



Human Resources for Health in District Public Health System of India

State-wise Report 2024



Human Resources for Health in District Public Health System of India: State-wise Report-2024

The HRH Infographics Report 2024 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, Executive Director of NHSRC, who has provided valuable insights. Her expertise has been instrumental in shaping this publication.

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About HRH Infographics

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

The HRH Infographics focus on the main categories of HRH, including MPWs (Male and Female/ ANMs), Staff Nurses, Lab Technicians, Pharmacists, Medical Officers – MBBS, and Clinical Specialists. The data used in the HRH infographics is for the financial year (FY) 2023-24. It has been primarily obtained from Programme Implementation Plans, and the in-place data used in the report is as on 31st March 2024, as reported by the States/UTs.

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, and implementation of HRMIS.
- 2. HRH Generation:** This section provides data on availability of seats for Medicine and Nursing in each State/ Union Territory. This information can help the decision makers in assessing availability in relation to their requirements and will enable them to take appropriate actions.
- 3. HRH Availability:** This section offers an overview of the availability of health workforce. The first graph depicts the 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. The second graph represents the total sanctioned and available human resources from regular cadre and those supported under NHM in accordance with the Indian Public Health Standards. Additionally, the next graph provides a snapshot of HRH In-Place against the sanctioned posts.
- 4. HRH Budget Share under NHM:** This section is primarily for the central and state level planners and decision makers. It summarizes the HRH budget relative to the total Resource Envelope of the State/ UT for FY 2023-24. Further, it depicts the breakup of the total service delivery HRH budget.
- 5. HRH Performance:** This section presents information regarding the productivity of the HRH based on data reported in HMIS for the period between 1st April 2023 and 31st March 2024.

Definitions and Explanations

- Specialist Cadre:** The specialist doctors (PG – MOs) under regular services are recruited directly at a higher level than the General Duty Medical Officers (UG-MBBS GDMOs). Also, a provision has been made for differential salaries between GD-MOs and Specialists.
- HRH Policy:** The State/ UT has developed and implemented a comprehensive HRH policy for the NHM staff.
- Separate Recruitment Board for Health:** The State has a State Health Recruitment Board that is utilized for conducting recruitments in the health sector instead of the State Public Service Commission.
- Implementation of HRMIS:** The State/ UT has implemented a Human Resource Management Information System (HRMIS) for all HRH (both regular cadre and contractual).
- In the policy and systems section,  indicates that the component is in process of implementation.
- Medical PG seats:** The total number of MD, MS, and Diploma seats in the State/ UT.
- Nursing seats:** The total number of B.Sc Nursing and GNM seats in the State/ UT.
- Doctor (MO and Specialist) to Staff Nurse Ratio:** The total number of GD-MOs 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.

- **HRH Availability in State:** It is presented as a comparison of the required HRH as per IPHS norms, the total number of posts sanctioned and the total in-place HRH. It includes the main cadres of MPWs (Male and Female/ ANMs), 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 hospitals and below) as per IPHS norms. This is represented by a dotted red line. The requirement in the States/ UTs will change over the years as newer facilities are constructed or upgraded.
 - **Sanctioned:** The total number of posts sanctioned under the regular cadre as reported by the States/ UTs and approved under NHM in the Record of Proceedings (ROP) for FY 2022-24, for both rural and urban facilities for the district hospitals and below level. Any HRH approved for mobile health team is not included. The percentage has been calculated as the sum of sanctioned regular posts and approved NHM posts divided by the total number of staff required as per IPHS norms.
 - **In-Place:** Total number of posts filled against the sanctioned posts under the regular cadre and approved posts under NHM as reported by the States/ UTs. The percentage has been calculated as the total number of HRH in-place against the total number of staff required as per IPHS norms. The donut charts compare the HRH In-Place under regular cadre and NHM (rural and urban). The data represents only facility level HRH for the seven main cadres, including MPWs (Male and Female/ ANMs), Staff Nurses, Lab Technicians, Pharmacists, Dentists, Medical Officers and Clinical Specialists. It does not include any details of HRH supported for mobile health teams.
- **HRH Budget Share under NHM**
 - **Budget Share of HRH:** This represents the proportion of NHM budget approved in FY 2023-24 for remuneration and incentives of service delivery positions and programme management positions under NHM, against the total Resource Envelope (RE). The semi-circle represents the total resource envelope of the States/ UTs. The sections within the semi-circle represent the proportion of NHM budget approved in FY 2023-24 for service delivery HRH, programme management HRH, and total SD and PM incentives for HRH, out of the total RE.
 - **Budget share of Service Delivery HRH:** The stacked bar chart illustrates the distribution of the budget allocated for remuneration and budget allocated for allowances and incentives of SD HRH as a proportion of the total budget approved for SD HRH.
- **PM HRH:** It includes all the HRH engaged at the state, regional, district, block level Programme Management Units (PMU) or those posted in facilities for performing monitoring, supervision and administrative tasks such as data entry/accounting. This includes the Programme Officers, Managers, Consultants, Supervisors, Coordinators, Administrative staff, Assistants, Finance staff, Engineers, MIS Staff, Data Entry Operators etc.
- **HRH Performance:** It is important to acknowledge that the definitions and formulae used in assessing the HRH performance are based on simplified assumptions and do not account for the other functions that healthcare workers perform on a daily basis, especially those which may not be captured in HMIS or are difficult to put in terms of data. For example, medical officers may be required to conduct post-mortems, which can result in fewer outpatient visits being recorded. Similarly, nurses may be deployed to emergency rooms or labor and delivery units, which may not be reflected in the inpatient numbers. Despite these limitations, using the same formulae and definitions across all States and UTs enables comparison of healthcare worker productivity.
 - **Average cases per month:** Total number of cases reported on the HMIS portal divided by 12 (April 2023-March 2024).
 - **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/ UTs.
 - **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/ UTs.
 - **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/UTs. The total nurses in place have been divided by 3 to get the number of nurses per shift (three shifts in a day).

- **In-patient cases per Nurse:** Average number of in-patient per day (all admissions of male and female Children and Adults with plan to stay overnight/24 hours) divided by the number of nurses in place per shift under regular cadre and NHM, as reported by the States/UTs. 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/ UTs. Some states have engaged PPP partners at State or at facility level for performing lab tests. The LTs, if engaged under PPP are mostly not recorded in HMIS. This will influence the productivity calculated for the LTs in place.
- **Major operations using Anaesthesia per Anaesthetists:** The ratio of average number of major operations carried out using general or spinal anaesthesia per week to the total number of Anaesthetists in-place under regular cadre and NHM, as reported by the States/ UTs. This does not include the number of LSAS trained doctors in the State/ UT.
- **Caesareans (C-Section) per ObGyn:** The ratio of average number of C-Section deliveries performed per week to the total number of ObGyn Specialist in-place under regular cadre and NHM, as reported by the States/ UTs. This does not include the number of EmOC trained doctors available in the State/ UT.
- **Hysterectomy surgeries per ObGyn:** Average number of Hysterectomies performed per month divided by the total number of ObGyn Specialists in-place under regular cadre and NHM as reported by the States/ UTs.

Sources of data

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

ANDAMAN AND NICOBAR ISLANDS

HR Infographics of District Hospital and Below-level Health Facilities



Policy and Systems

Specialist Cadre



HRH Policy



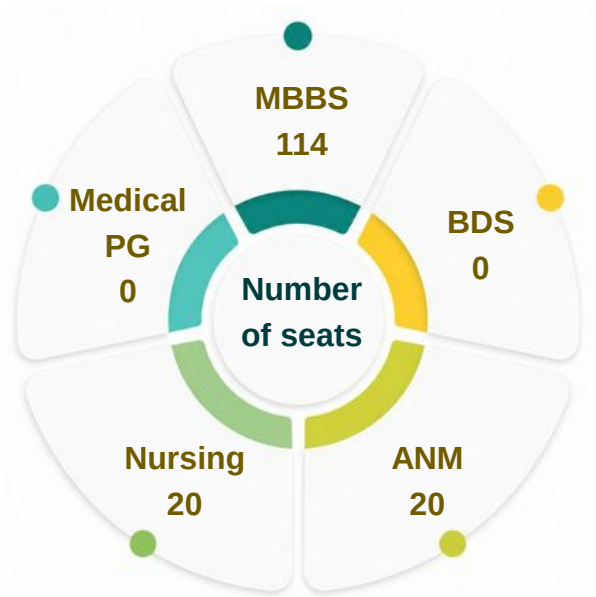
Separate Recruitment Board for Health



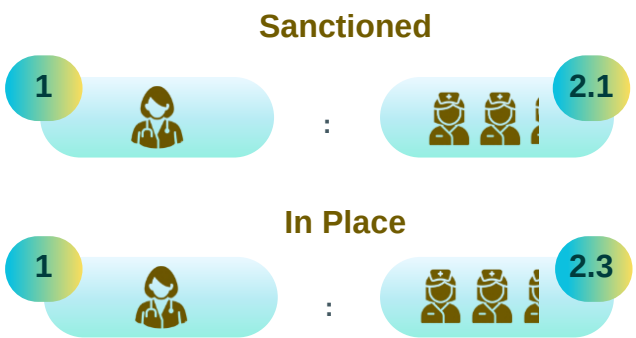
HRMIS



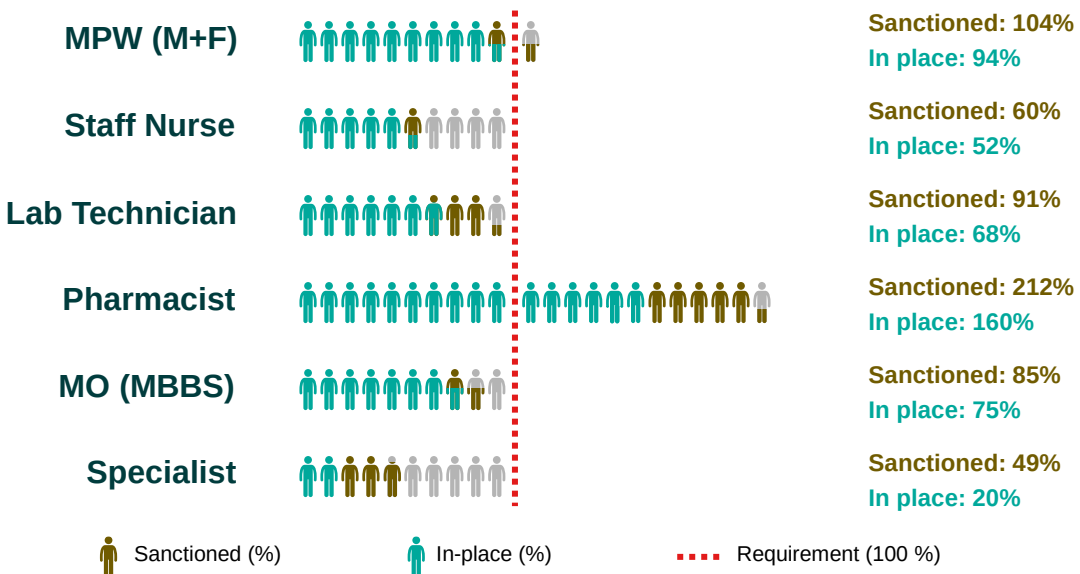
HRH Generation



Doctor to Staff Nurse Ratio

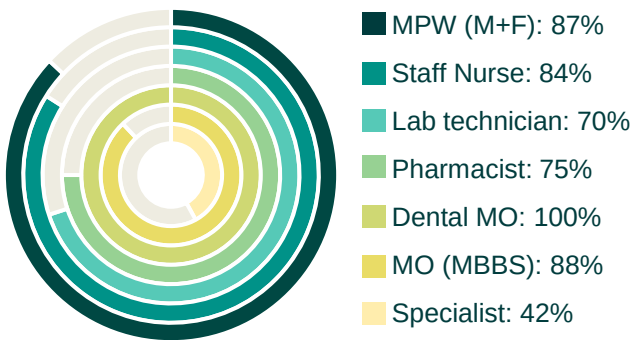


HRH Availability as per IPHS

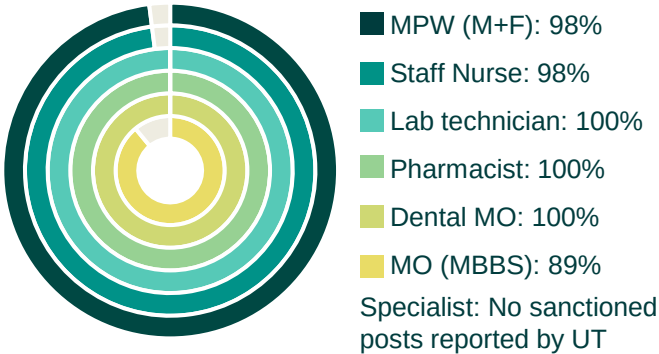




HRH In Place against Sanctioned Posts



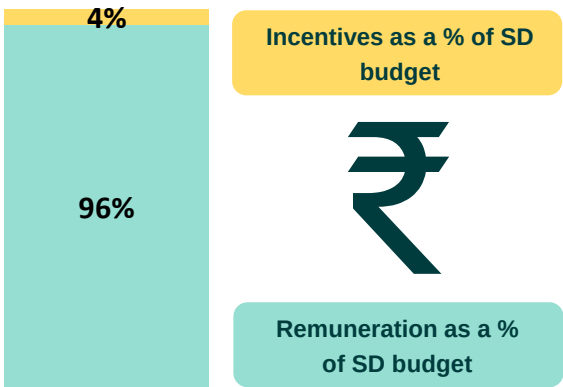
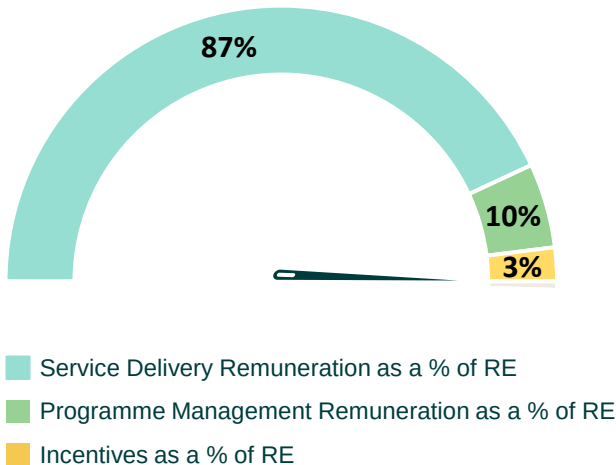
Regular cadre



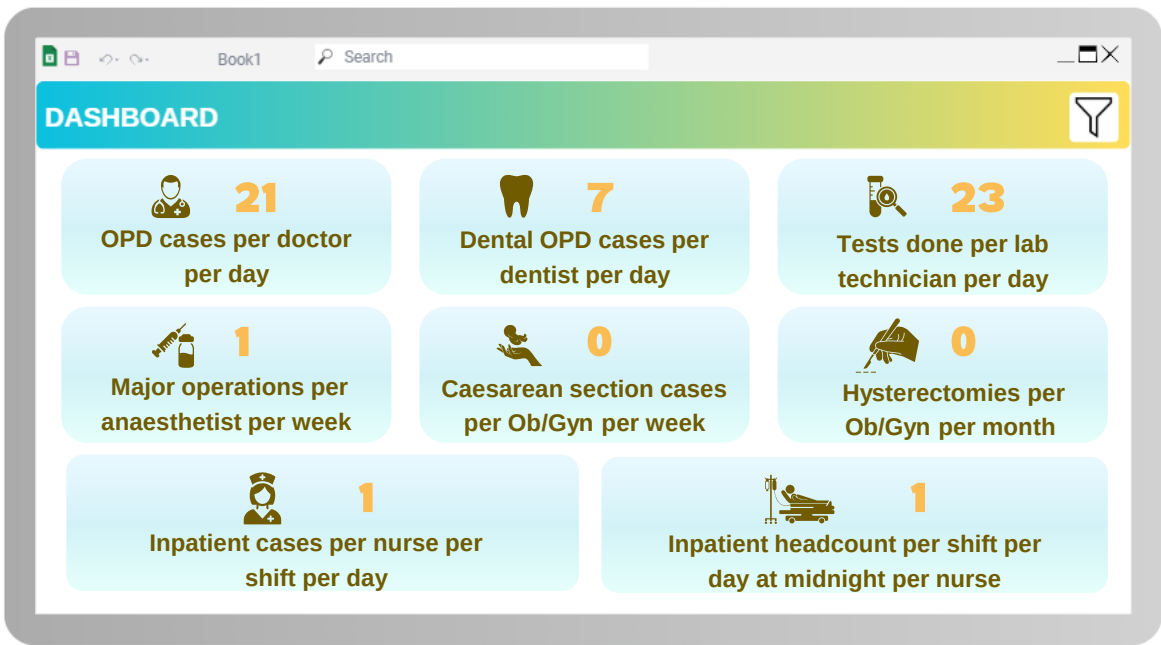
Contractual



HRH Budget Share under NHM



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



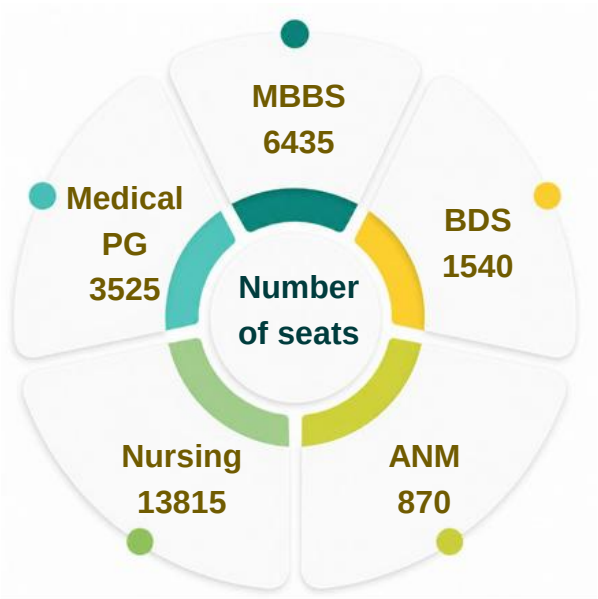
Separate Recruitment Board for Health



HRMIS



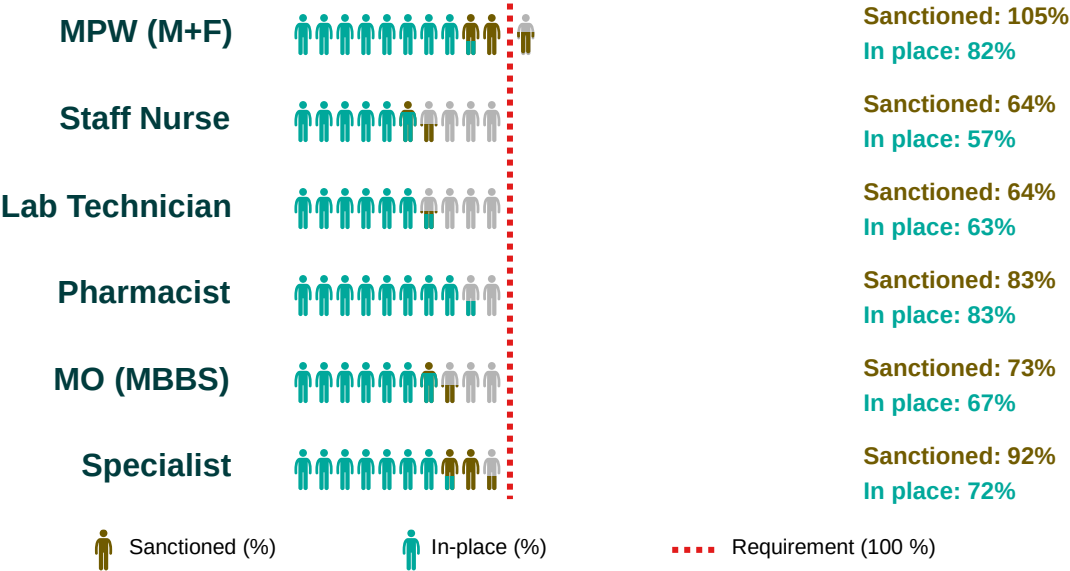
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



- MPW (M+F): 77%
- Staff Nurse: 100%
- Lab technician: 99%
- Pharmacist: 99%
- Dental MO: 100%
- MO (MBBS): 100%
- Specialist: 83%

Regular cadre

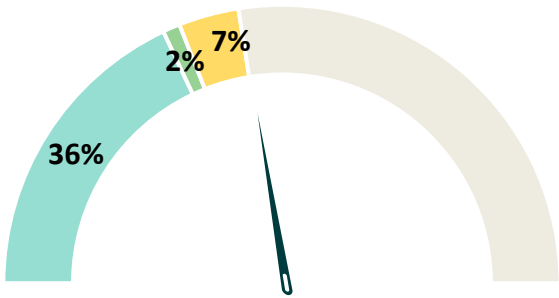


- MPW (M+F): 98%
- Staff Nurse: 68%
- Lab technician: 96%
- Pharmacist: 100%
- Dental MO: 71%
- MO (MBBS): 70%
- Specialist: 52%

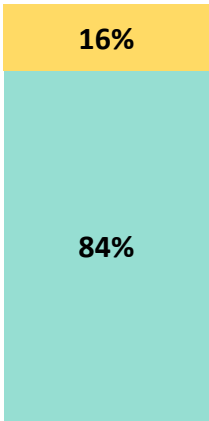
Contractual



HRH Budget Share under NHM



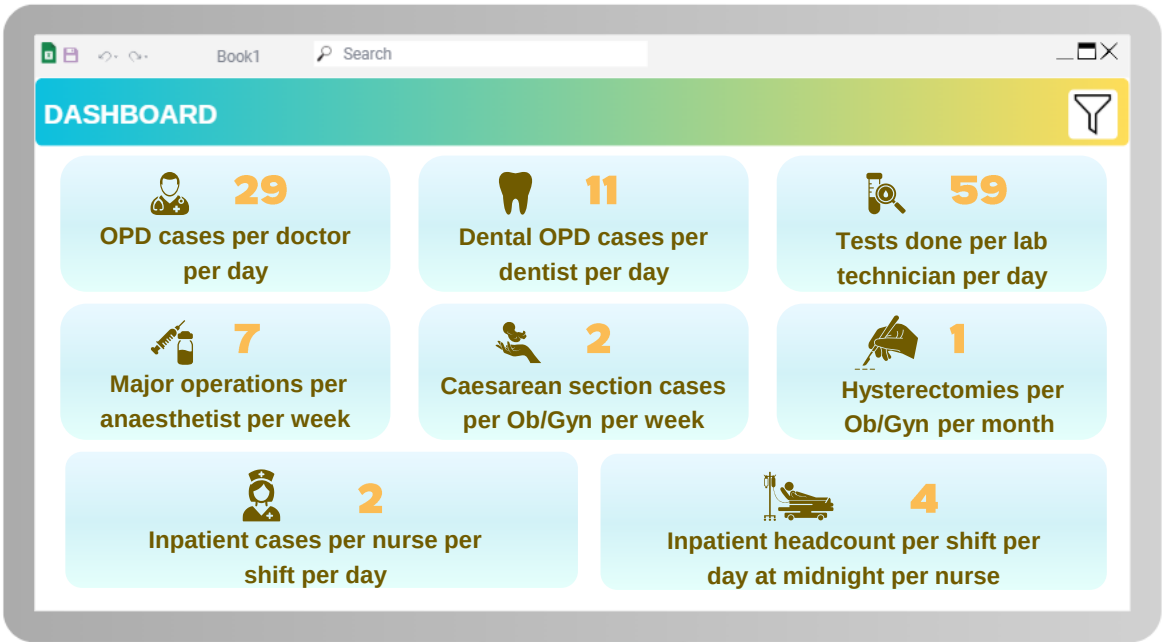
- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



- Incentives as a % of SD budget
- ₹
- Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



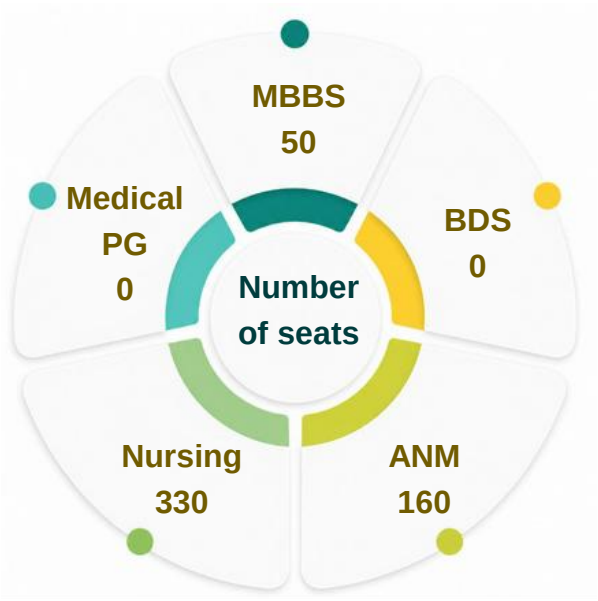
Separate Recruitment Board for Health



HRMIS



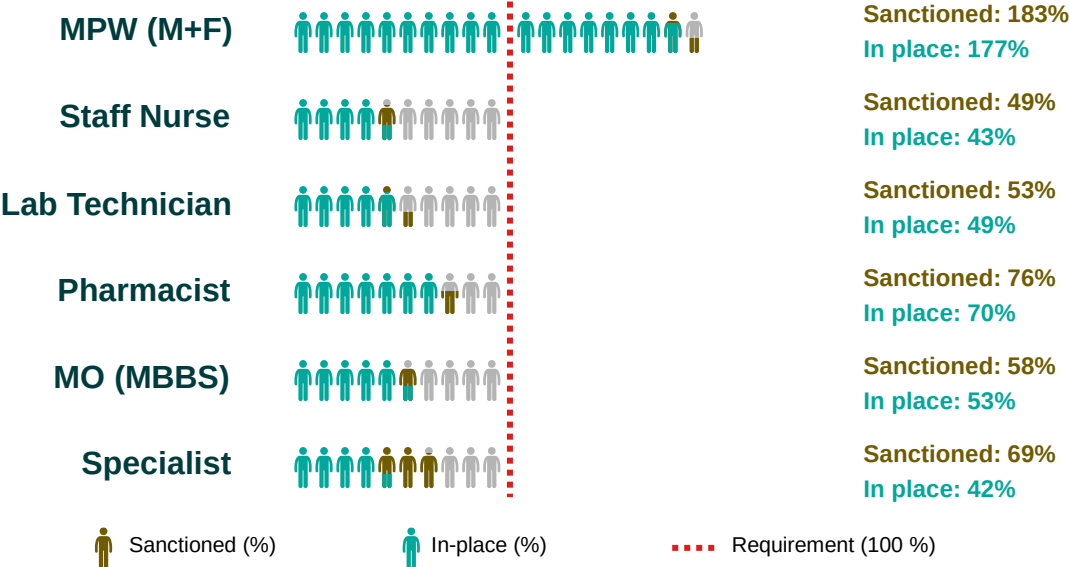
HRH Generation



Doctor to Staff Nurse Ratio

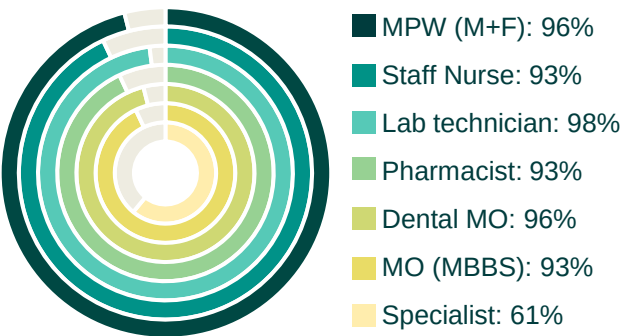


HRH Availability as per IPHS

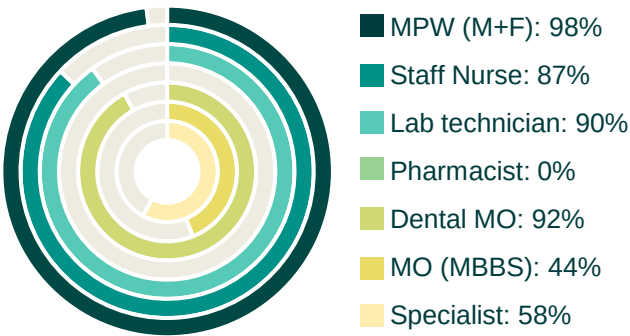




HRH In Place against Sanctioned Posts



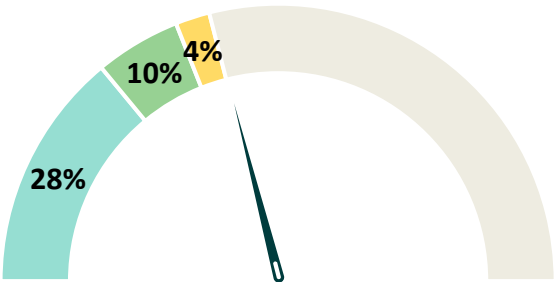
Regular cadre



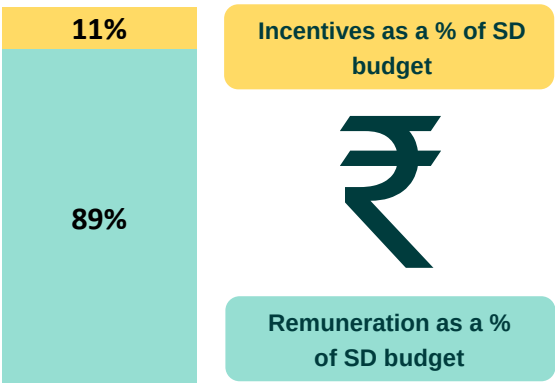
Contractual



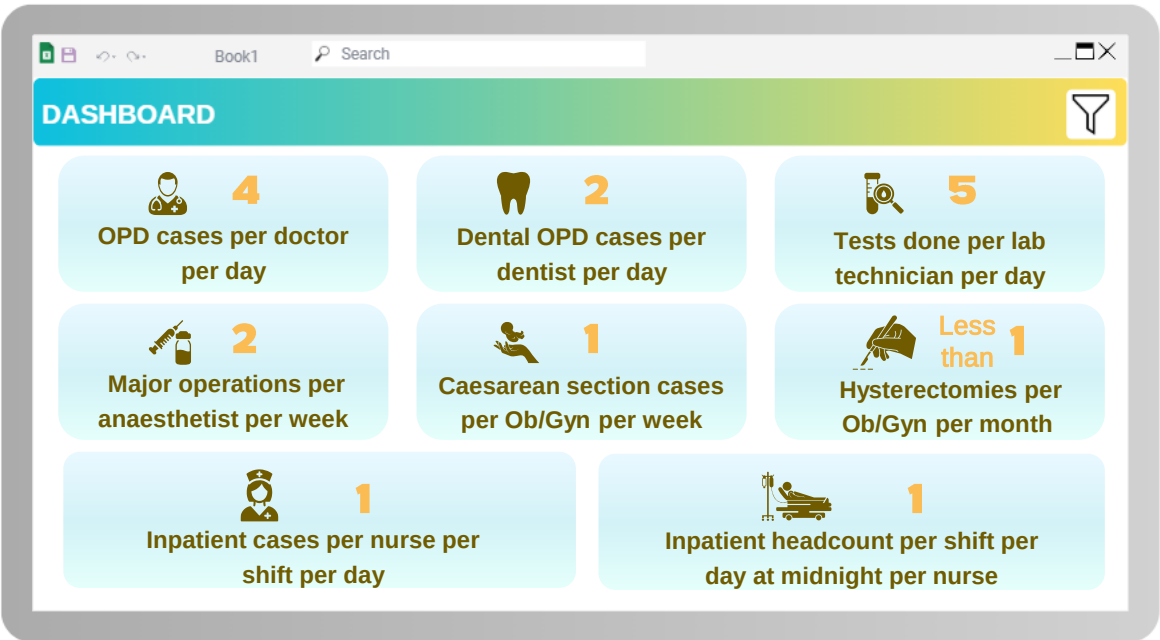
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



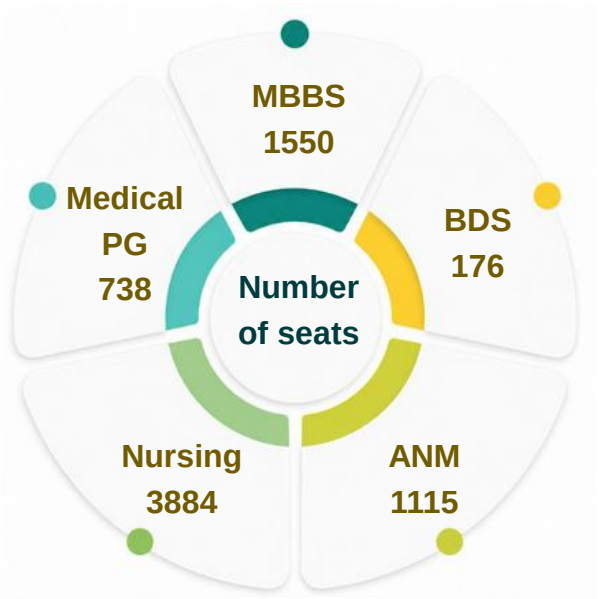
Separate Recruitment Board for Health



HRMIS



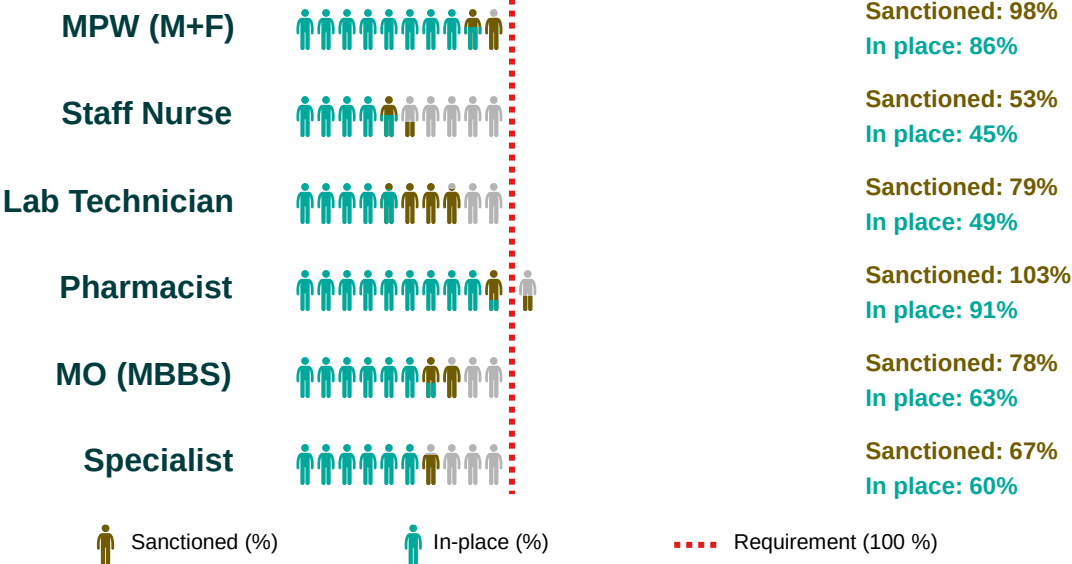
HRH Generation



Doctor to Staff Nurse Ratio

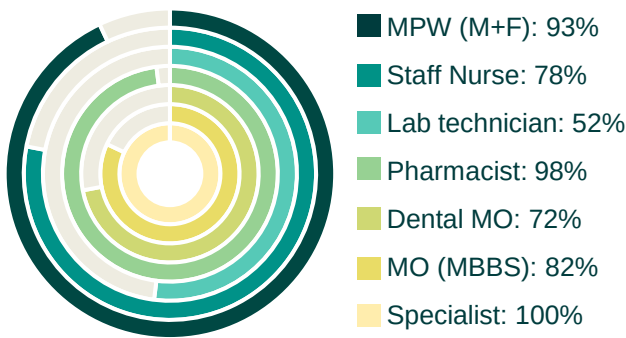


HRH Availability as per IPHS

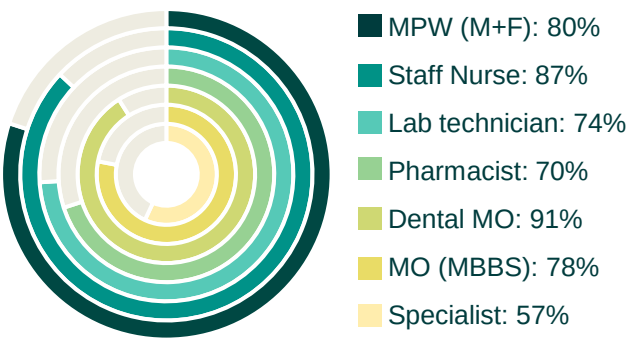




HRH In Place against Sanctioned Posts



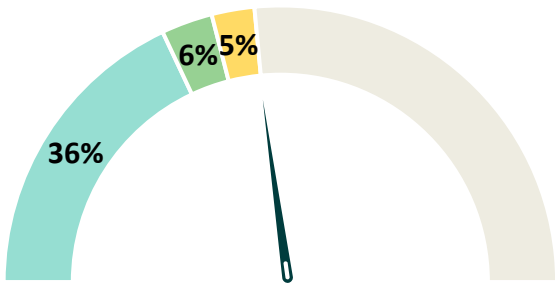
Regular cadre



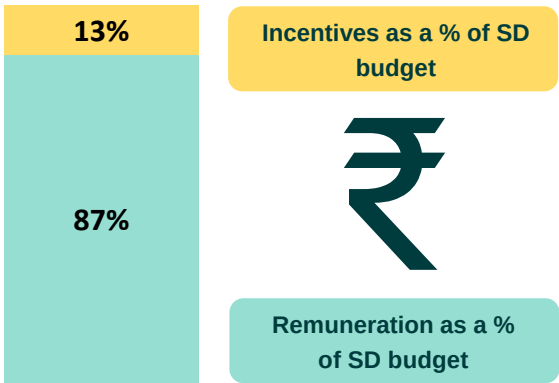
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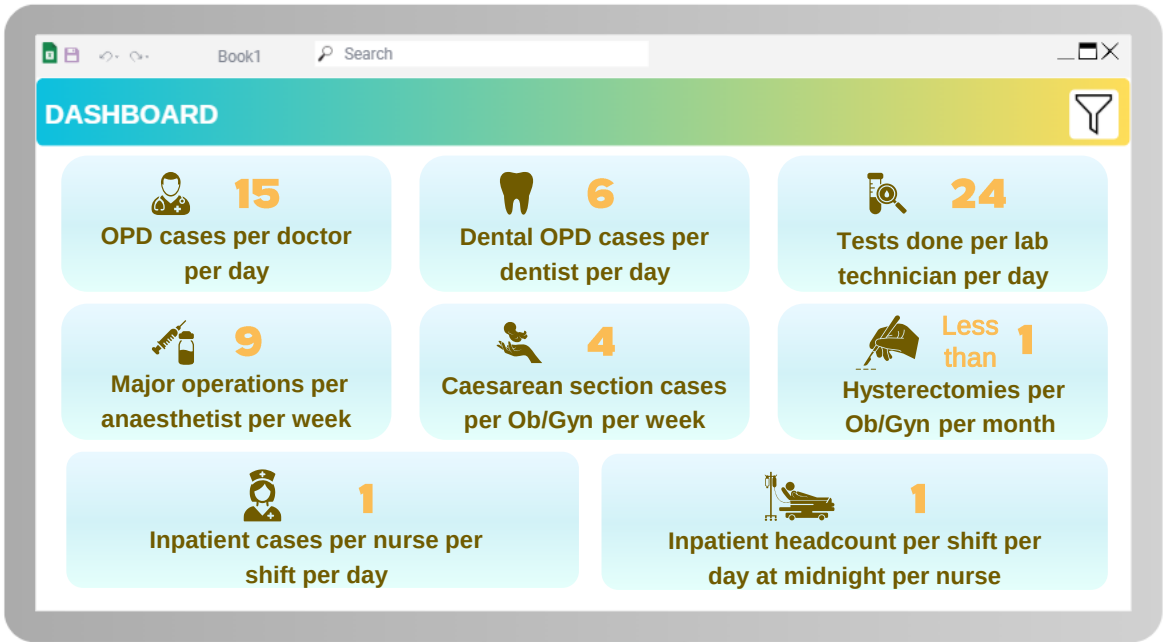
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



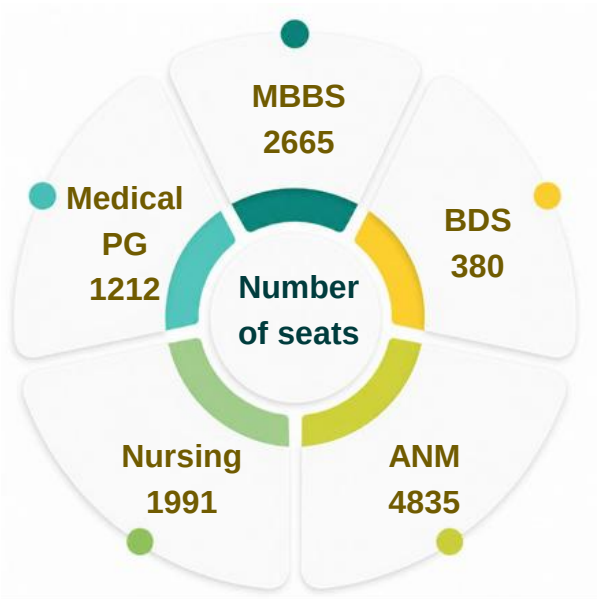
Separate Recruitment Board for Health



HRMIS



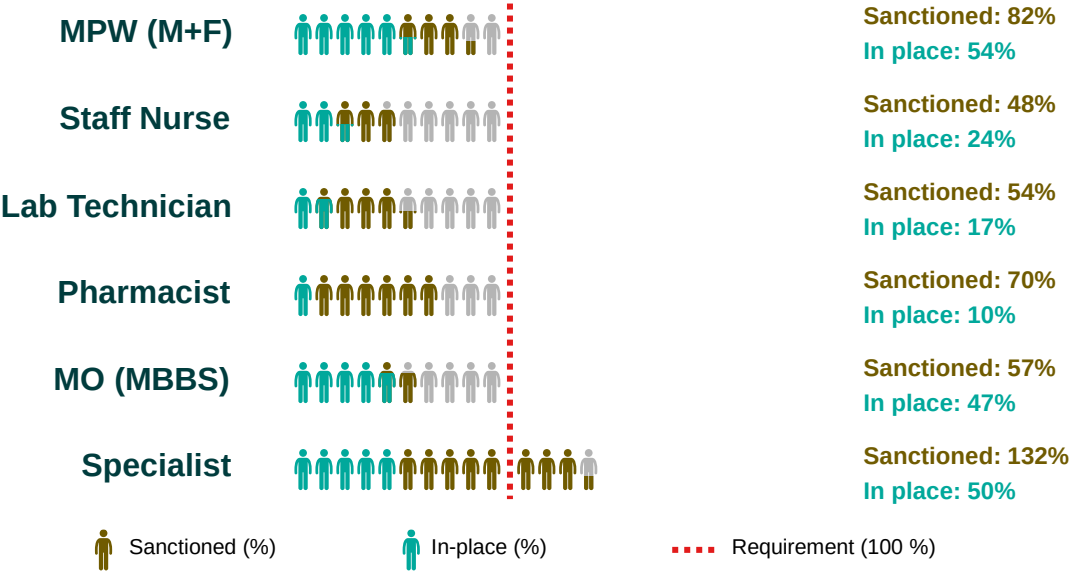
HRH Generation



Doctor to Staff Nurse Ratio

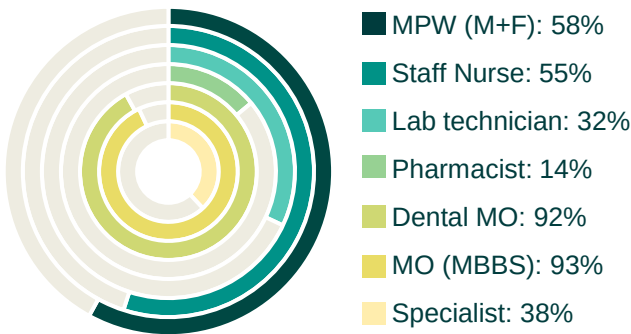


HRH Availability as per IPHS

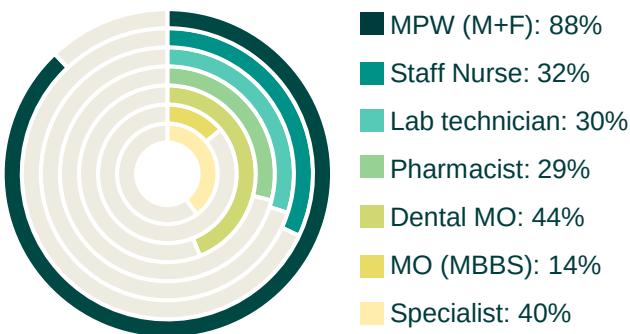




HRH In Place against Sanctioned Posts



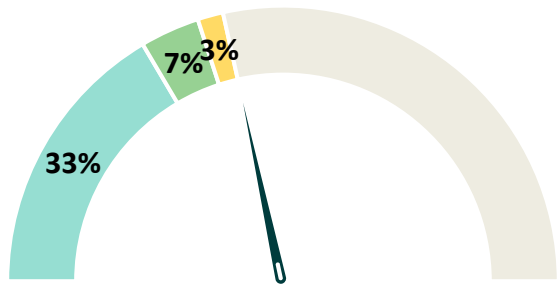
Regular cadre



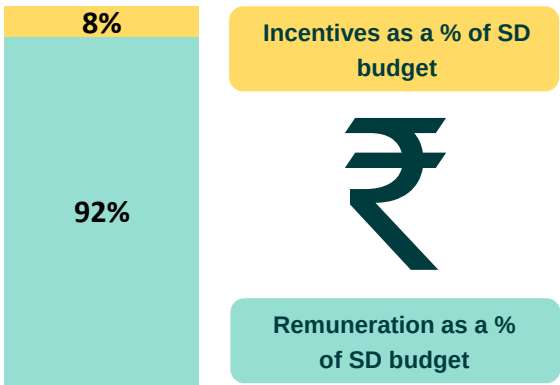
Contractual



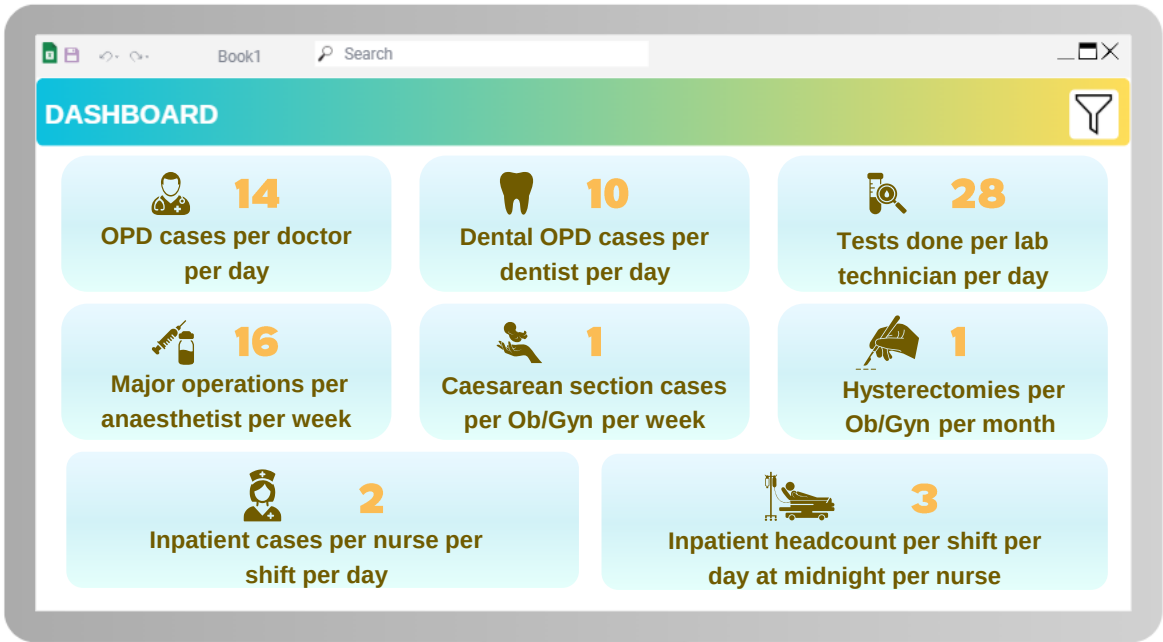
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



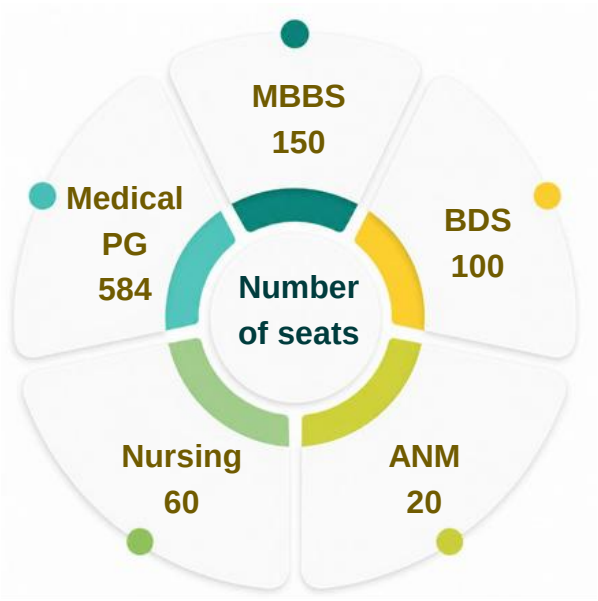
Separate Recruitment Board for Health



HRMIS



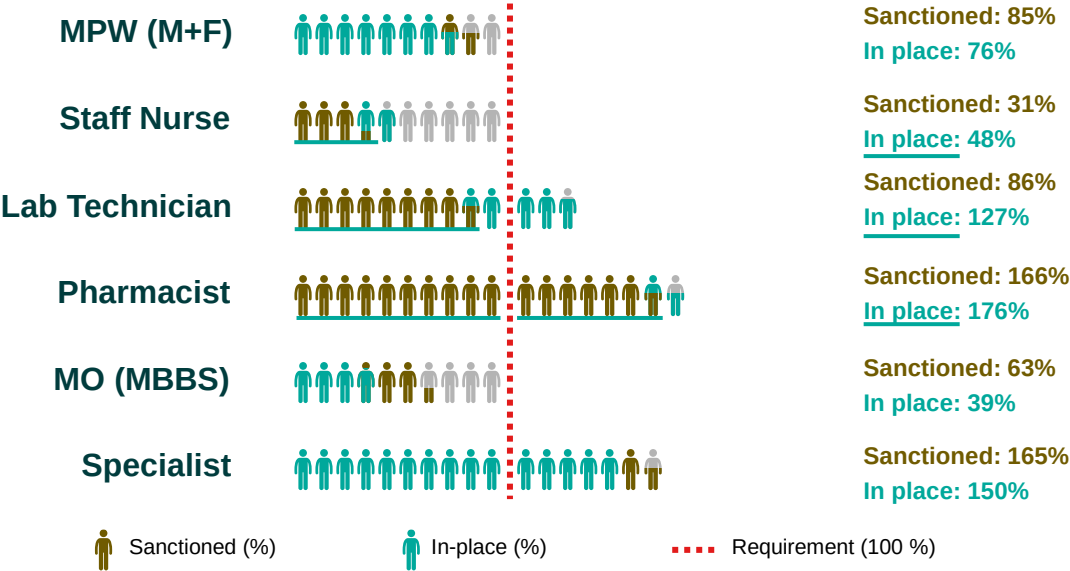
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



- MPW (M+F): 81%
- Staff Nurse: 100%
- Lab technician: 100%
- Pharmacist: 100%
- Dental MO: 90%
- MO (MBBS): 51%
- Specialist: 100%

Regular cadre

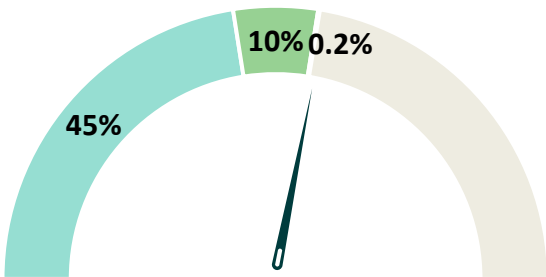


- MPW (M+F): 95%
- Staff Nurse: 99%
- Lab technician: 92%
- Pharmacist: 77%
- MO (MBBS): 78%
- Specialist: 50%
- Dentist: No sanctioned posts reported by UT

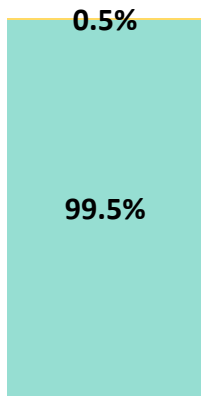
Contractual



HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



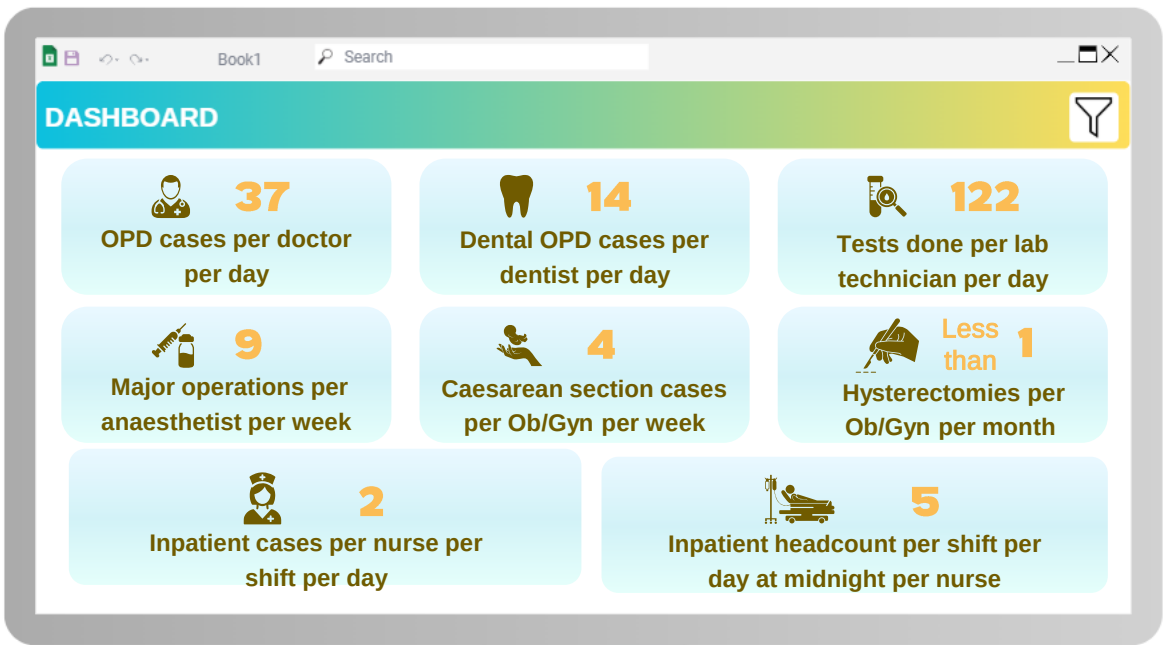
Incentives as a % of SD budget

₹

Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



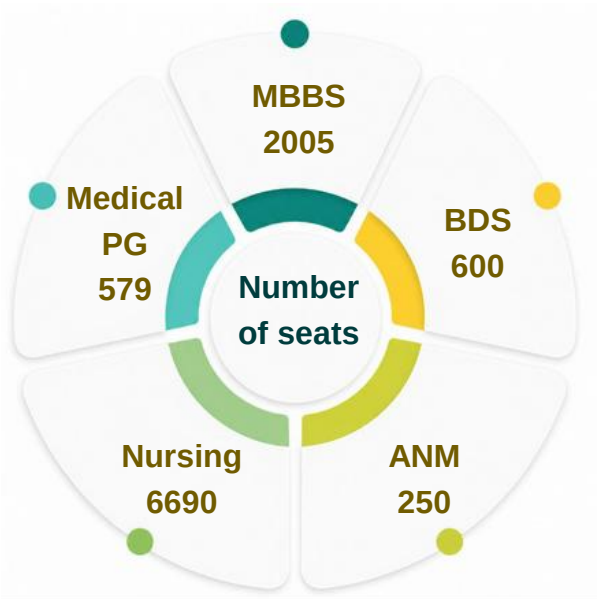
Separate Recruitment Board for Health



HRMIS



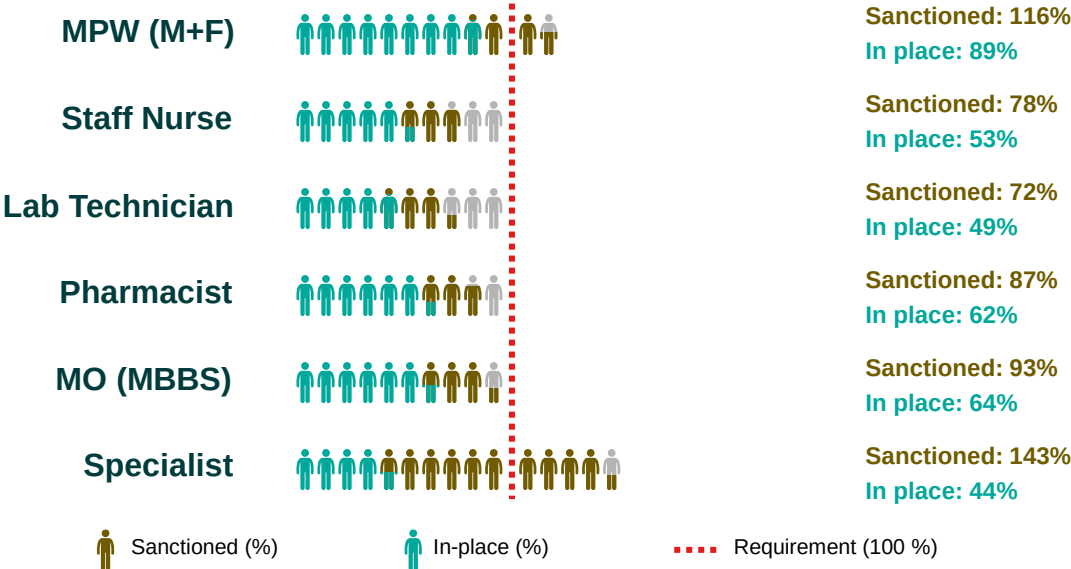
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



Regular cadre

- MPW (M+F): 75%
- Staff Nurse: 68%
- Lab technician: 74%
- Pharmacist: 71%
- Dental MO: 61%
- MO (MBBS): 92%
- Specialist: 29%

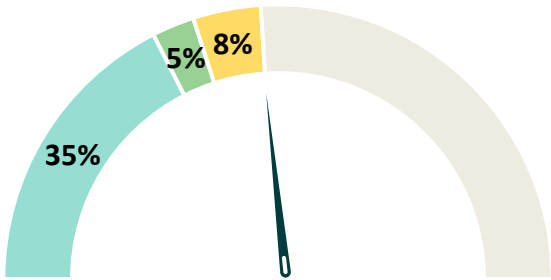


Contractual

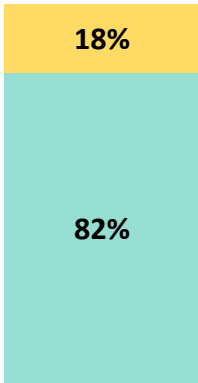
- MPW (M+F): 82%
- Staff Nurse: 67%
- Lab technician: 53%
- Pharmacist: 84%
- Dental MO: 98%
- MO (MBBS): 28%
- Specialist: 44%



HRH Budget Share under NHM



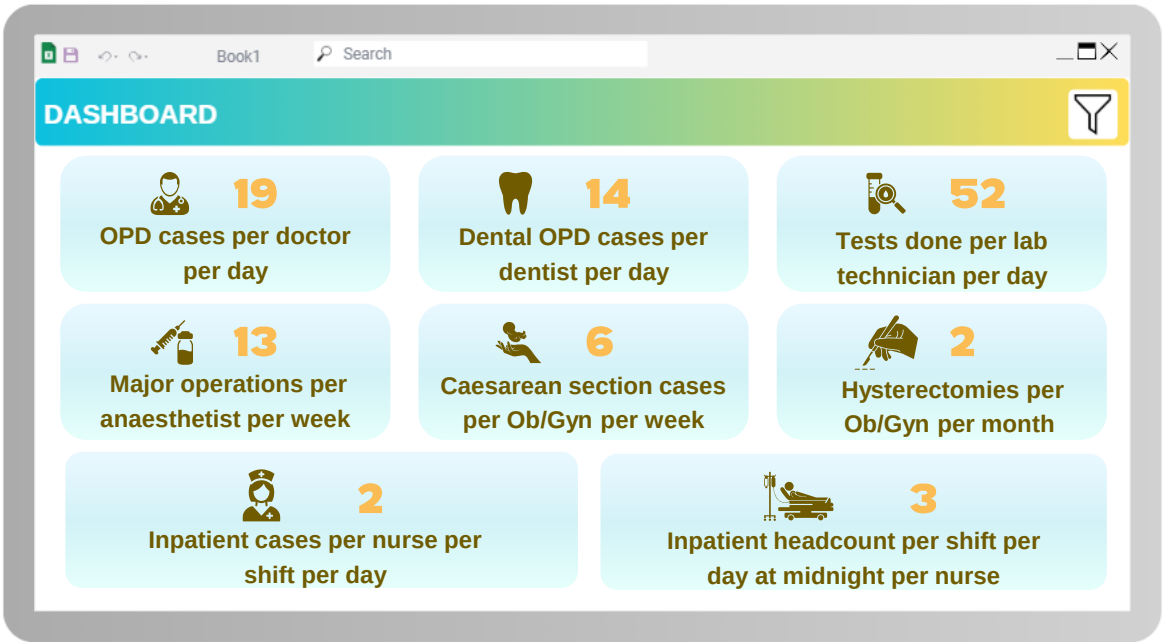
- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



- Incentives as a % of SD budget
- ₹
- Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



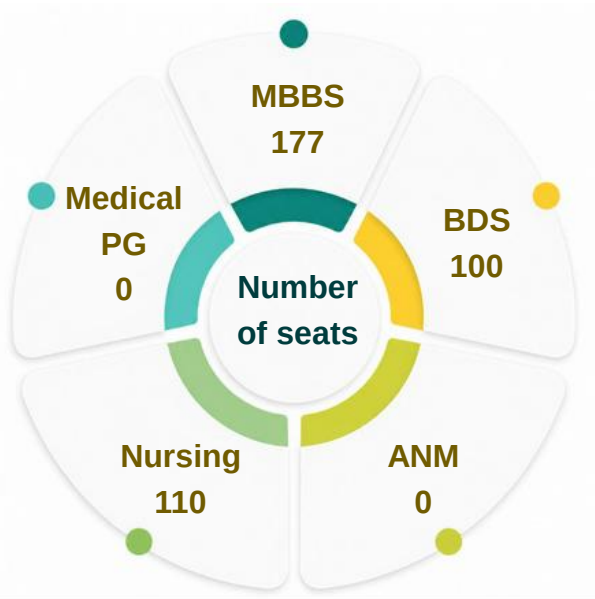
Separate Recruitment Board for Health



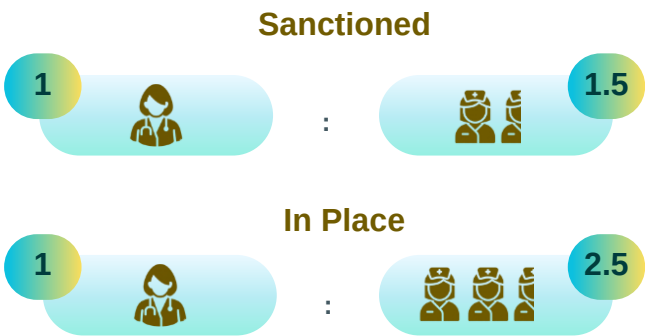
HRMIS



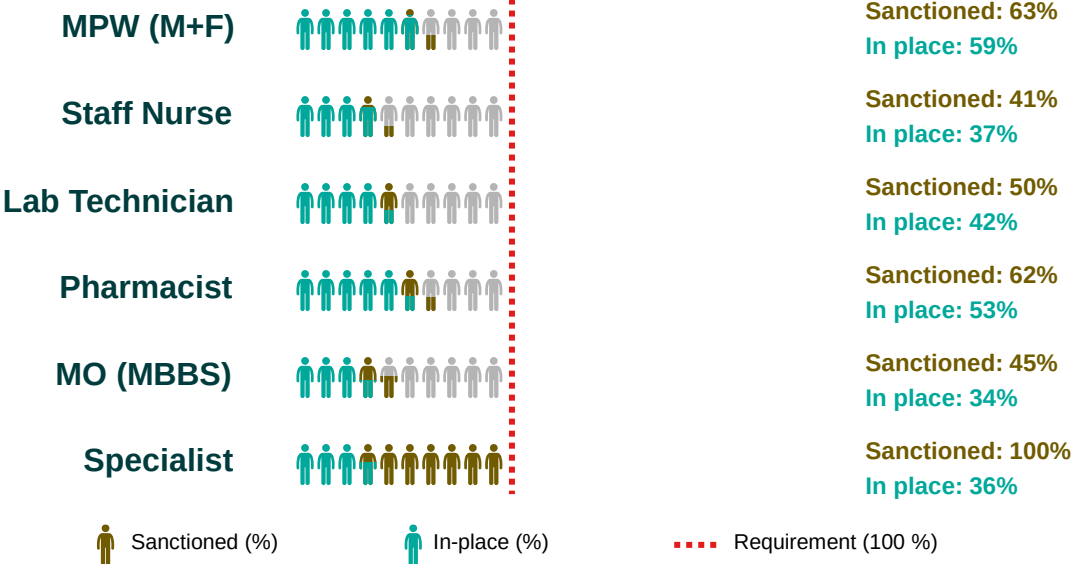
HRH Generation



Doctor to Staff Nurse Ratio

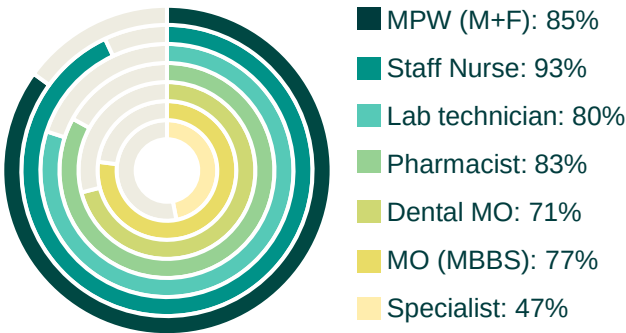


HRH Availability as per IPHS

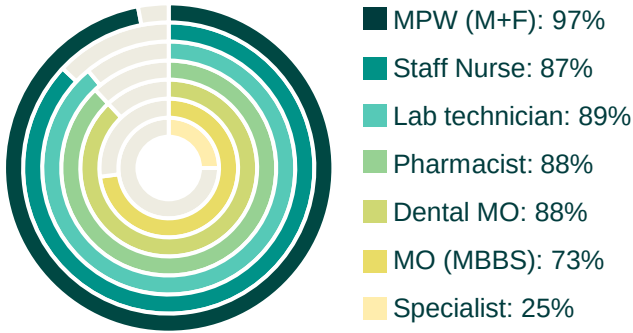




HRH In Place against Sanctioned Posts



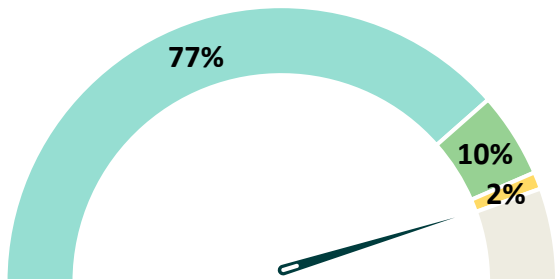
Regular cadre



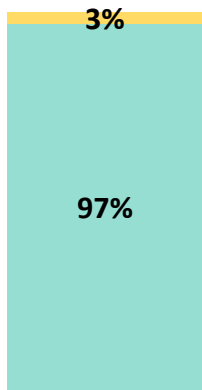
Contractual



HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



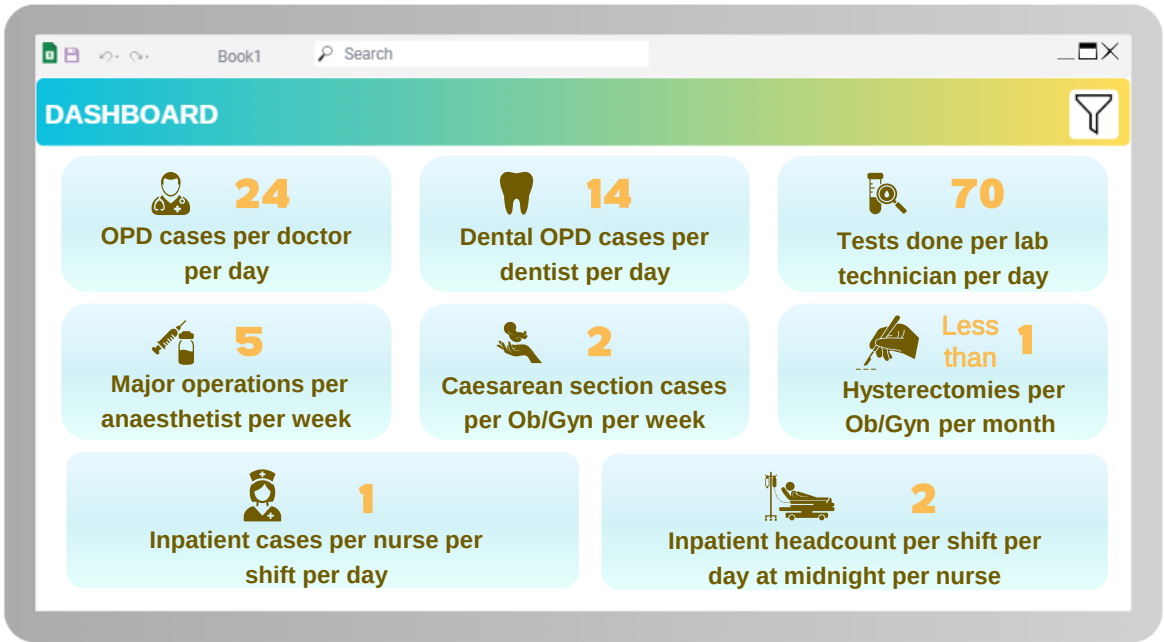
Incentives as a % of SD budget

₹

Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



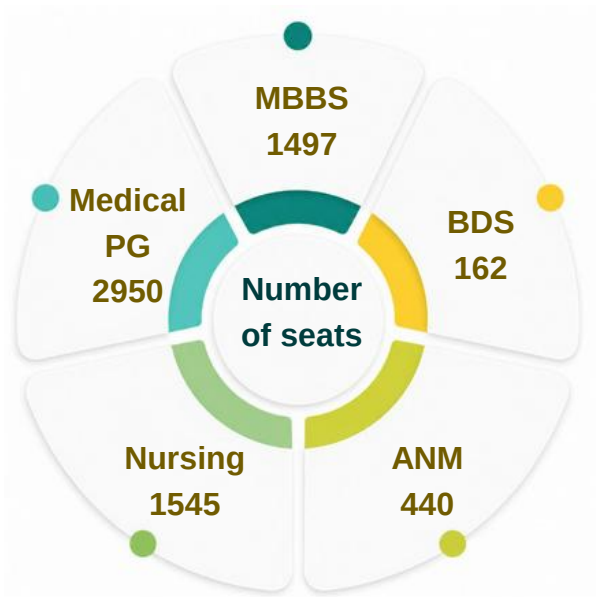
Separate Recruitment Board for Health



HRMIS



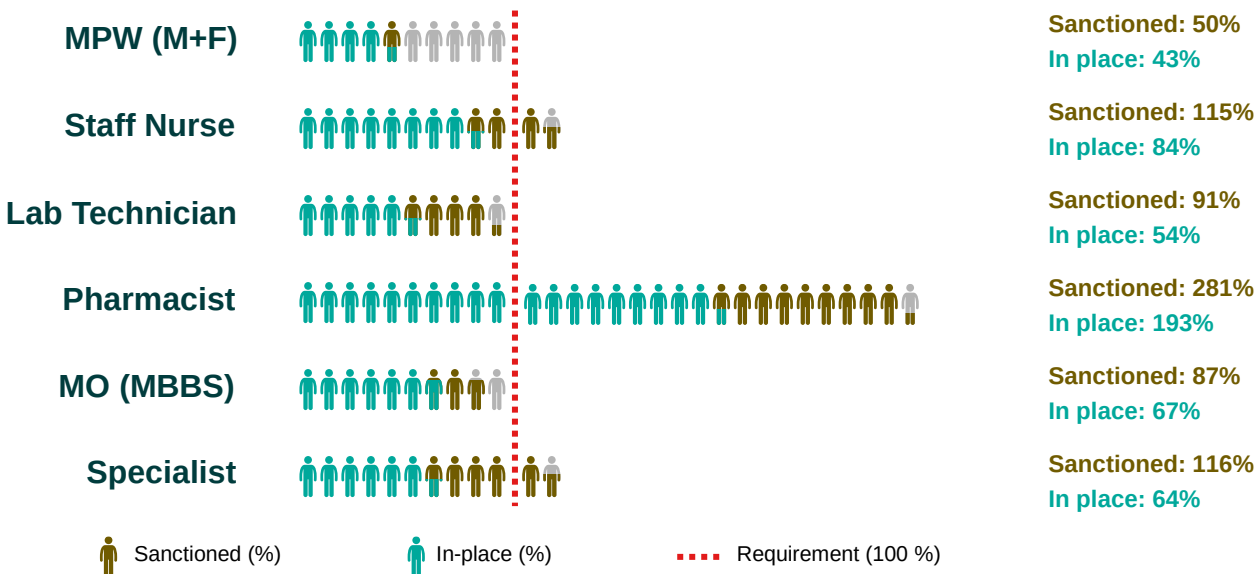
HRH Generation



Doctor to Staff Nurse Ratio

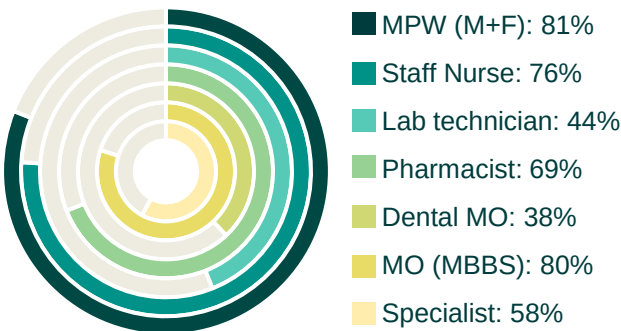


HRH Availability as per IPHS

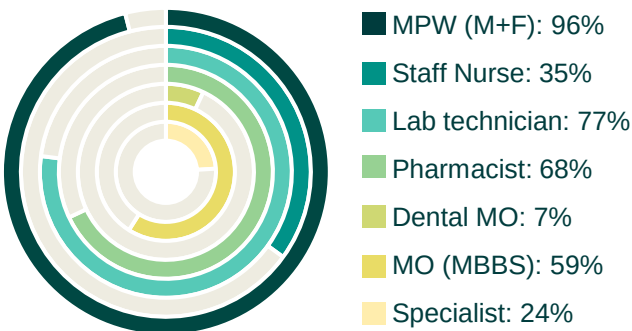




HRH In Place against Sanctioned Posts



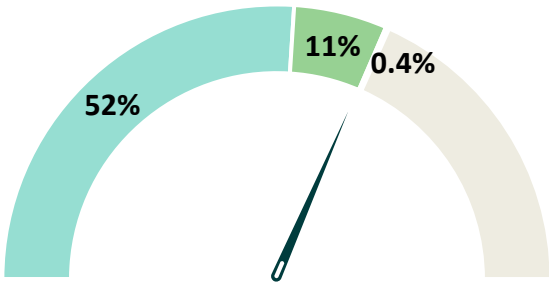
Regular cadre



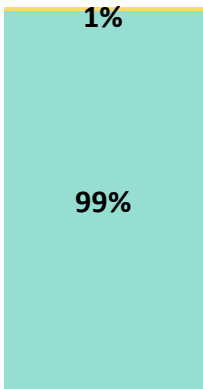
Contractual



HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



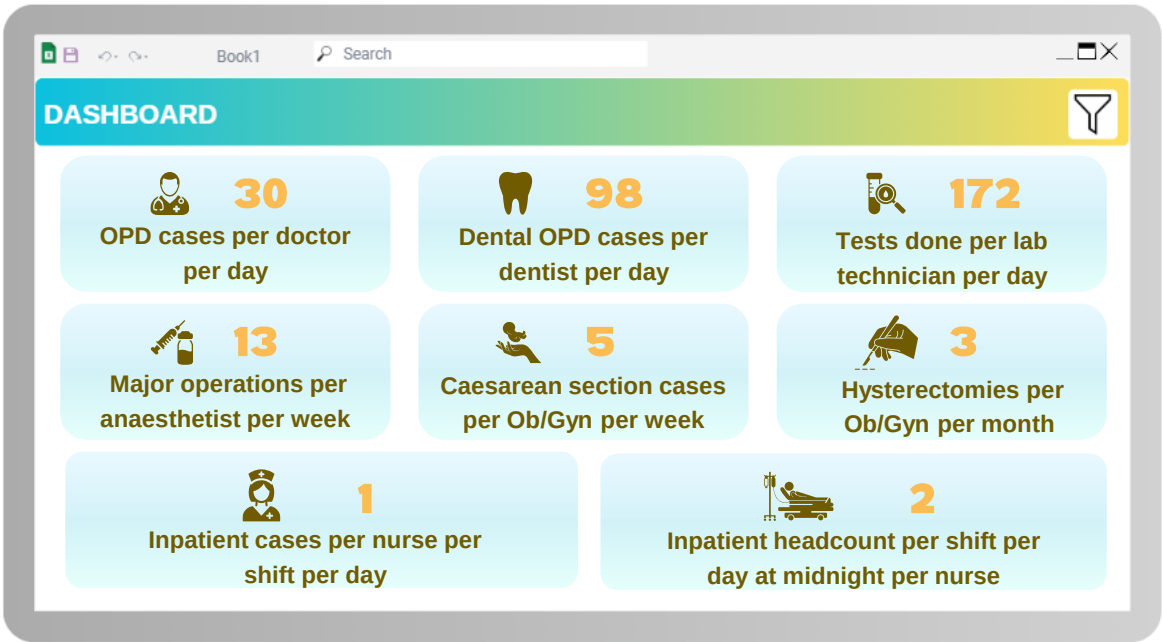
Incentives as a % of SD budget

₹

Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



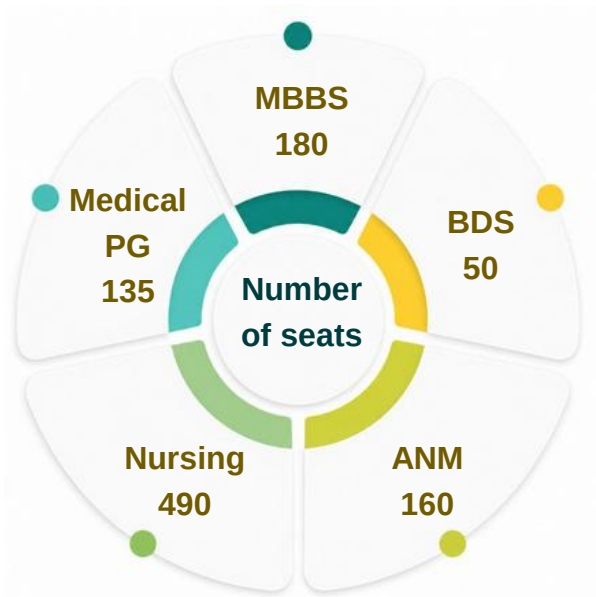
Separate Recruitment Board for Health



HRMIS



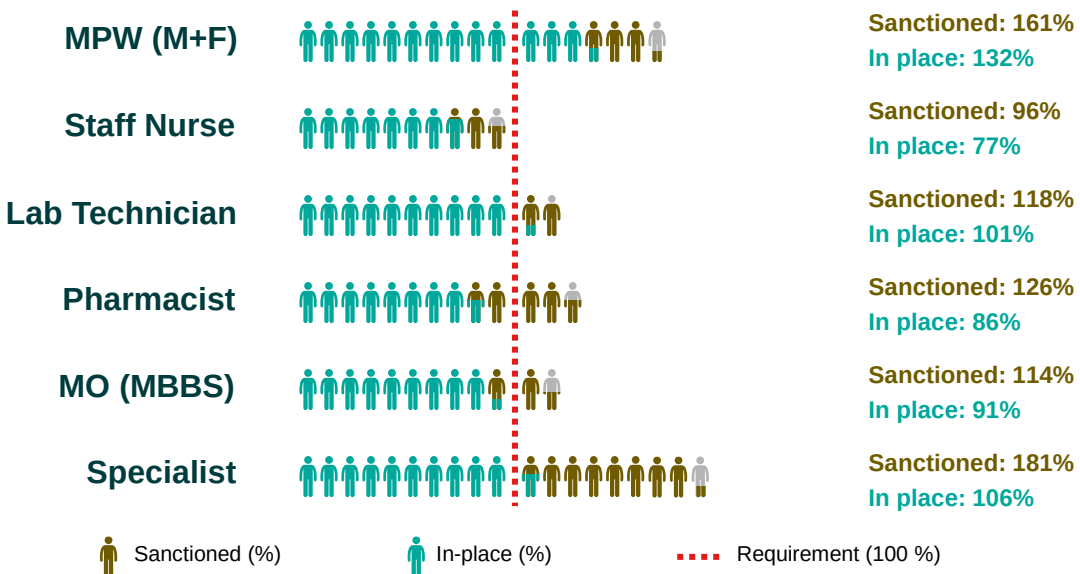
HRH Generation



Doctor to Staff Nurse Ratio

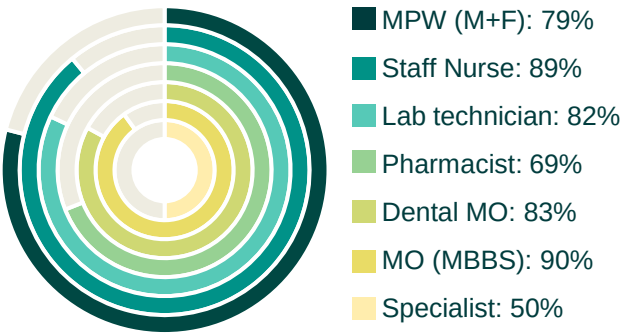


HRH Availability as per IPHS

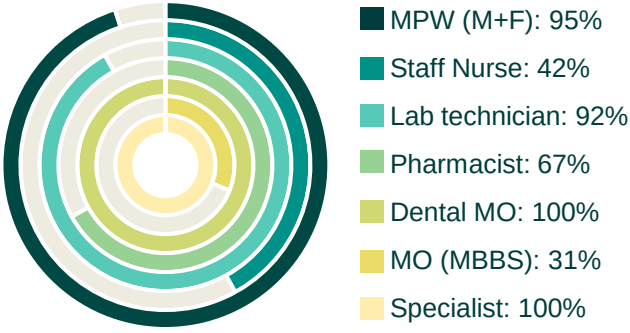




HRH In Place against Sanctioned Posts



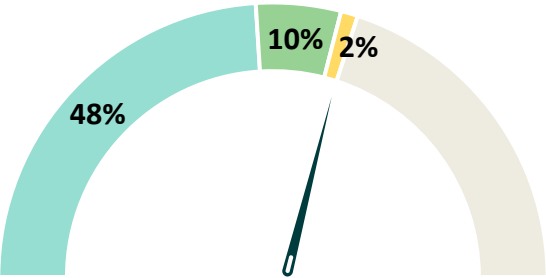
Regular cadre



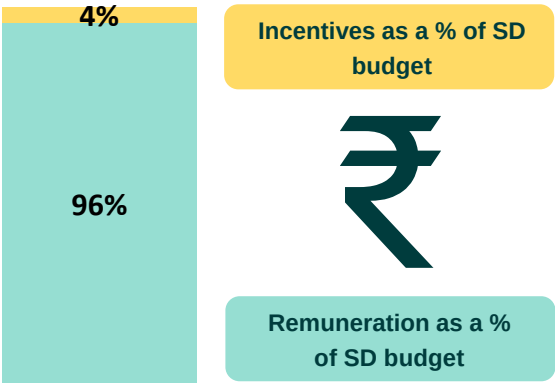
Contractual



HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



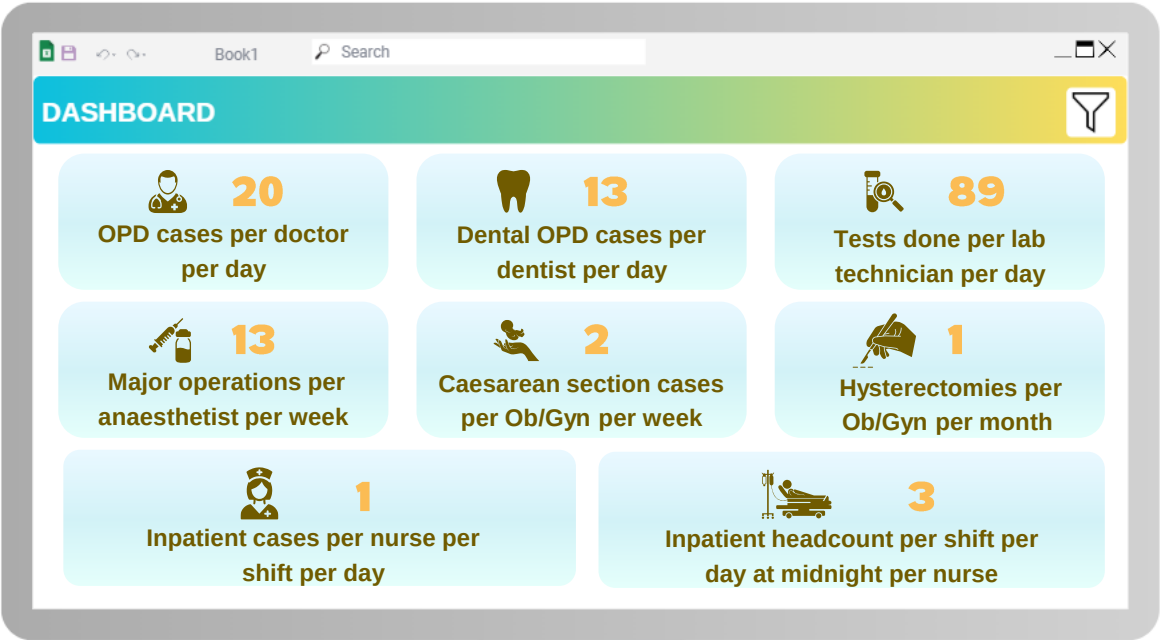
Incentives as a % of SD budget



Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



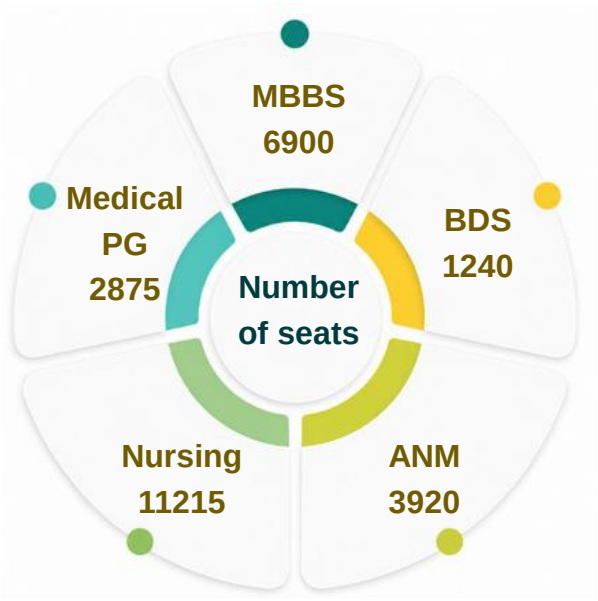
Separate Recruitment Board for Health



HRMIS



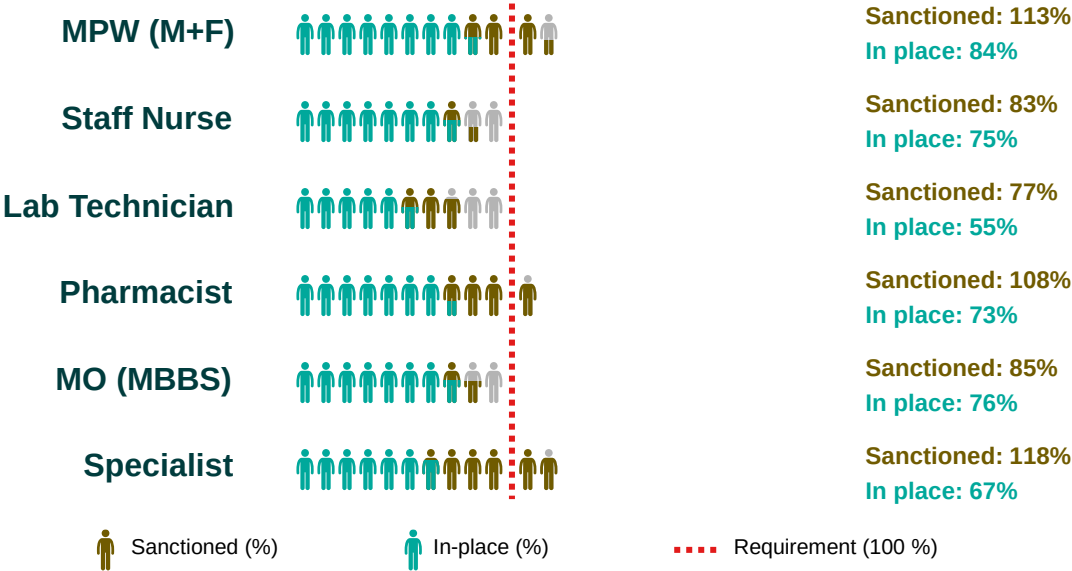
HRH Generation



Doctor to Staff Nurse Ratio

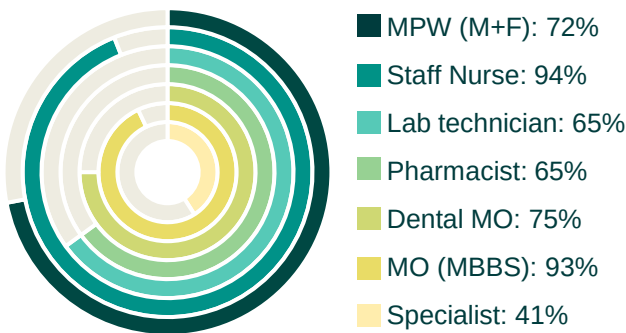


HRH Availability as per IPHS

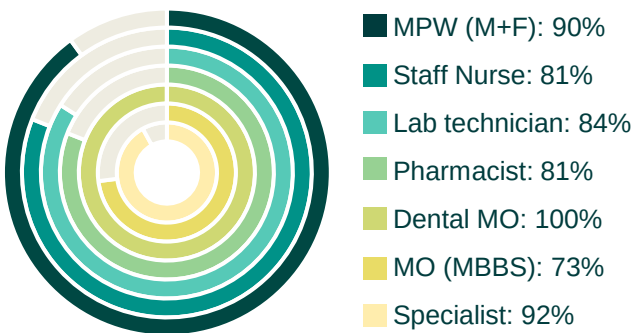




HRH In Place against Sanctioned Posts



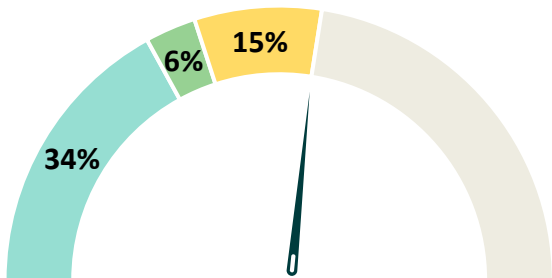
Regular cadre



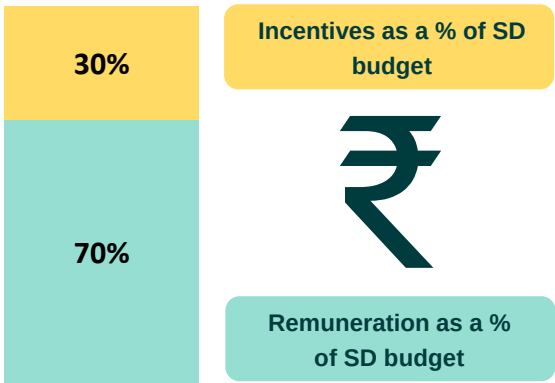
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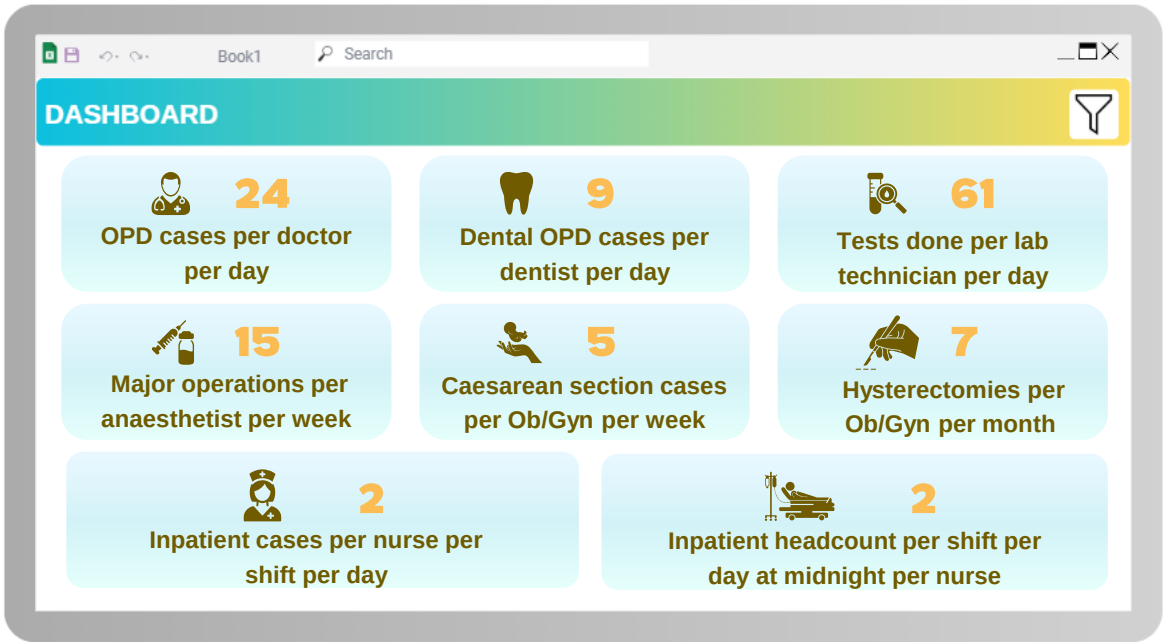
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



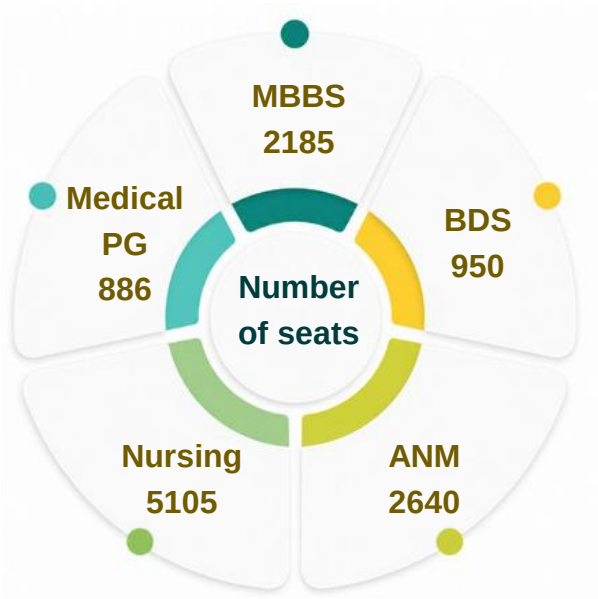
Separate Recruitment Board for Health



HRMIS



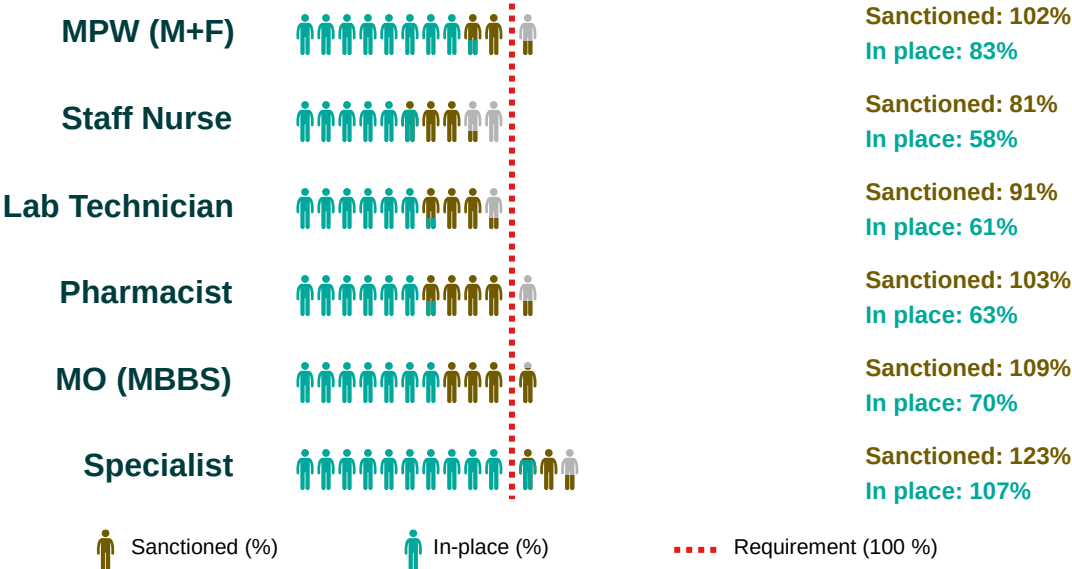
HRH Generation



Doctor to Staff Nurse Ratio

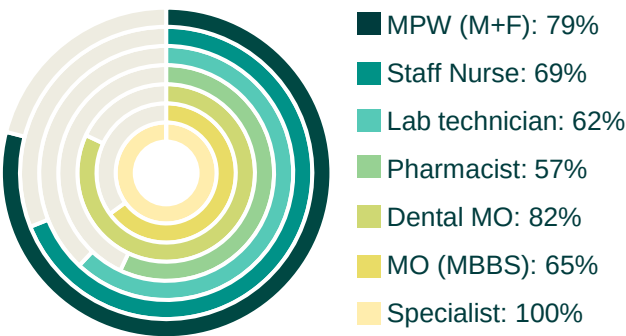


HRH Availability as per IPHS

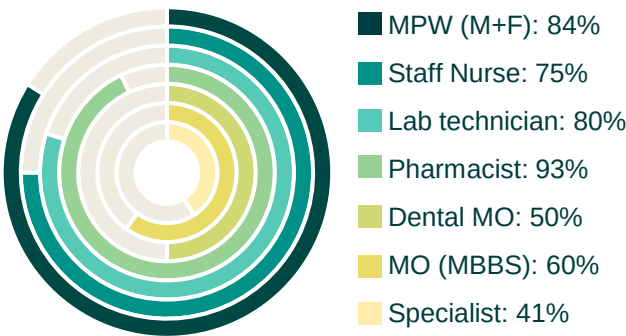




HRH In Place against Sanctioned Posts



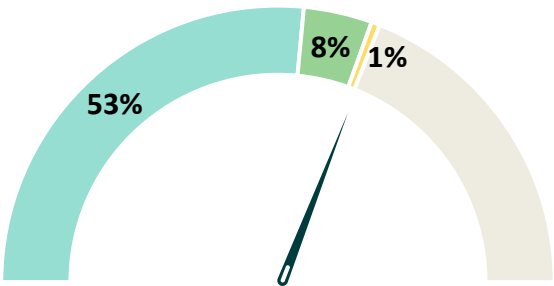
Regular cadre



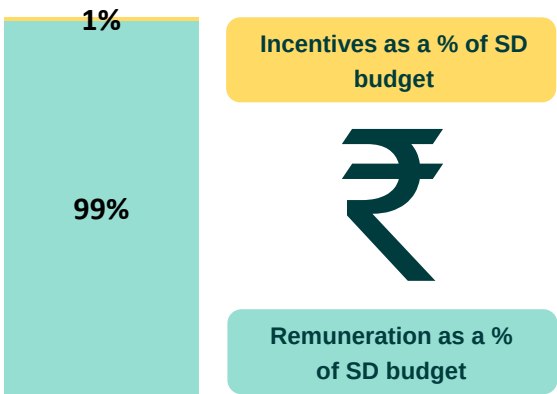
Contractual



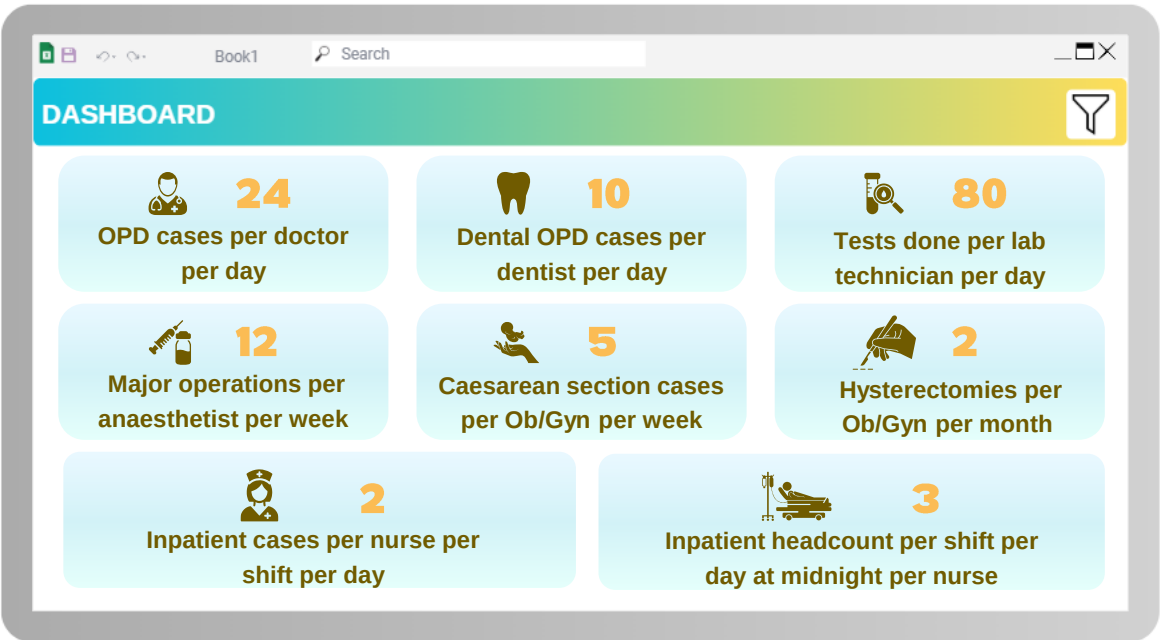
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



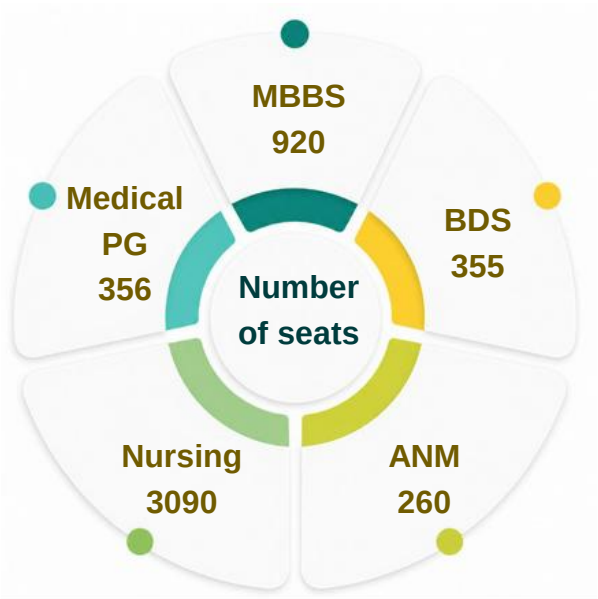
Separate Recruitment Board for Health



HRMIS



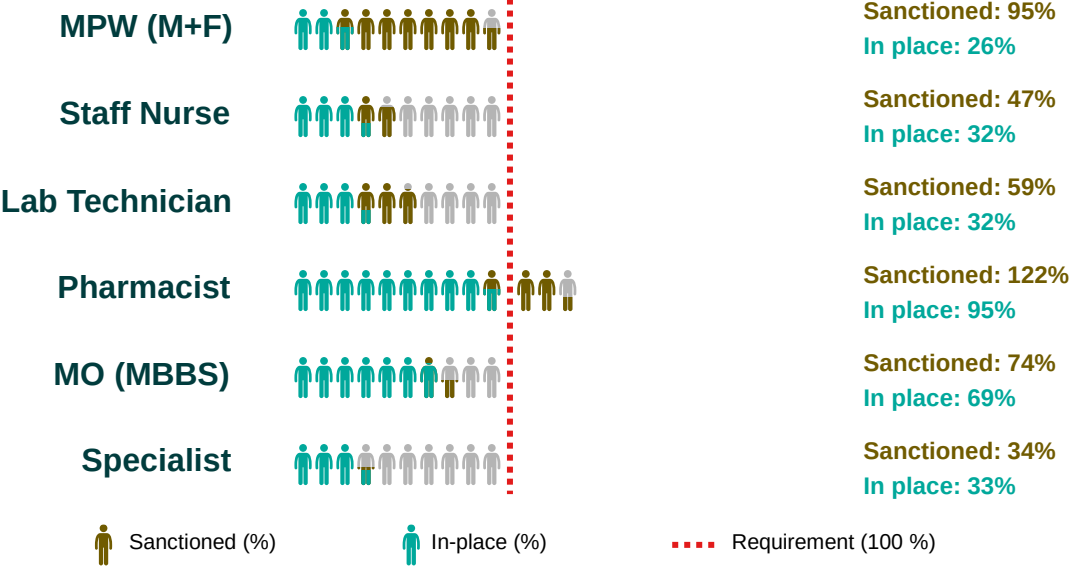
HRH Generation



Doctor to Staff Nurse Ratio

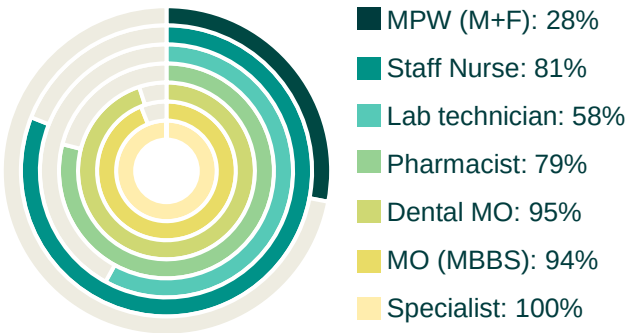


HRH Availability as per IPHS

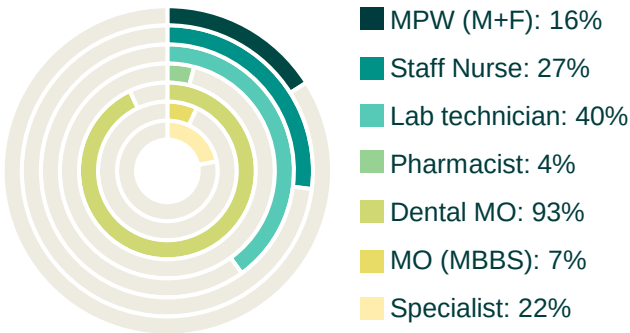




HRH In Place against Sanctioned Posts



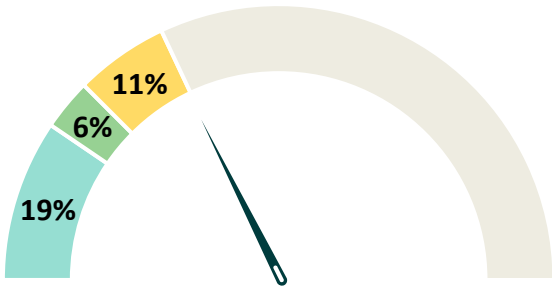
Regular cadre



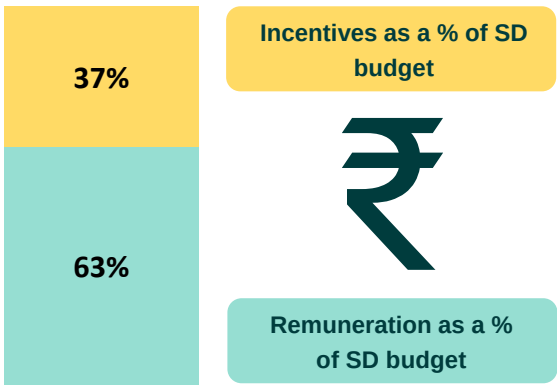
Contractual



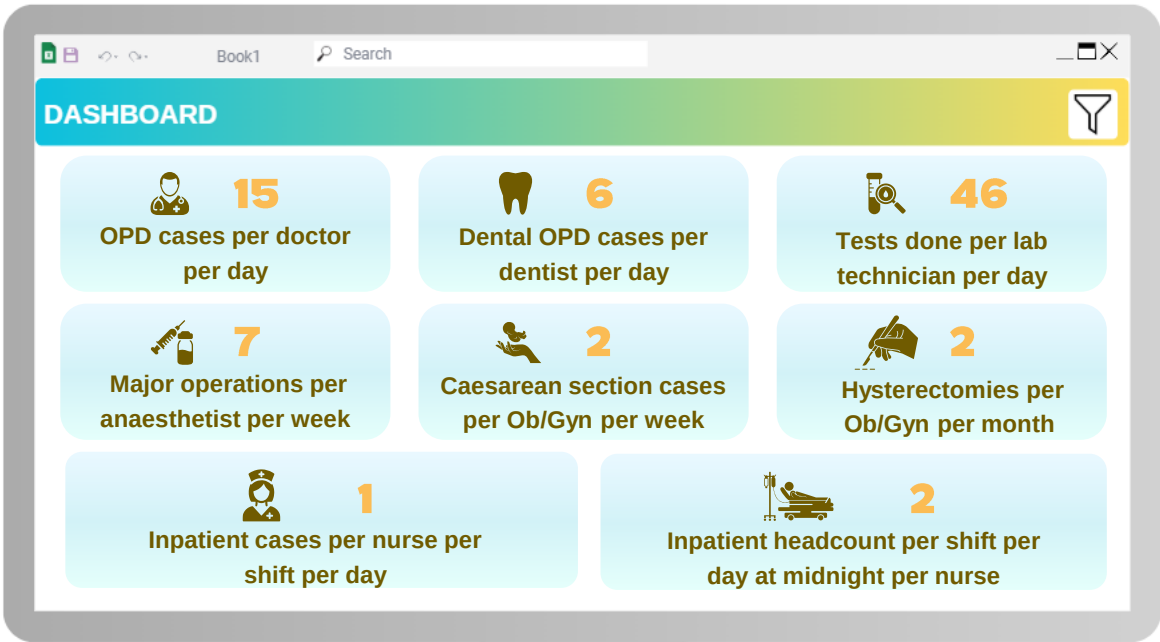
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



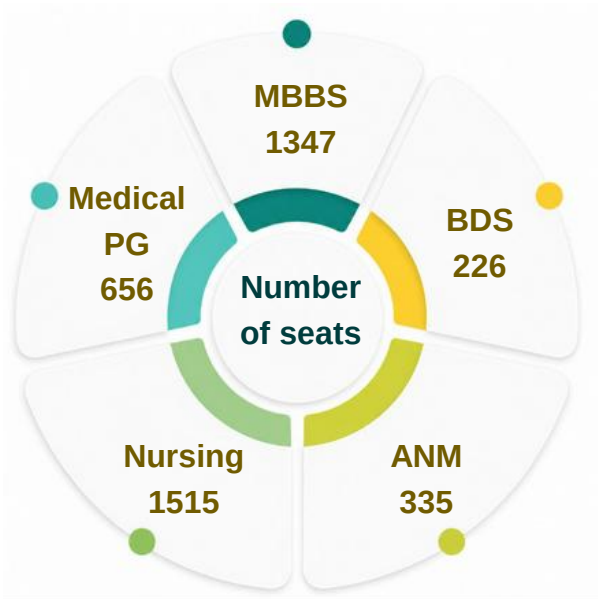
Separate Recruitment Board for Health



HRMIS



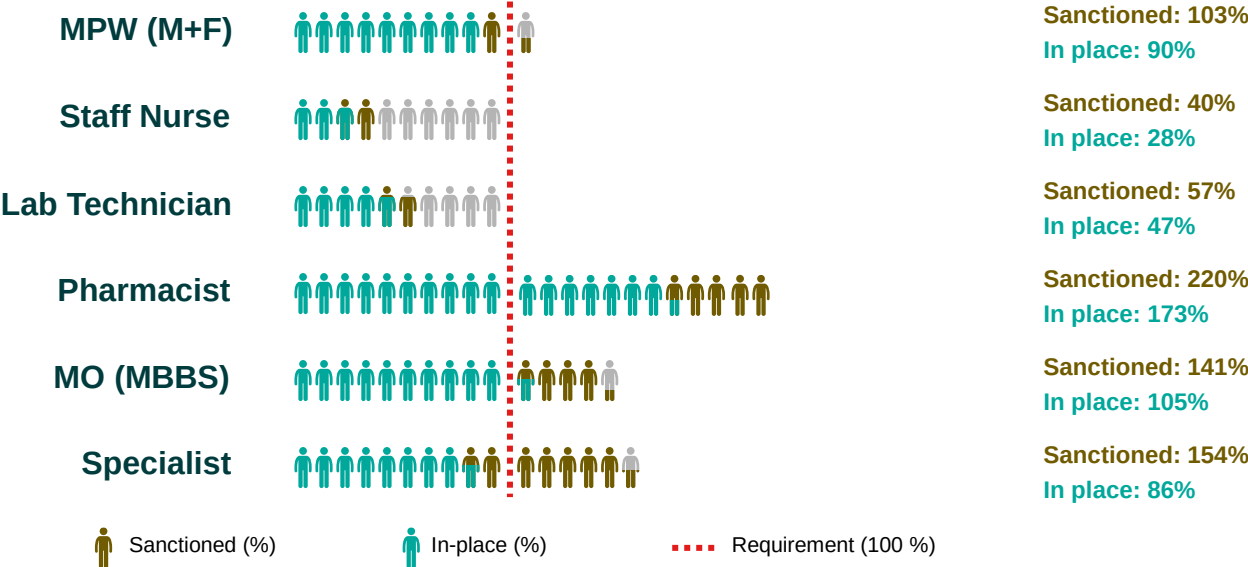
HRH Generation



Doctor to Staff Nurse Ratio

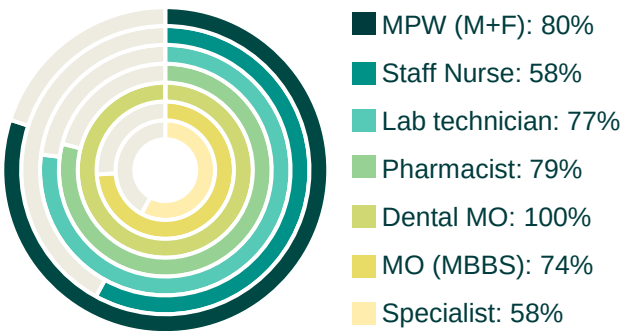


HRH Availability as per IPHS

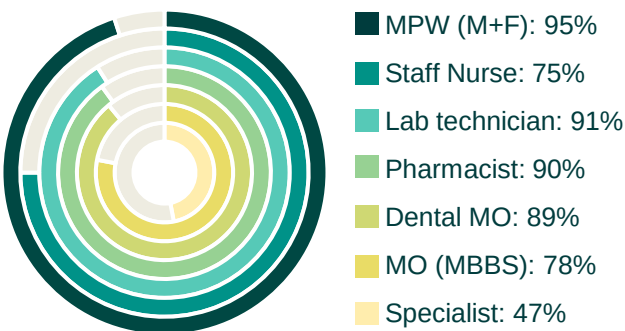




HRH In Place against Sanctioned Posts



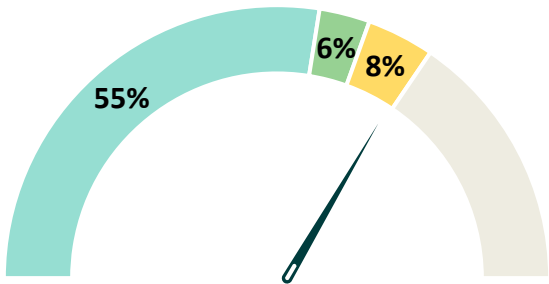
Regular cadre



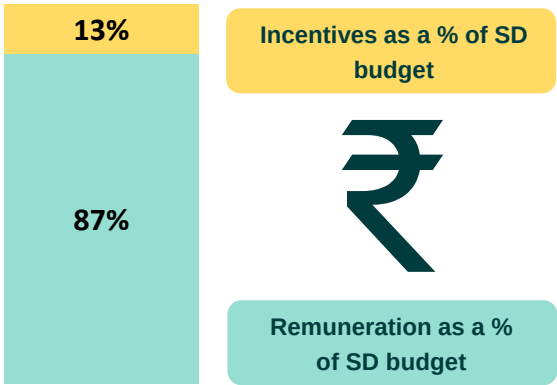
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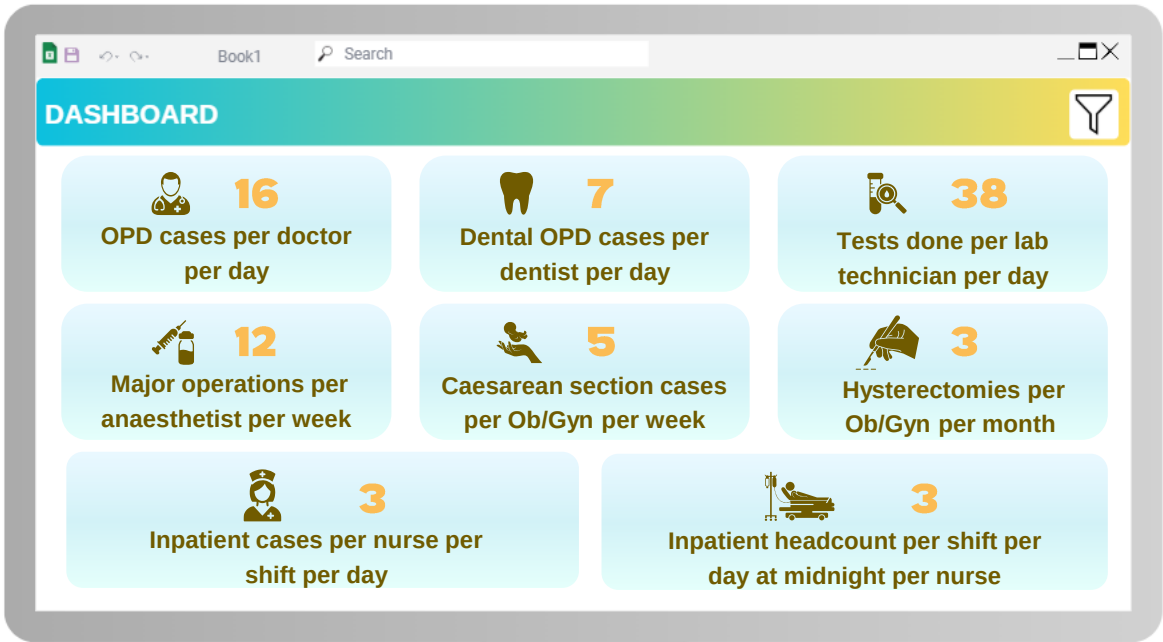
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



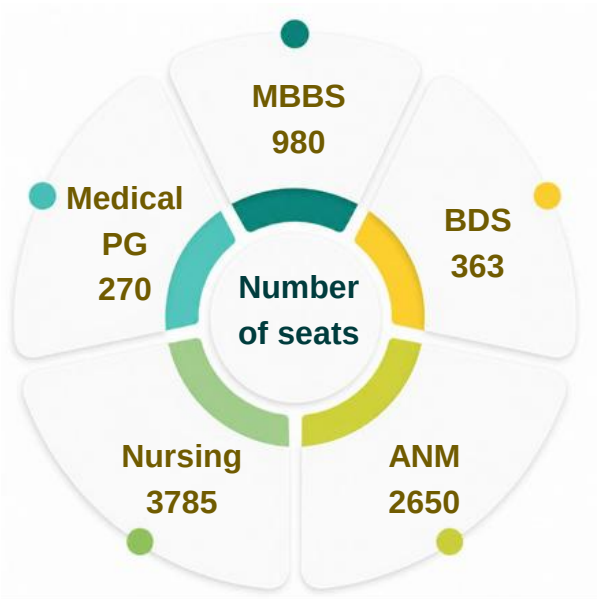
Separate Recruitment Board for Health



HRMIS



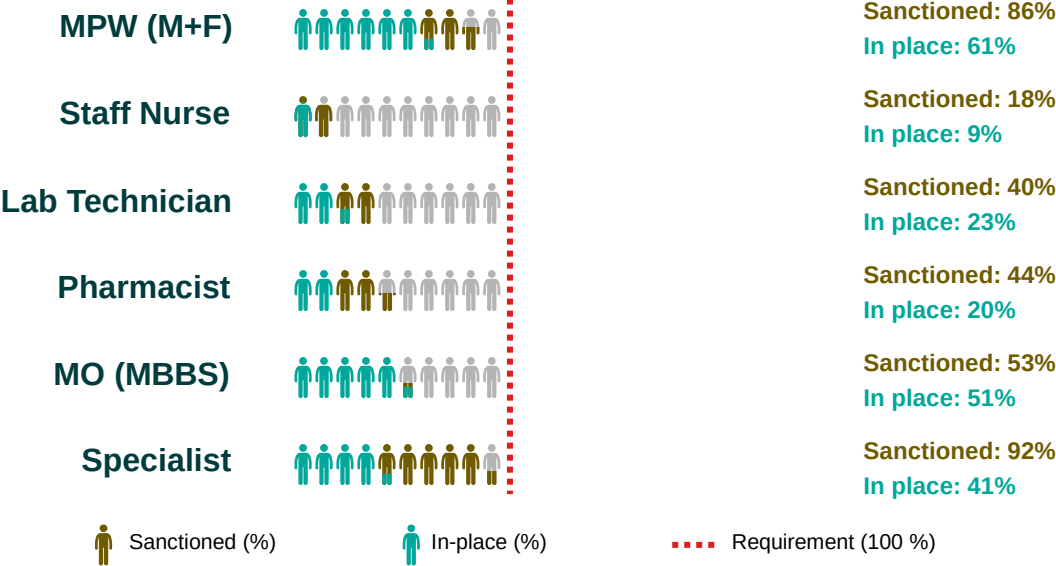
HRH Generation



Doctor to Staff Nurse Ratio

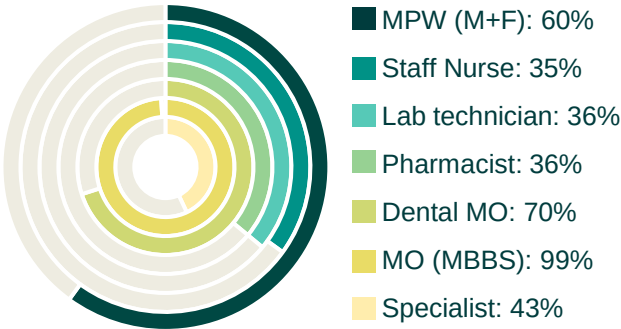


HRH Availability as per IPHS

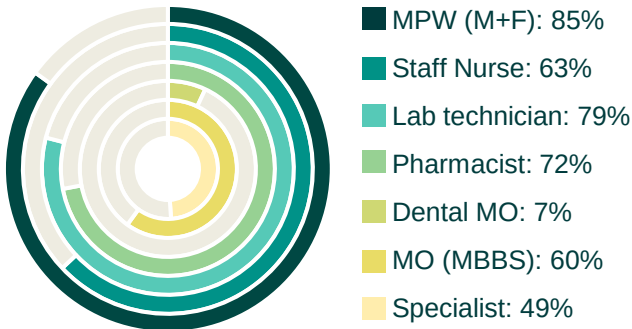




HRH In Place against Sanctioned Posts



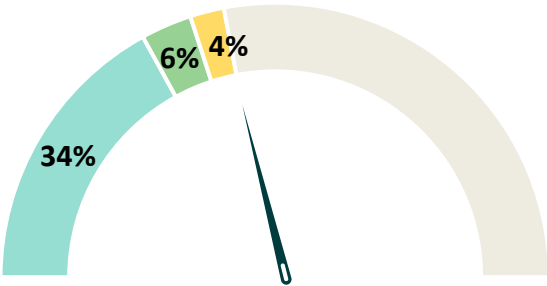
Regular cadre



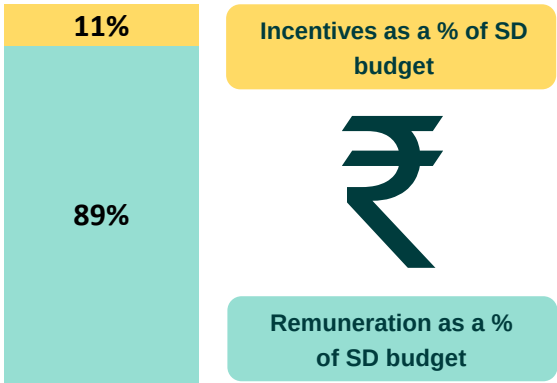
Contractual



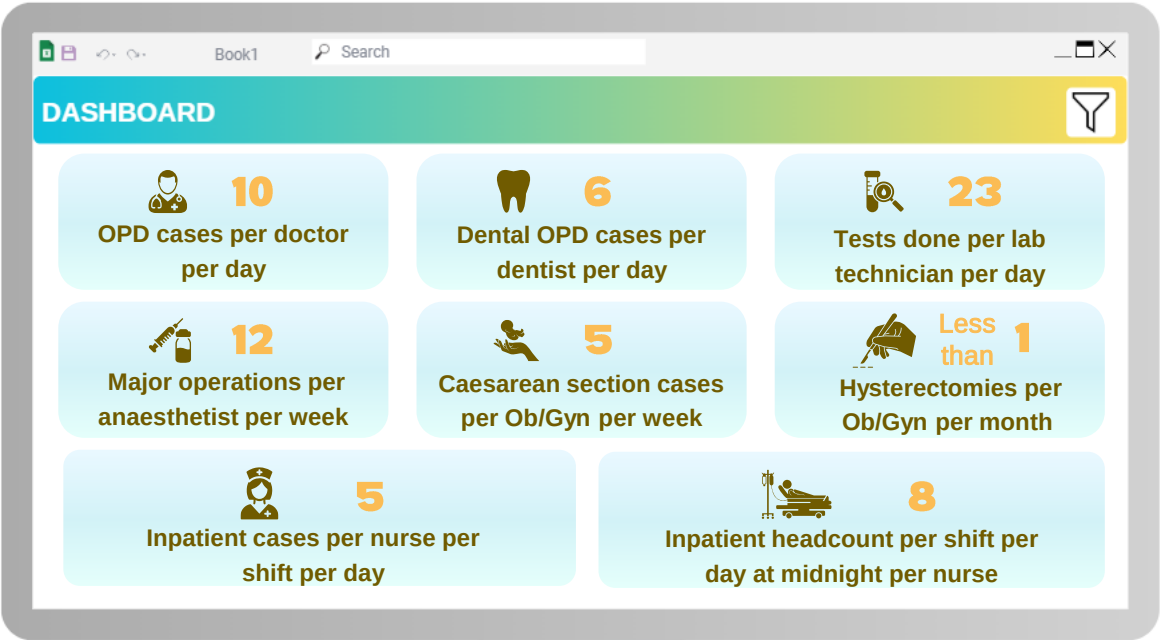
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



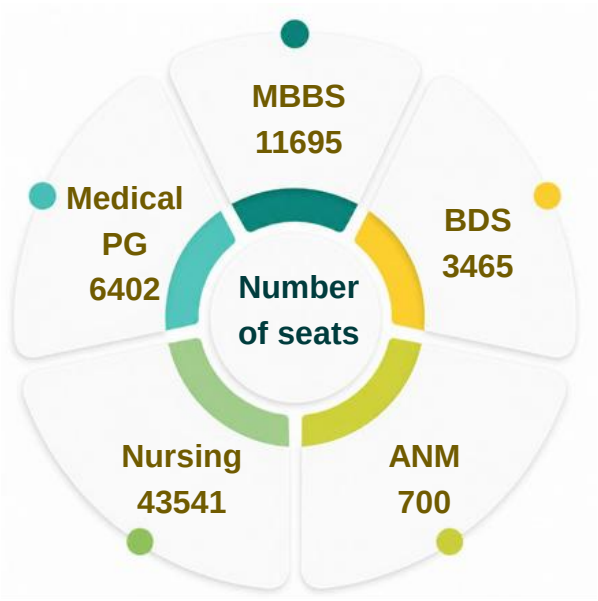
Separate Recruitment Board for Health



HRMIS



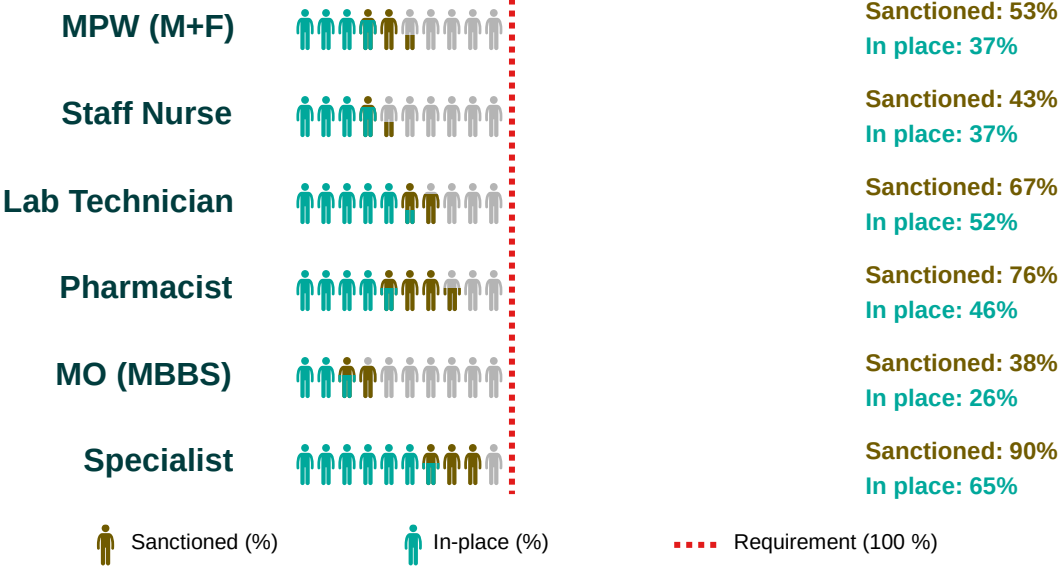
HRH Generation



Doctor to Staff Nurse Ratio

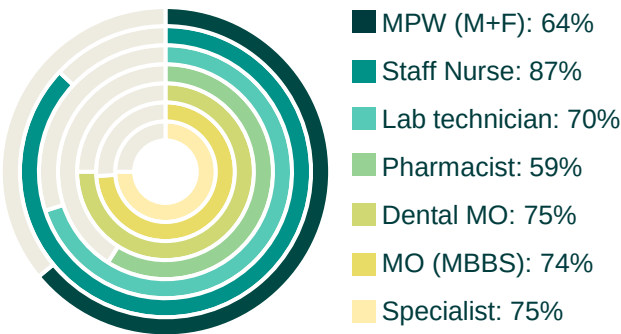


HRH Availability as per IPHS

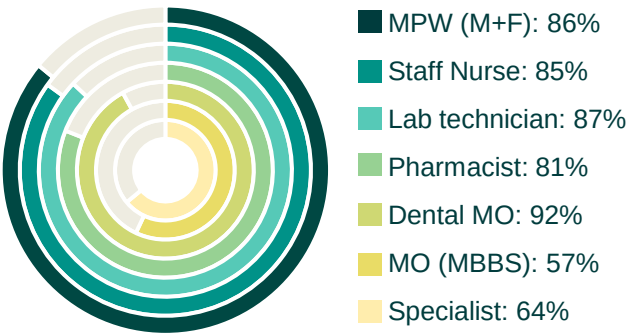




HRH In Place against Sanctioned Posts



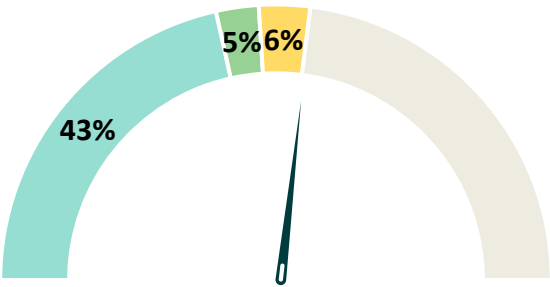
Regular cadre



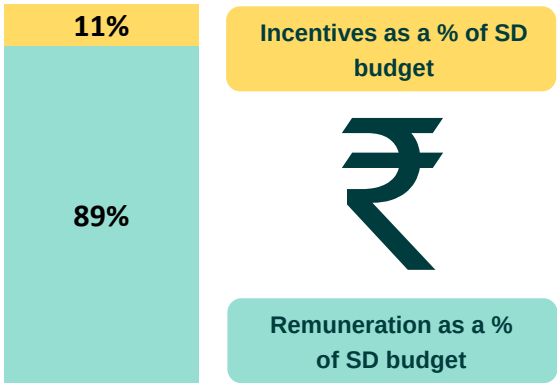
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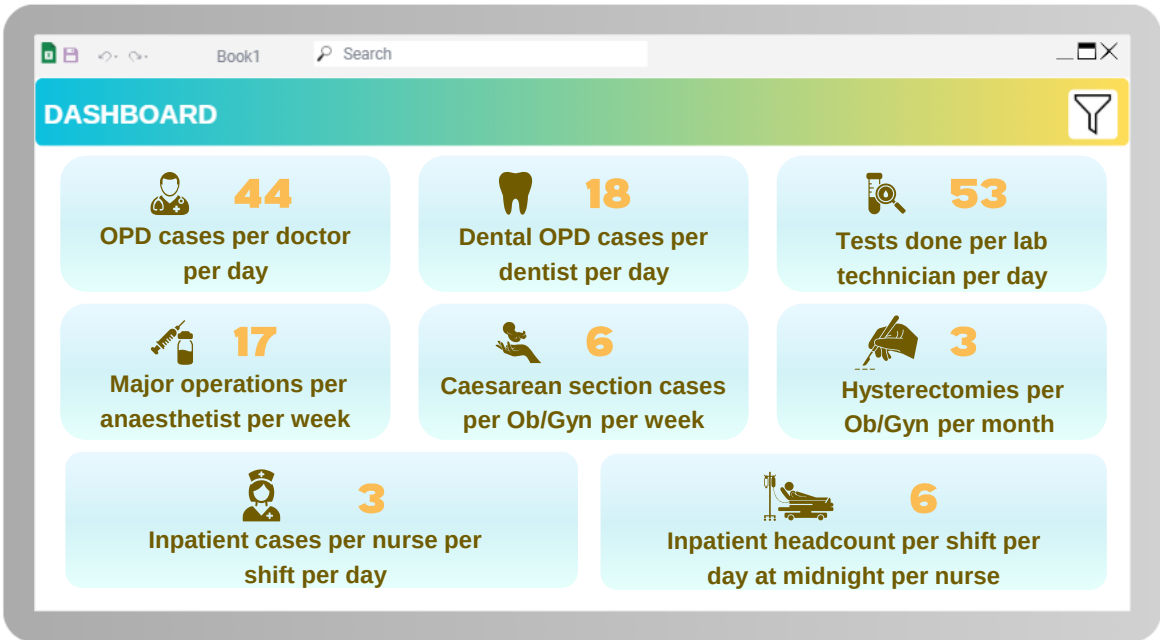
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



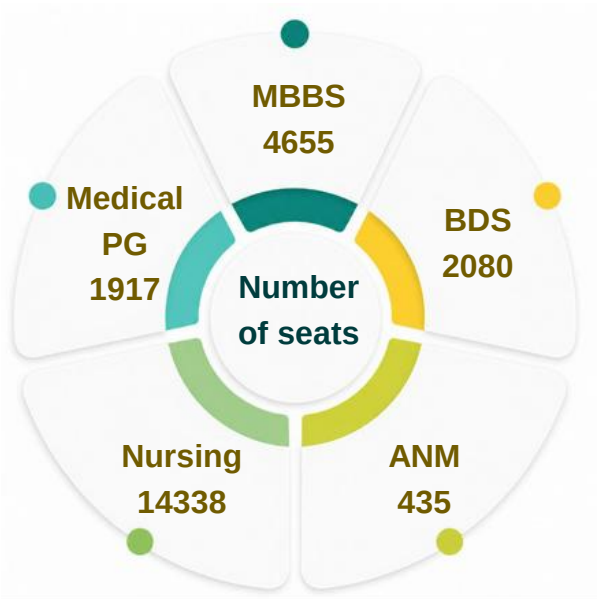
Separate Recruitment Board for Health



HRMIS



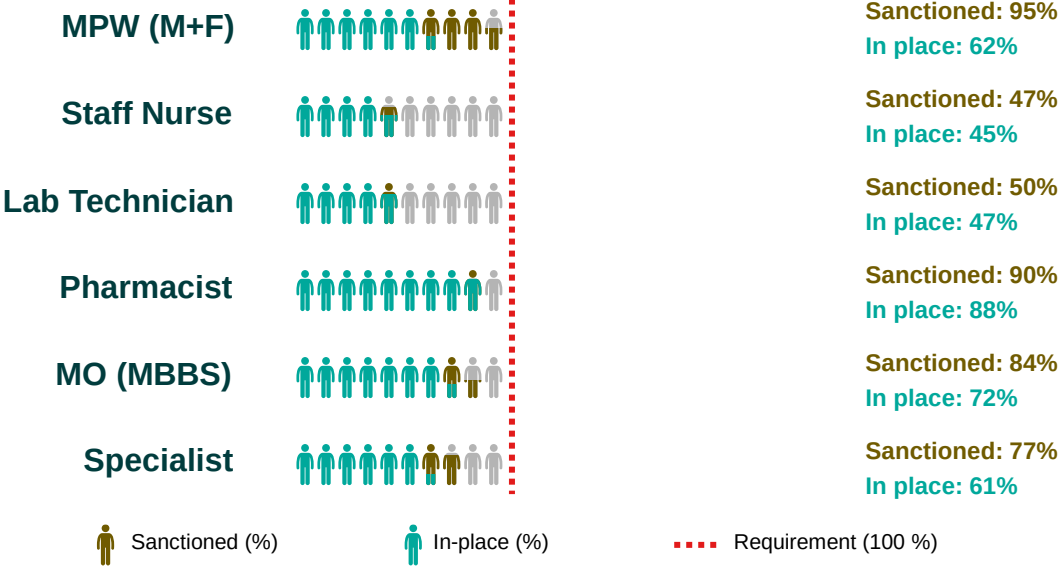
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



Regular cadre

- MPW (M+F): 65%
- Staff Nurse: 99%
- Lab technician: 98%
- Pharmacist: 98%
- Dental MO: 94%
- MO (MBBS): 89%
- Specialist: 83%

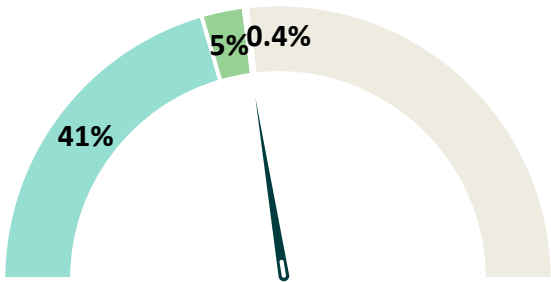


Contractual

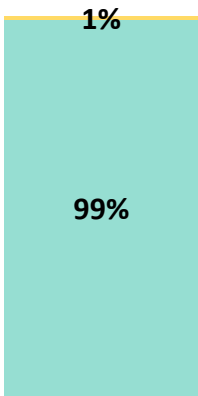
- MPW (M+F): 65%
- Staff Nurse: 86%
- Lab technician: 85%
- Pharmacist: 96%
- Dental MO: 71%
- MO (MBBS): 78%
- Specialist: 47%



HRH Budget Share under NHM



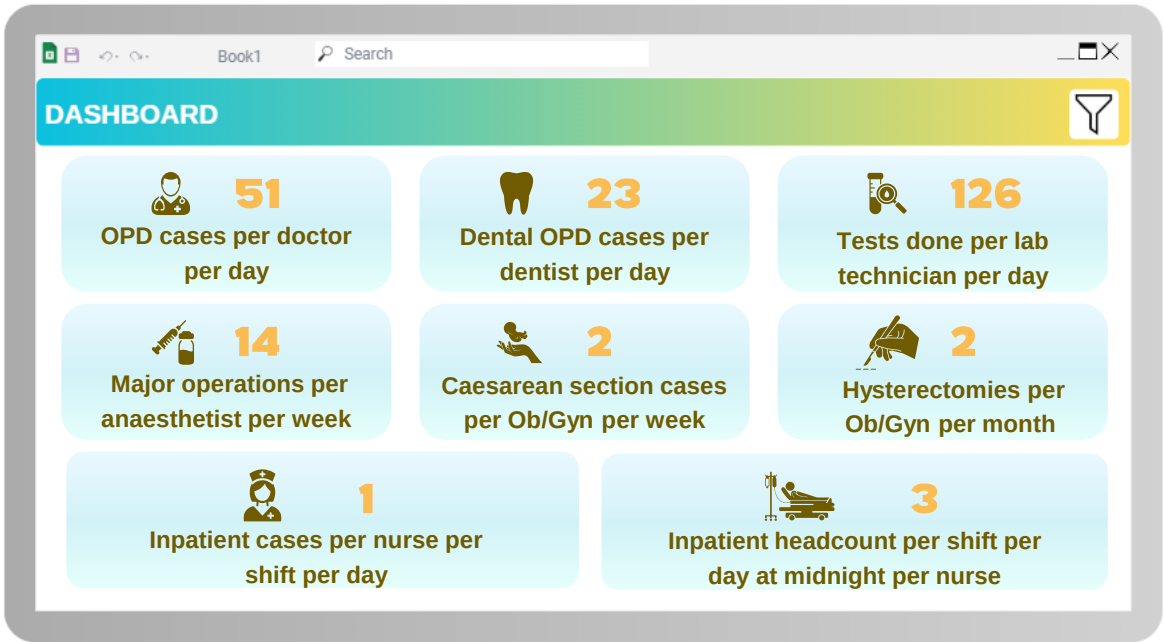
- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



- Incentives as a % of SD budget
- Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



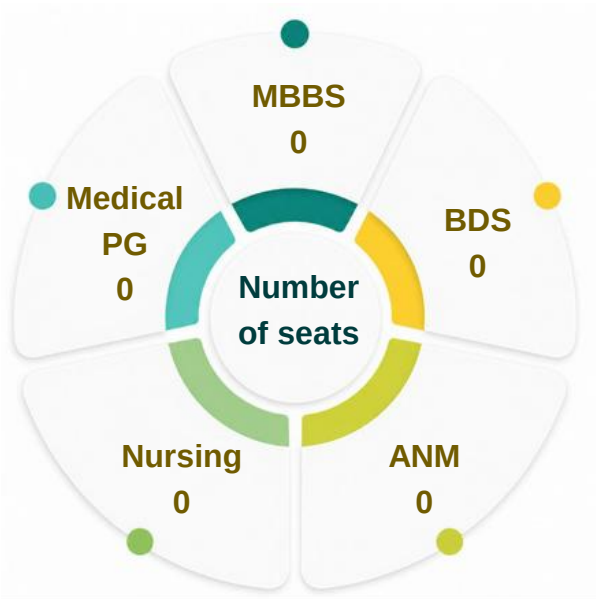
Separate Recruitment Board for Health



HRMIS



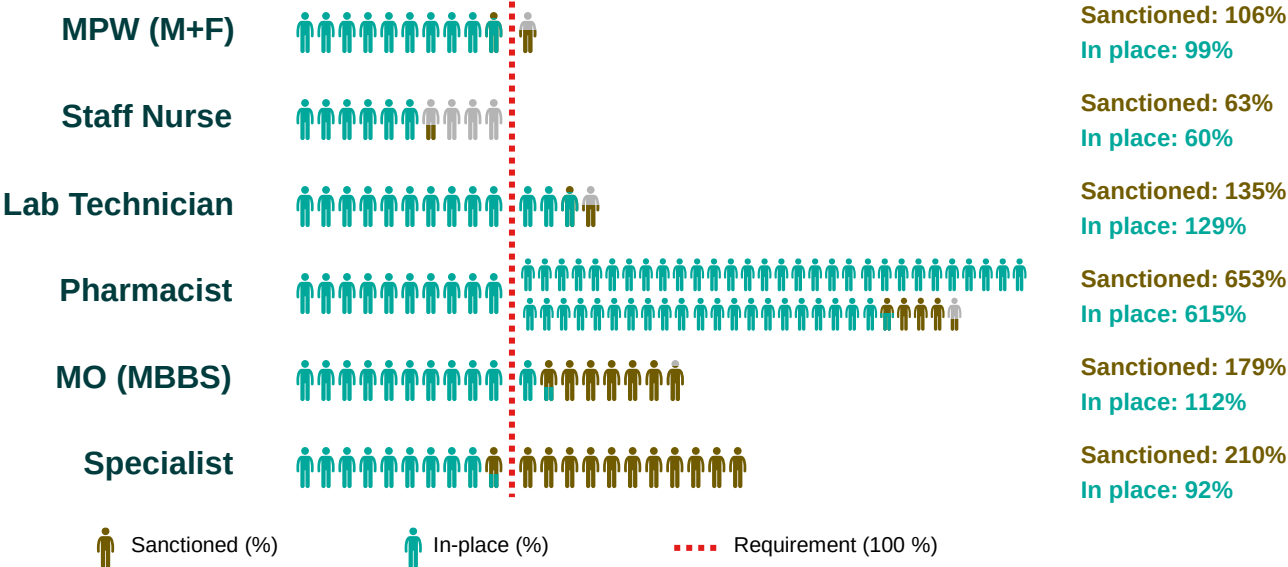
HRH Generation



Doctor to Staff Nurse Ratio

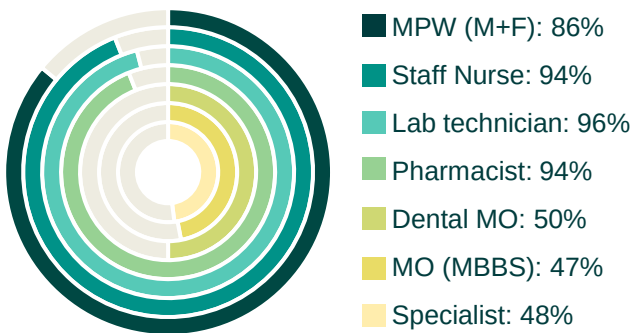


HRH Availability as per IPHS

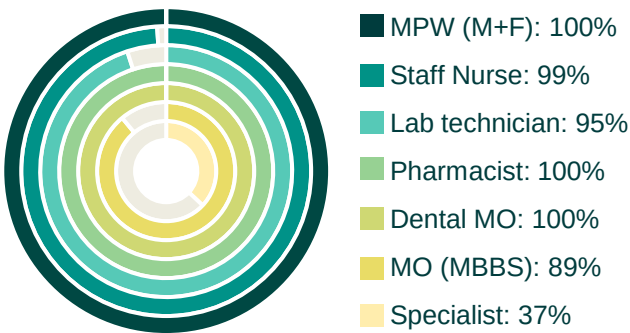




HRH In Place against Sanctioned Posts



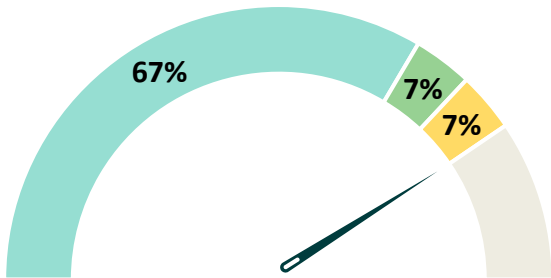
Regular cadre



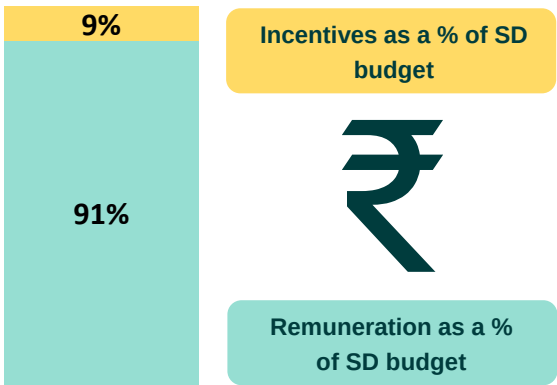
Contractual



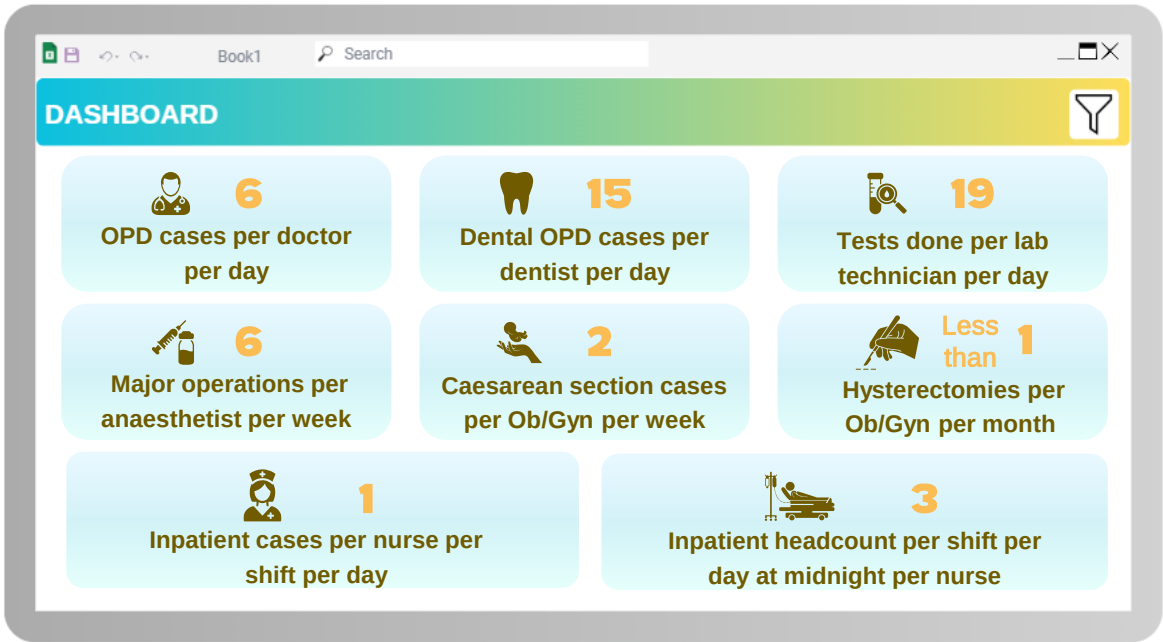
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



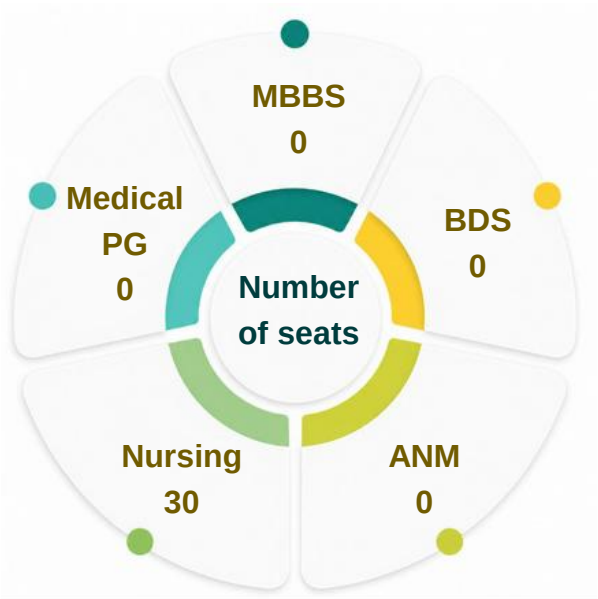
Separate Recruitment Board for Health



HRMIS



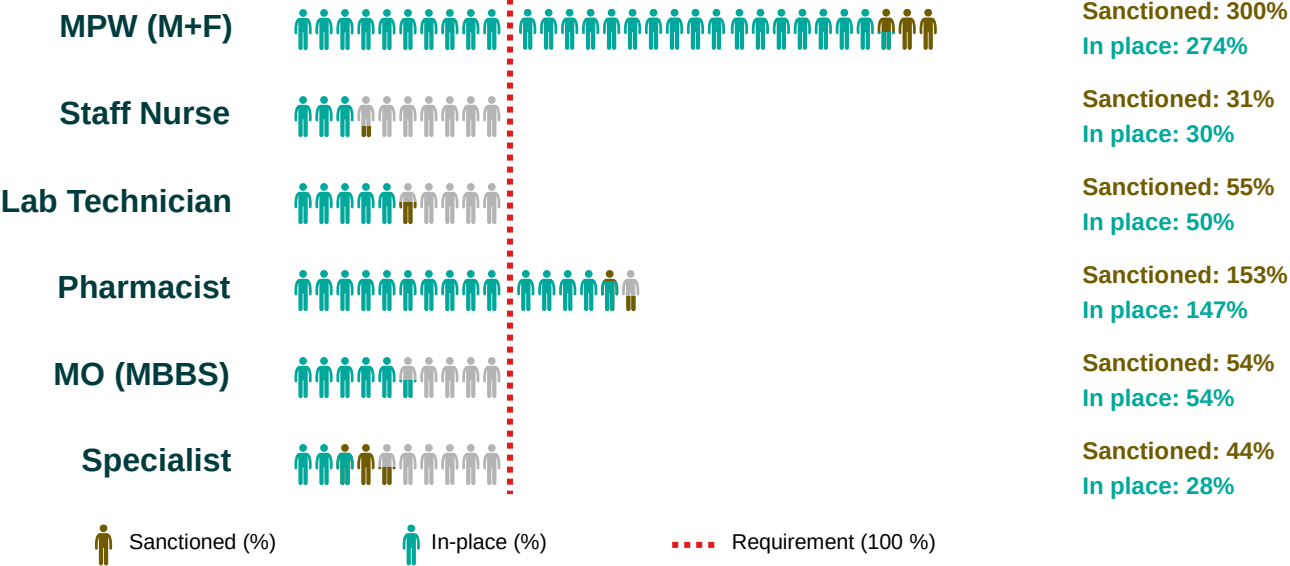
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



Regular cadre

- MPW (M+F): 91%
- Staff Nurse: 100%
- Lab technician: 100%
- Pharmacist: 100%
- Dental MO: 100%
- MO (MBBS): 100%
- Specialist: 54%

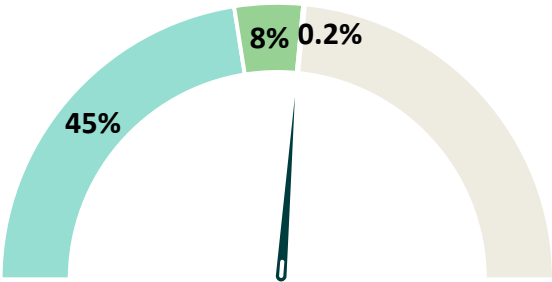


Contractual

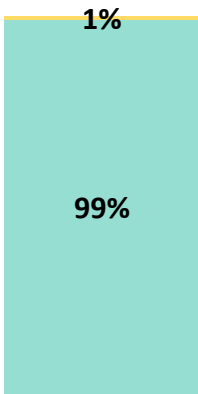
- MPW (M+F): 91%
- Staff Nurse: 95%
- Lab technician: 86%
- Pharmacist: 89%
- MO (MBBS): 100%
- Specialist: 100%
- Dentist: No sanctioned posts reported by UT



HRH Budget Share under NHM



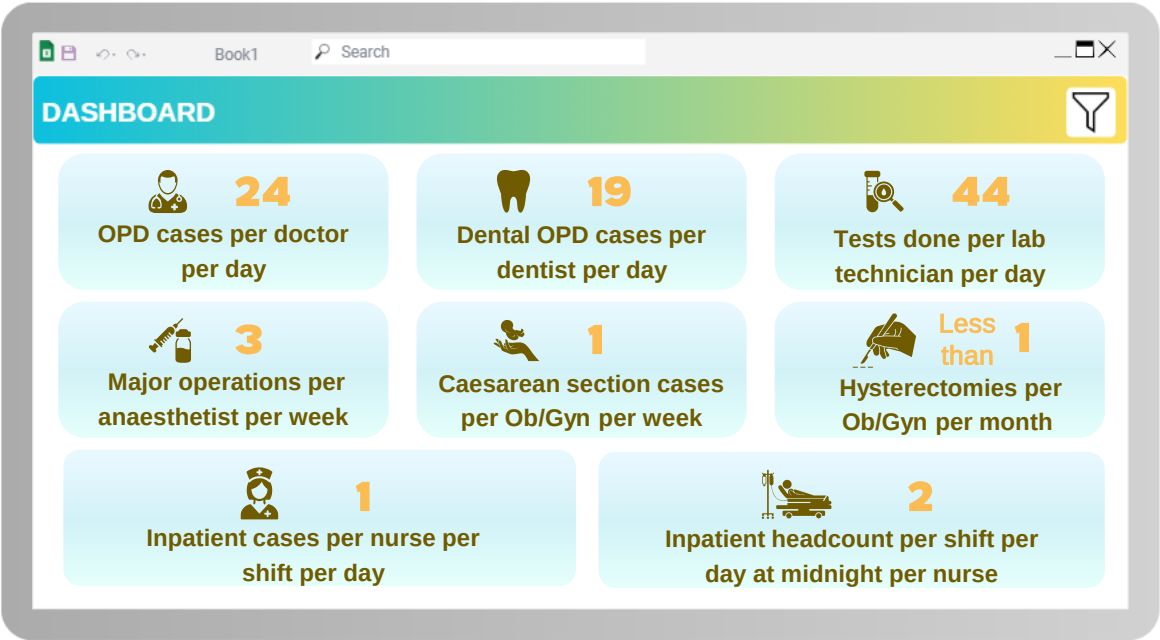
- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



- Incentives as a % of SD budget
- Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



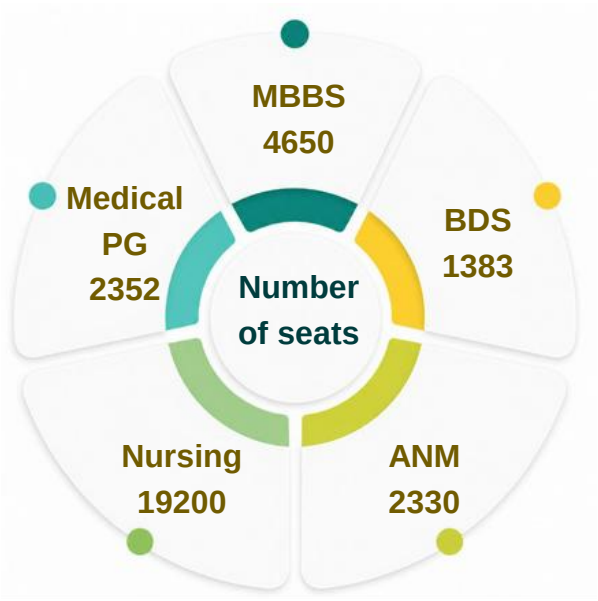
Separate Recruitment Board for Health



HRMIS



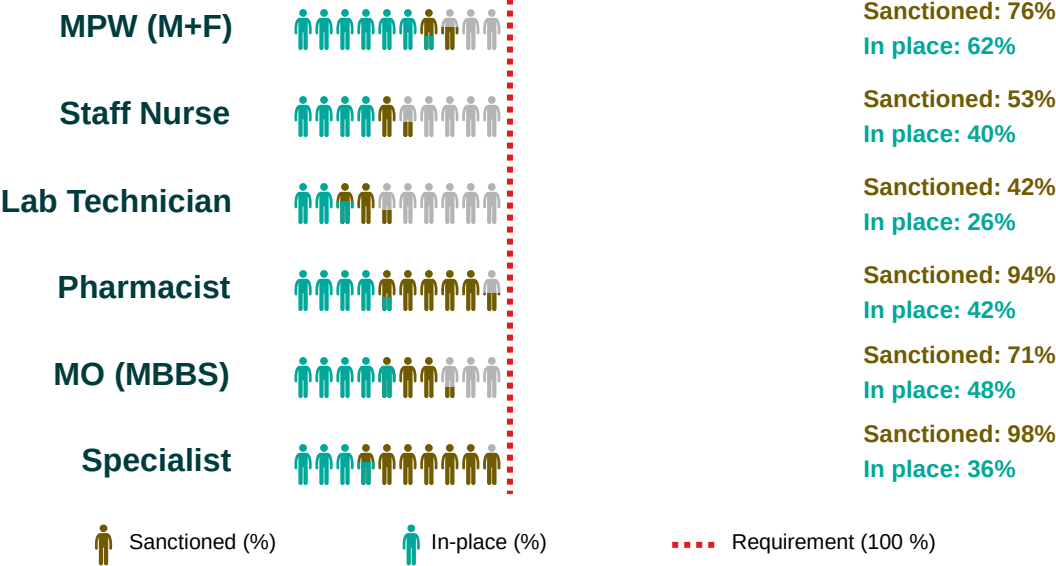
HRH Generation



Doctor to Staff Nurse Ratio

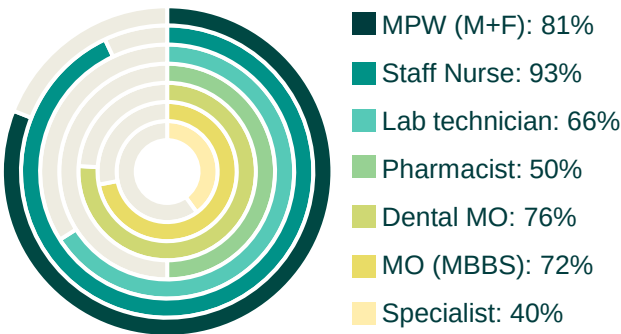


HRH Availability as per IPHS

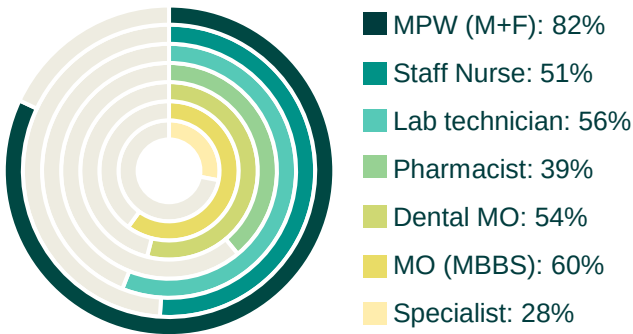




HRH In Place against Sanctioned Posts



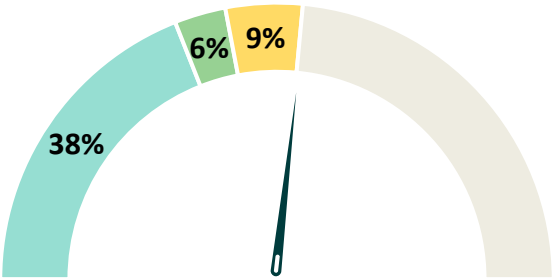
Regular cadre



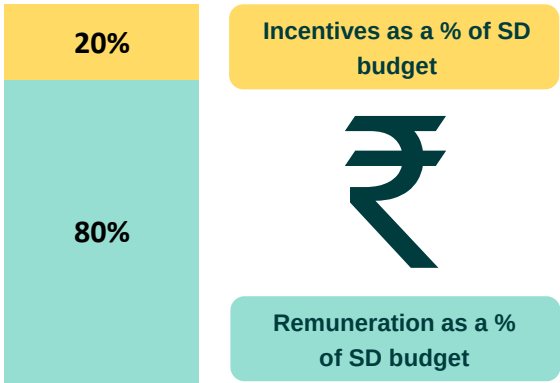
Contractual



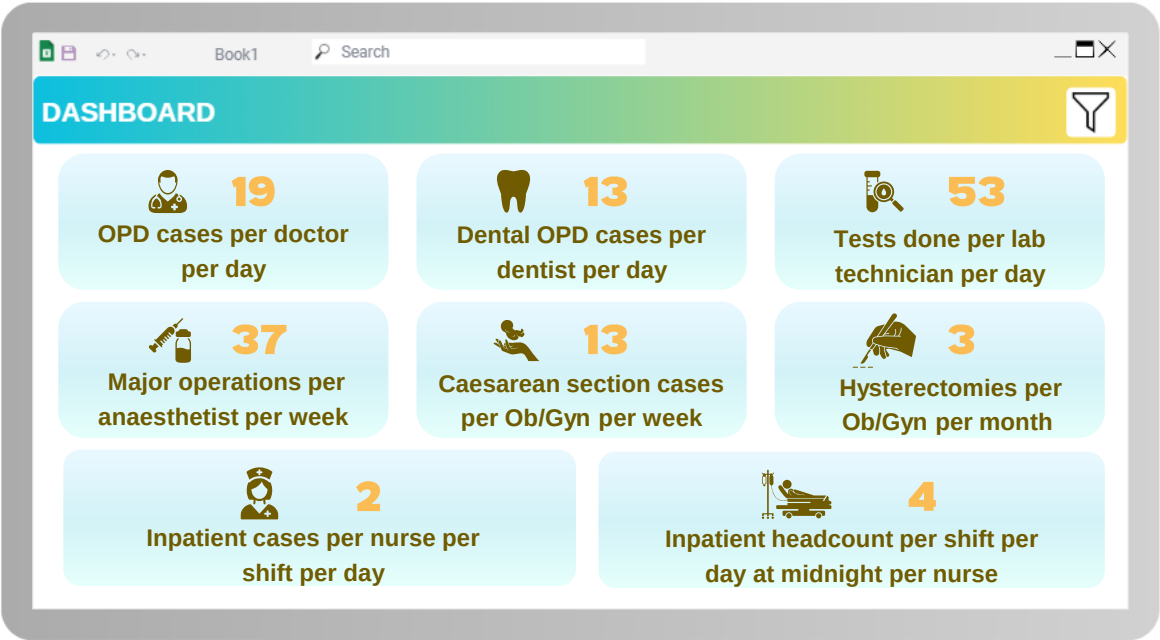
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



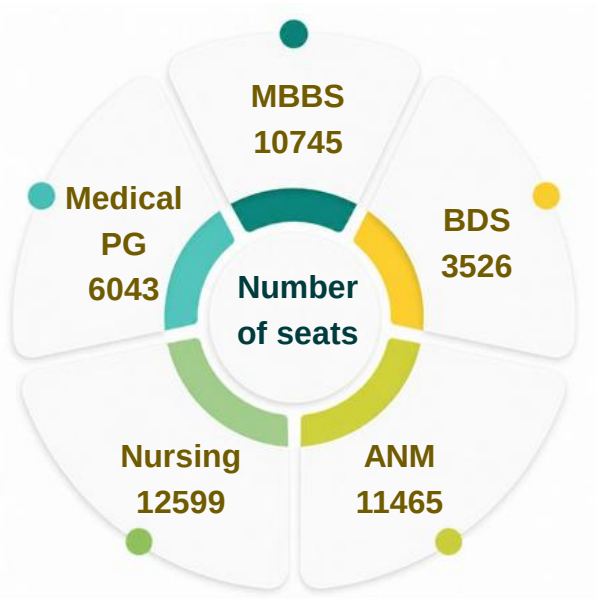
Separate Recruitment Board for Health



HRMIS



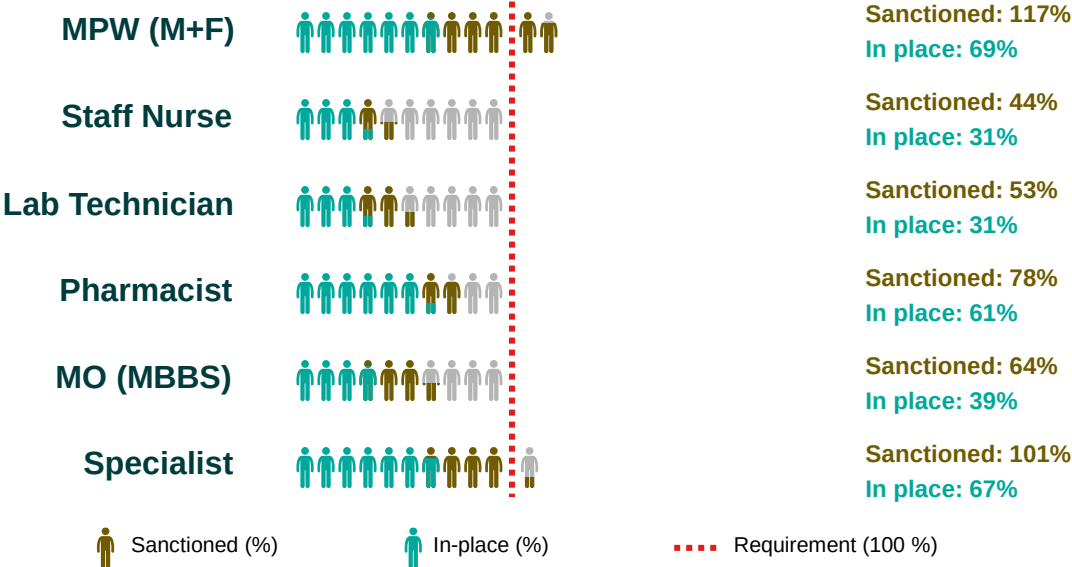
HRH Generation



Doctor to Staff Nurse Ratio

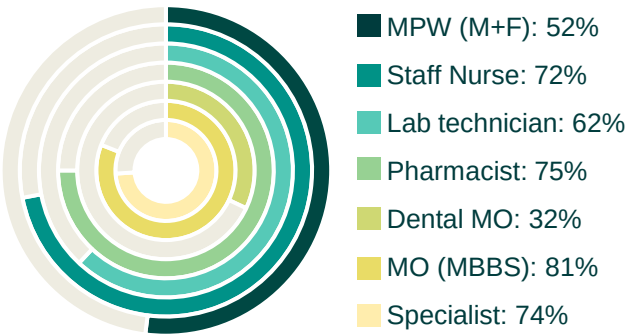


HRH Availability as per IPHS

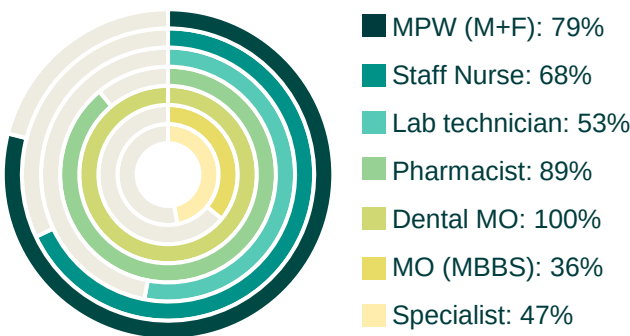




HRH In Place against Sanctioned Posts



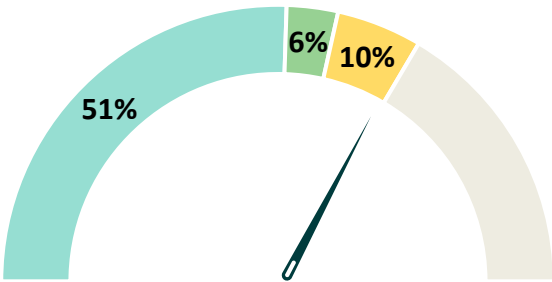
Regular cadre



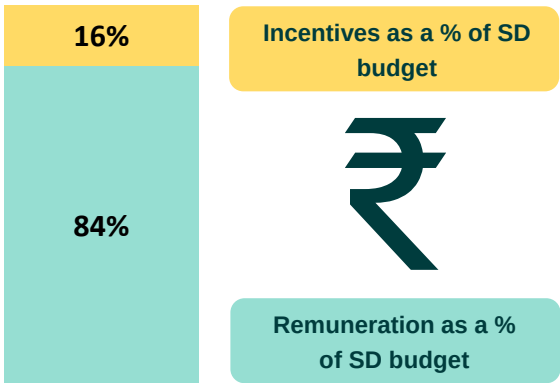
Contractual



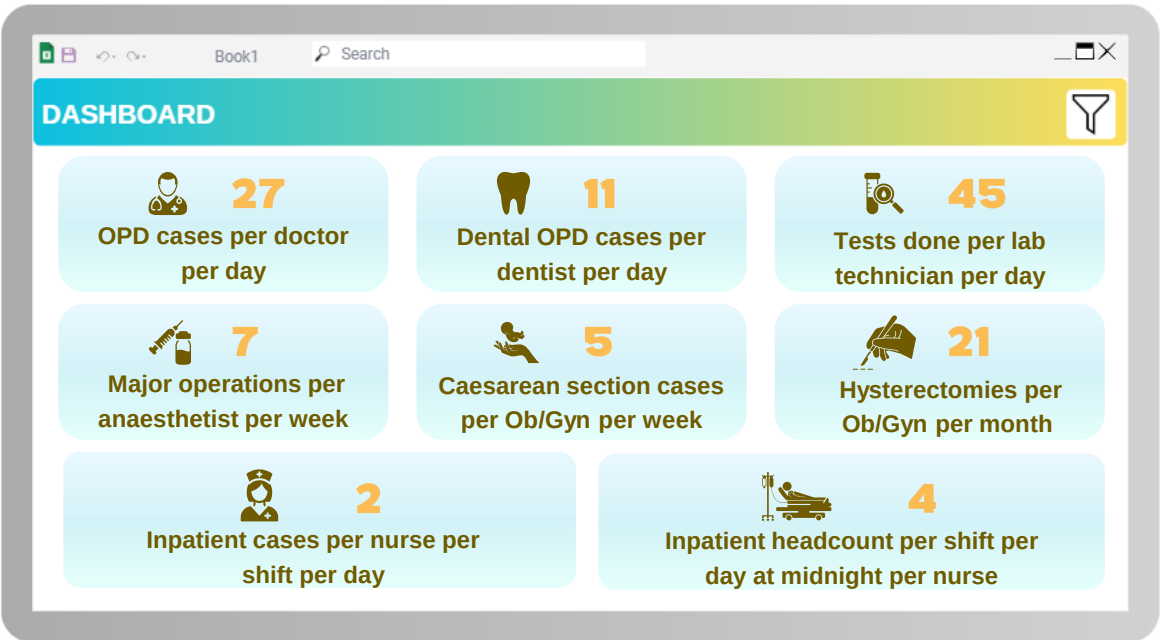
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



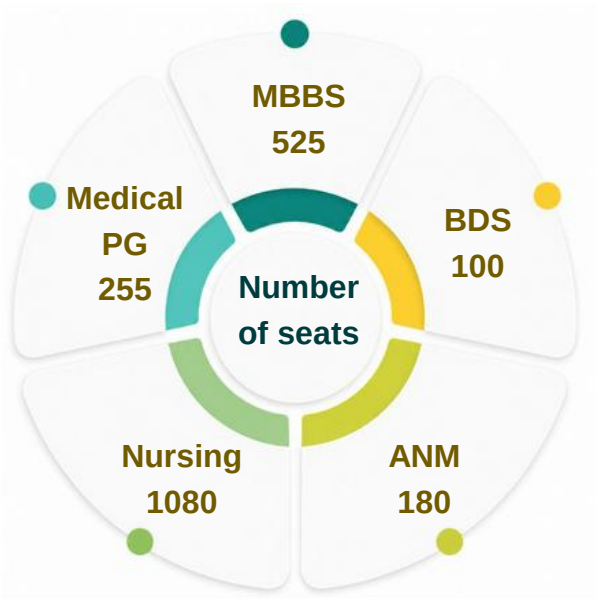
Separate Recruitment Board for Health



HRMIS



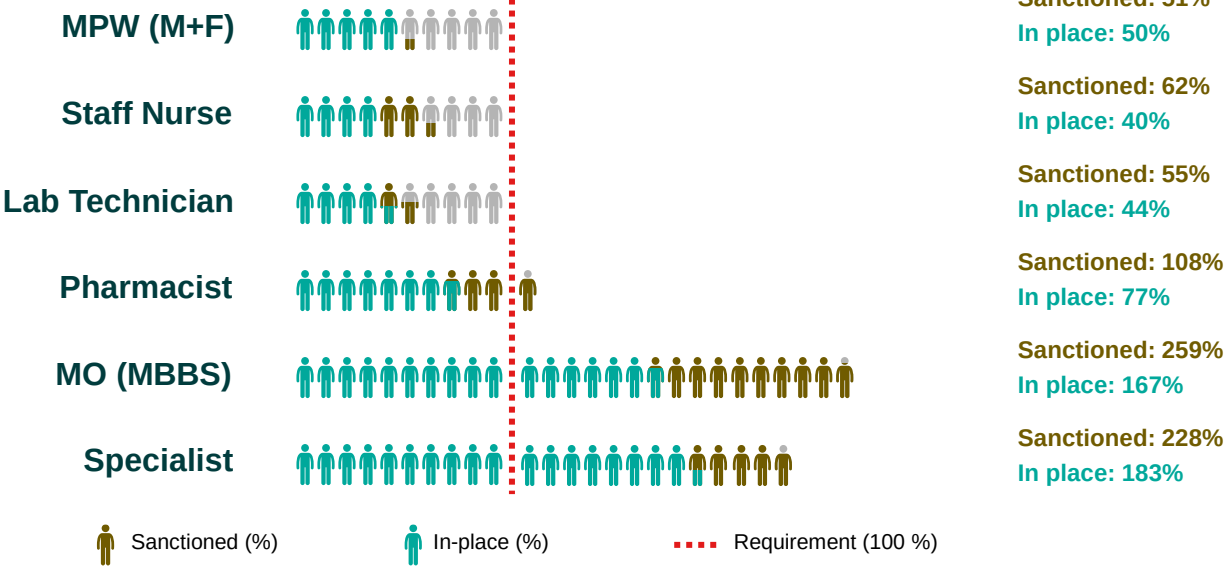
HRH Generation



Doctor to Staff Nurse Ratio

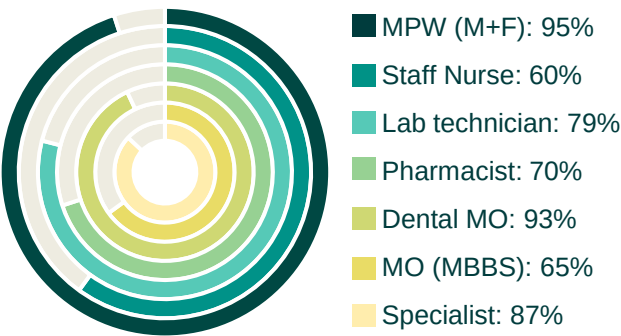


HRH Availability as per IPHS

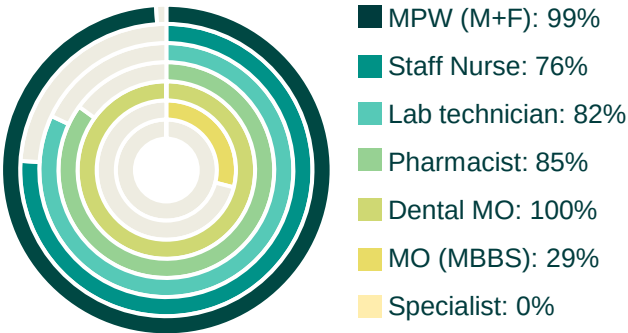




HRH In Place against Sanctioned Posts



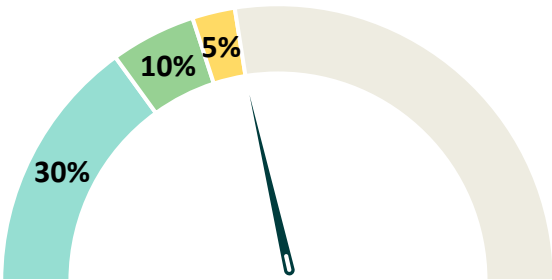
Regular cadre



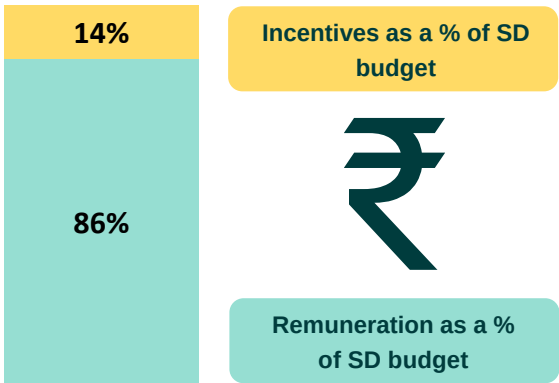
Contractual



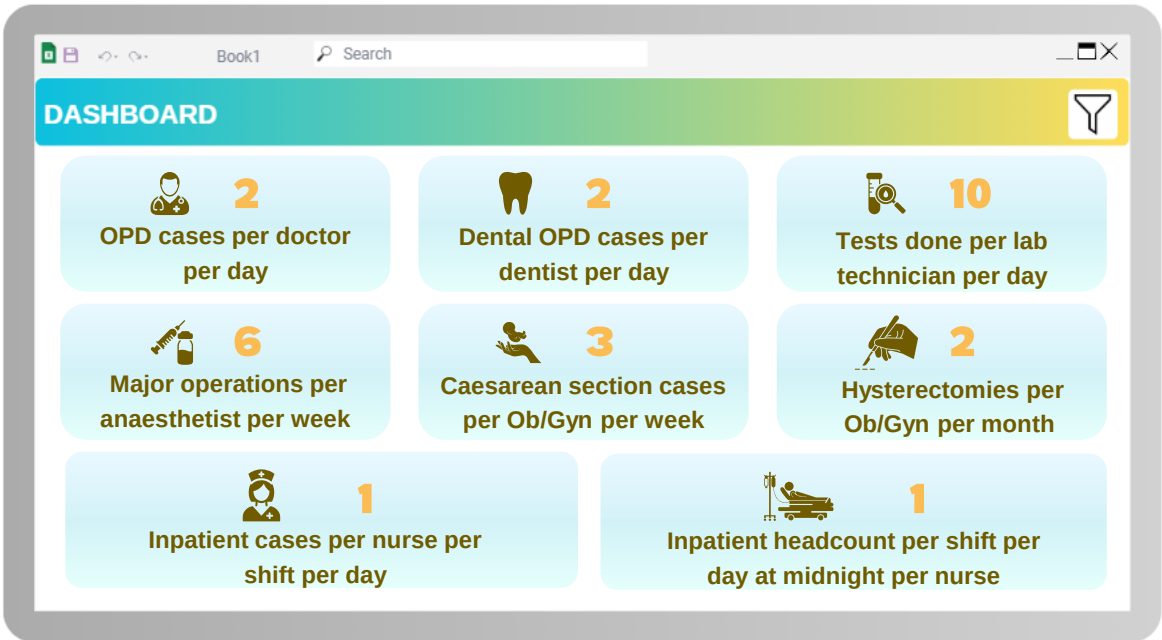
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



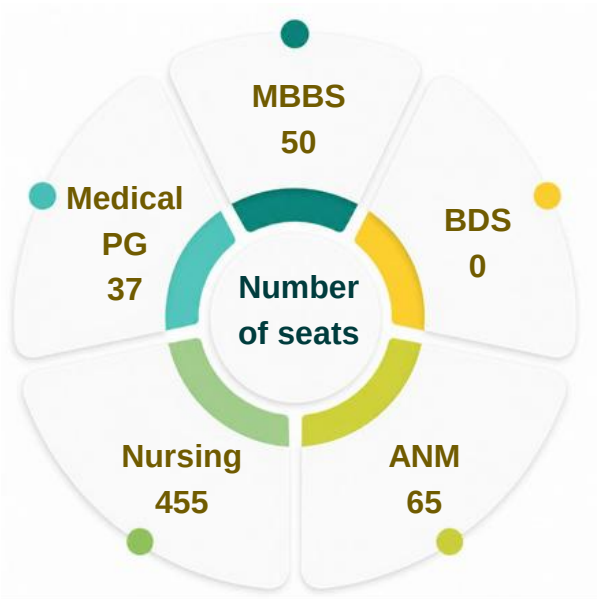
Separate Recruitment Board for Health



HRMIS



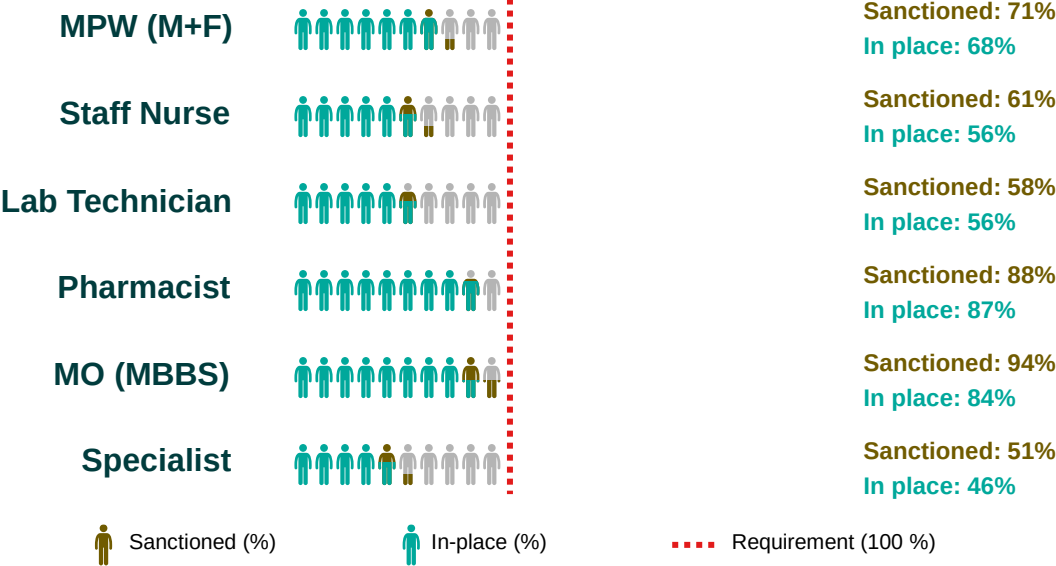
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



- MPW (M+F): 91%
- Staff Nurse: 89%
- Lab technician: 99%
- Pharmacist: 100%
- Dental MO: 91%
- MO (MBBS): 91%
- Specialist: 93%

Regular cadre

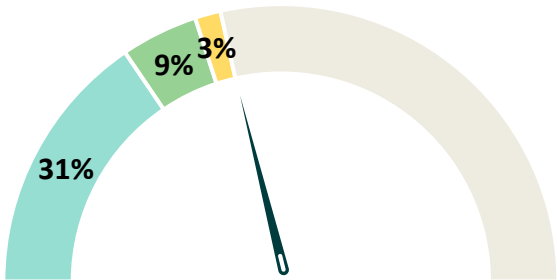


- MPW (M+F): 100%
- Staff Nurse: 100%
- Lab technician: 91%
- Pharmacist: 91%
- Dental MO: 100%
- MO (MBBS): 55%
- Specialist: 50%

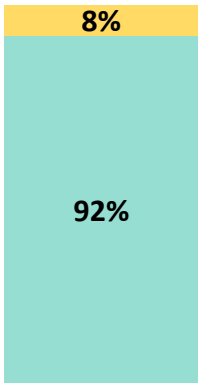
Contractual



HRH Budget Share under NHM



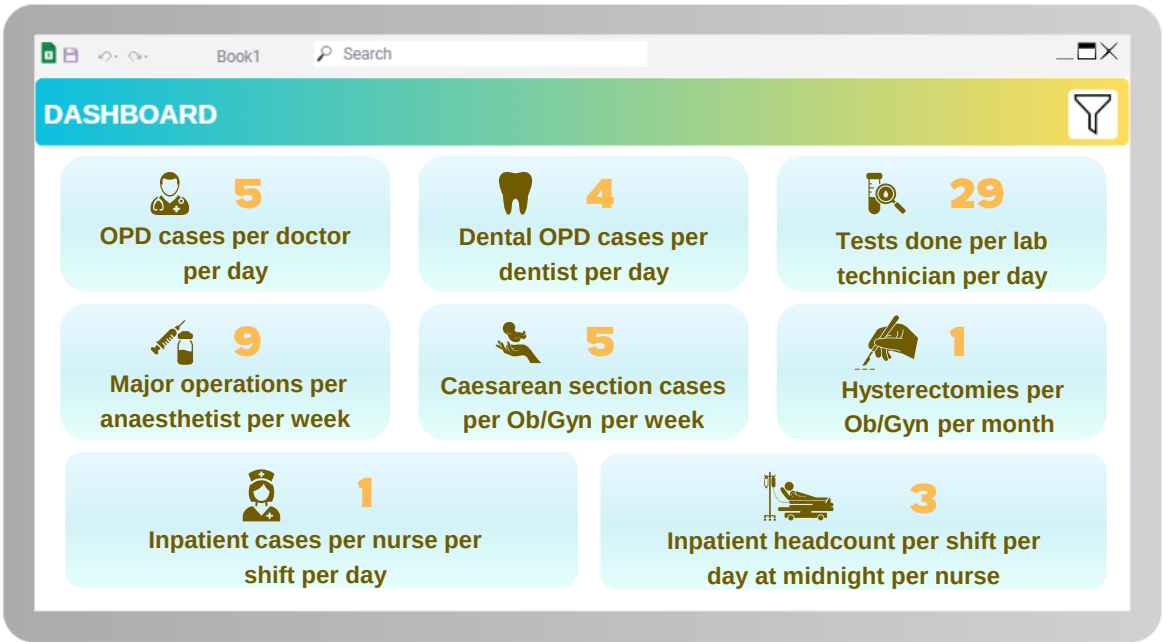
- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



- Incentives as a % of SD budget
- ₹
- Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



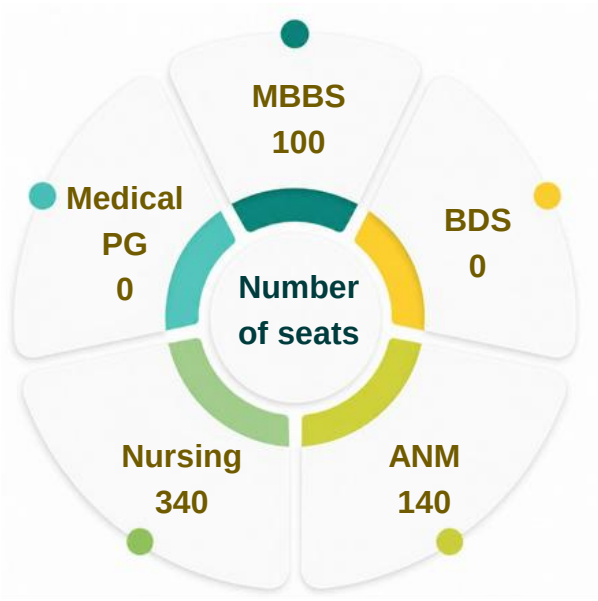
Separate Recruitment Board for Health



HRMIS



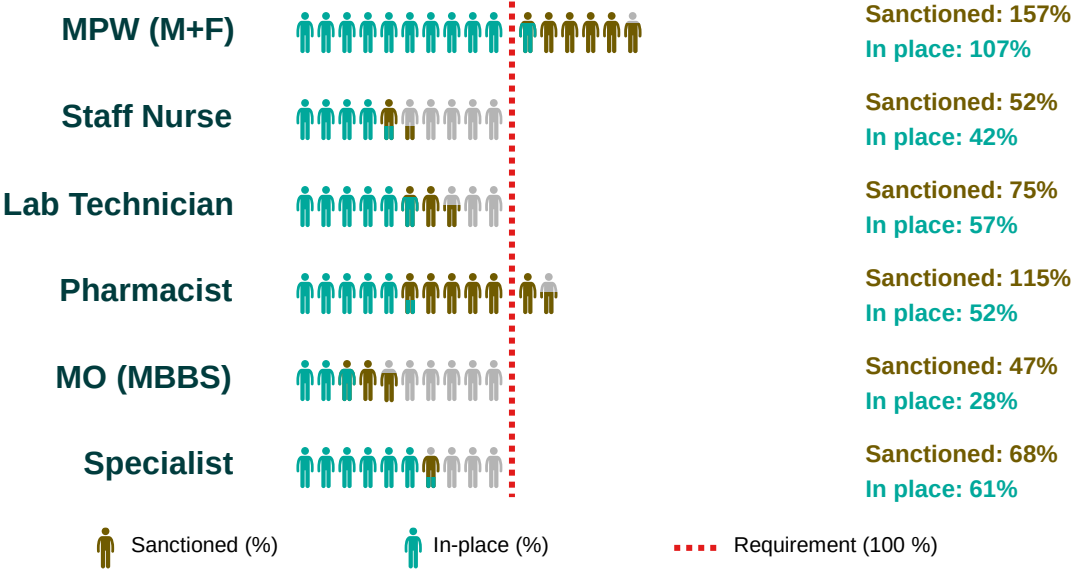
HRH Generation



Doctor to Staff Nurse Ratio

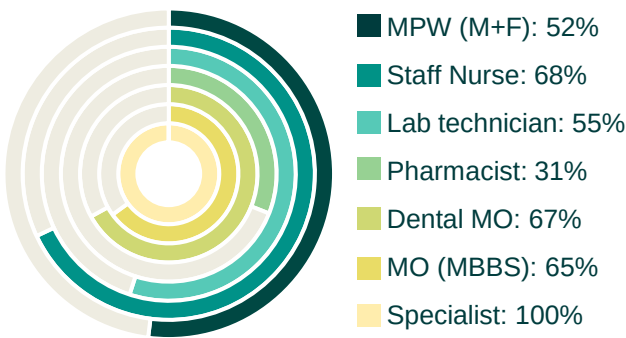


HRH Availability as per IPHS

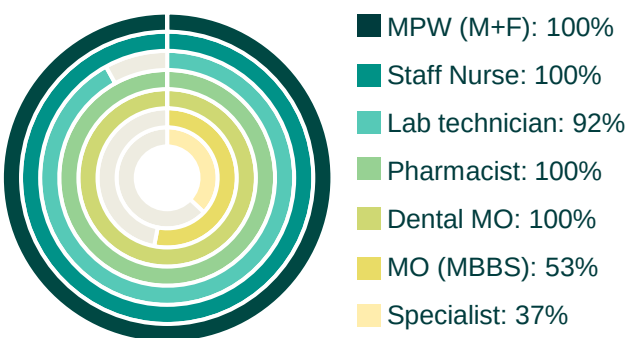




HRH In Place against Sanctioned Posts



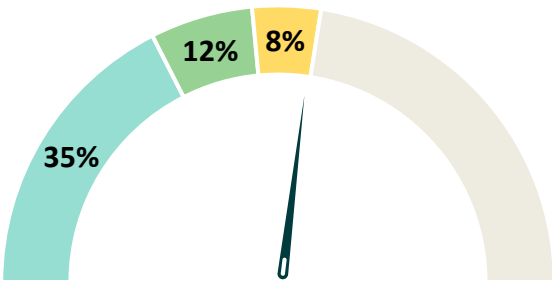
Regular cadre



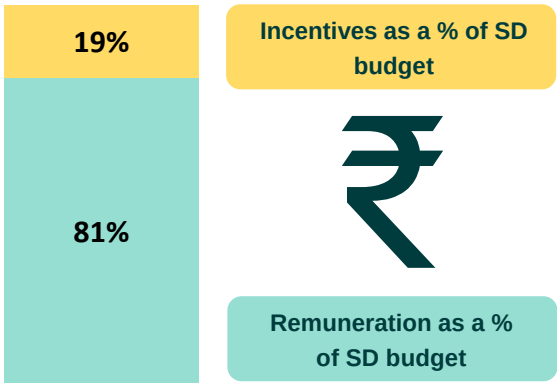
Contractual



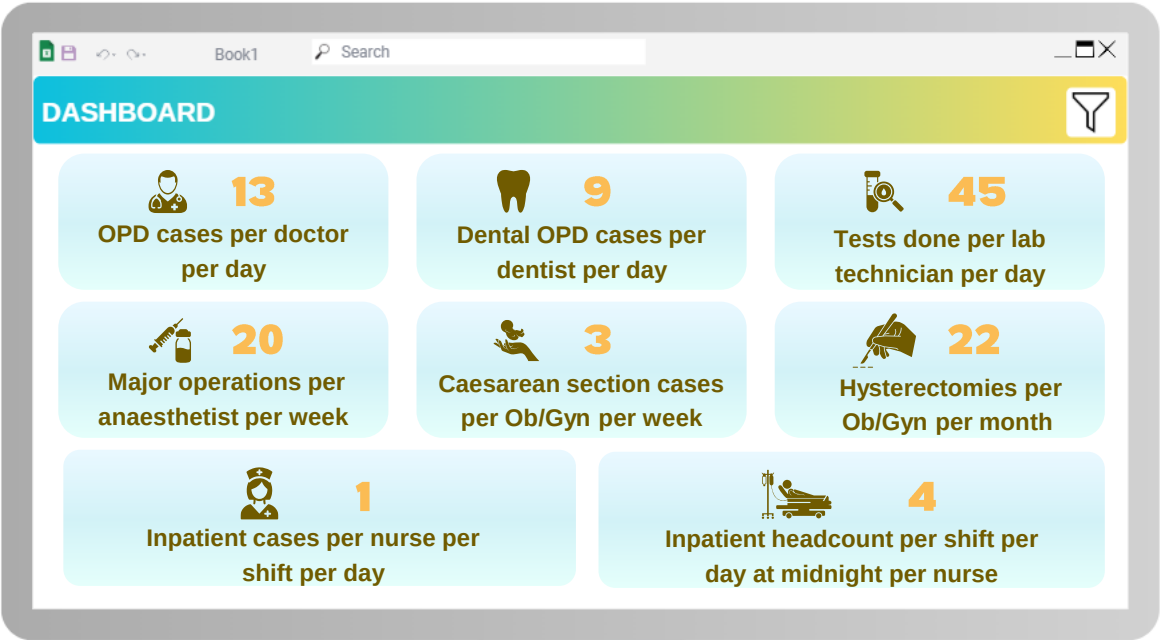
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



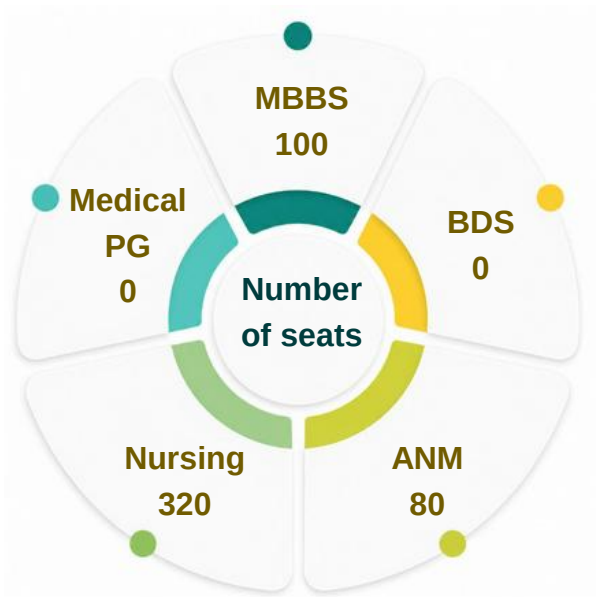
Separate Recruitment Board for Health



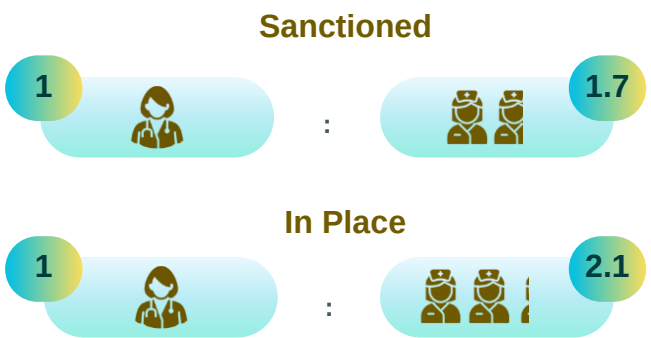
HRMIS



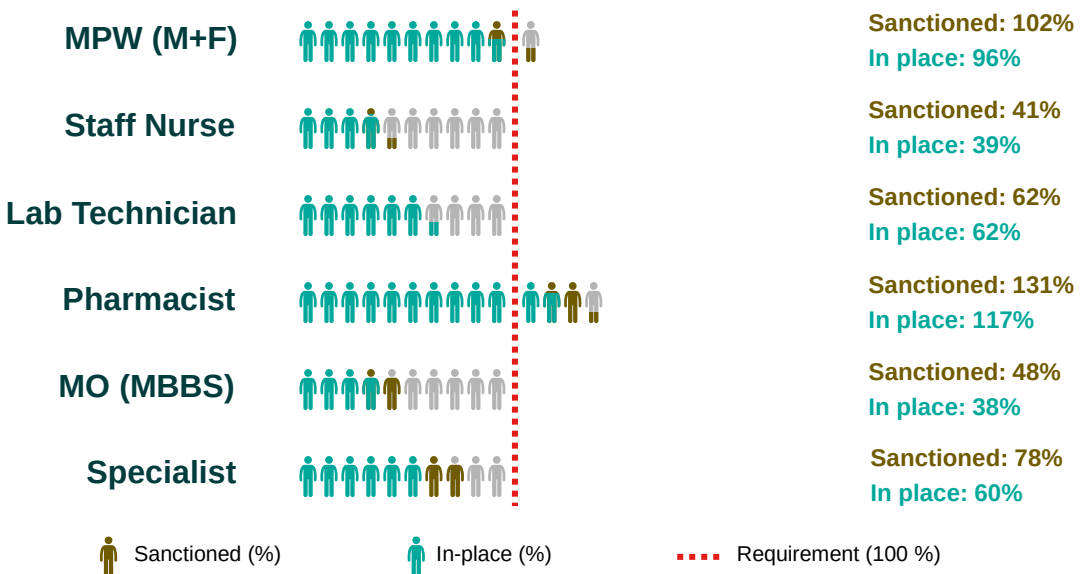
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



Regular cadre

- MPW (M+F): 92%
- Staff Nurse: 91%
- Lab technician: 100%
- Pharmacist: 88%
- Dental MO: 100%
- MO (MBBS): 83%
- Specialist: 87%

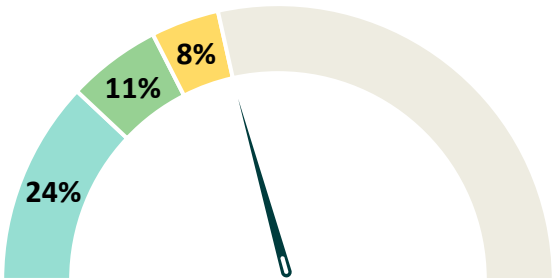


Contractual

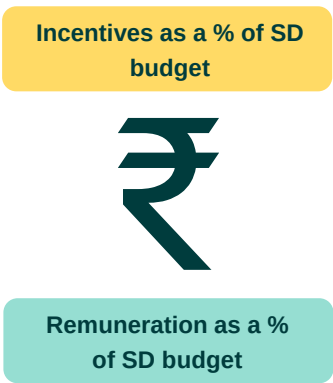
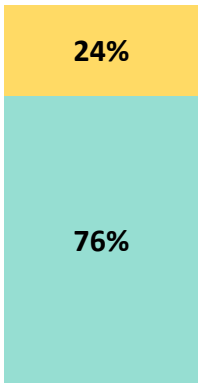
- MPW (M+F): 100%
- Staff Nurse: 100%
- Lab technician: 100%
- Pharmacist: 100%
- Dental MO: 100%
- MO (MBBS): 60%
- Specialist: 26%



HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



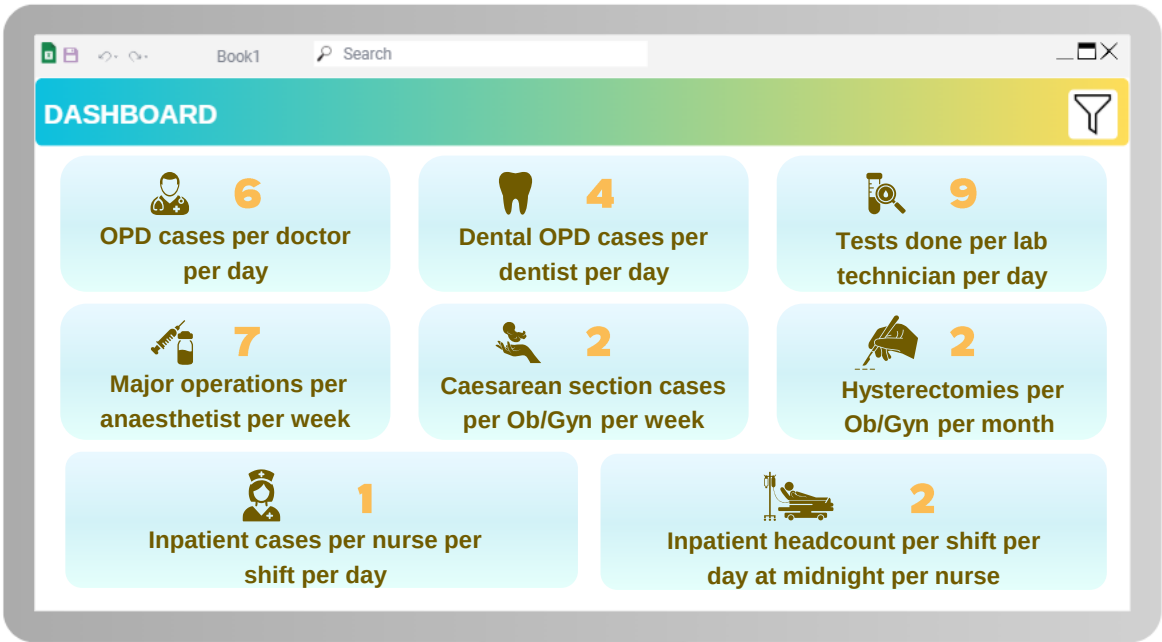
Incentives as a % of SD budget



Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



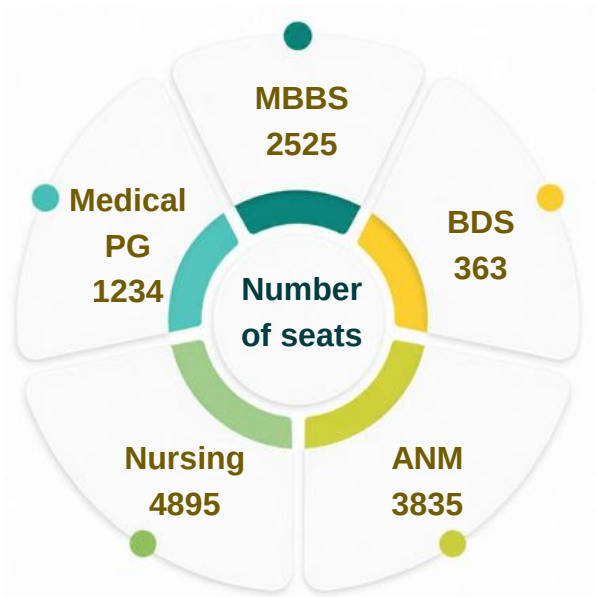
Separate Recruitment Board for Health



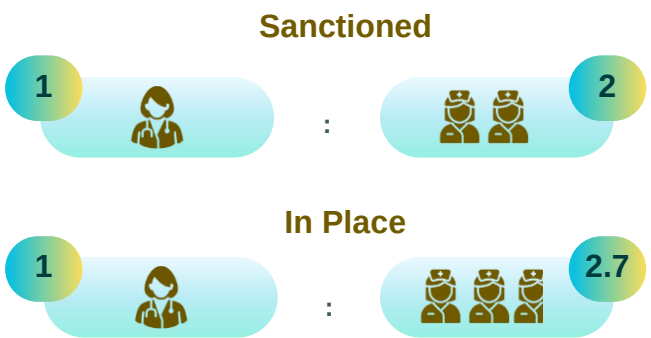
HRMIS



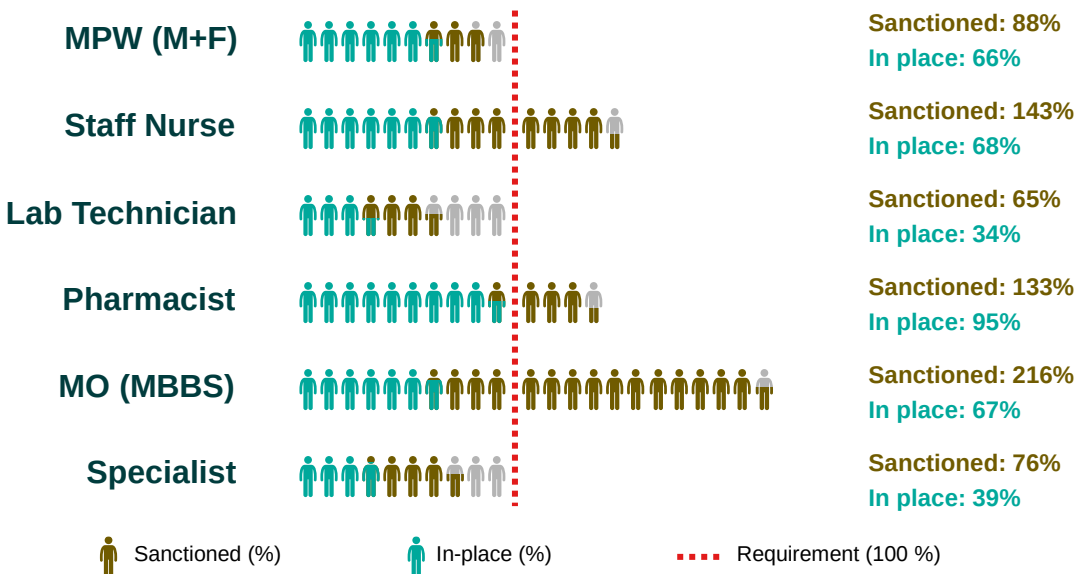
HRH Generation



Doctor to Staff Nurse Ratio

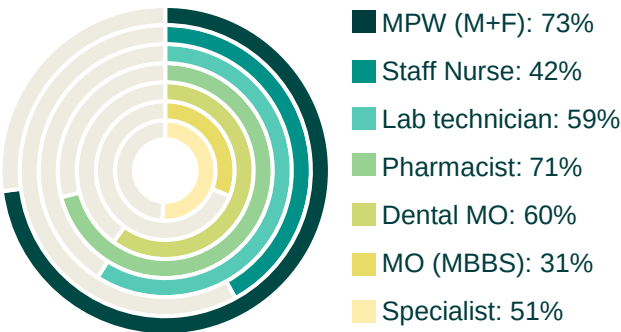


HRH Availability as per IPHS

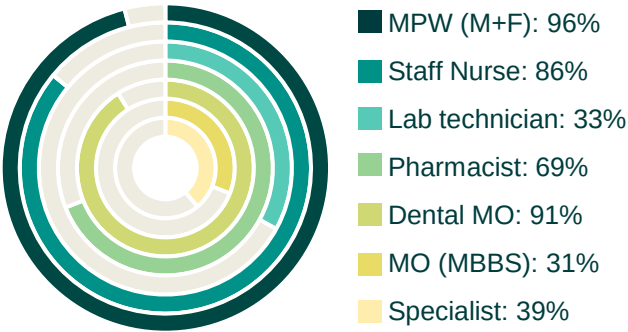




HRH In Place against Sanctioned Posts



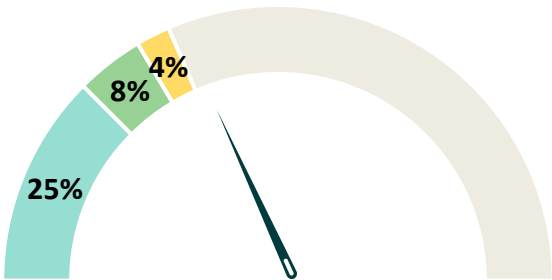
Regular cadre



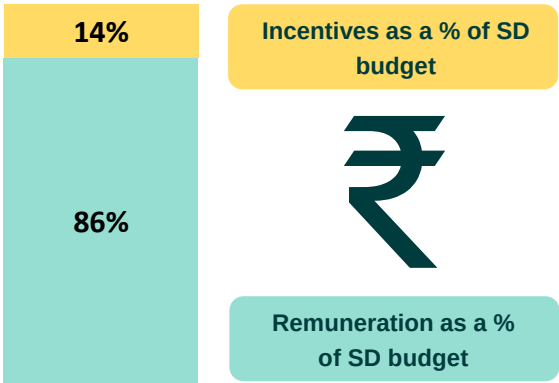
Contractual



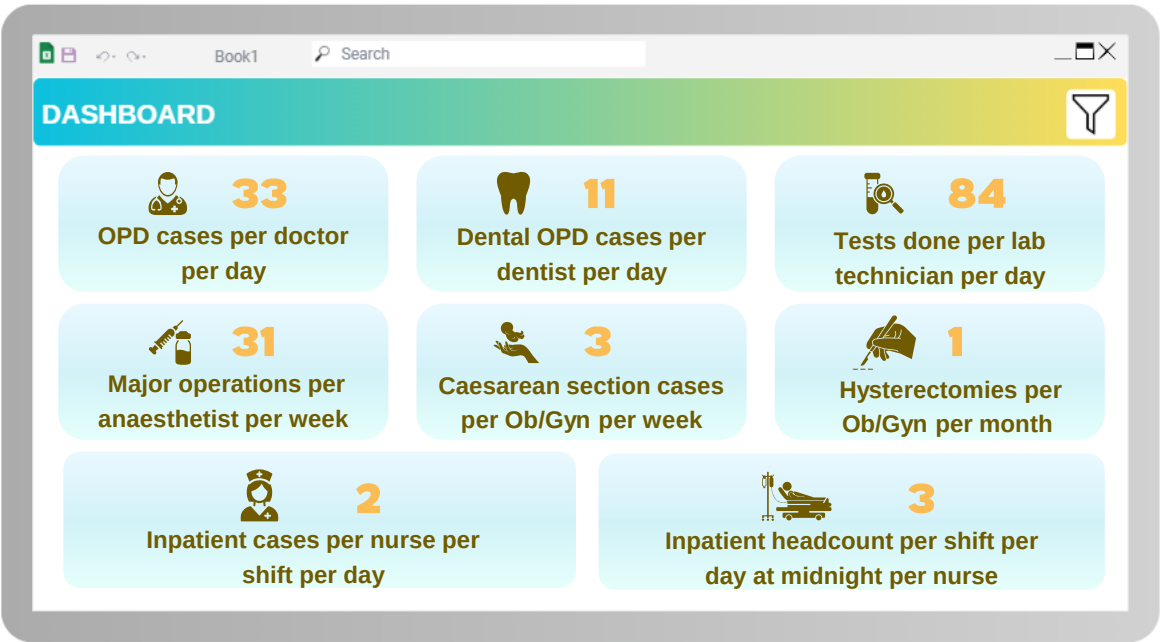
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



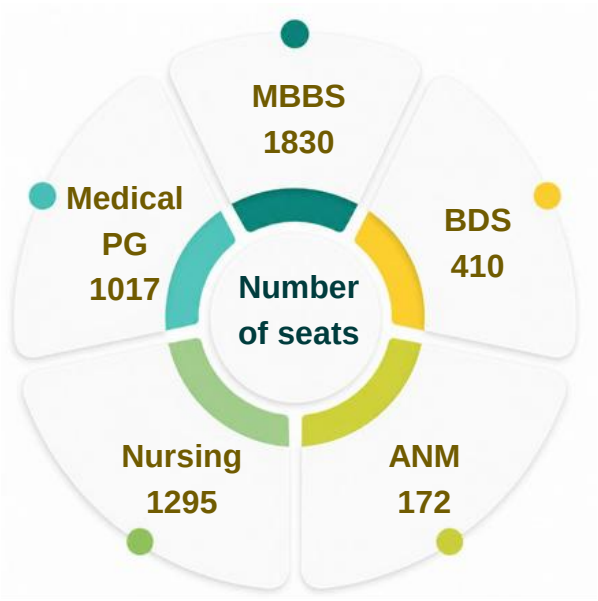
Separate Recruitment Board for Health



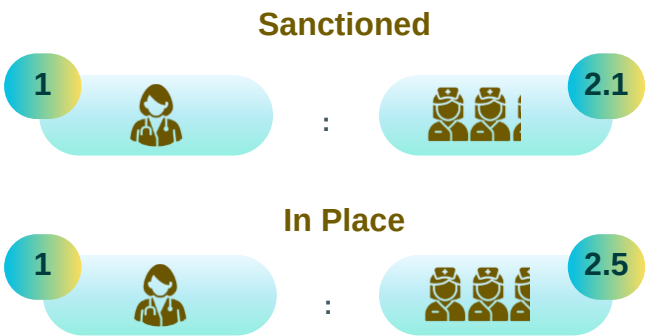
HRMIS



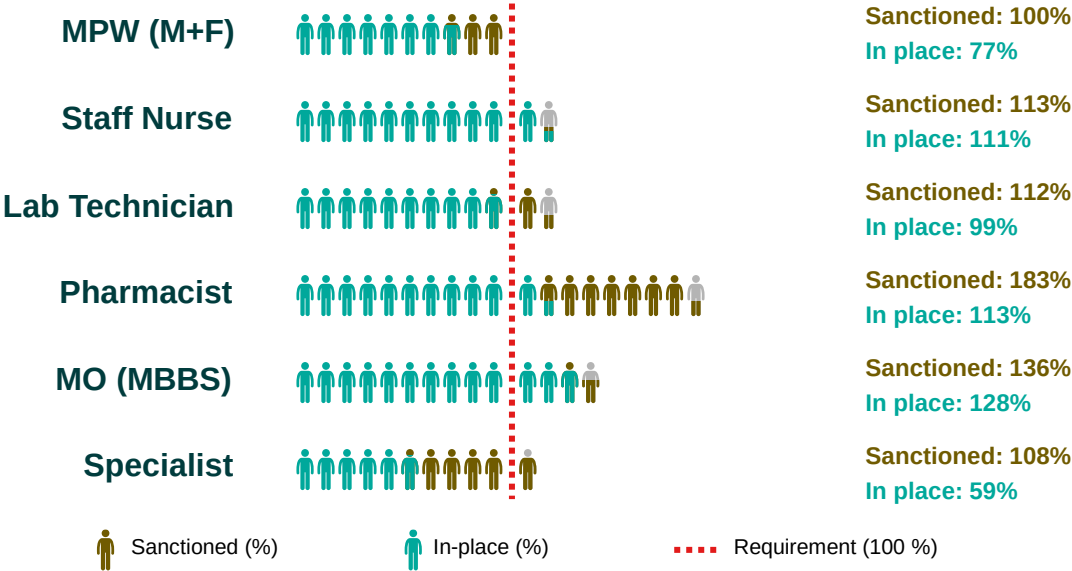
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



Regular cadre

- MPW (M+F): 77%
- Staff Nurse: 99%
- Lab technician: 80%
- Pharmacist: 61%
- Dental MO: 100%
- MO (MBBS): 98%
- Specialist: 58%

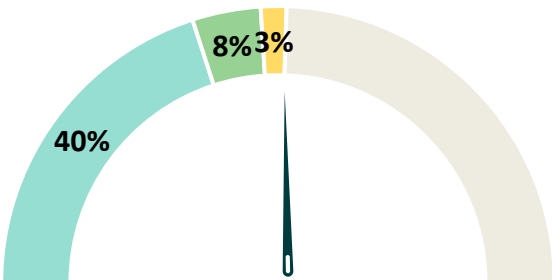


Contractual

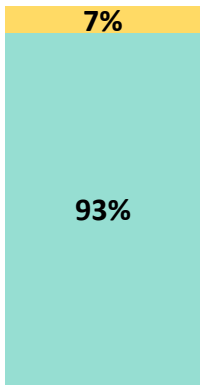
- MPW (M+F): 76%
- Staff Nurse: 88%
- Lab technician: 99%
- Pharmacist: 75%
- Dental MO: 75%
- MO (MBBS): 61%
- Specialist: 44%



HRH Budget Share under NHM



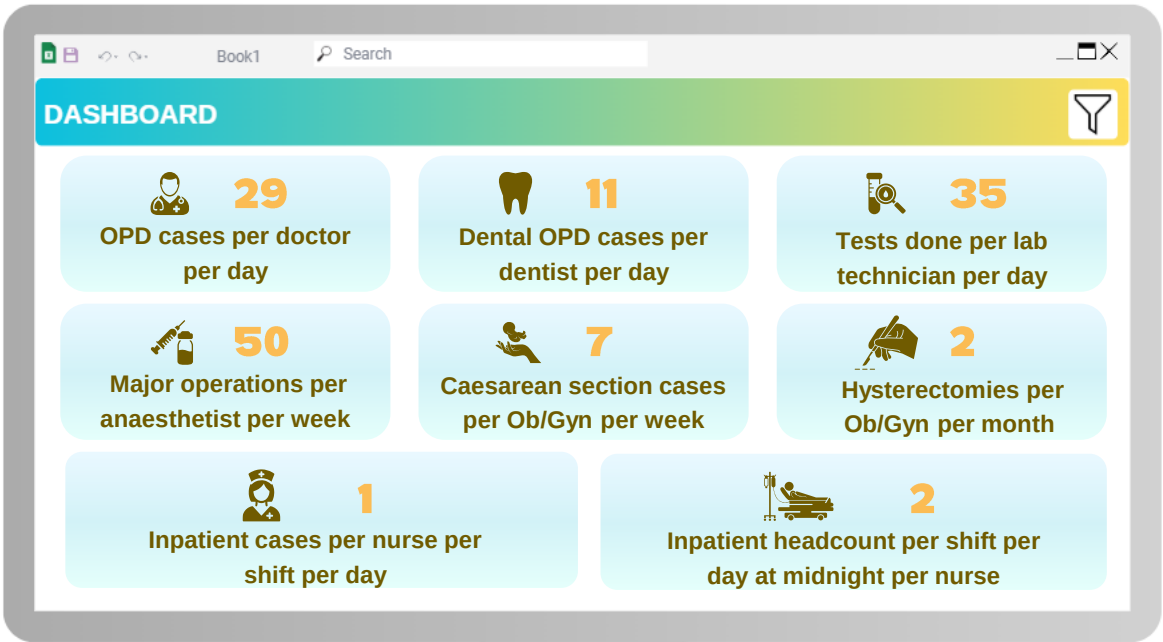
- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



- Incentives as a % of SD budget
- Remuneration as a % of SD budget



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



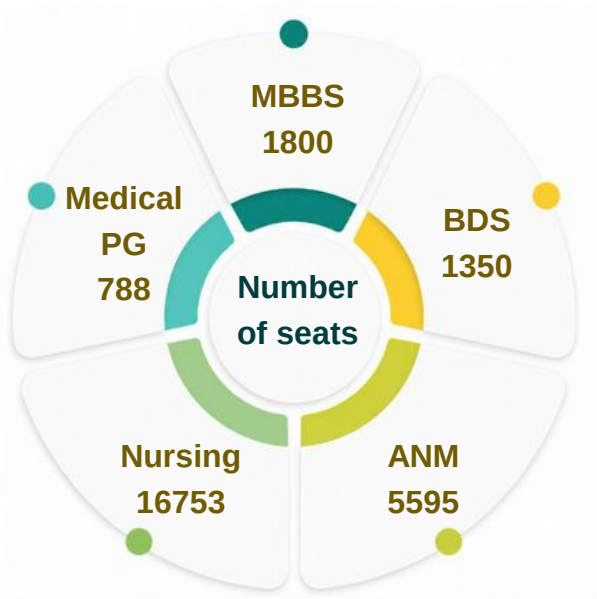
Separate Recruitment Board for Health



HRMIS



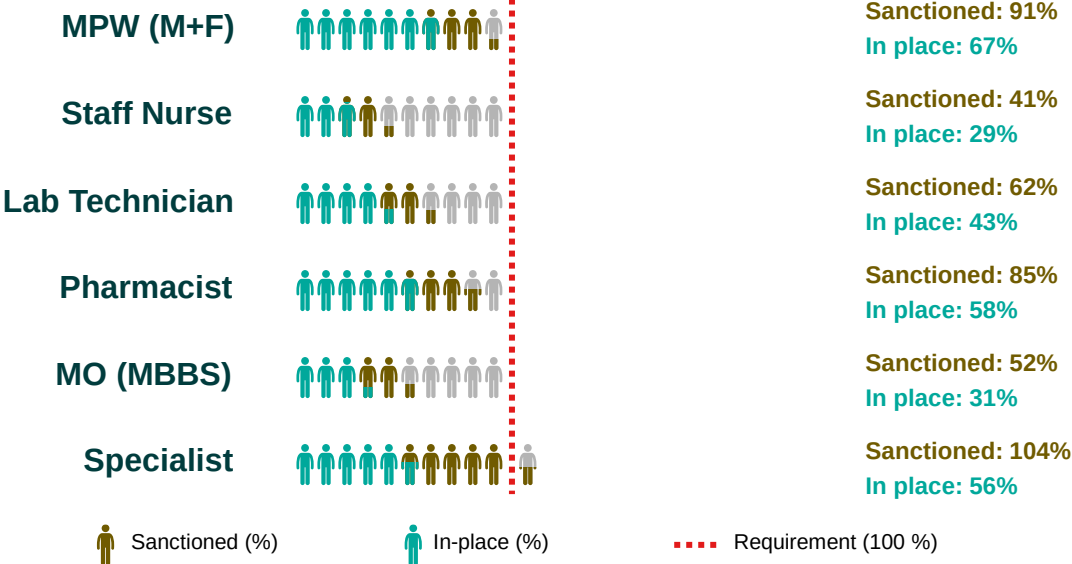
HRH Generation



Doctor to Staff Nurse Ratio

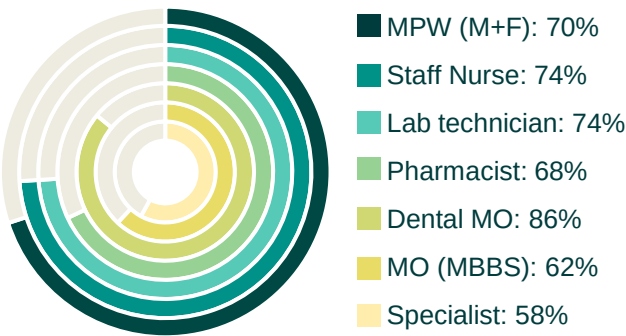


HRH Availability as per IPHS

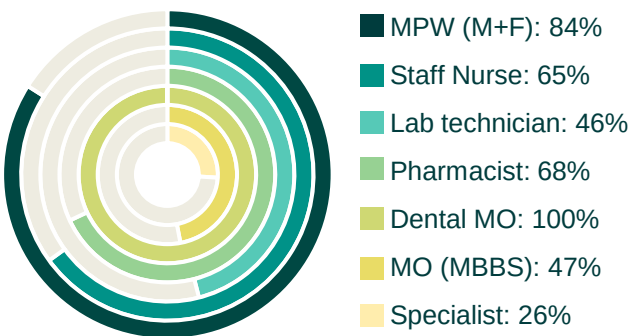




HRH In Place against Sanctioned Posts



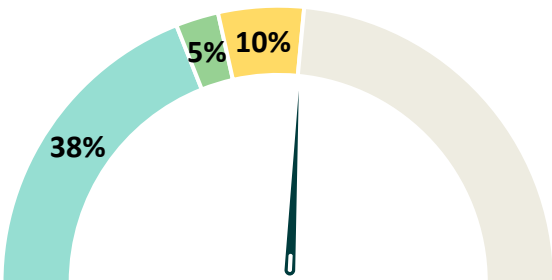
Regular cadre



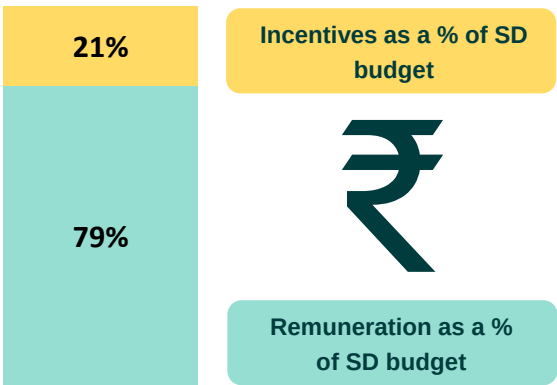
Contractual



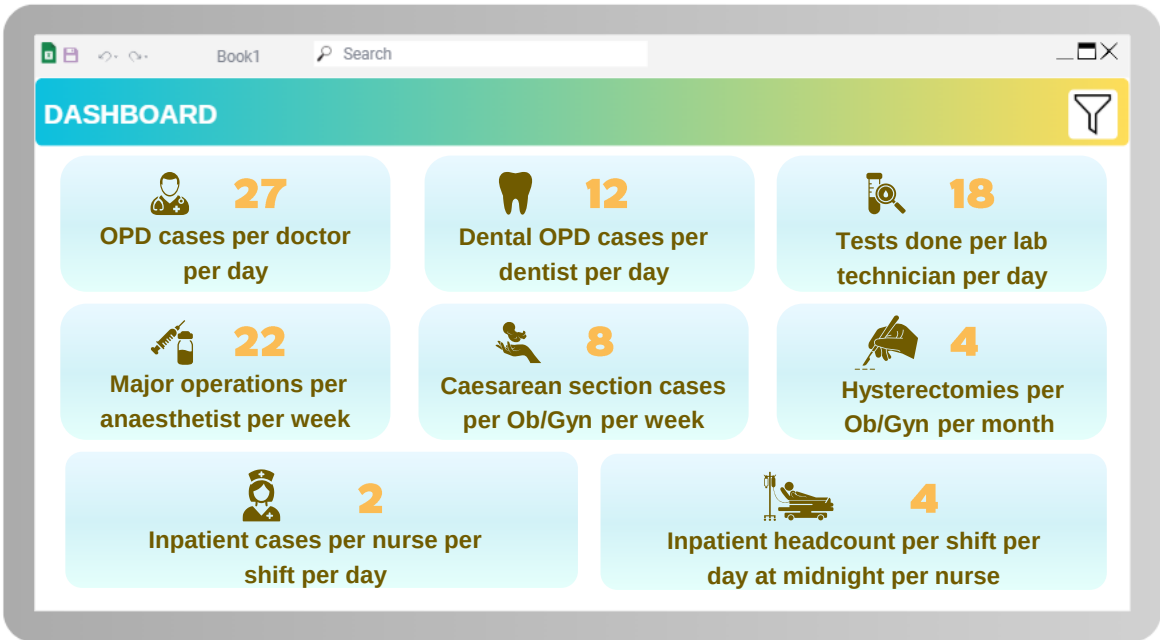
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



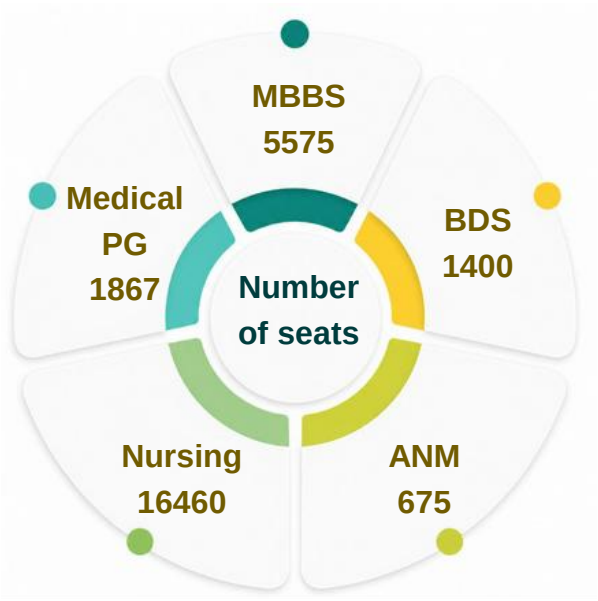
Separate Recruitment Board for Health



HRMIS



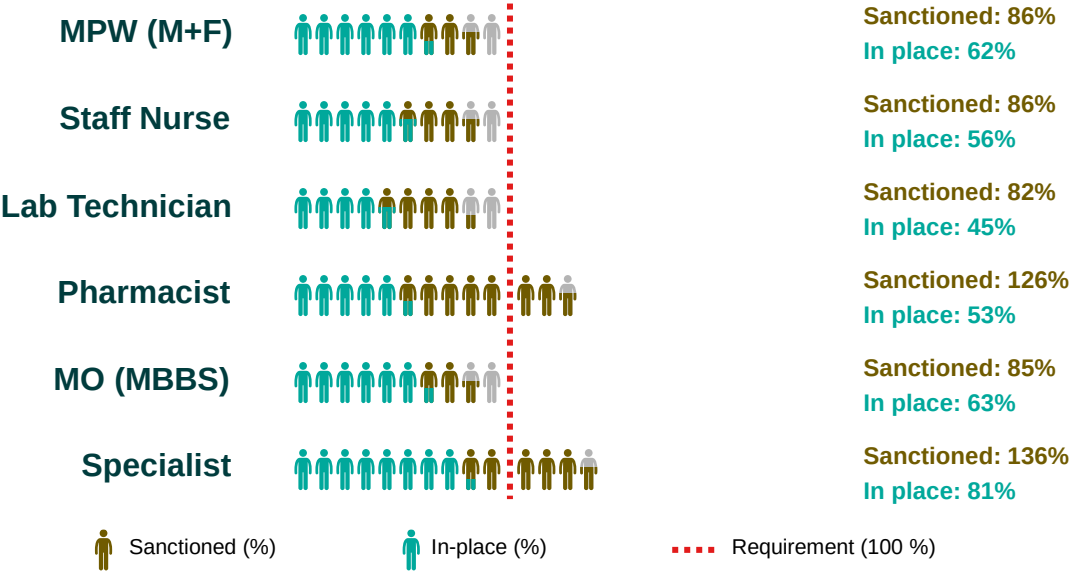
HRH Generation



Doctor to Staff Nurse Ratio



HRH Availability as per IPHS





HRH In Place against Sanctioned Posts



Regular cadre

- MPW (M+F): 81%
- Staff Nurse: 77%
- Lab technician: 59%
- Pharmacist: 46%
- Dental MO: 72%
- MO (MBBS): 79%
- Specialist: 62%

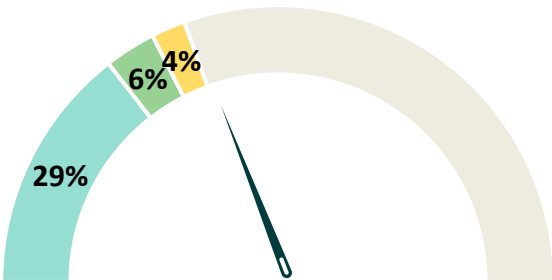


Contractual

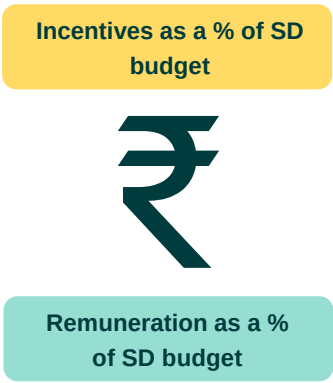
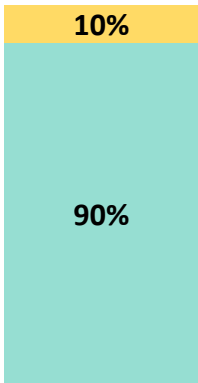
- MPW (M+F): 23%
- Staff Nurse: 31%
- Lab technician: 21%
- Pharmacist: 11%
- Dental MO: 26%
- MO (MBBS): 20%
- Specialist: 8%



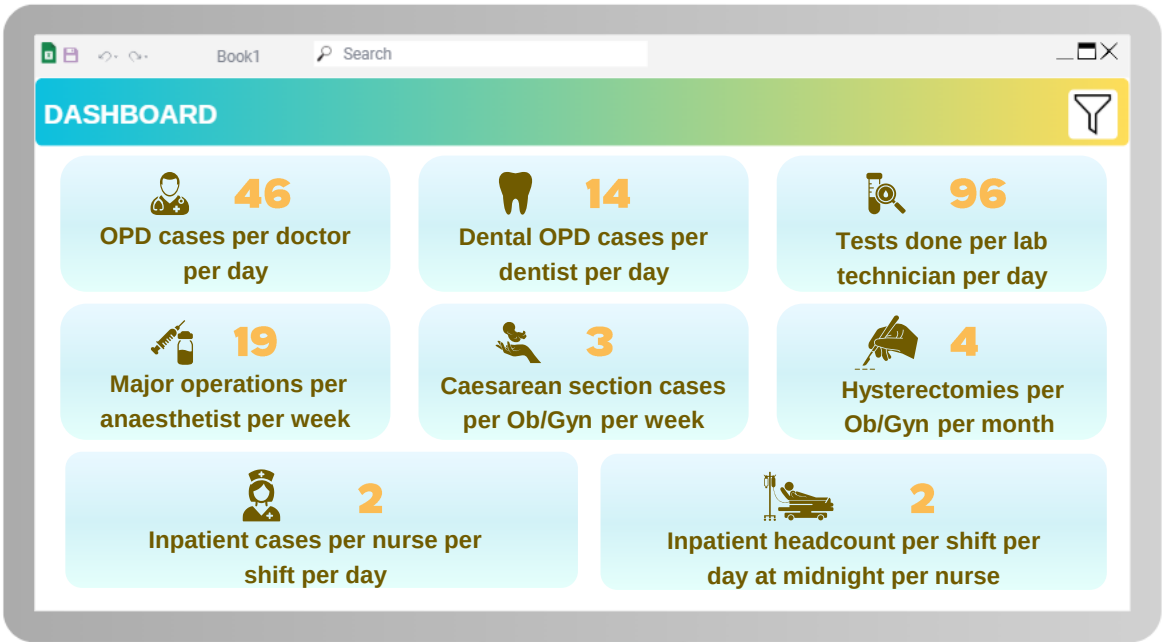
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



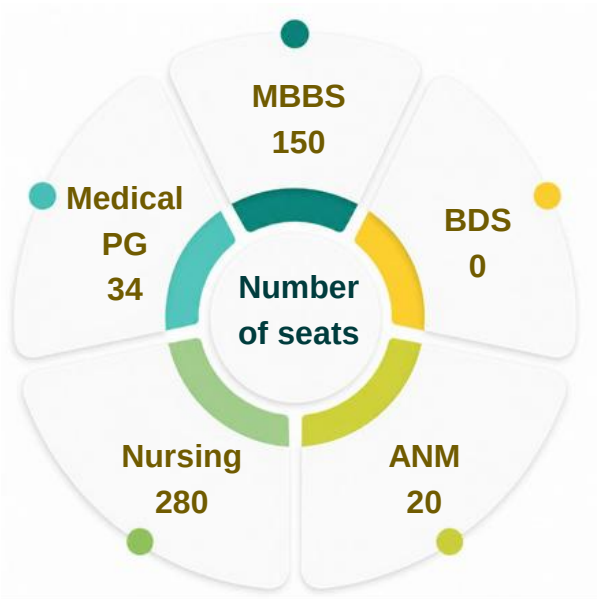
Separate Recruitment Board for Health



HRMIS



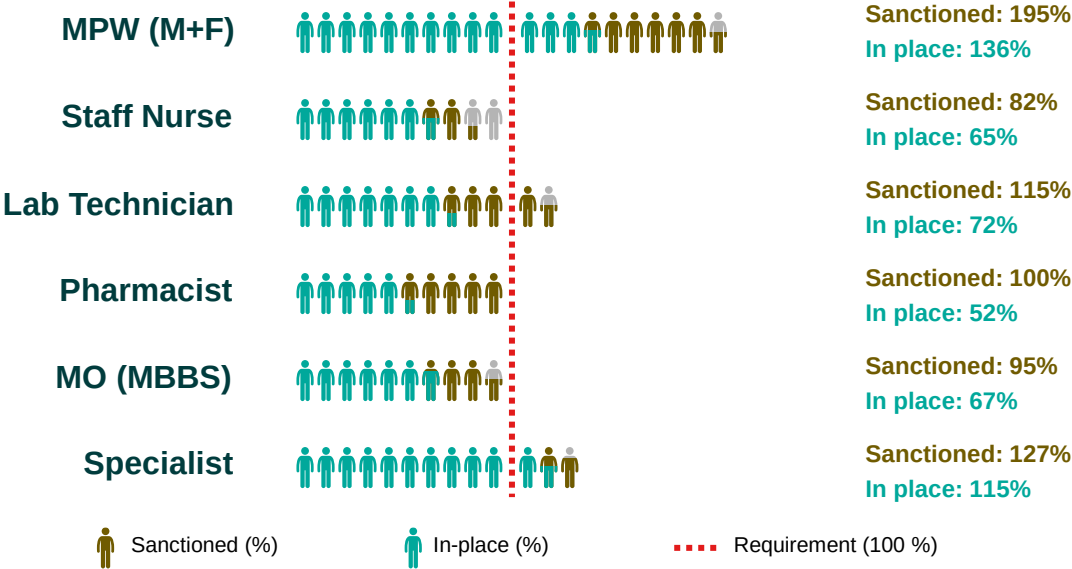
HRH Generation



Doctor to Staff Nurse Ratio

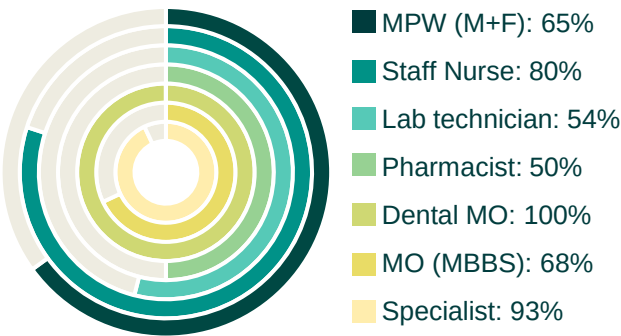


HRH Availability as per IPHS

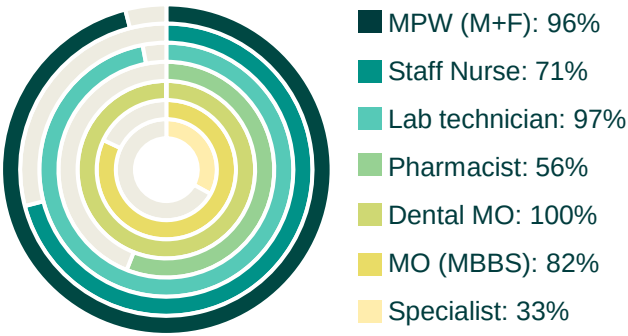




HRH In Place against Sanctioned Posts



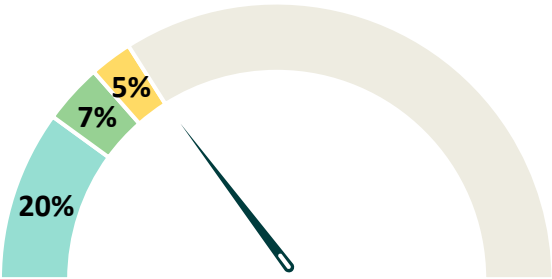
Regular cadre



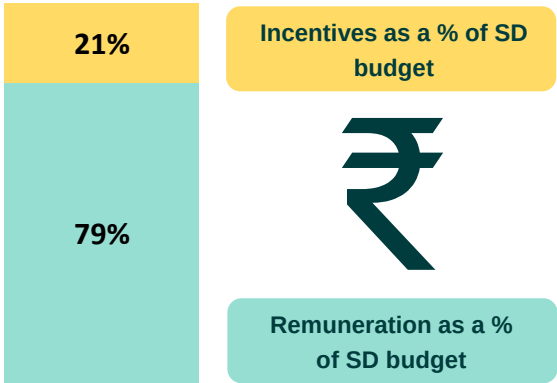
Contractual



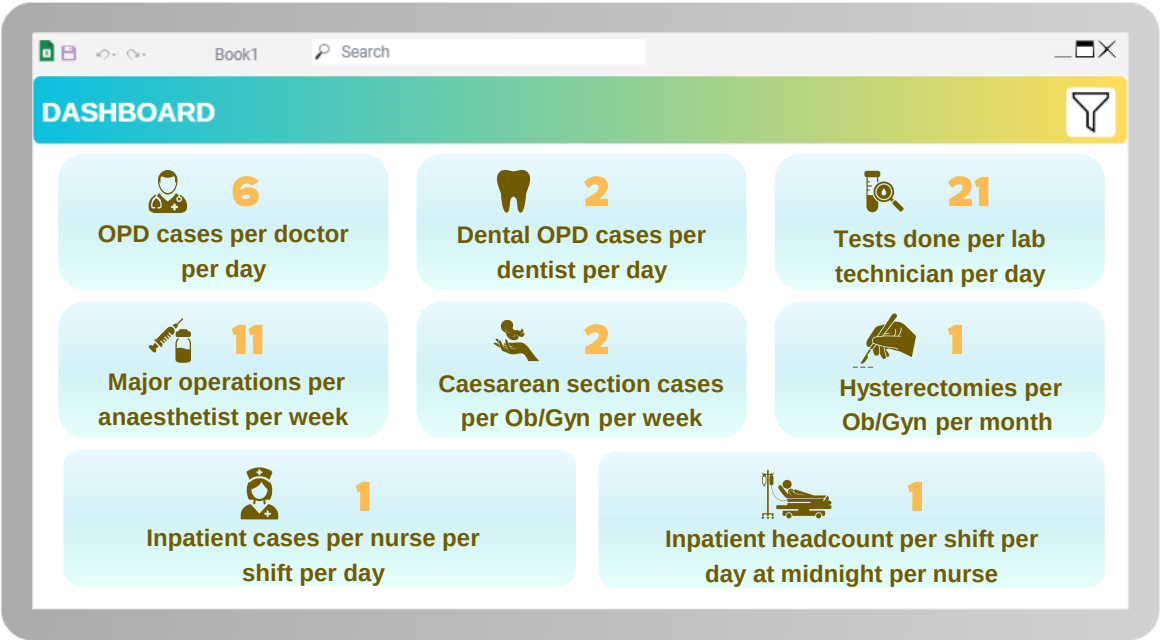
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



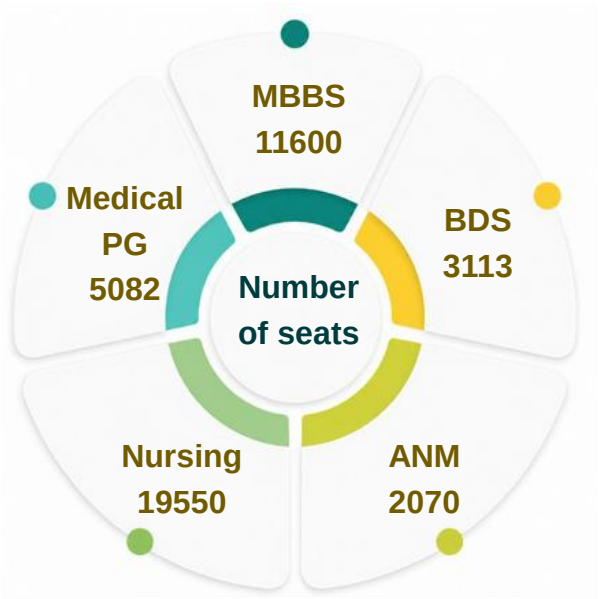
Separate Recruitment Board for Health



HRMIS



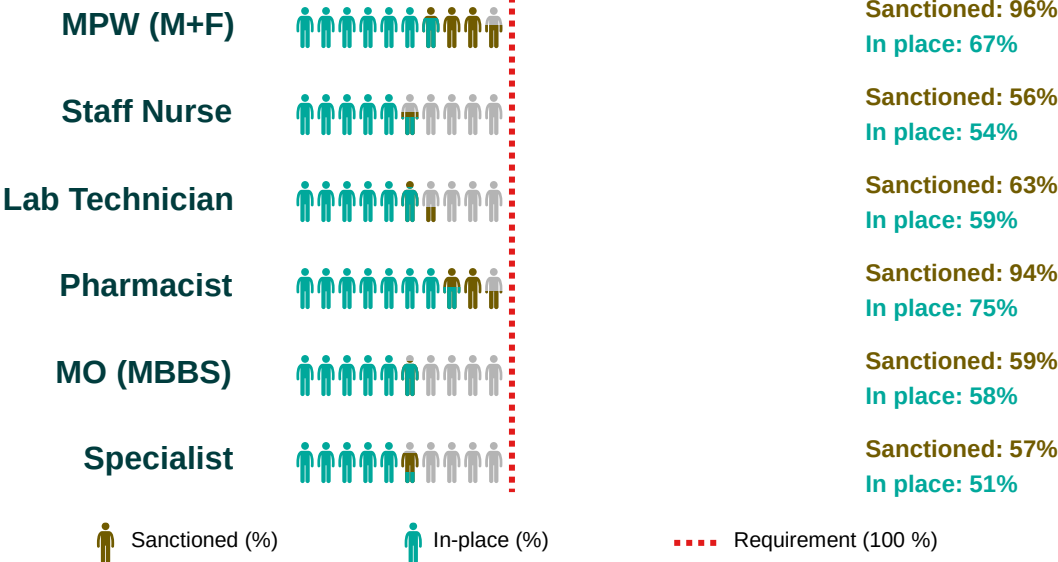
HRH Generation



Doctor to Staff Nurse Ratio

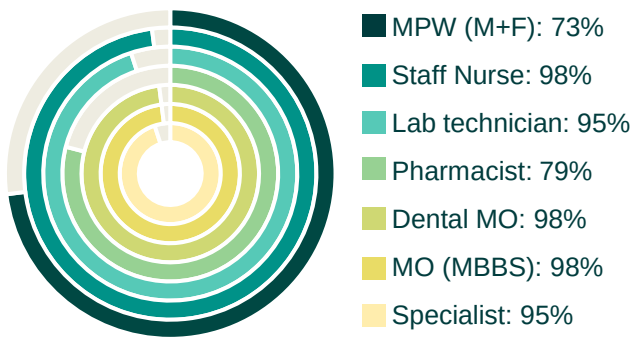


HRH Availability as per IPHS

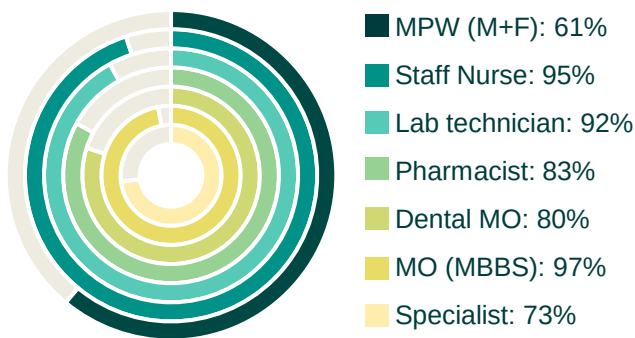




HRH In Place against Sanctioned Posts



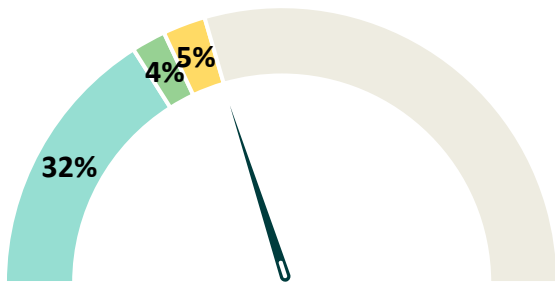
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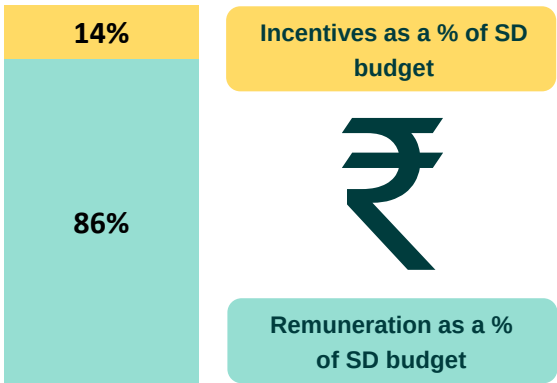
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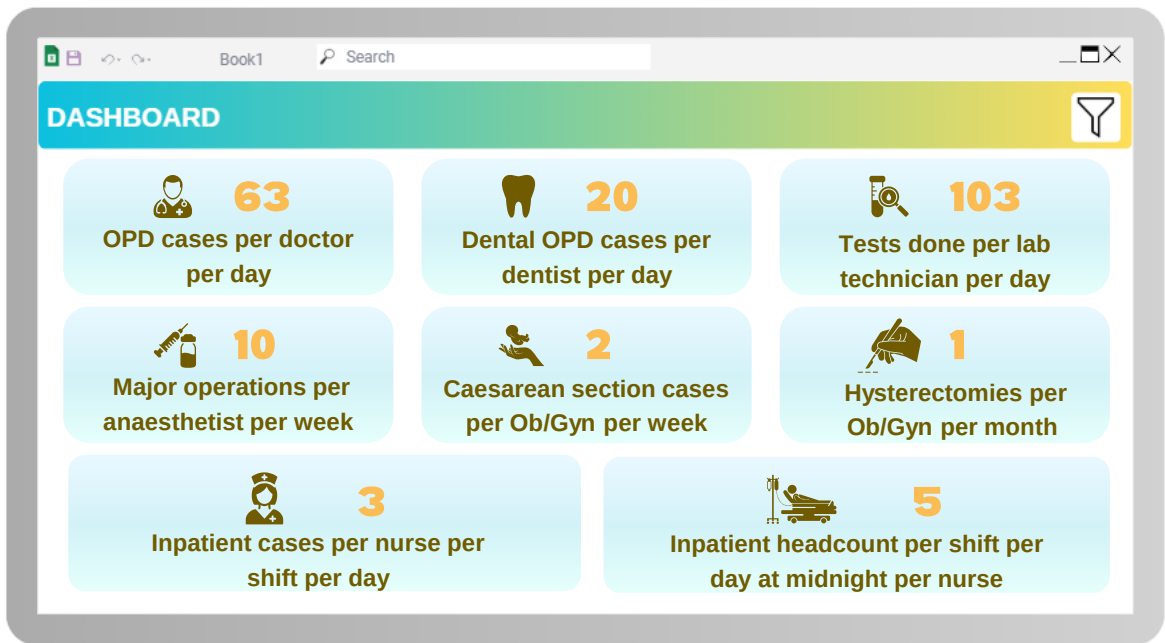
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



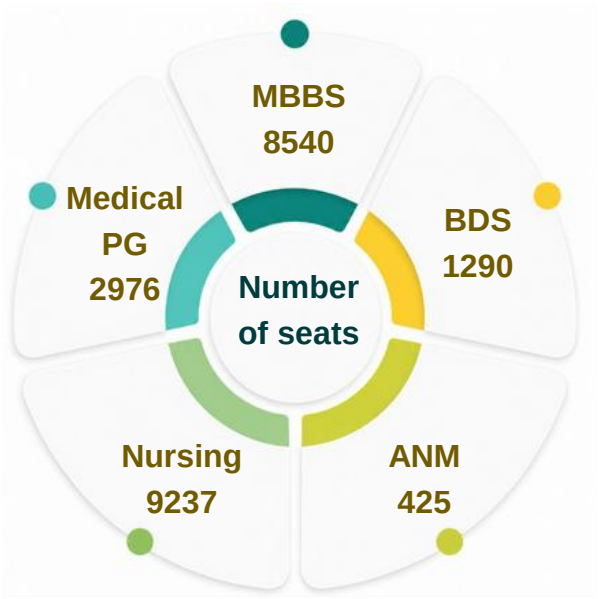
Separate Recruitment Board for Health



HRMIS



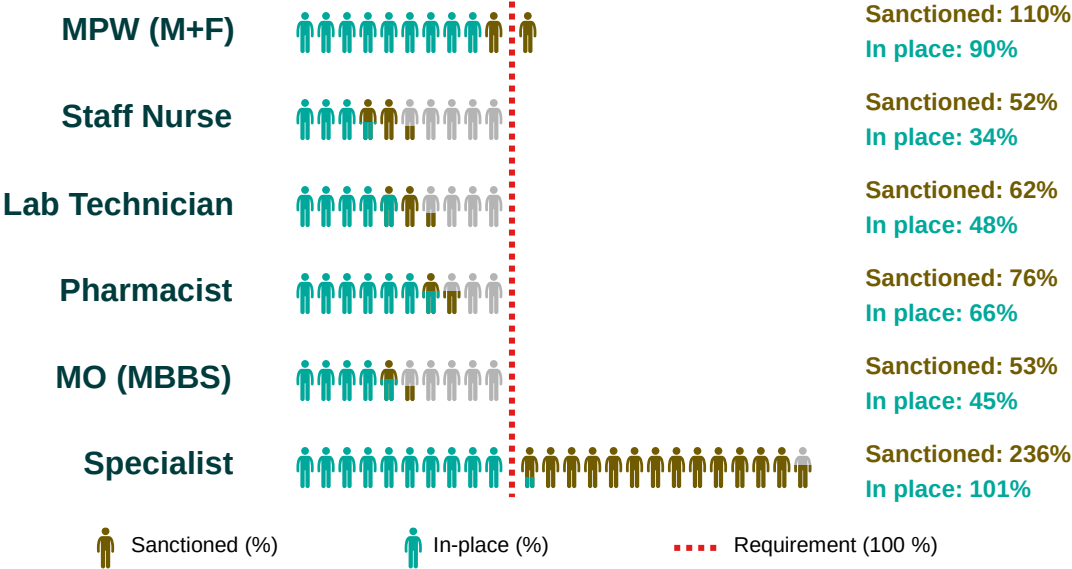
HRH Generation



Doctor to Staff Nurse Ratio

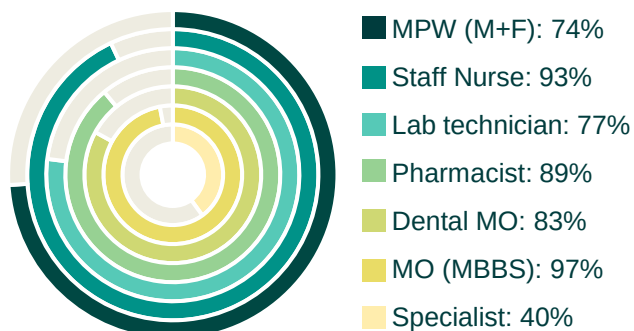


HRH Availability as per IPHS

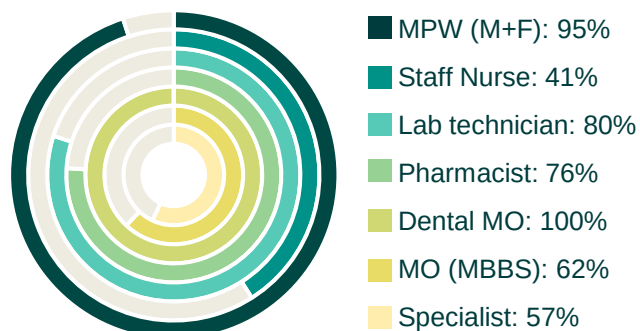




HRH In Place against Sanctioned Posts



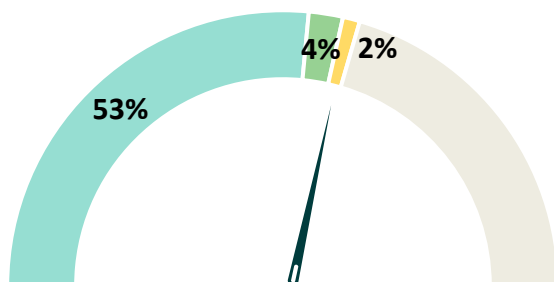
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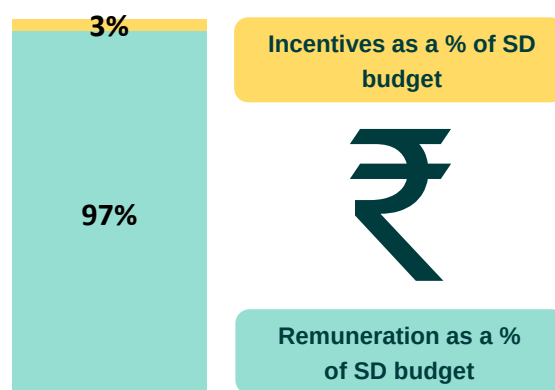
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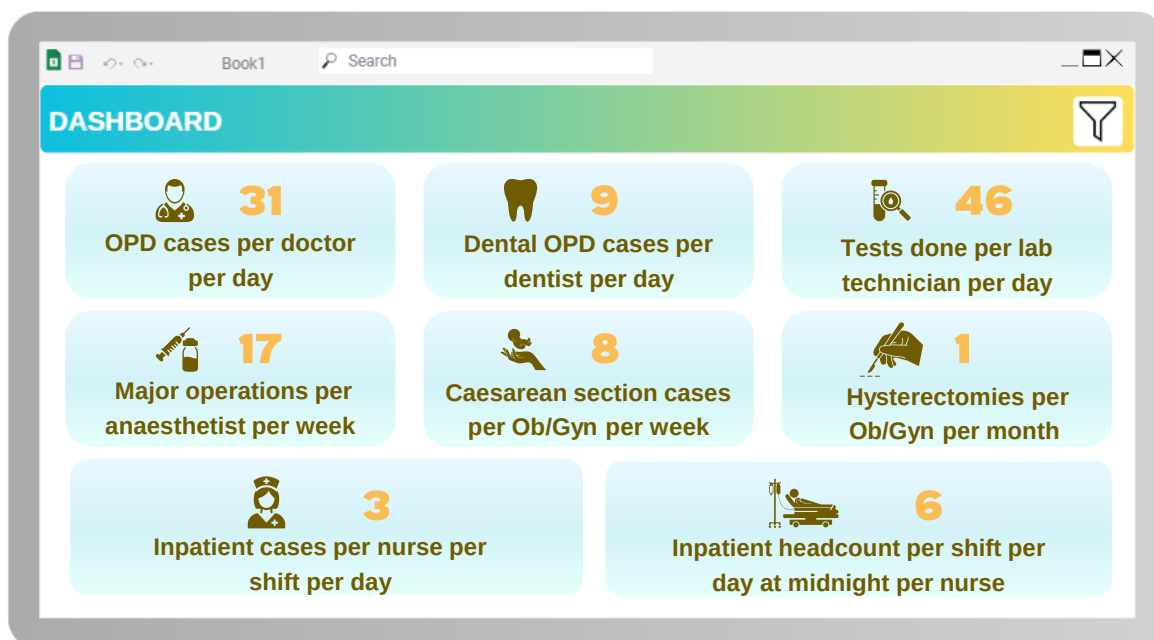
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



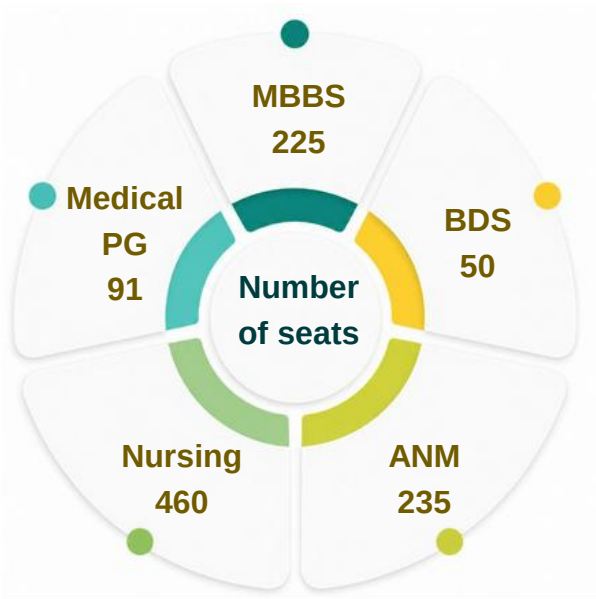
Separate Recruitment Board for Health



HRMIS



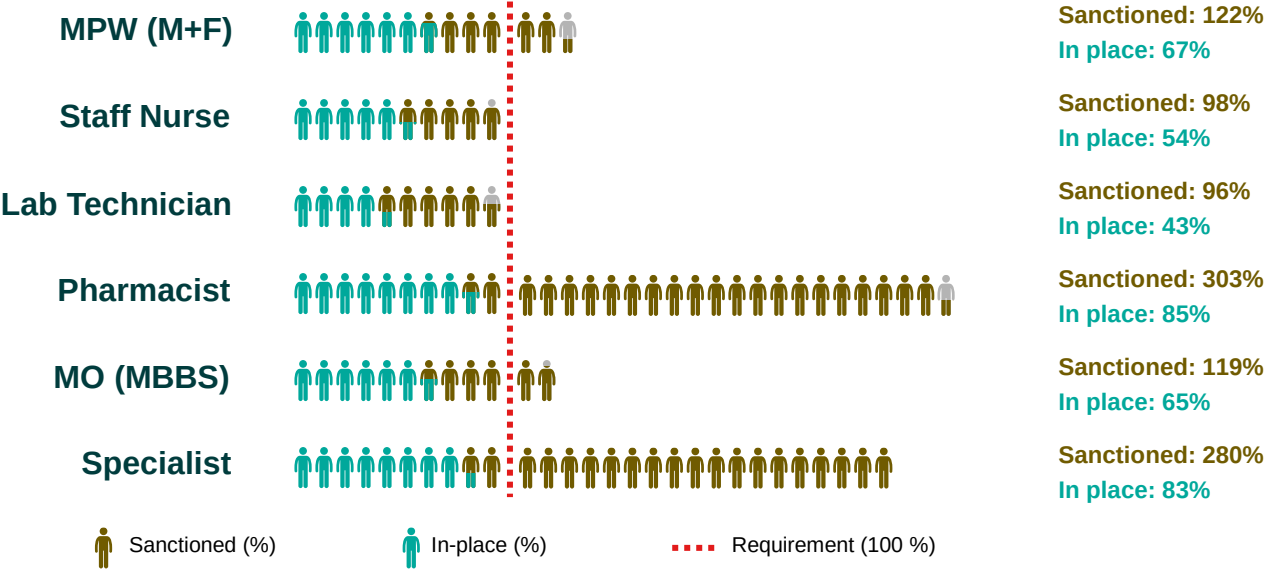
HRH Generation



Doctor to Staff Nurse Ratio

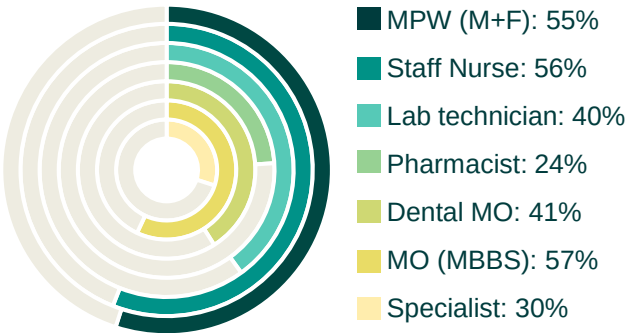


HRH Availability as per IPHS

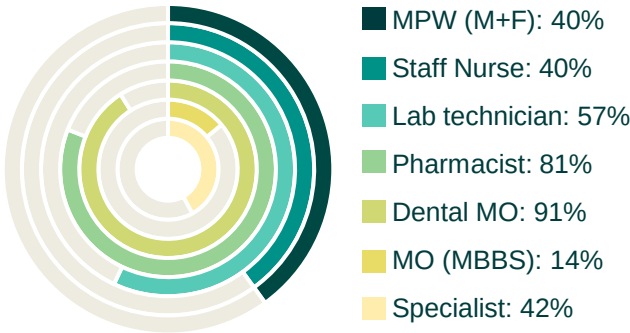




HRH In Place against Sanctioned Posts



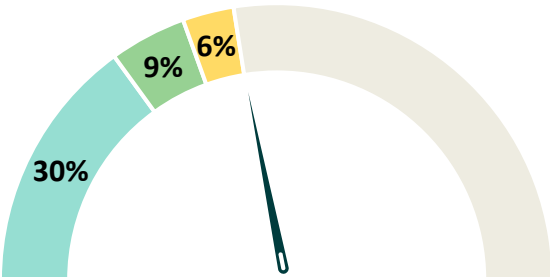
Regular cadre



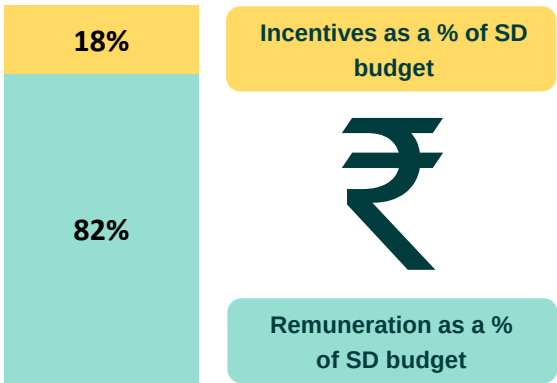
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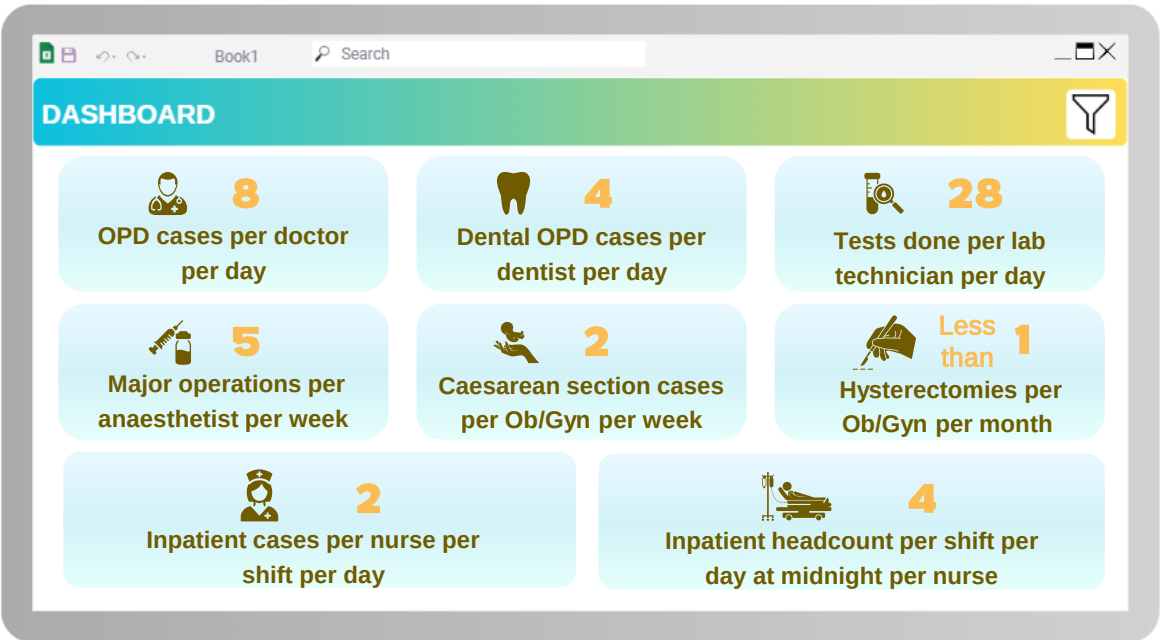
HRH Budget Share under NHM



- Service Delivery Remuneration as a % of RE
- Programme Management Remuneration as a % of RE
- Incentives as a % of RE



HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



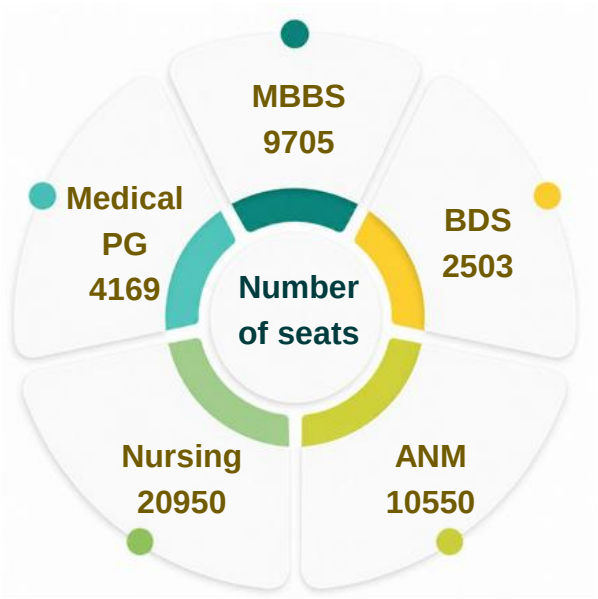
Separate Recruitment Board for Health



HRMIS



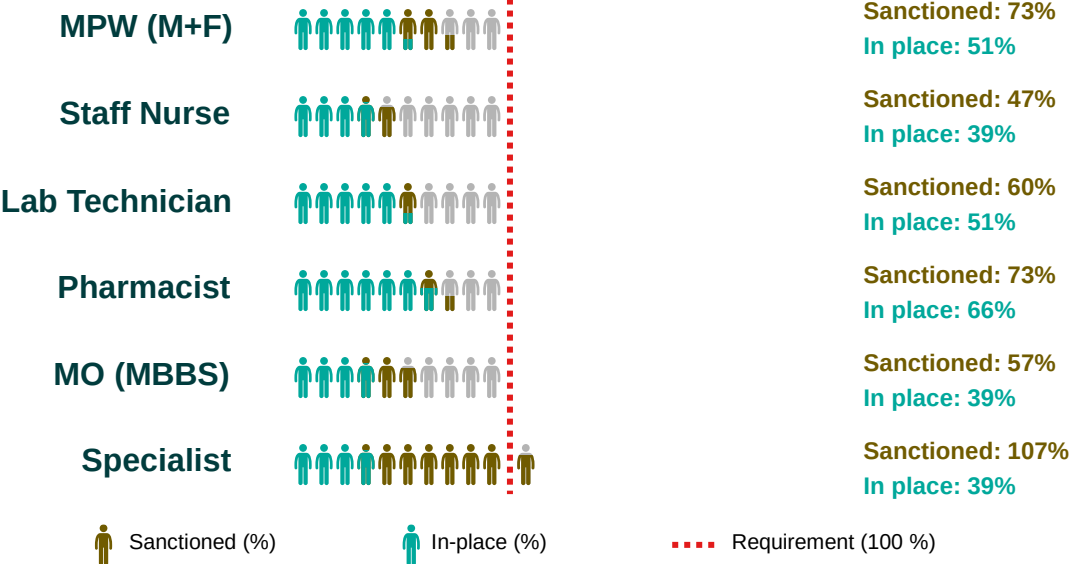
HRH Generation



Doctor to Staff Nurse Ratio

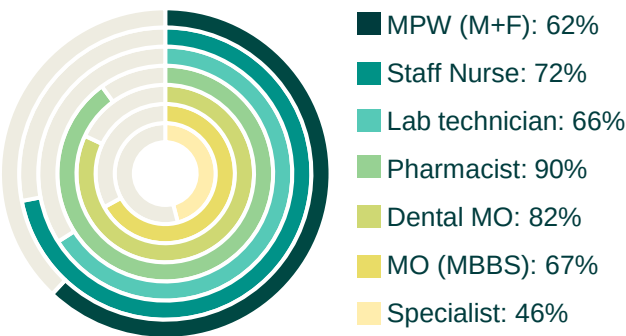


HRH Availability as per IPHS

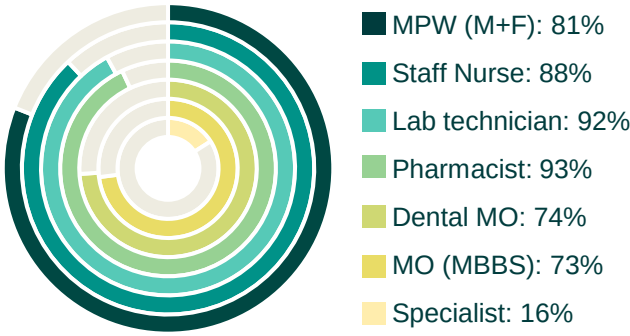




HRH In Place against Sanctioned Posts



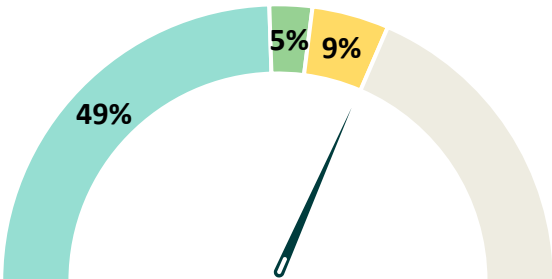
Regular cadre



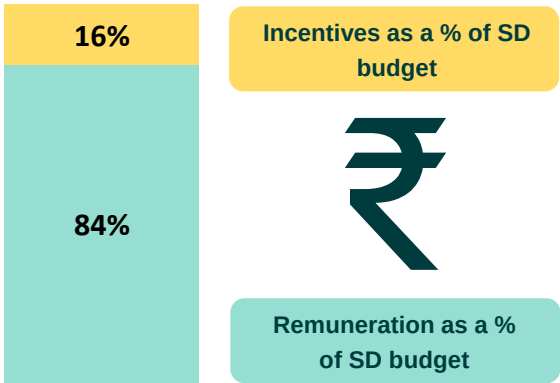
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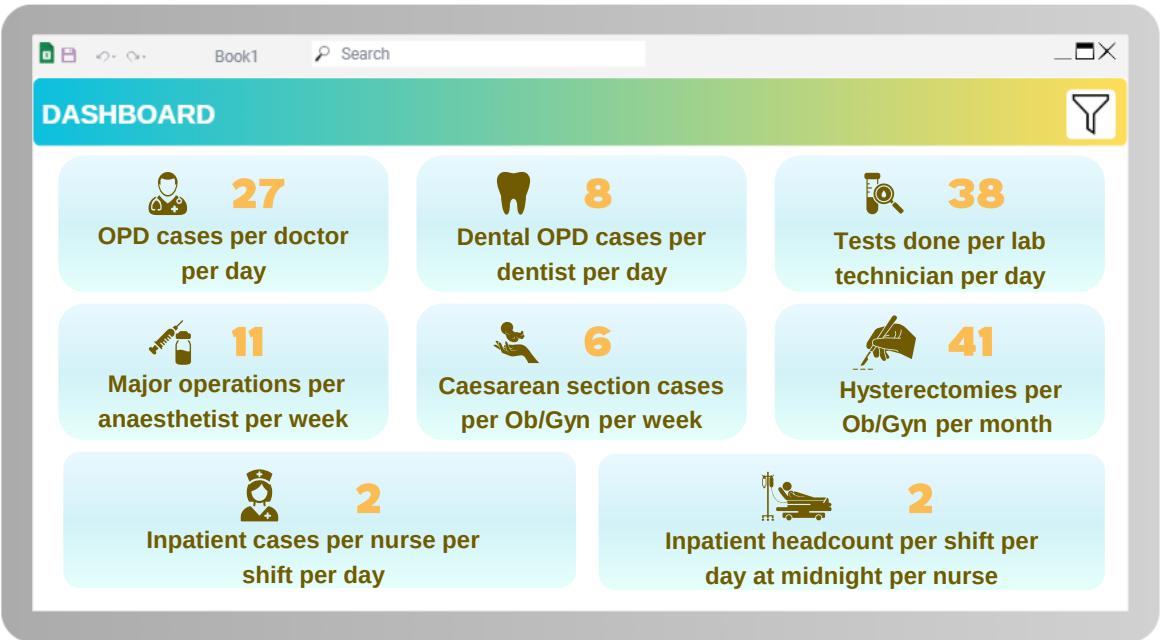
HRH Budget Share under NHM



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HRH – Performance





Policy and Systems

Specialist Cadre



HRH Policy



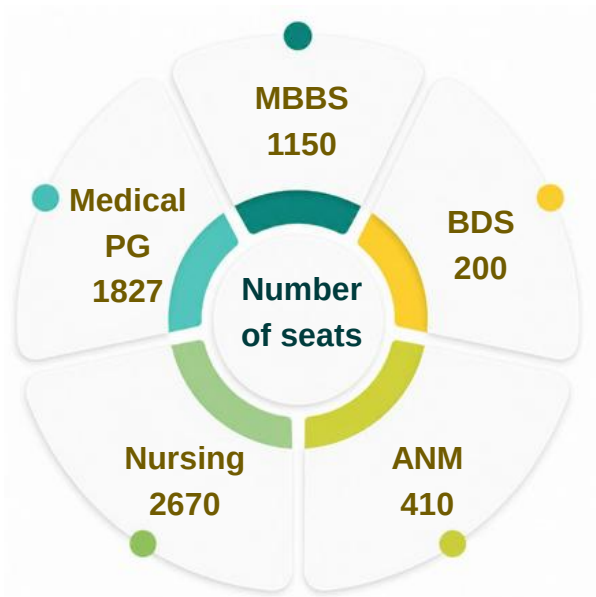
Separate Recruitment Board for Health



HRMIS



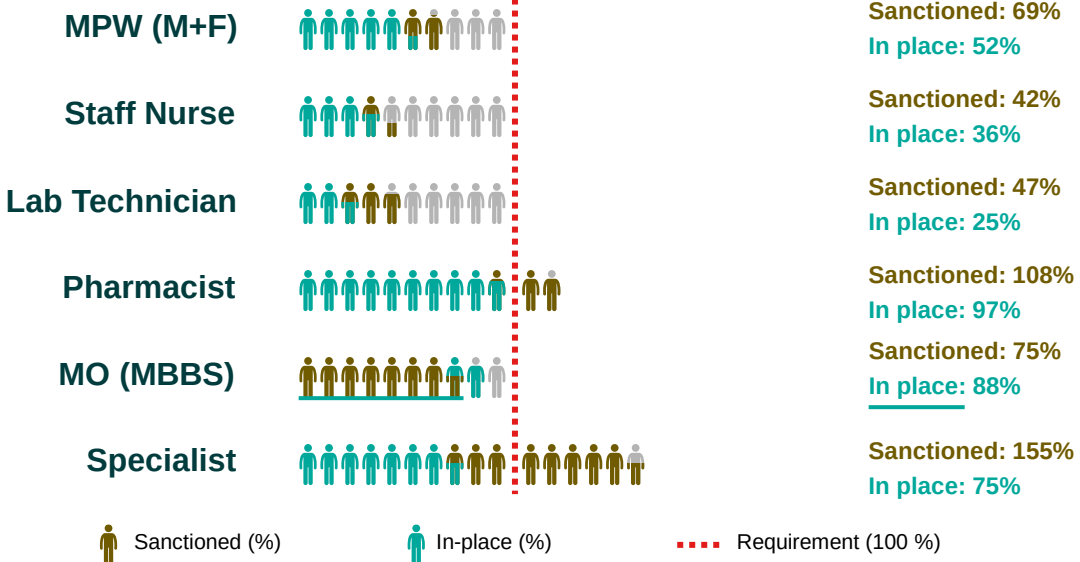
HRH Generation



Doctor to Staff Nurse Ratio

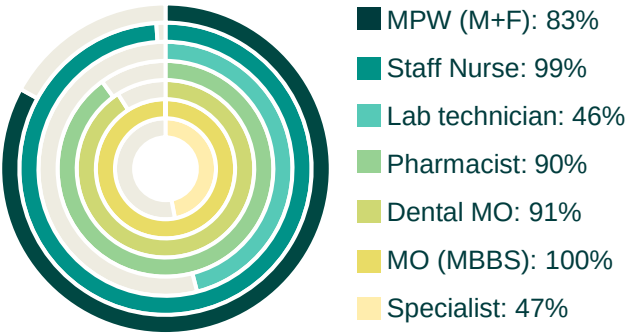


HRH Availability as per IPHS

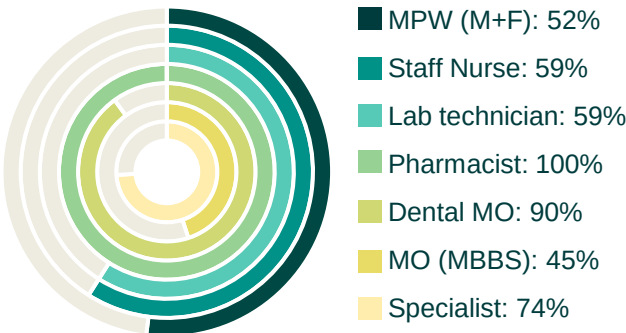




HRH In Place against Sanctioned Posts



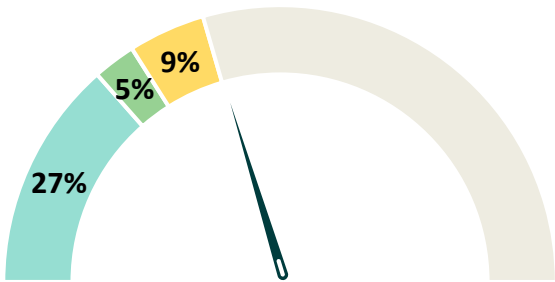
Regular cadre



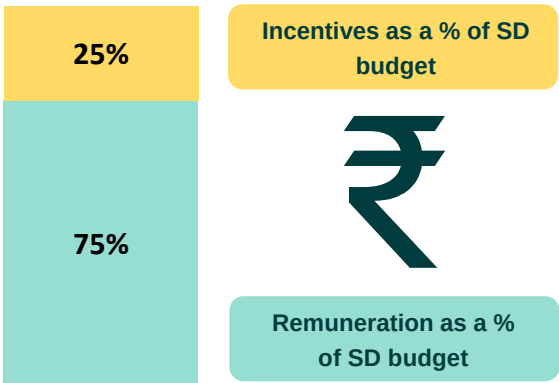
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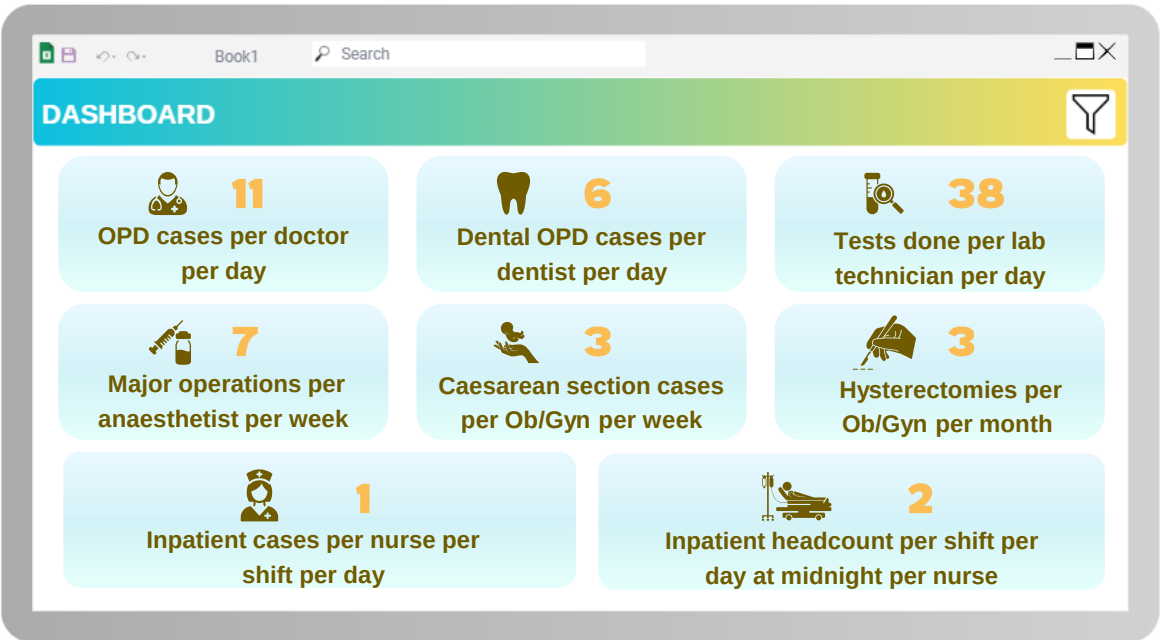
HRH Budget Share under NHM



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HRH – Performance





Policy and Systems

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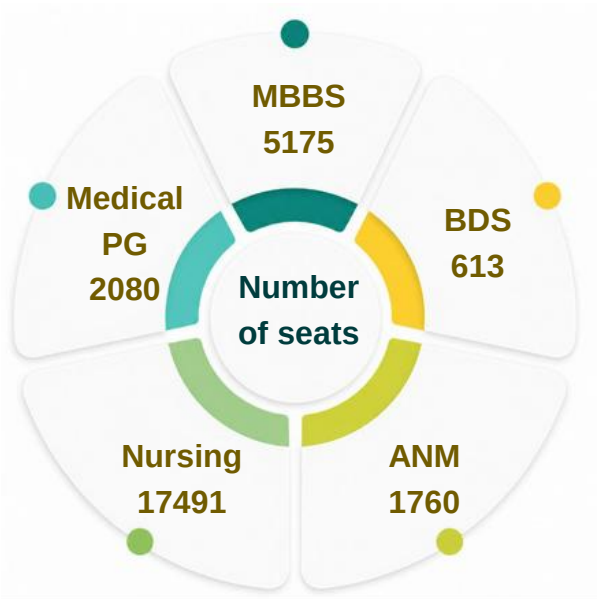
Separate Recruitment Board for Health



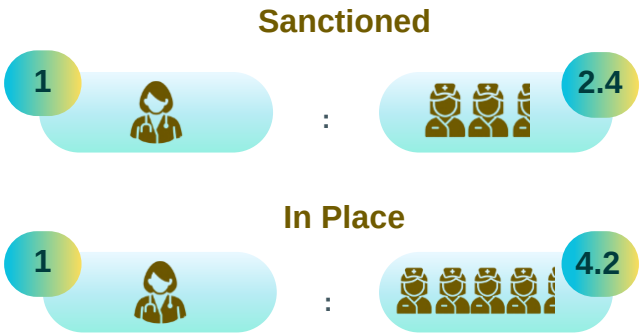
HRMIS



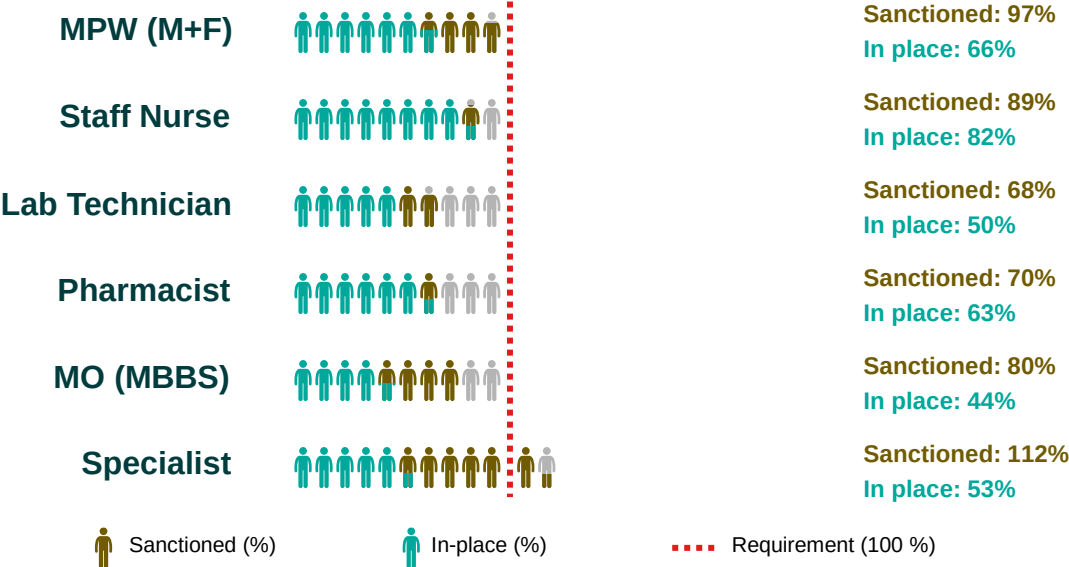
HRH Generation



Doctor to Staff Nurse Ratio

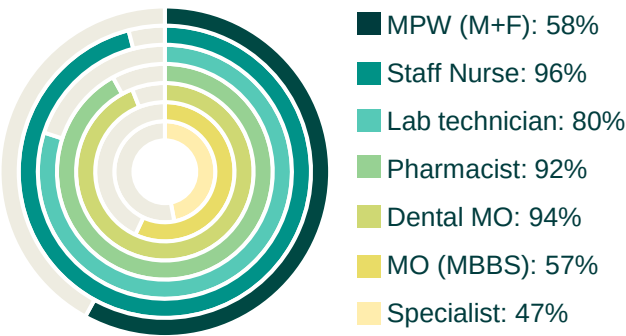


HRH Availability as per IPHS

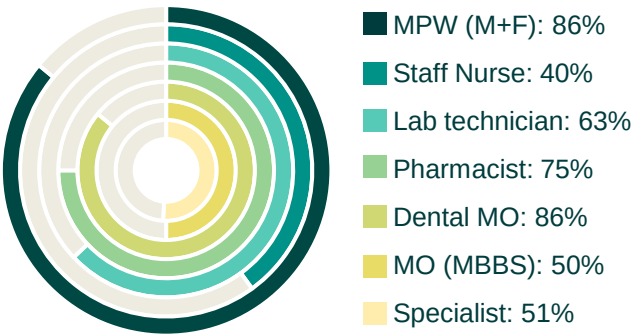




HRH In Place against Sanctioned Posts



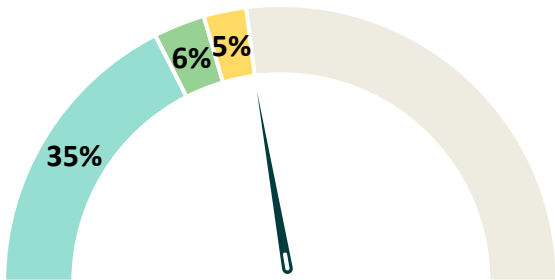
Regular cadre



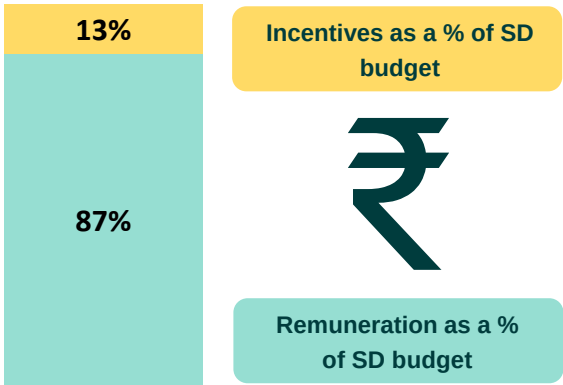
Contractual



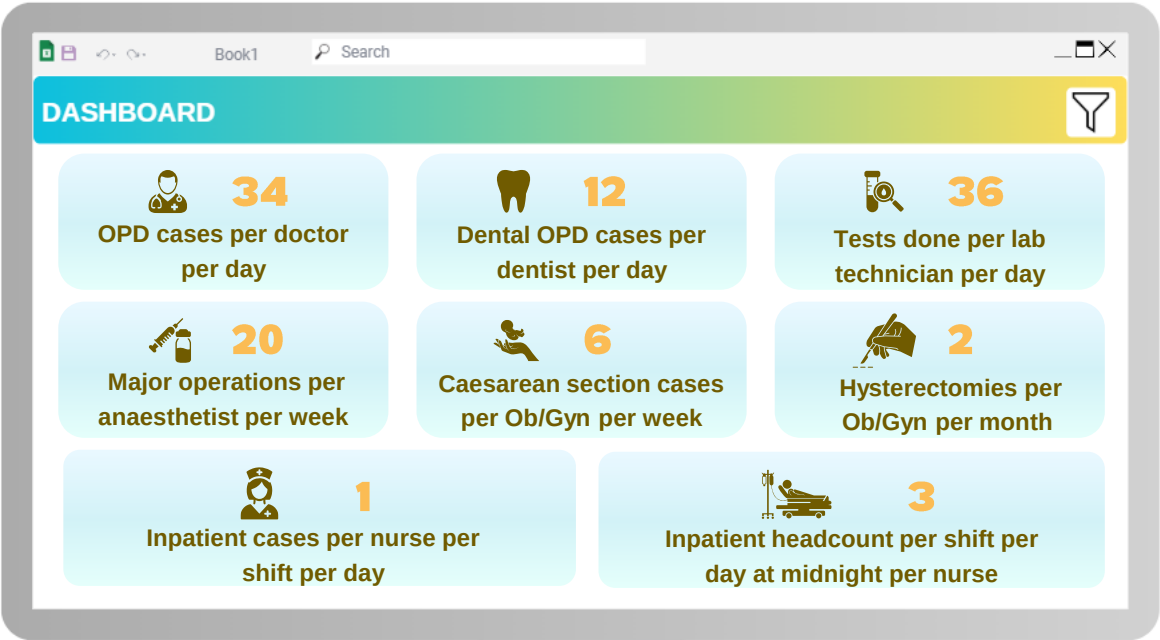
HRH Budget Share under NHM



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**Ministry of Health & Family Welfare
Government of India**