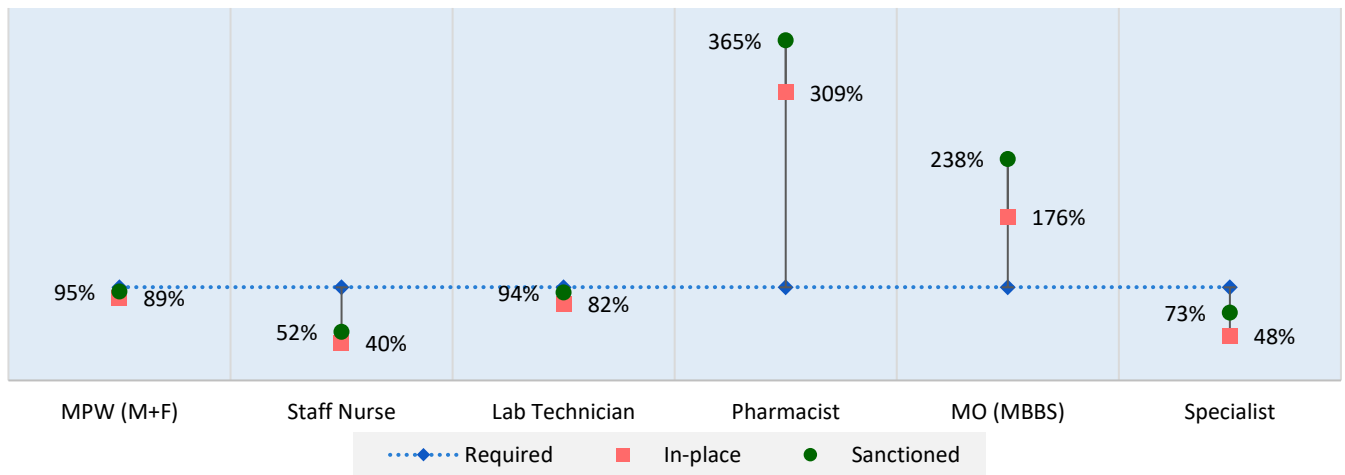
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

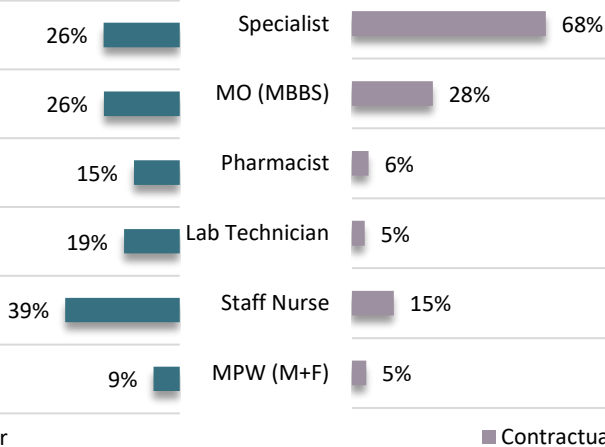
MBBS (UG)	1147 seats
Medical (PG)	611 seats
B. Sc Nursing	88 seats
GNM	735 seats
ANM	405 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

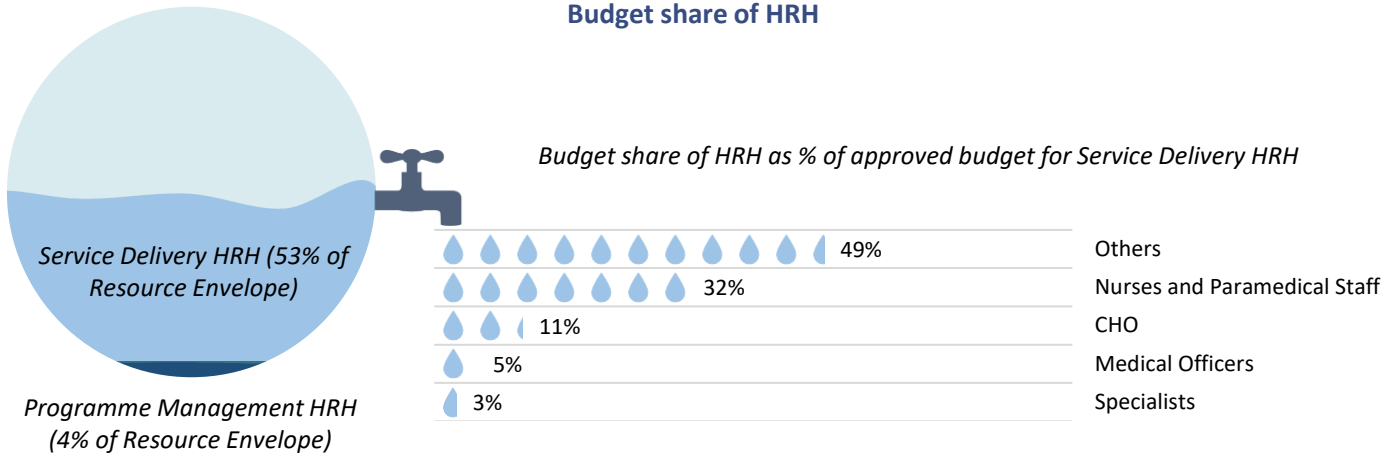


Sanctioned	1:0.8
In place	1:0.8

Jammu and Kashmir

NHM Budget Share

Budget share of HRH



Budget share of Programme Management

% of Resource Envelope



HRH Performance



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



Dental OPD per dentist: **7 cases per day**



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



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



Lab tests per Lab Technician: **22 cases per day**



Caesarean Section per ObGy: **19 cases per month**



Hysterectomy surgeries per ObGy: **8 cases per month**



Major operations using anesthesia per Anesthetist: **31 cases per month**

Jharkhand

Policy and Systems

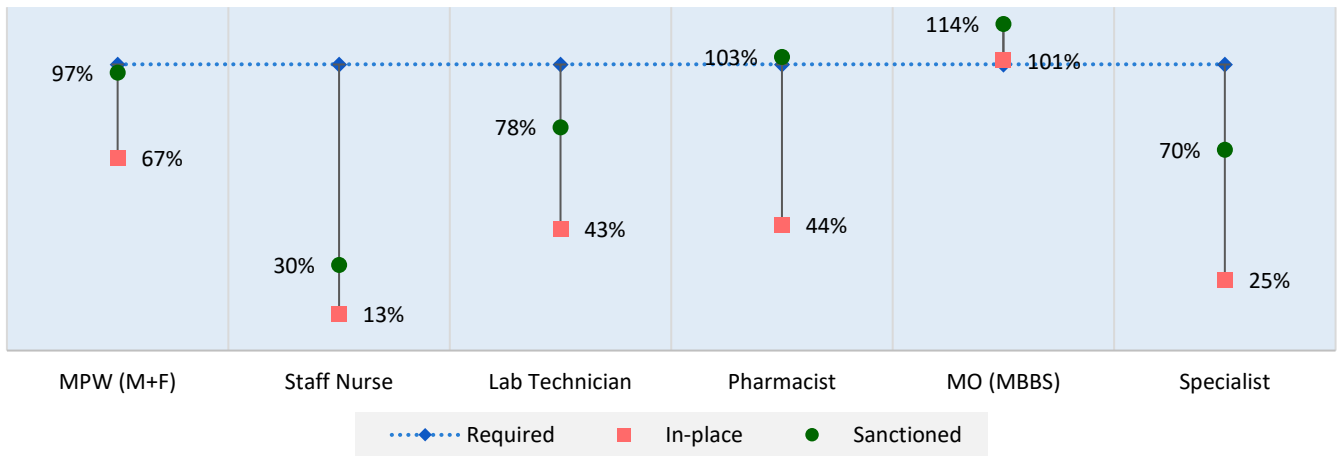


HRH Generation

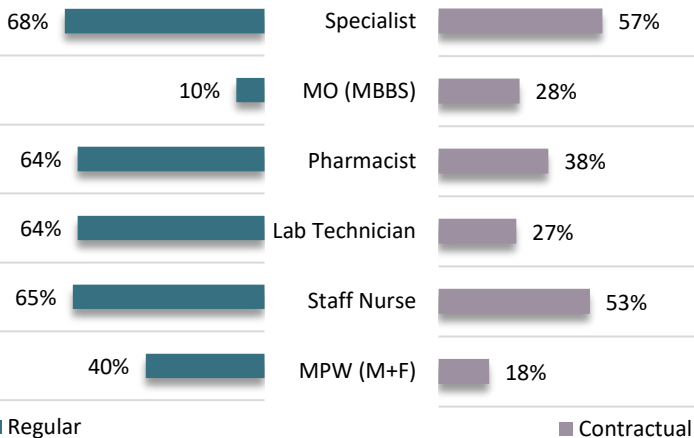
MBBS (UG)	980 seats
Medical (PG)	263 seats
B. Sc Nursing	45 seats
GNM	1685 seats
ANM	2410 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

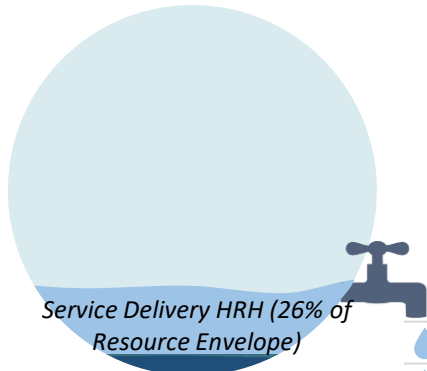


Sanctioned	1:0.7
In place	1:0.4

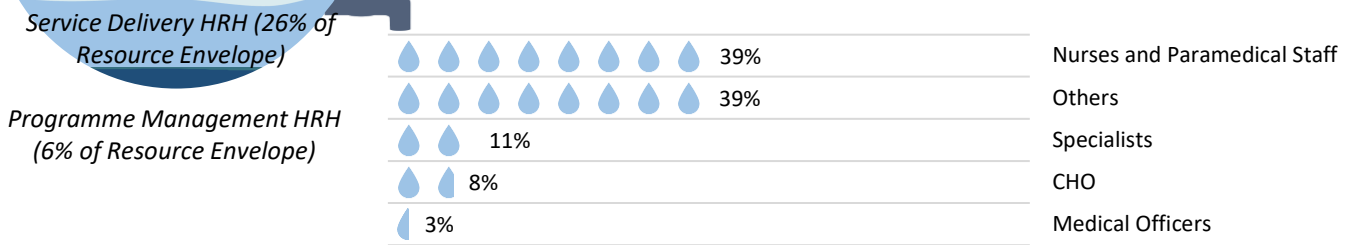
Jharkhand

NHM Budget Share

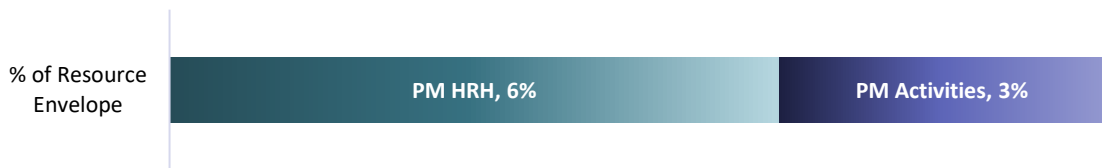
Budget share of HRH



Budget share of HRH as % of approved budget for Service Delivery HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **9 cases per day**



Dental OPD per dentist: **2 cases per day**



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



In-patient headcount at midnight per Nurse: **6 cases per shift per day**



Lab tests per Lab Technician: **13 cases per day**



Caesarean Section per ObGy: **24 cases per month**



Hysterectomy surgeries per ObGy: **0.4 cases per month**



Major operations using anesthesia per Anesthetist: **55 cases per month**

Karnataka

Policy and Systems

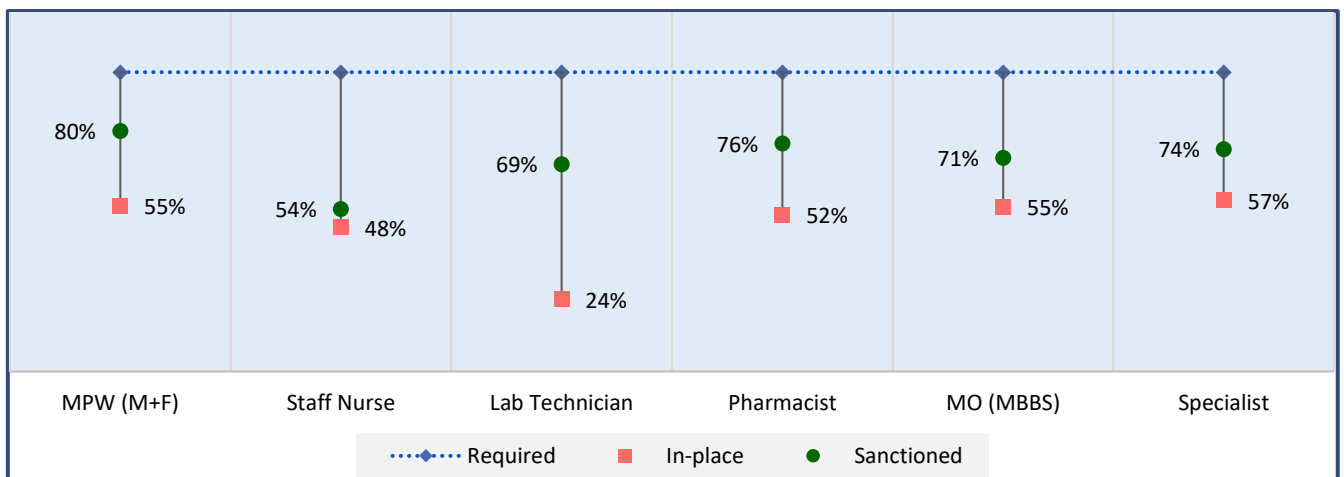
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	—
	HRH Integration	✗

HRH Generation

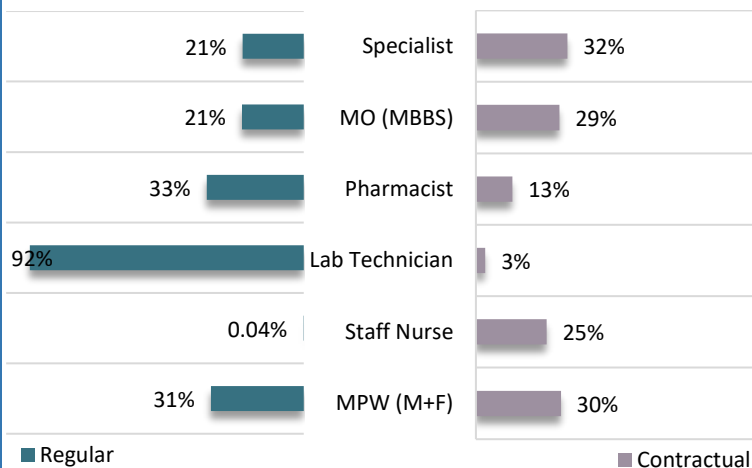
MBBS (UG)	10995 seats
Medical (PG)	6006 seats
B. Sc Nursing	3360 seats
GNM	24721 seats
ANM	730 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

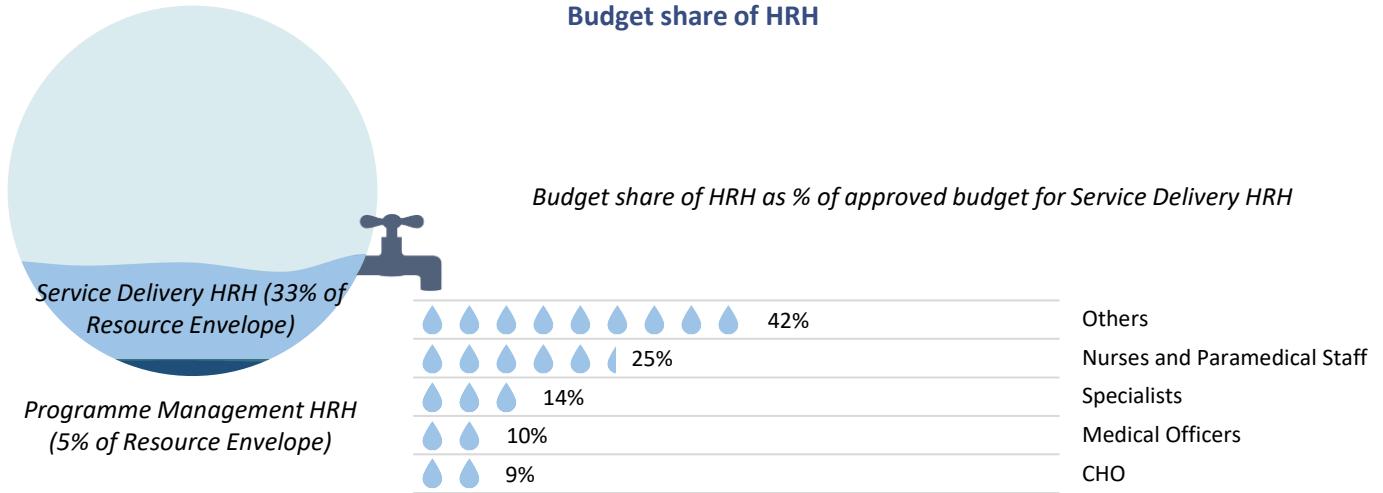


Sanctioned	1:2.0
In place	1:2.3

Karnataka

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **30 cases per day**



Dental OPD per dentist: **9 cases per day**



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



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



Lab tests per Lab Technician: **66 cases per day**



Caesarean Section per ObGy: **16 cases per month**



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



Major operations using anesthesia per Anesthetist: **22 cases per month**

Kerala

Policy and Systems

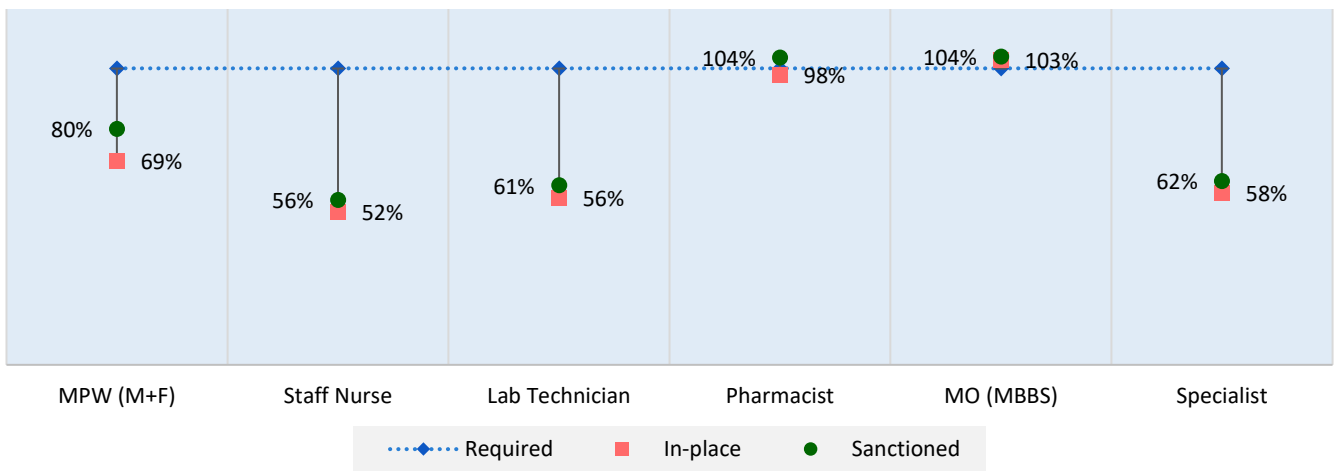
-  **Specialist Cadre** ✓
-  **HRH Policy** ✗
-  **Separate Recruitment Board for Health** ✗
-  **Implemented HRMIS** —
-  **HRH Integration** ✓

HRH Generation

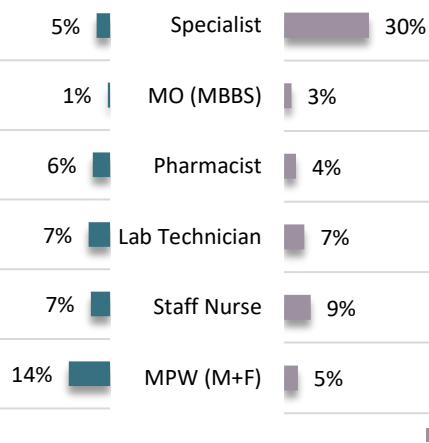
MBBS (UG)	4505 seats
Medical (PG)	1889 seats
B. Sc Nursing	1062 seats
GNM	5420 seats
ANM	505 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

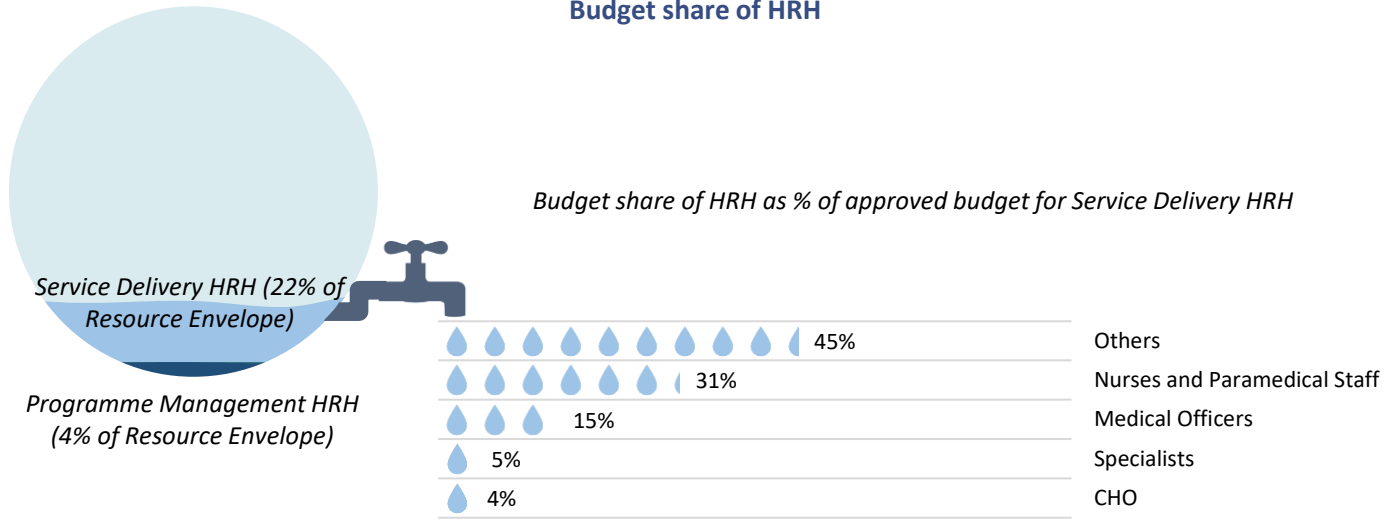


Sanctioned	1:1.3
In place	1:1.3

Kerala

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **10 cases per day**



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



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



Lab tests per Lab Technician: **69 cases per day**



Caesarean Section per ObGy: **10 cases per month**



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



Major operations using anesthesia per Anesthetist: **34 cases per month**

Ladakh

Policy and Systems

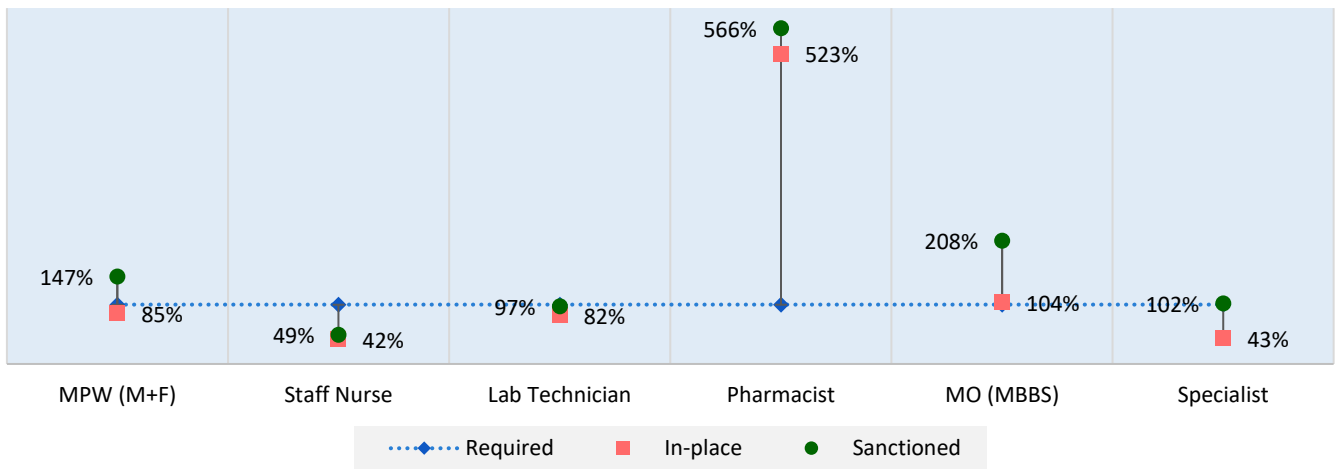
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

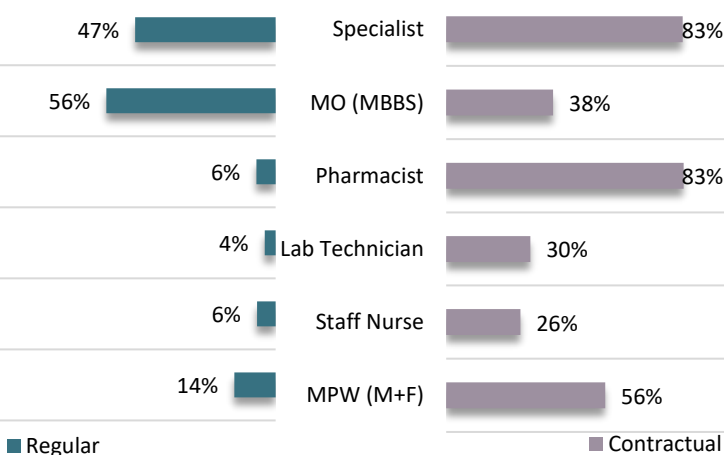
MBBS (UG)	0 seats
Medical (PG)	0 seats
B. Sc Nursing	0 seats
GNM	0 seats
ANM	0 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

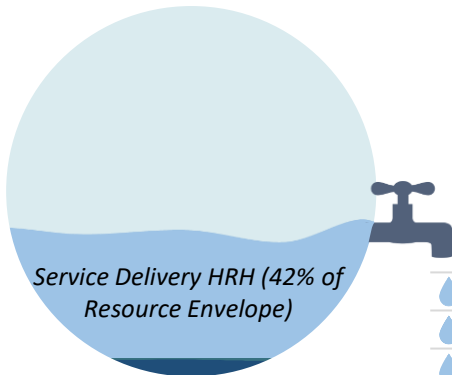


Sanctioned	1:0.7
In place	1:1.2

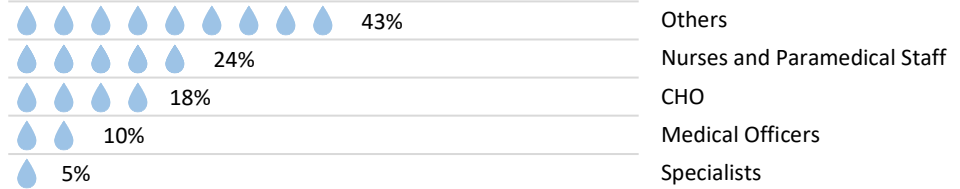
Ladakh

NHM Budget Share

Budget share of HRH



Budget share of HRH as % of approved budget for Service Delivery HRH



Budget share of Programme Management

% of Resource Envelope



HRH Performance



OPD Attendance per Doctor: **5 cases per day**



Dental OPD per dentist: **4 cases per day**



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



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



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



Caesarean Section per ObGy: **9 cases per month**



Hysterectomy surgeries per ObGy: **0.1 cases per month**



Major operations using anesthesia per Anesthetist: **22 cases per month**

Lakshadweep

Policy and Systems

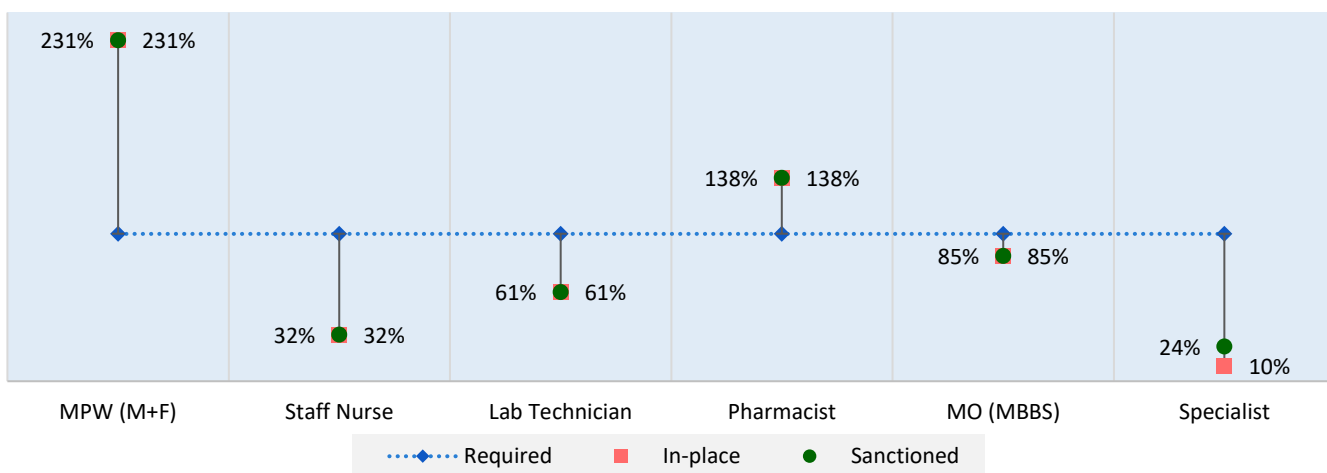
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

MBBS (UG)	0 seats
Medical (PG)	0 seats
B. Sc Nursing	0 seats
GNM	0 seats
ANM	0 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies

Healthcare Provider	Regular (%)	Contractual (%)
Specialist	62%	33%
MO (MBBS)	0%	0%
Pharmacist	0%	0%
Lab Technician	0%	0%
Staff Nurse	0%	0%
MPW (M+F)	0%	0%

Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

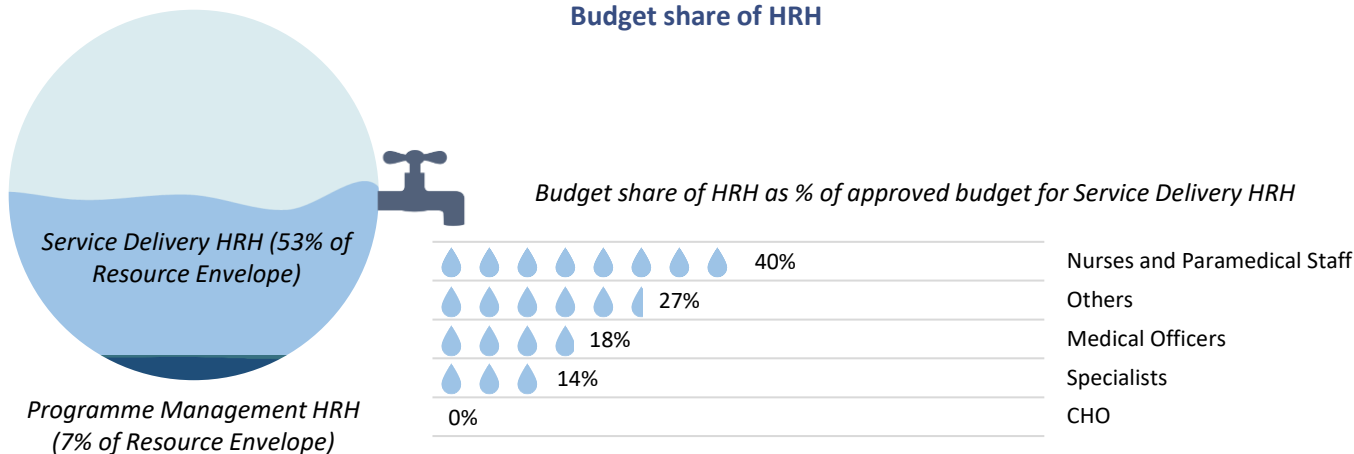


Sanctioned	1:1.3
In place	1:1.5

Lakshadweep

NHM Budget Share

Budget share of HRH



Budget share of Programme Management

% of Resource Envelope



HRH Performance



OPD Attendance per Doctor: **21 cases per day**



Dental OPD per dentist: **50 cases per day**



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



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



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



Caesarean Section per ObGy: **36 cases per month**



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



Major operations using anesthesia per Anesthetist: **65 cases per month**

Madhya Pradesh

Policy and Systems

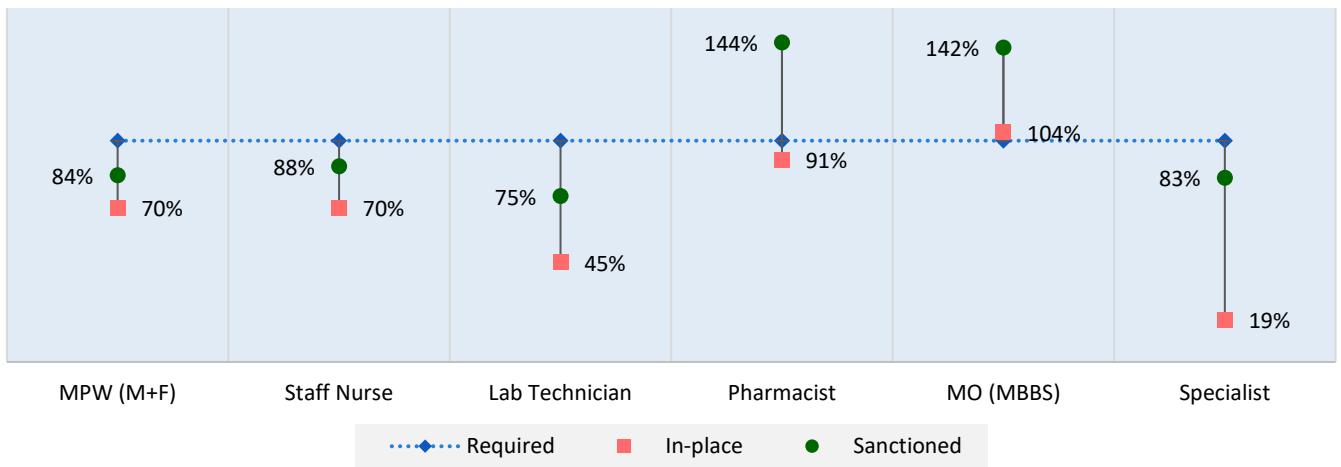
	Specialist Cadre	✓
	HRH Policy	✓
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

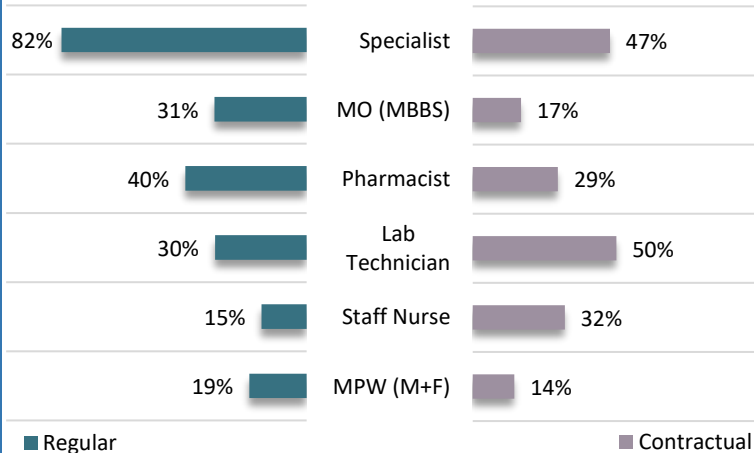
MBBS (UG)	4180 seats
Medical (PG)	1935 seats
B. Sc Nursing	1308 seats
GNM	17405 seats
ANM	2895 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio



Sanctioned	1:1.9
In place	1:2.8

Madhya Pradesh

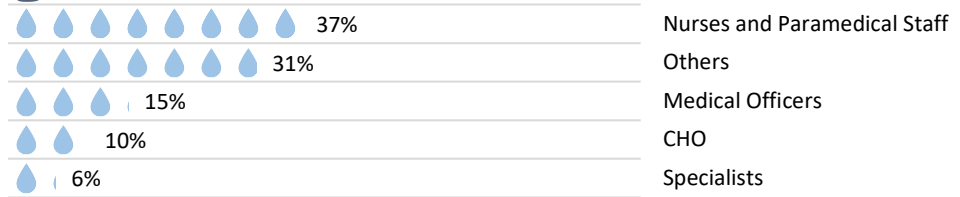
NHM Budget Share

Budget share of HRH

Budget share of HRH as % of approved budget for Service Delivery HRH

Service Delivery HRH (21% of Resource Envelope)

Programme Management HRH (6% of Resource Envelope)



Budget share of Programme Management

% of Resource Envelope

PM HRH, 6%

PM Activities, 2%

HRH Performance



OPD Attendance per Doctor: **19 cases per day**



Dental OPD per dentist: **10 cases per day**



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



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



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



Caesarean Section per ObGy: **49 cases per month**



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

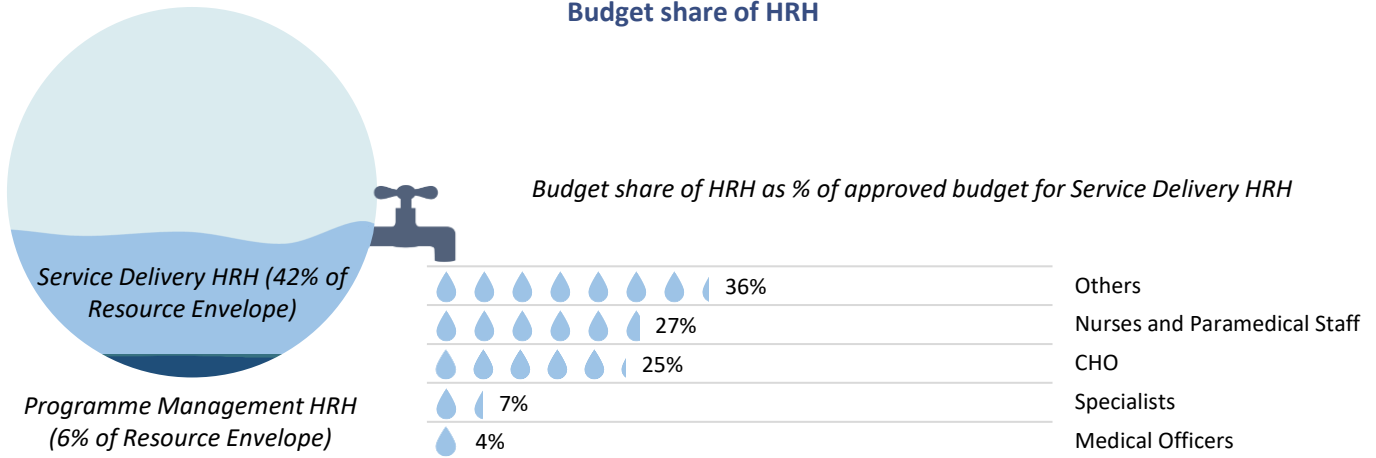


Major operations using anesthesia per Anesthetist: **75 cases per month**

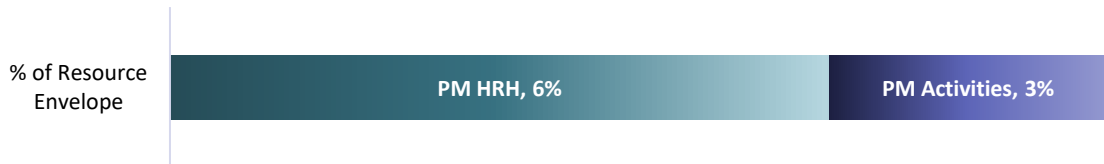
Maharashtra

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **26 cases per day**



Dental OPD per dentist: **7 cases per day**



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



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



Lab tests per Lab Technician: **55 cases per day**



Caesarean Section per ObGy: **17 cases per month**



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



Major operations using anesthesia per Anesthetist: **34 cases per month**

Manipur

Policy and Systems

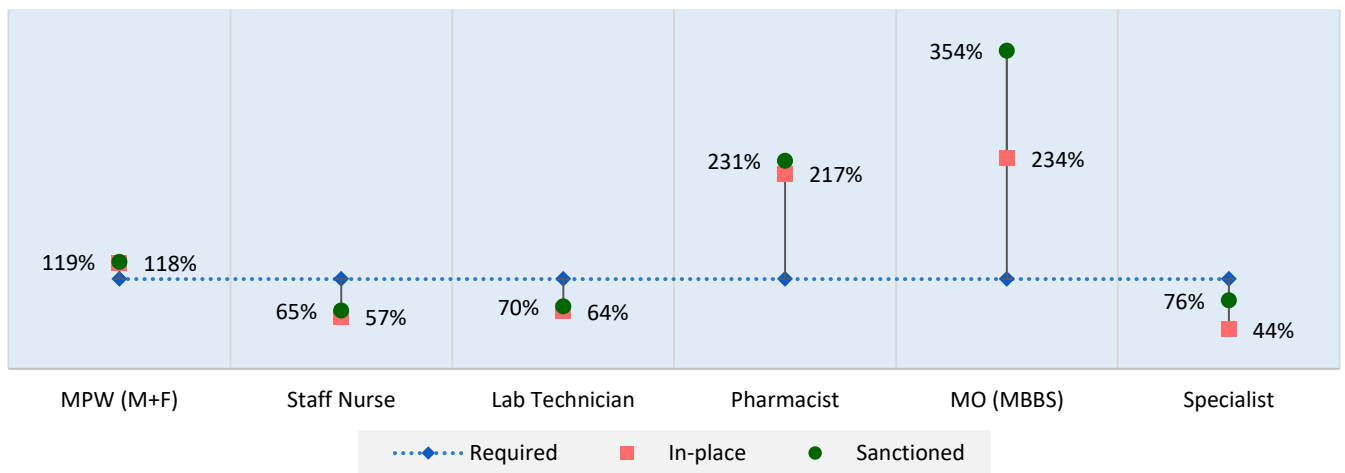
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

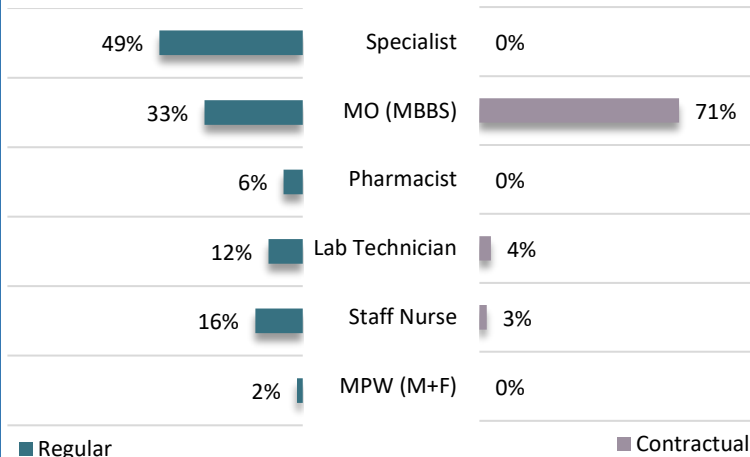
MBBS (UG)	525 seats
Medical (PG)	241 seats
B. Sc Nursing	26 seats
GNM	550 seats
ANM	180 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

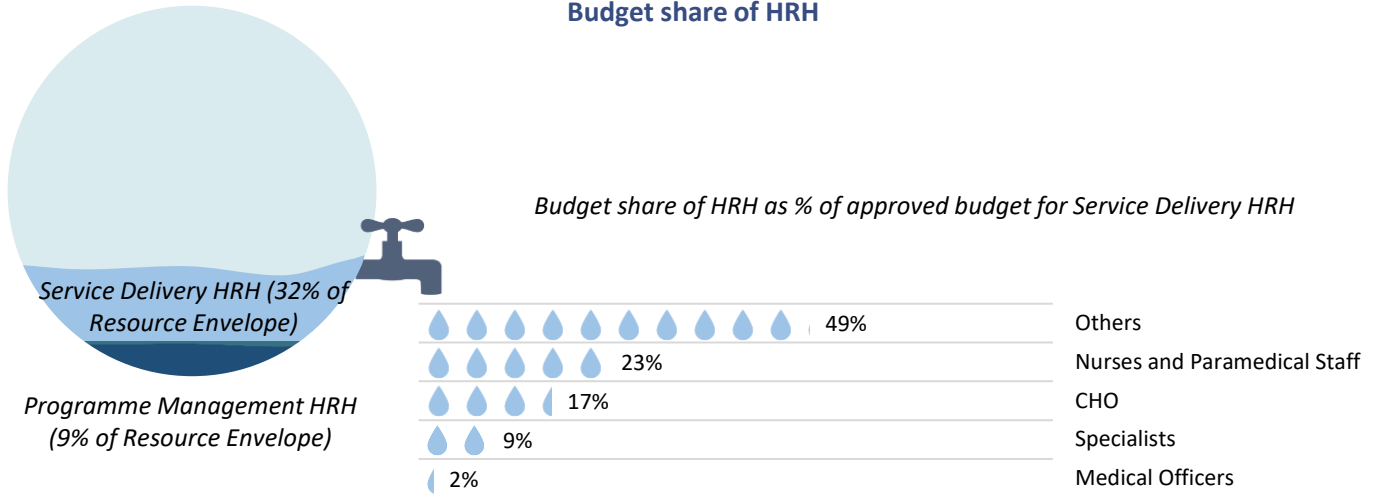


Sanctioned	1:0.5
In place	1:0.7

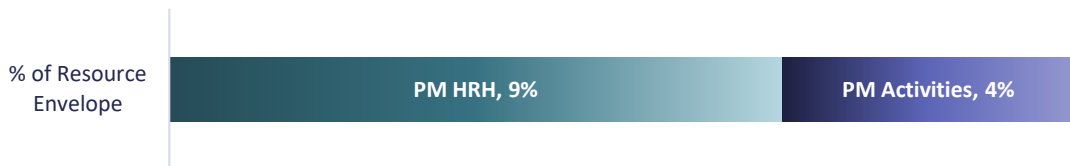
Manipur

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **1 cases per day**



In-patient cases per Nurse: **0.2 cases per shift per day**



In-patient headcount at midnight per Nurse: **0.5 cases per shift per day**



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



Caesarean Section per ObGy: **10 cases per month**



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



Major operations using anesthesia per Anesthetist: **12 cases per month**

Meghalaya

Policy and Systems

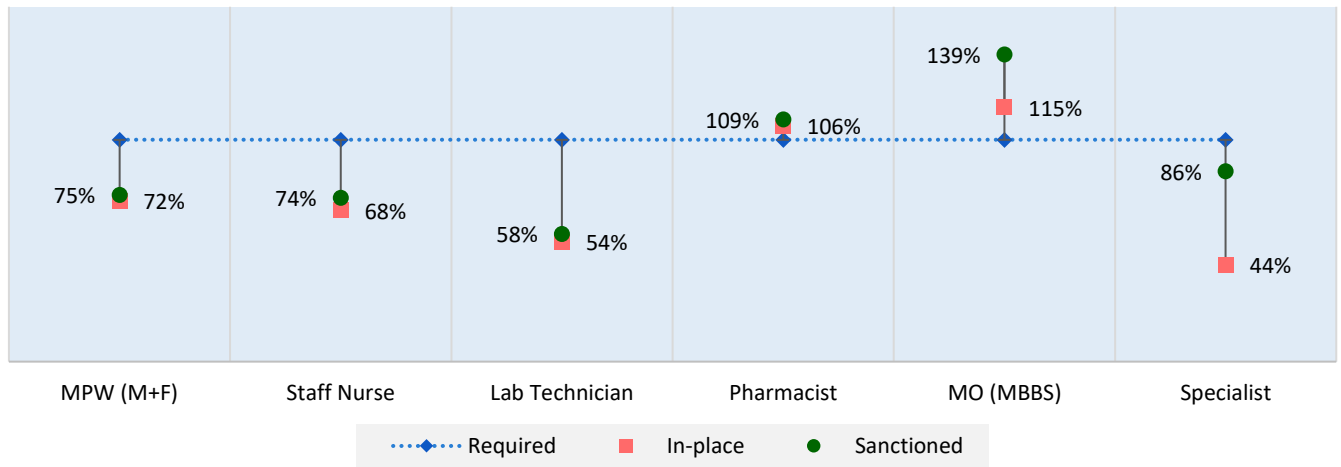
	Specialist Cadre	✗
	HRH Policy	✓
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	—
	HRH Integration	✗

HRH Generation

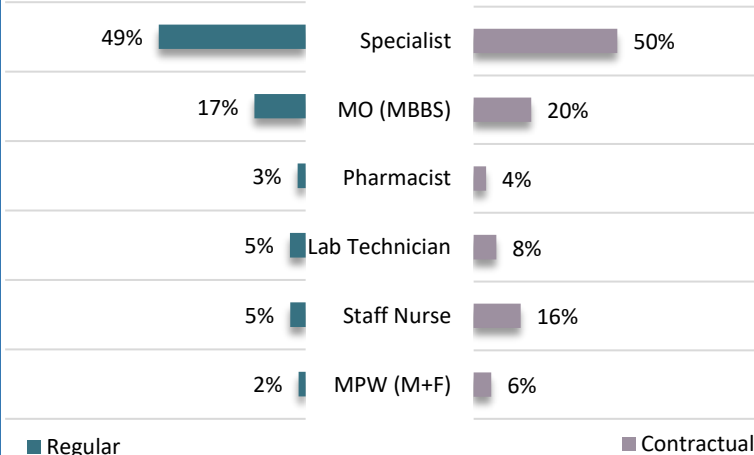
MBBS (UG)	50 seats
Medical (PG)	37 seats
B. Sc Nursing	10 seats
GNM	255seats
ANM	65 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

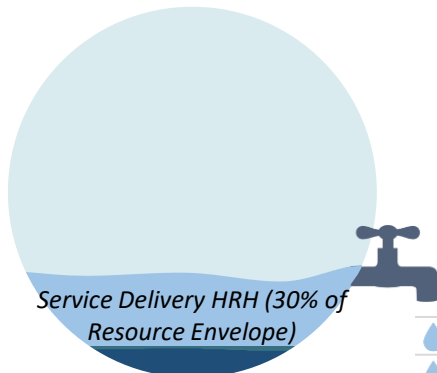


Sanctioned	1:1.6
In place	1:2.1

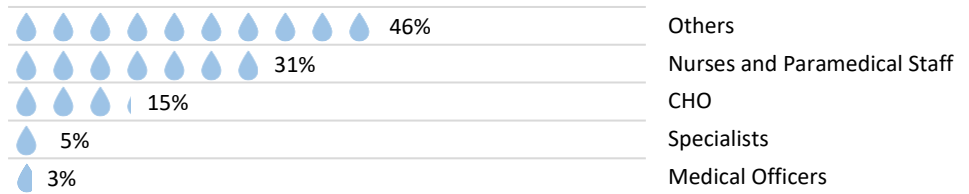
Meghalaya

NHM Budget Share

Budget share of HRH



Budget share of HRH as % of approved budget for Service Delivery HRH



Budget share of Programme Management

% of Resource Envelope



HRH Performance



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



Dental OPD per dentist: **2 cases per day**



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



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



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



Caesarean Section per ObGy: **17 cases per month**



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



Major operations using anesthesia per Anesthetist: **14 cases per month**

Mizoram

Policy and Systems

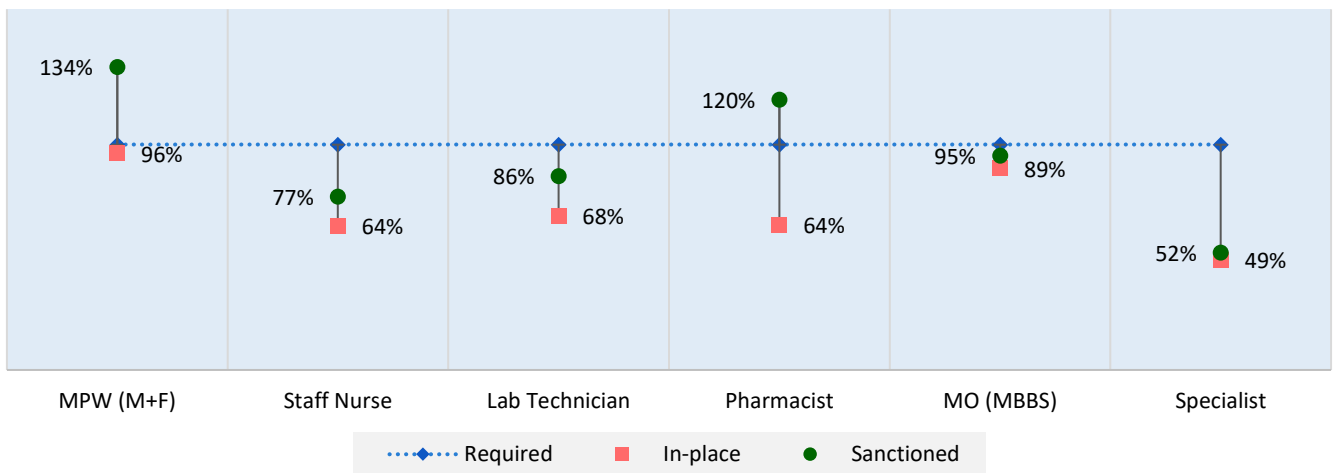
	Specialist Cadre	✗
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

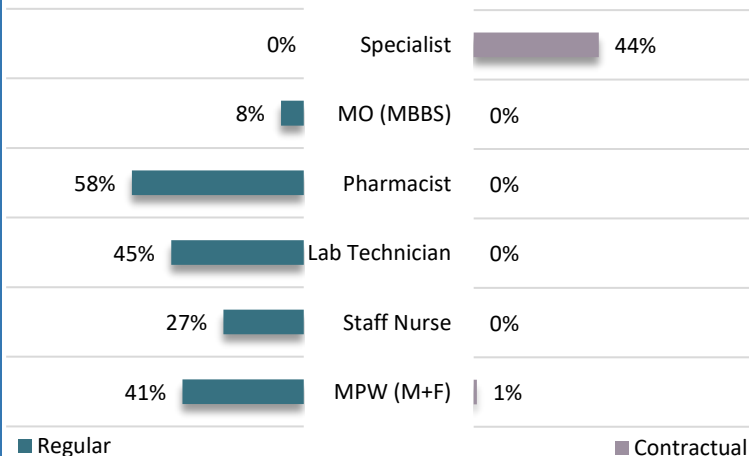
MBBS (UG)	100 seats
Medical (PG)	0 seats
B. Sc Nursing	0 seats
GNM	160 seats
ANM	120 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

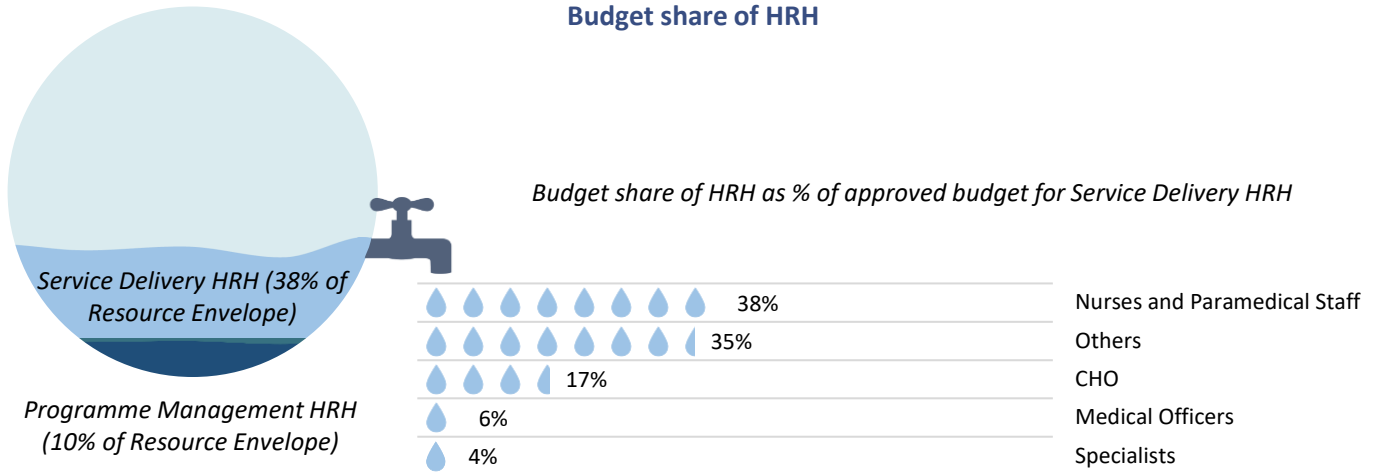


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In place	1:2.1

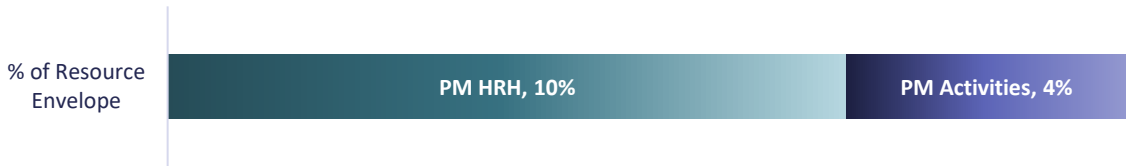
Mizoram

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **3 cases per day**



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



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



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



Caesarean Section per ObGy: **9 cases per month**








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



Major operations using anesthesia per Anesthetist: **33 cases per month**

Nagaland

Policy and Systems

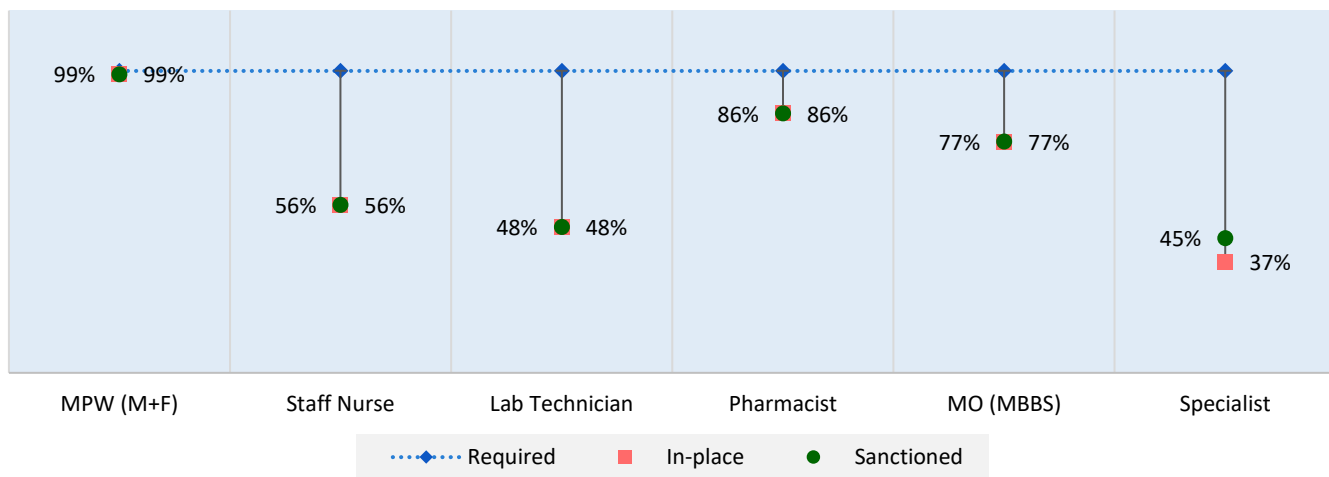
	Specialist Cadre	✗
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

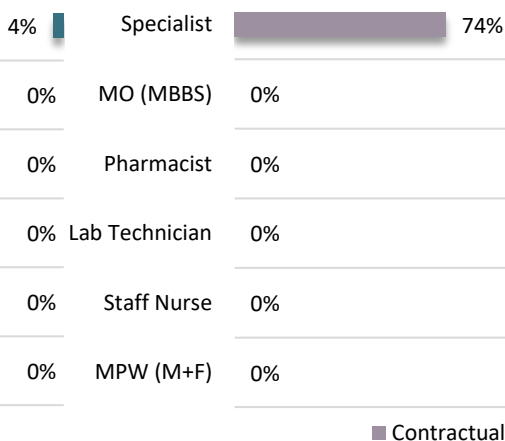
MBBS (UG)	0 seats
Medical (PG)	0 seats
B. Sc Nursing	0 seats
GNM	160 seats
ANM	60 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

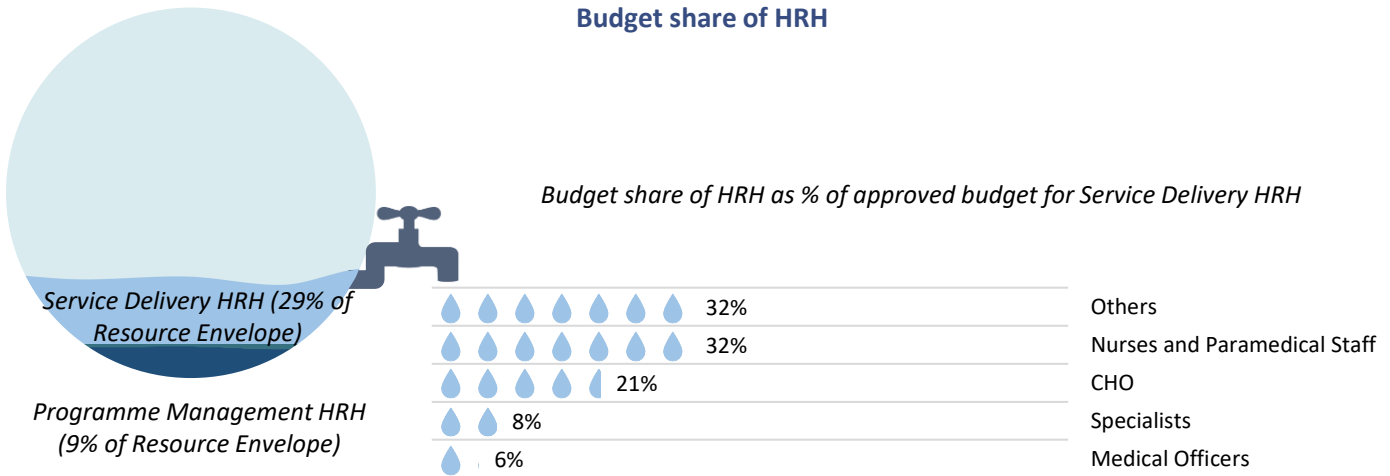


Sanctioned	1:1.9
In place	1:2.1

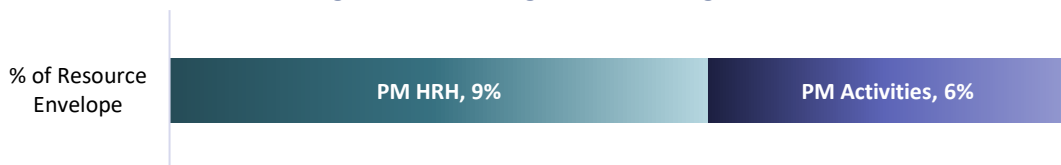
Nagaland

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **5 cases per day**



Dental OPD per dentist: **2 cases per day**



In-patient cases per Nurse: **0.2 cases per shift per day**



In-patient headcount at midnight per Nurse: **0.5 cases per shift per day**



Lab tests per Lab Technician: **5 cases per day**



Caesarean Section per ObGy: **4 cases per month**



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



Major operations using anesthesia per Anesthetist: **11 cases per month**

Odisha

Policy and Systems

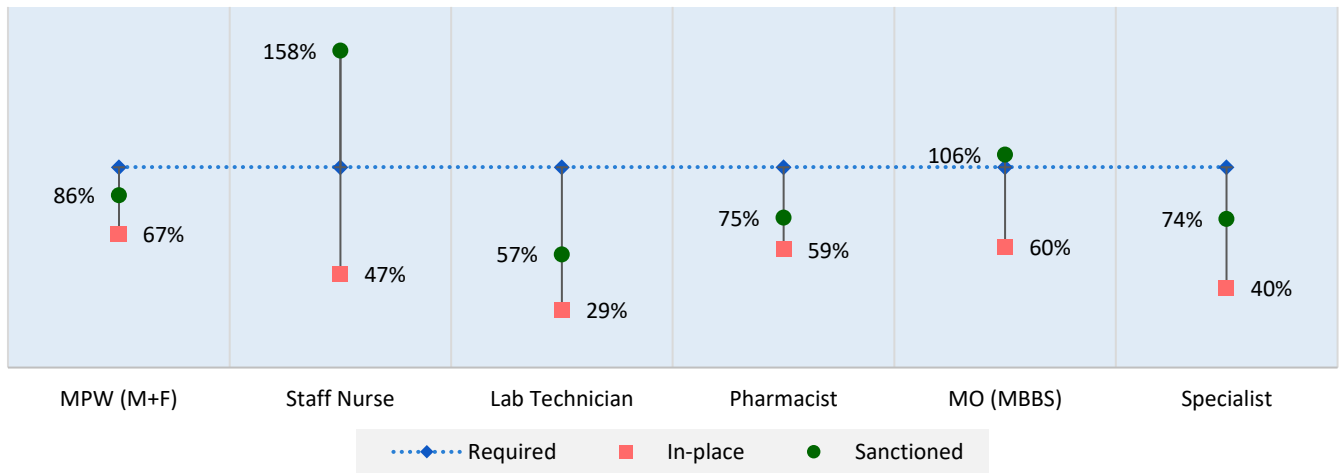


HRH Generation

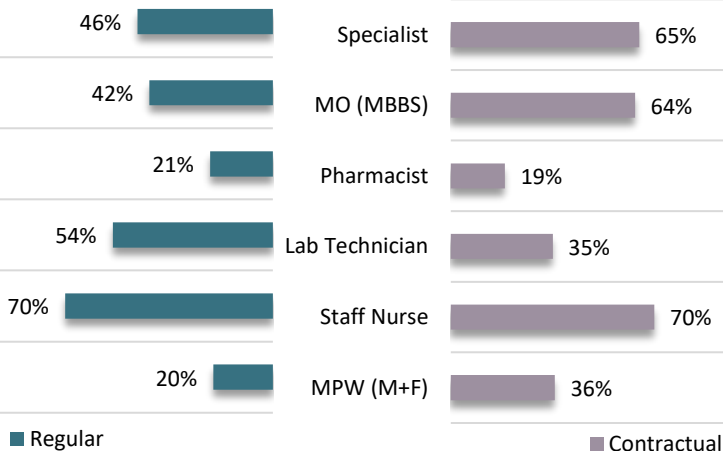
MBBS (UG)	2325 seats
Medical (PG)	1203 seats
B. Sc Nursing	382 seats
GNM	3100 seats
ANM	3915 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

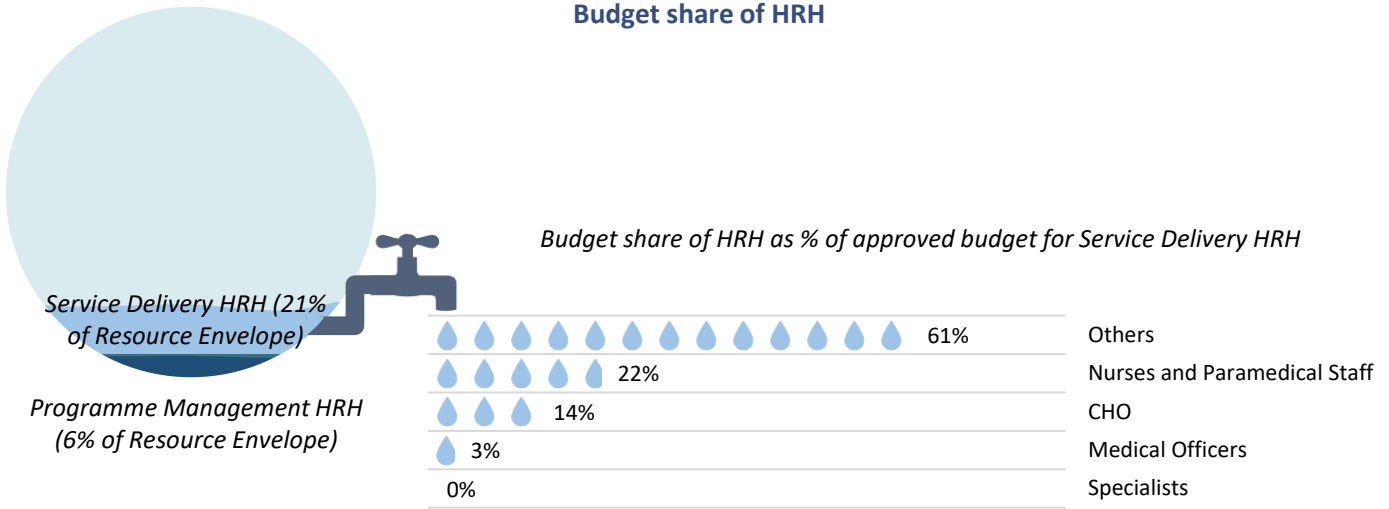


Sanctioned	1:3.2
In place	1:1.7

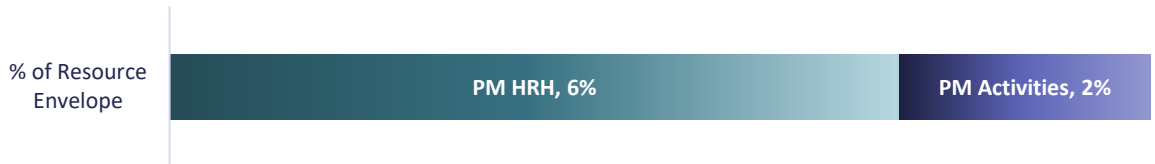
Odisha

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **30 cases per day**



Dental OPD per dentist: **7 cases per day**



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



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



Lab tests per Lab Technician: **63 cases per day**



Caesarean Section per ObGy: **14 cases per month**



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

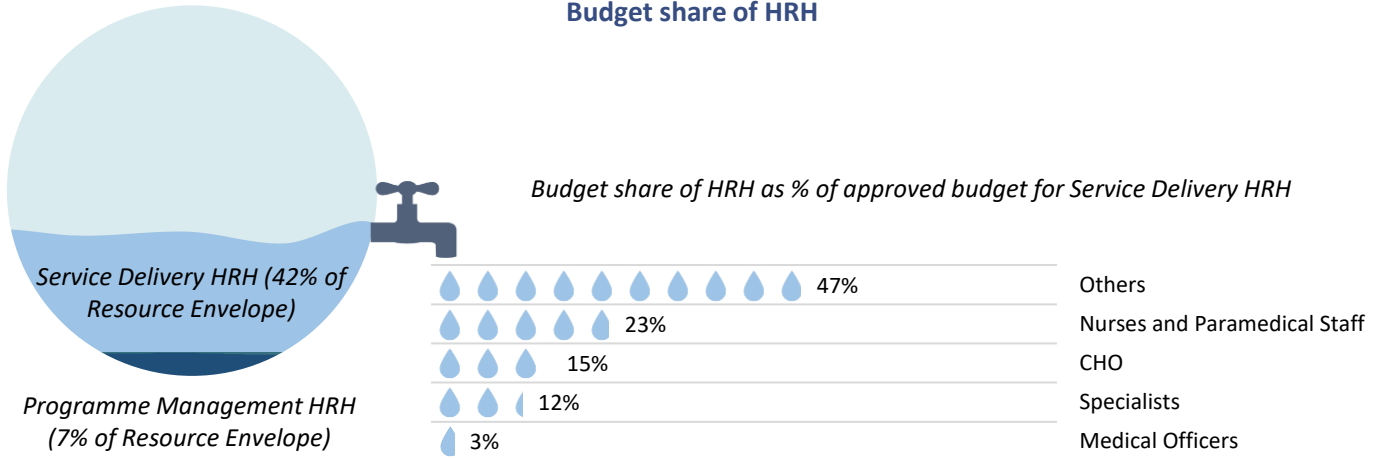


Major operations using anesthesia per Anesthetist: **61 cases per month**

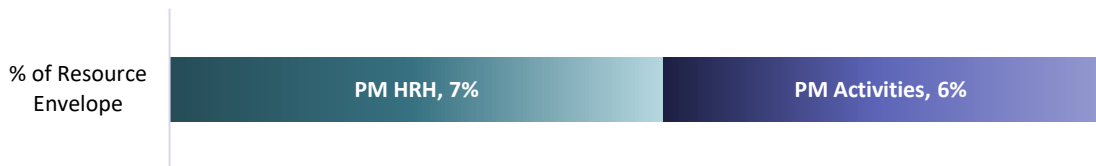
Puducherry

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **21 cases per day**



Dental OPD per dentist: **10 cases per day**



In-patient cases per Nurse: **0.3 cases per shift per day**



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



Lab tests per Lab Technician: **22 cases per day**



Caesarean Section per ObGy: **35 cases per month**



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



Major operations using anesthesia per Anesthetist: **23 cases per month**

Punjab

Policy and Systems

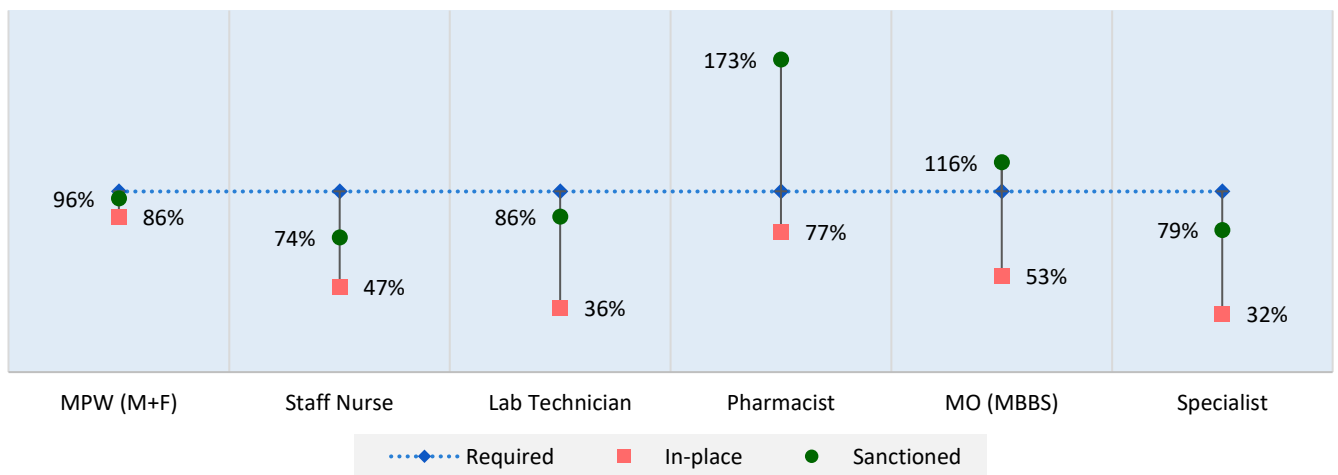
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

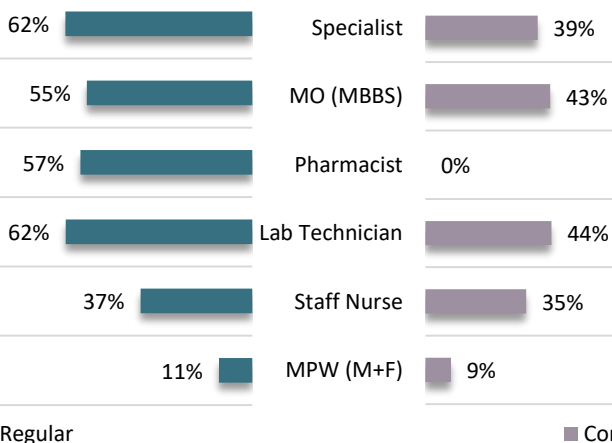
MBBS (UG)	1750 seats
Medical (PG)	754 seats
B. Sc Nursing	721 seats
GNM	10573 seats
ANM	5770 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

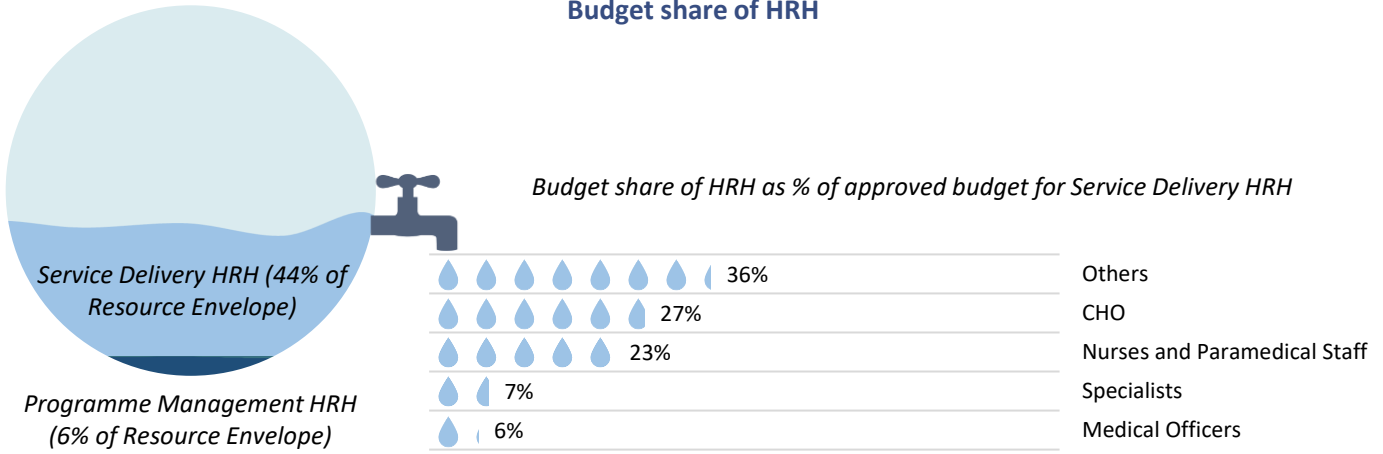


Sanctioned	1:1.4
In place	1:2.0

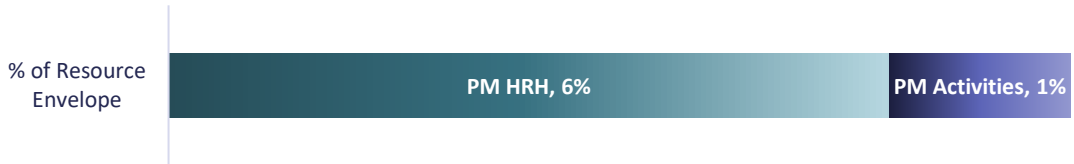
Punjab

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **28 cases per day**



Dental OPD per dentist: **9 cases per day**



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



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



Lab tests per Lab Technician: **108 cases per day**



Caesarean Section per ObGy: **17 cases per month**



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



Major operations using anesthesia per Anesthetist: **38 cases per month**

Rajasthan

Policy and Systems

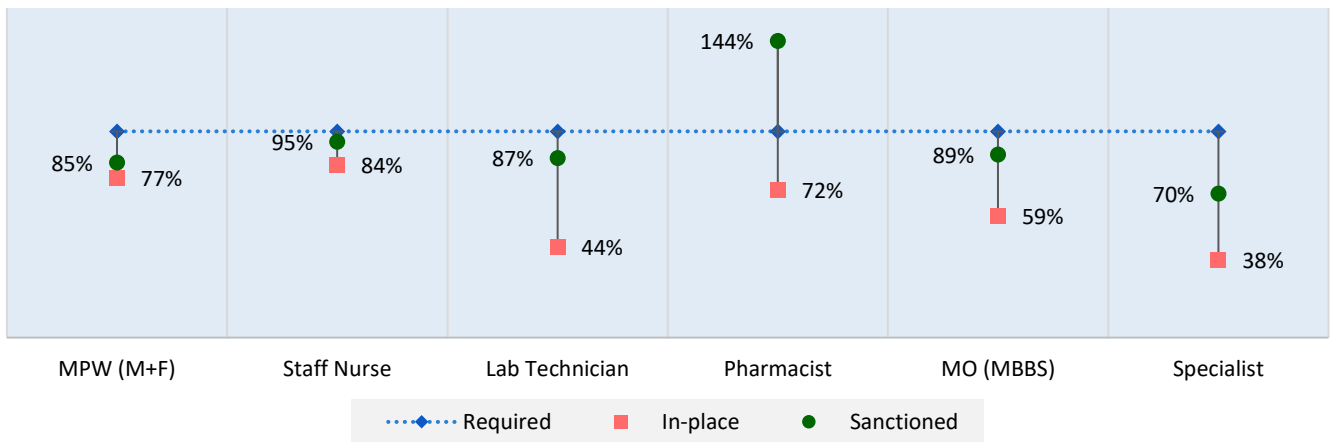
	Specialist Cadre	✗
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

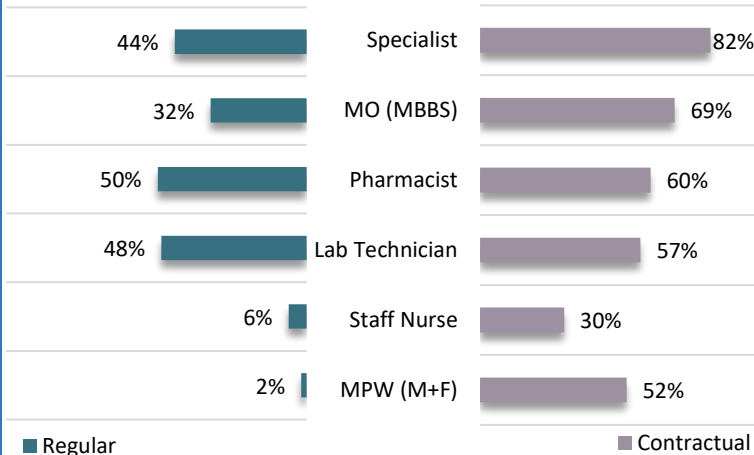
MBBS (UG)	5075 seats
Medical (PG)	2980 seats
B. Sc Nursing	515 seats
GNM	8385 seats
ANM	780 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

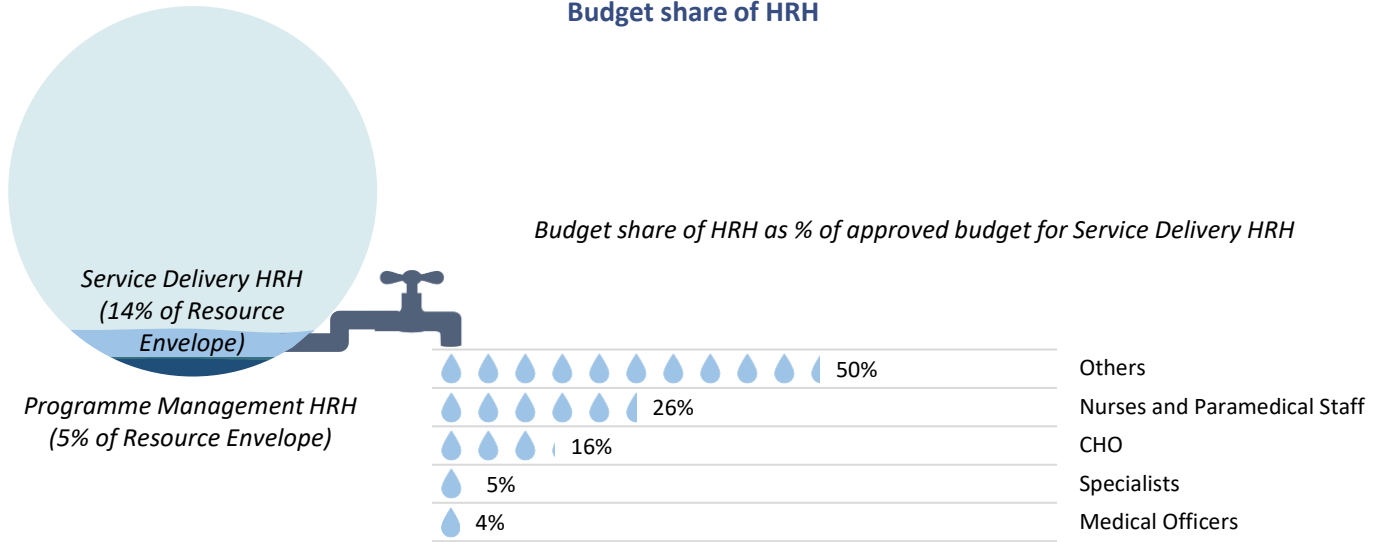


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In place	1:3.6

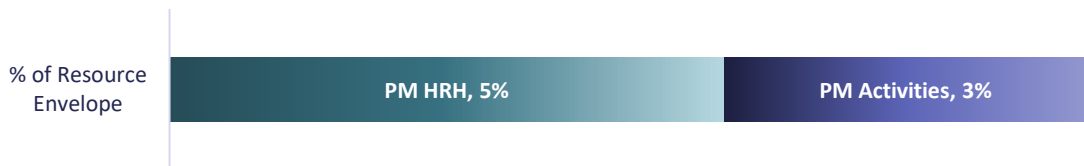
Rajasthan

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **51 cases per day**



Dental OPD per dentist: **7 cases per day**



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



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



Lab tests per Lab Technician: **65 cases per day**



Caesarean Section per ObGy: **14 cases per month**



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



Major operations using anesthesia per Anesthetist: **29 cases per month**

Sikkim

Policy and Systems

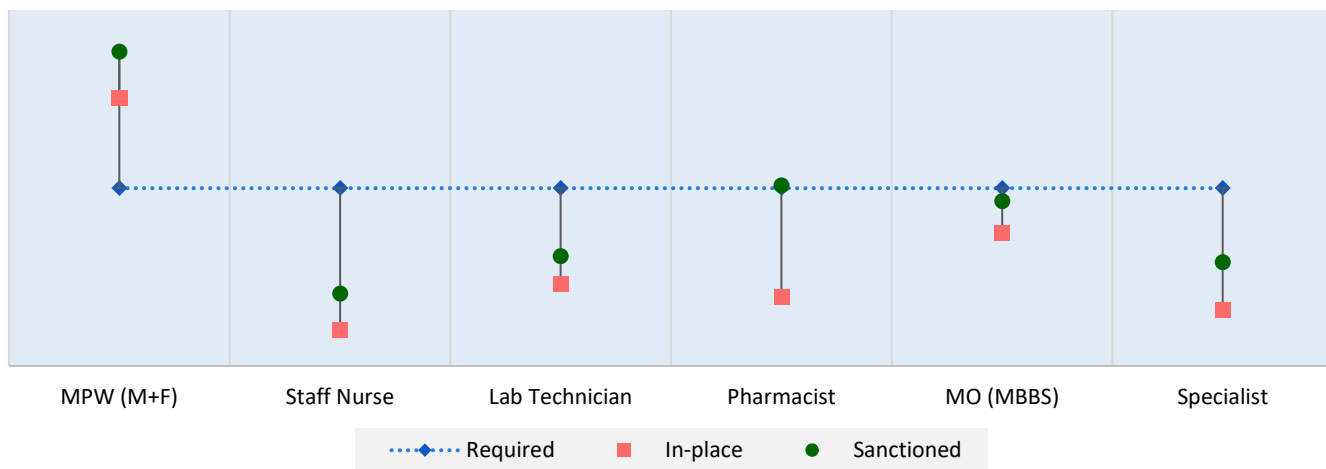
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✗

HRH Generation

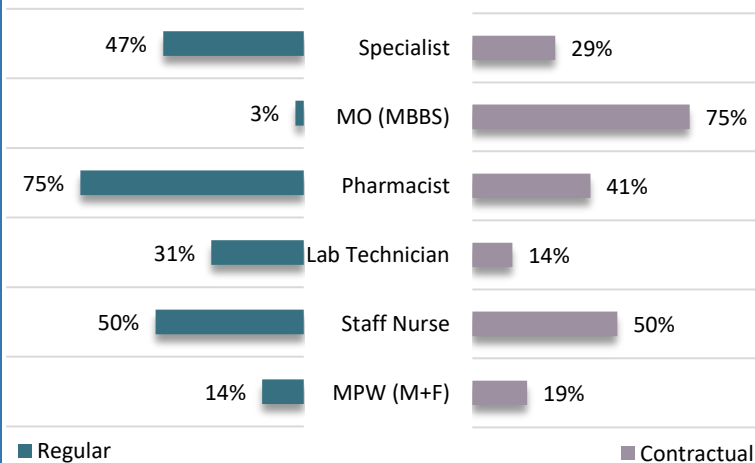
MBBS (UG)	150 seats
Medical (PG)	34 seats
B. Sc Nursing	25 seats
GNM	40 seats
ANM	20 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

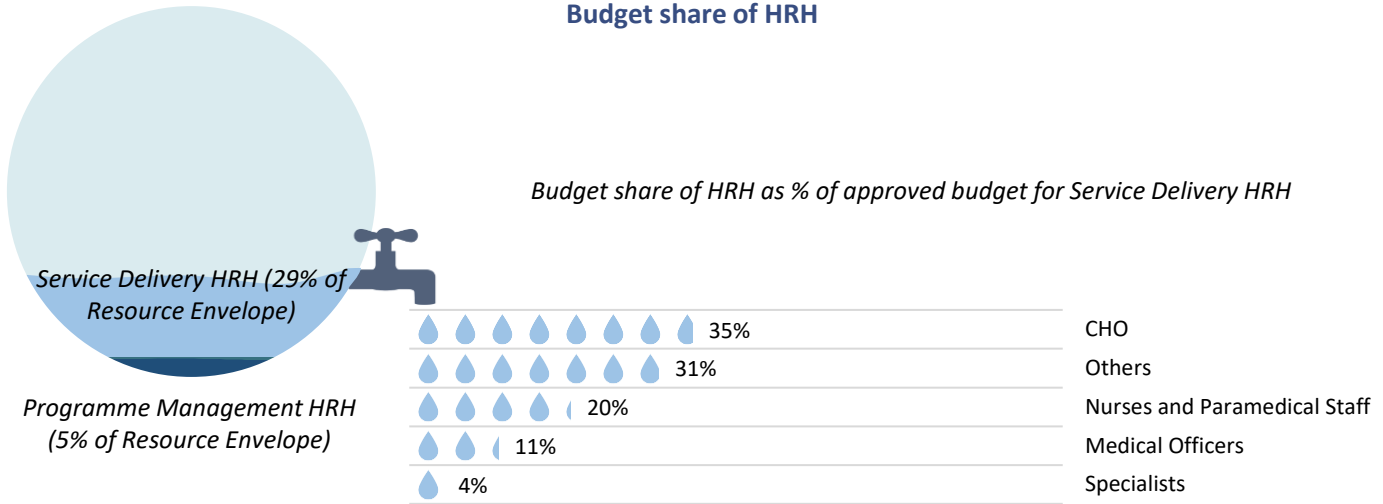


Sanctioned	1:1.4
In place	1:1.0

Sikkim

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **5 cases per day**



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



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



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



Caesarean Section per ObGy: **15 cases per month**



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



Major operations using anesthesia per Anesthetist: **44 cases per month**

Tamil Nadu

Policy and Systems

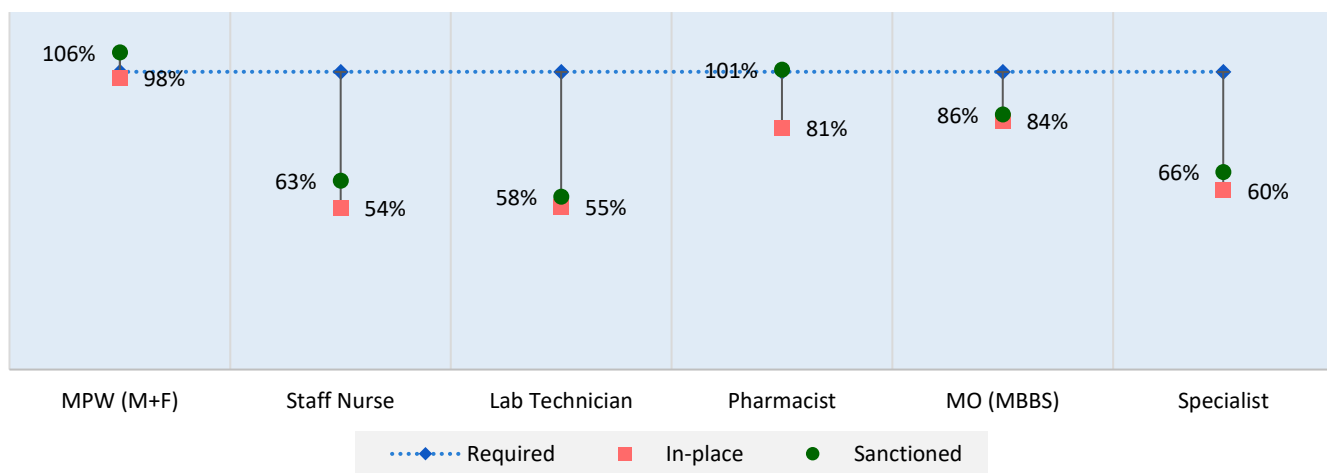
	Specialist Cadre	✗
	HRH Policy	—
	Separate Recruitment Board for Health	✓
	Implemented HRMIS	✓
	HRH Integration	✓

HRH Generation

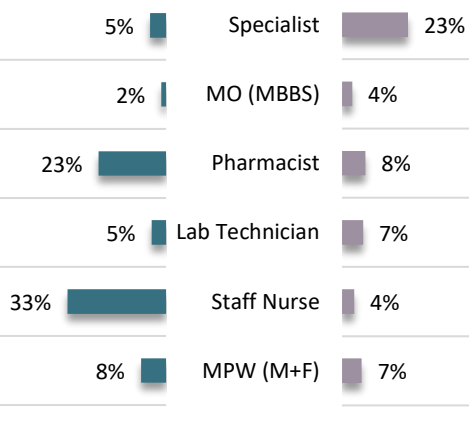
MBBS (UG)	11275 seats
Medical (PG)	4935 seats
B. Sc Nursing	1744 seats
GNM	7135 seats
ANM	2150 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

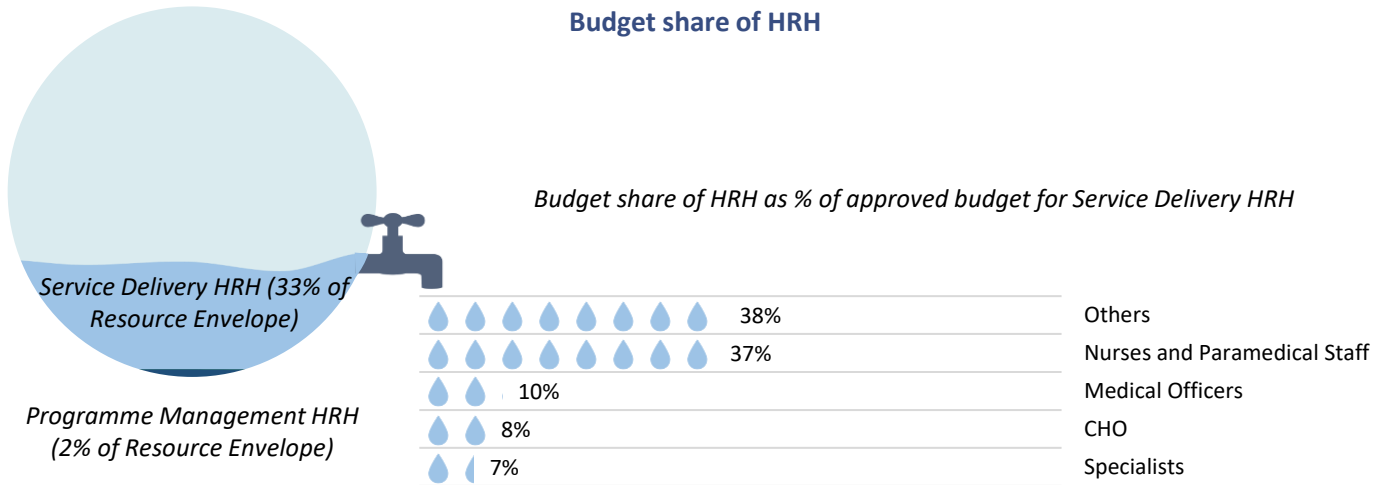


Sanctioned	1:2.0
In place	1:1.8

Tamil Nadu

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **12 cases per day**



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



In-patient headcount at midnight per Nurse: **6 cases per shift per day**



Lab tests per Lab Technician: **112 cases per day**



Caesarean Section per ObGy: **23 cases per month**



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



Major operations using anesthesia per Anesthetist: **73 cases per month**

Telangana

Policy and Systems

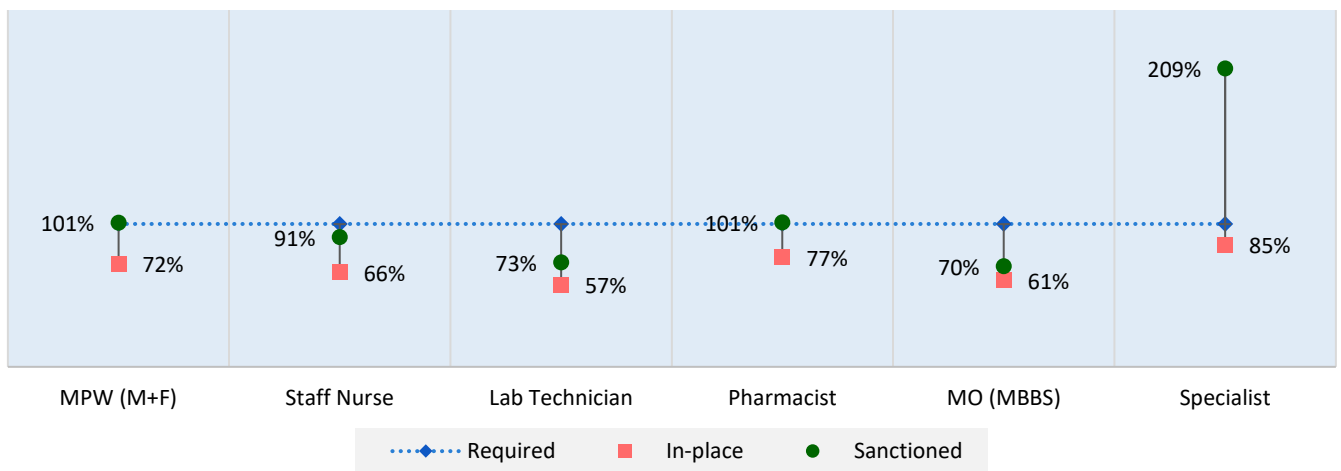
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

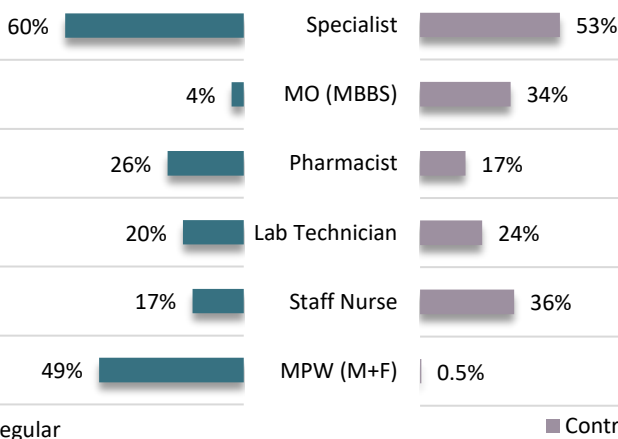
MBBS (UG)	6990 seats
Medical (PG)	2723 seats
B. Sc Nursing	493 seats
GNM	3962 seats
ANM	455 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

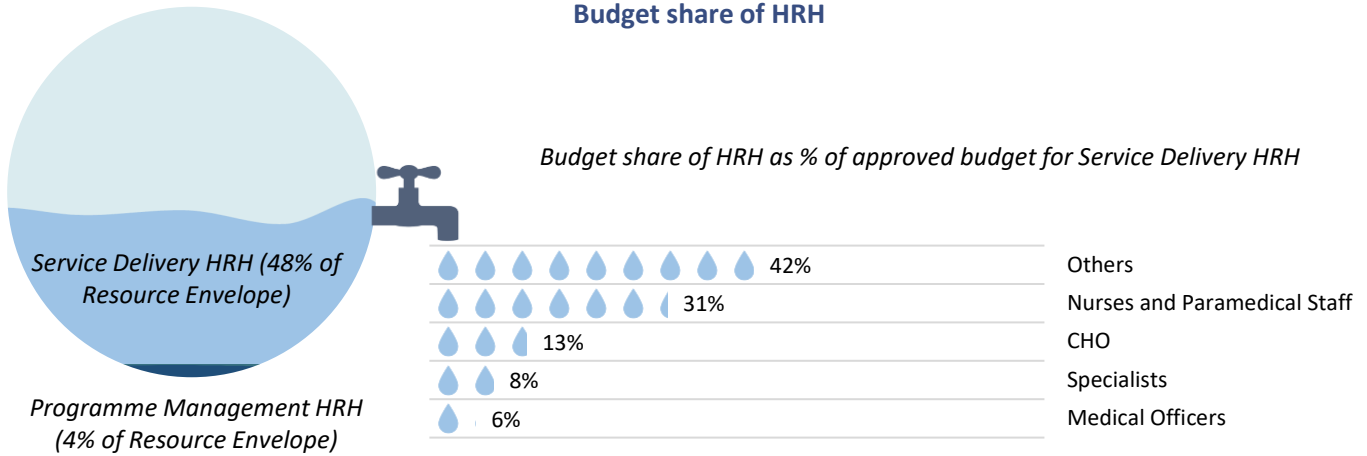


Sanctioned	1:1.3
In place	1:1.6

Telangana

NHM Budget Share

Budget share of HRH



Budget share of Programme Management

% of Resource Envelope



HRH Performance



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



Dental OPD per dentist: **8 cases per day**



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



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



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



Caesarean Section per ObGy: **23 cases per month**



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



Major operations using anesthesia per Anesthetist: **16 cases per month****

**No. of Operation major (General and spinal anesthesia) has not been reported by two district hospitals

Tripura

Policy and Systems

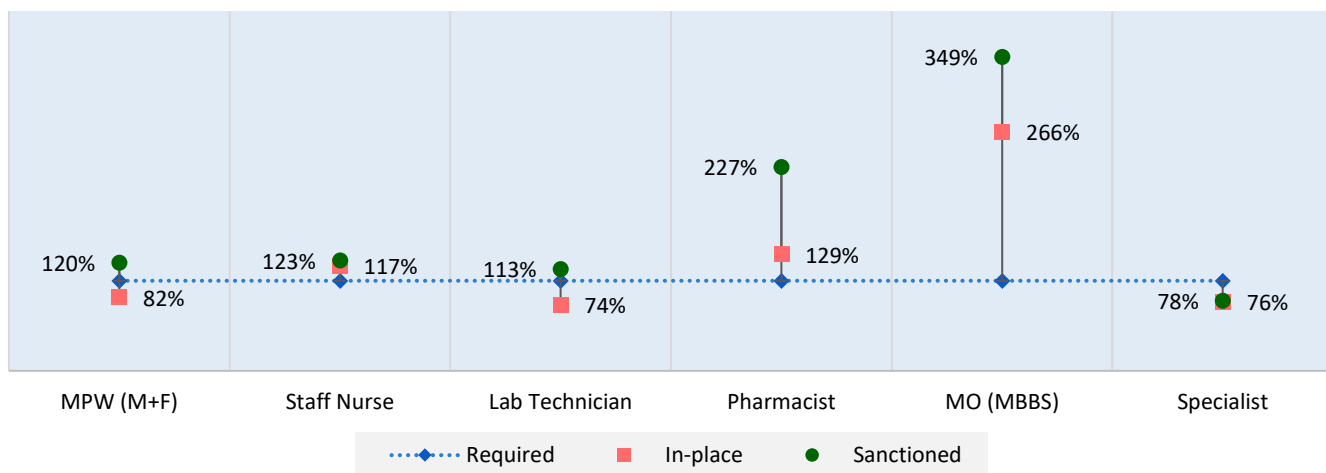
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

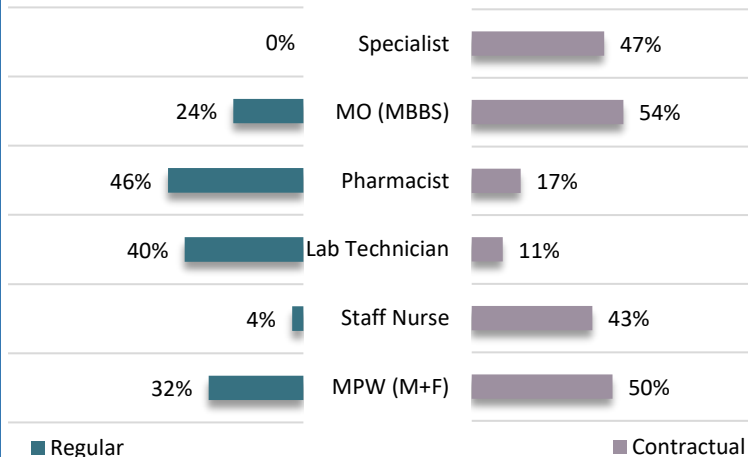
MBBS (UG)	225 seats
Medical (PG)	85 seats
B. Sc Nursing	45 seats
GNM	250 seats
ANM	335 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio



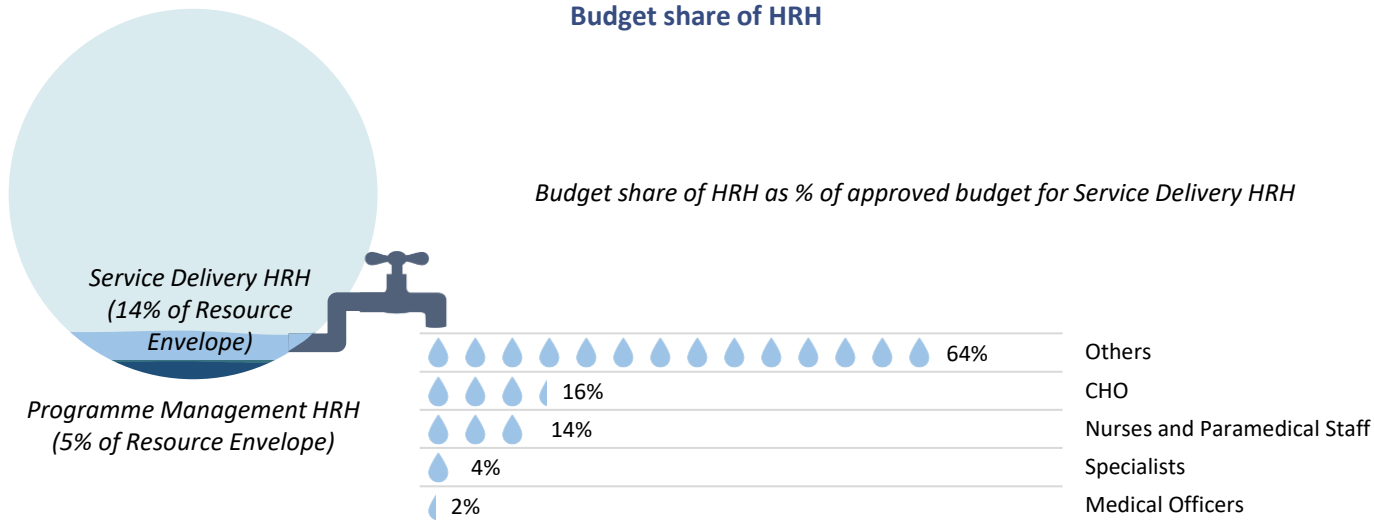
Sanctioned	1:1.3
In place	1:1.5

Tripura

NHM Budget Share

Budget share of HRH

Budget share of HRH as % of approved budget for Service Delivery HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **2 cases per day**



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



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



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



Caesarean Section per ObGy: **14 cases per month**



Hysterectomy surgeries per ObGy: **0.03 cases per month**



Major operations using anesthesia per Anesthetist: **5 cases per month**

Uttar Pradesh

Policy and Systems

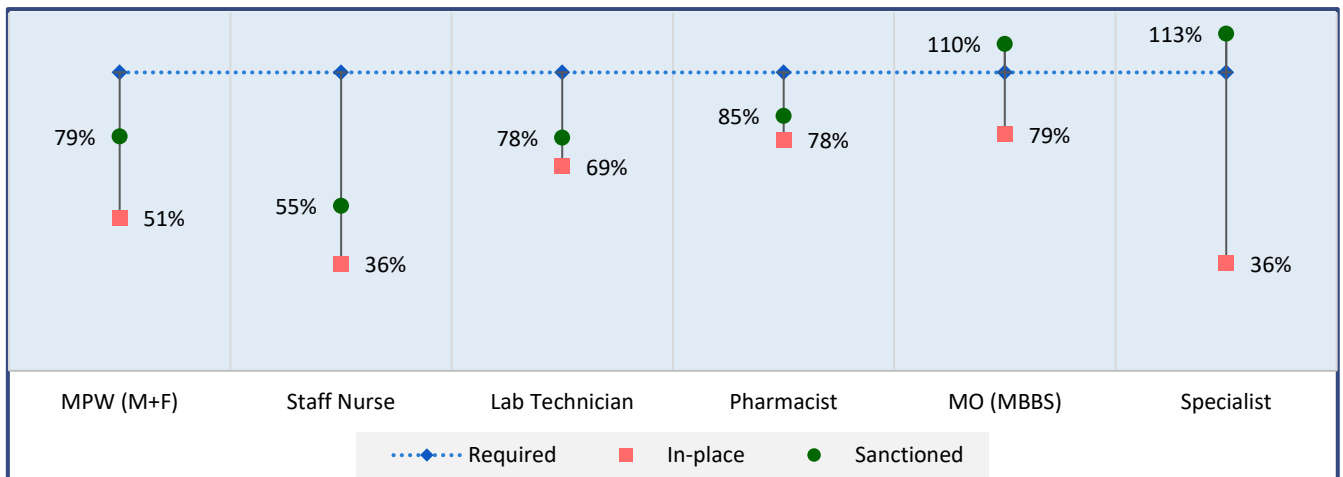
	Specialist Cadre	✓
	HRH Policy	✓
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

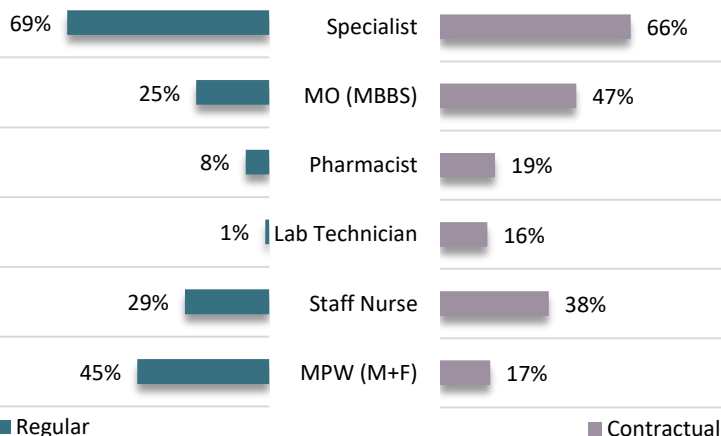
MBBS (UG)	9203 seats
Medical (PG)	3795 seats
B. Sc Nursing	749 seats
GNM	13120 seats
ANM	9960 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio

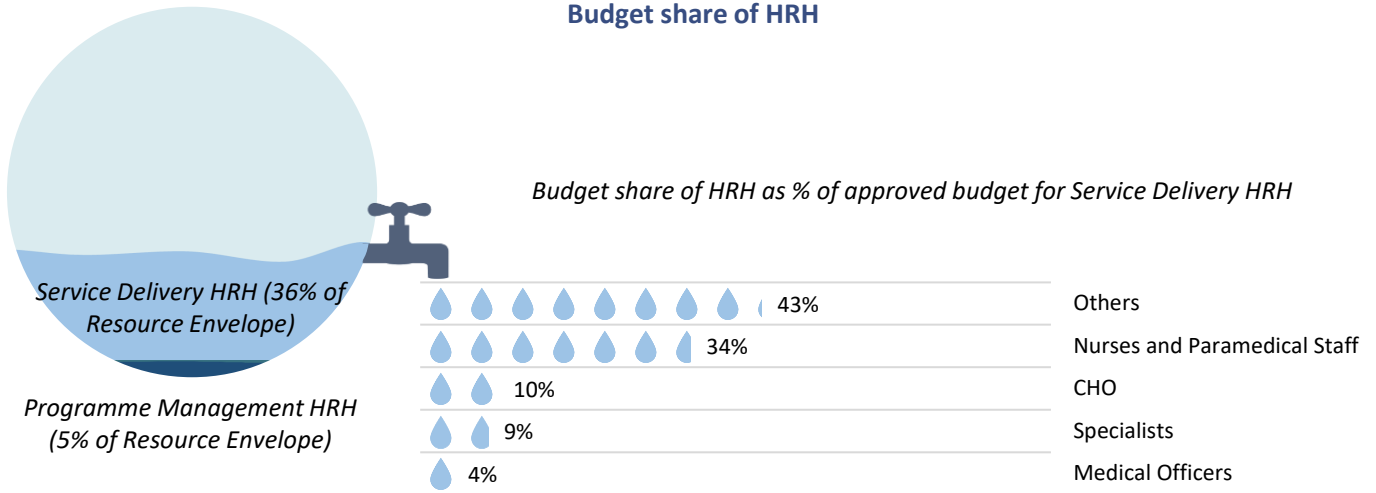


Sanctioned	1:1.2
In place	1:1.5

Uttar Pradesh

NHM Budget Share

Budget share of HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **21 cases per day**



Dental OPD per dentist: **9 cases per day**



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



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



Lab tests per Lab Technician: **33 cases per day**



Caesarean Section per ObGy: **23 cases per month**



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



Major operations using anesthesia per Anesthetist: **55 cases per month**

Uttarakhand

Policy and Systems

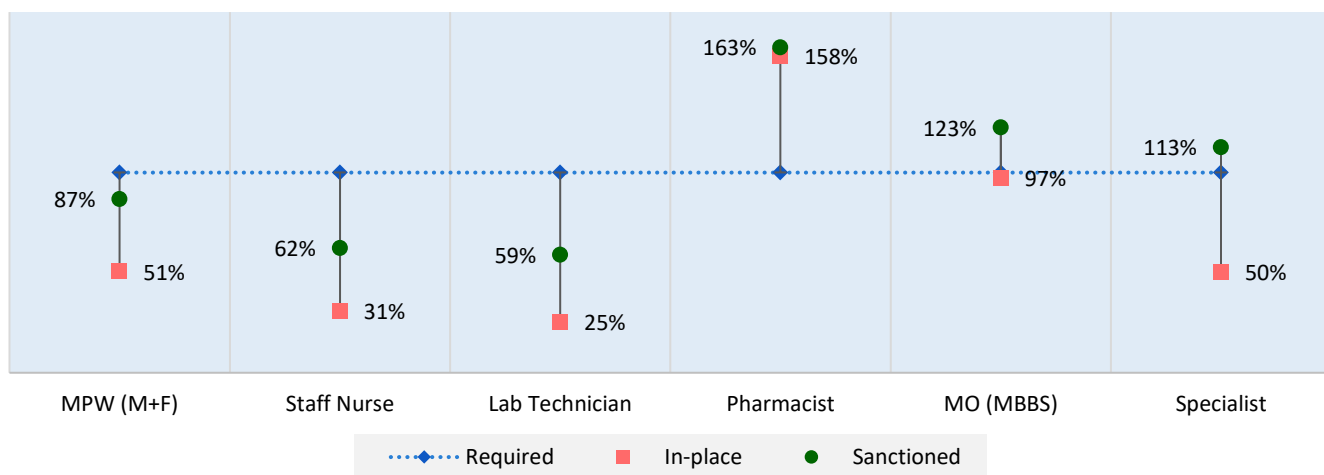
	Specialist Cadre	✗
	HRH Policy	—
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✗
	HRH Integration	✓

HRH Generation

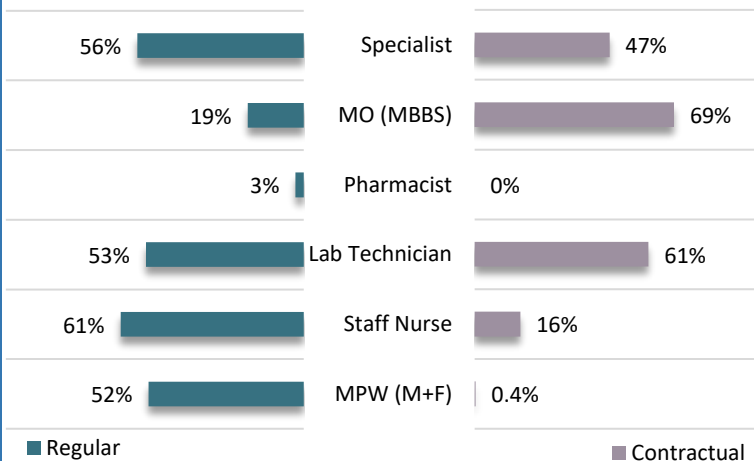
MBBS (UG)	1150 seats
Medical (PG)	1811 seats
B. Sc Nursing	160 seats
GNM	1180 seats
ANM	595 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio



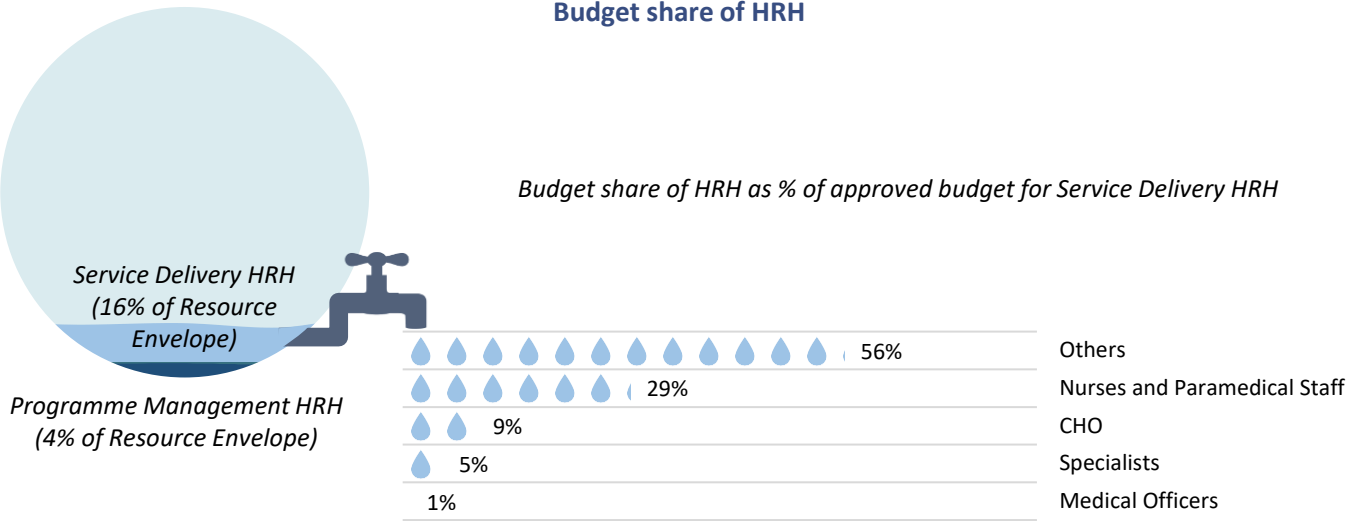
Sanctioned	1:1.2
In place	1:0.9

Uttarakhand

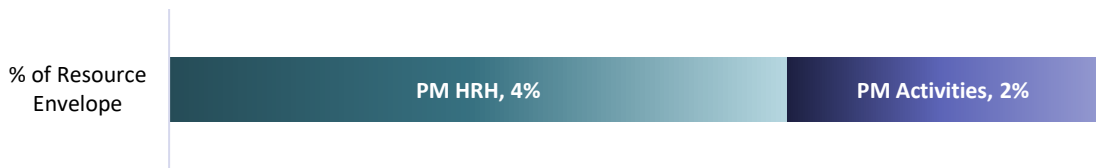
NHM Budget Share

Budget share of HRH

Budget share of HRH as % of approved budget for Service Delivery HRH



Budget share of Programme Management



HRH Performance



OPD Attendance per Doctor: **12 cases per day**



Dental OPD per dentist: **4 cases per day**



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



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



Lab tests per Lab Technician: **34 cases per day**



Caesarean Section per ObGy: **18 cases per month**



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



Major operations using anesthesia per Anesthetist: **30 cases per month**

West Bengal

Policy and Systems

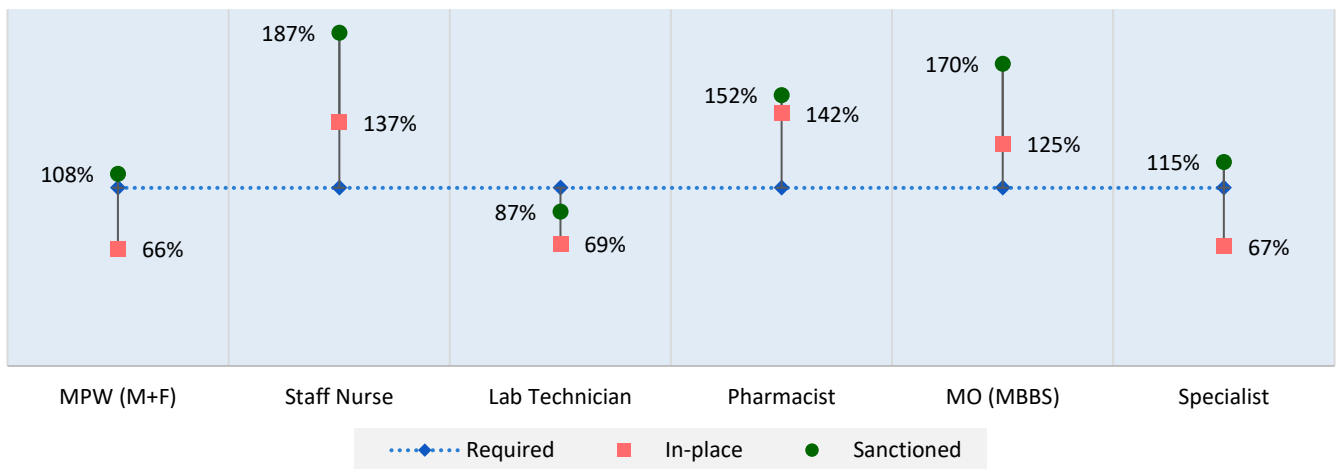
	Specialist Cadre	✓
	HRH Policy	✗
	Separate Recruitment Board for Health	✗
	Implemented HRMIS	✓
	HRH Integration	✗

HRH Generation

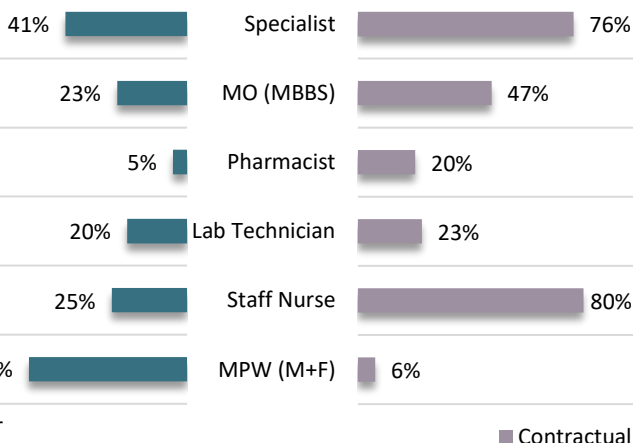
MBBS (UG)	4825 seats
Medical (PG)	1998 seats
B. Sc Nursing	385 seats
GNM	7712 seats
ANM	1715 seats

HRH Availability

Healthcare Providers: Required vs Sanctioned vs Availability of HRH as per IPHS 2012



HRH Vacancies



Doctors (Medical Officer + Specialist) to Staff Nurse Ratio



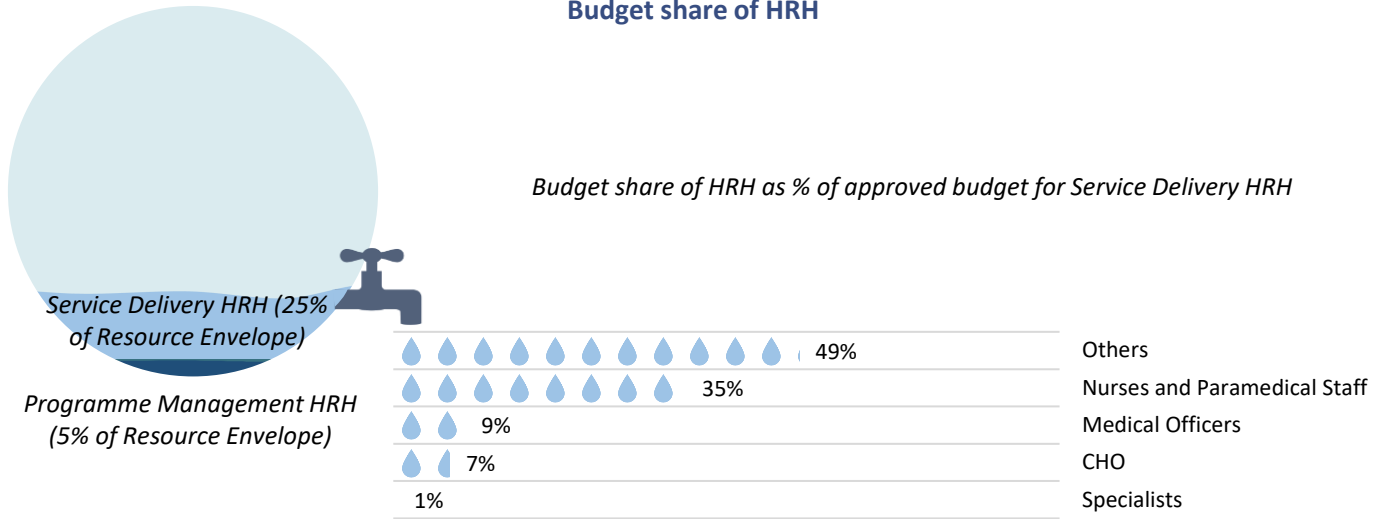
Sanctioned	1:2.9
In place	1:3.1

West Bengal

NHM Budget Share

Budget share of HRH

Budget share of HRH as % of approved budget for Service Delivery HRH



Budget share of Programme Management



HRH Performance



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



Dental OPD per dentist: **8 cases per day**



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



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



Lab tests per Lab Technician: **23 cases per day**



Caesarean Section per ObGy: **26 cases per month**



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



Major operations using anesthesia per Anesthetist: **39 cases per month**



Ministry of Health & Family Welfare
Government of India