Overall HR Status: All India

- Total Required number of Key Healthcare Providers: **8.98 lakhs**
- Total Sanctioned number of posts (Regular & NHM): **7.98 lakhs (91%)**
- Total Healthcare Providers in place (Regular & NHM): **5.71 lakhs**
- **66% against requirement and 72% against sanctioned posts**
- Average Vacancy across all HRH categories: **28%**

*Key HR Categories: ANM, SN, LT, MO, Specialists, Pharmacists, Radiographer, AYUSH MO, Dentist/ Dental Surgeon*
Required vs. Sanctioned Figures

Key HRH Categories: ANM, SN, LT, MO, Specialists, Pharmacists, Radiographer, AYUSH MO, Dentist/ Dental Surgeon

50% to 75% posts sanctioned
75% to 100% posts sanctioned
More than 100% posts sanctioned
Required Vs. In position Figures

Key HRH Categories: ANM, SN, LT, MO, Specialists, Pharmacists, Radiographer, AYUSH MO, Dentist/ Dental Surgeon
Vacancy under regular & contractual cadre

**Regular Cadre Vacancies**
- Lab Tech: 38%
- Dentist: 32%
- Medical Officer: 26%
- Staff Nurse: 27%
- ANM: 27%

**Contractual Cadre Vacancies**
- Lab Tech: 58%
- Dentist: 48%
- Medical Officer: 46%
- Staff Nurse: 28%
- ANM: 13%
Required vs. Sanctioned Figures: OBGYN, Pediatricians & Anesthetists

< 50% posts sanctioned
50% to 75% posts sanctioned
75% to 100% posts sanctioned
More than 100% posts sanctioned
No separate specialist cadre / reported consolidated number
Required vs. Sanctioned Figures: Other Specialists

- < 50% in place
- 50% to 75% in place
- 75% to 100% in place
- More than 100% in place (Surplus)
- No separate specialist cadre / reported consolidated number
Trends in Vacancy under regular & contractual cadre: Specialists

Major trends in vacancy under for OB-GY, Pediatricians, Anesthetists, and other Specialists
NSSO 71\textsuperscript{st} round: % cases using public facilities

<table>
<thead>
<tr>
<th>Type of services</th>
<th>Rural</th>
<th>Urban</th>
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</thead>
<tbody>
<tr>
<td>Non Hospitalized Care</td>
<td>25%</td>
<td>20%</td>
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<tr>
<td>Hospitalized Care</td>
<td>42%</td>
<td>32%</td>
</tr>
<tr>
<td>Deliveries</td>
<td>69%</td>
<td>60%</td>
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<tr>
<td>HR Cadre</td>
<td>Performance Indicator</td>
<td>Per day</td>
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<tr>
<td>-----------------------</td>
<td>------------------------------------------------</td>
<td>---------</td>
</tr>
<tr>
<td>MO &amp; Specialist</td>
<td>OPD attendance/MO</td>
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<tr>
<td>Staff Nurse</td>
<td>IPD attendance per SN per shift</td>
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<tr>
<td>Lab technicians</td>
<td>Total Number of Lab Tests per LT</td>
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<tr>
<td>Gynecologists</td>
<td>Number of C-sections per Gynecologist</td>
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<tr>
<td>Dental MOs/ Surgeons</td>
<td>Dental OPD per Dentist</td>
<td>10</td>
</tr>
</tbody>
</table>
## The Way Forward in HR planning

### Focus Areas

#### Strategy and Direction
- Health Systems Approach, **Creation of PGMO/ Specialist cadre**, Quality Recruitment, Public Health Cadre, **DNB Courses**, CPC, **Nurturing HR through capacity building**

#### Management and Governance
- HR Policy, **Using NHM flexibility to recruit specialists**, HRIS, **Performance Incentives**, Supportive Supervision, **Accountability**

#### Outputs
- Efficient service provision, improved outreach with a special focus on backward/hard to reach/tribal areas

#### Impact/Value Creation
- Patient centric services, increased utilization of public facilities, Less OOP

### What are we trying to do?

- **SDGs and National Health Policy goals**
Paths are created by walking....