

**GOVERNMENT OF INDIA
MINISTRY OF HEALTH AND FAMILY WELFARE
DEPARTMENT OF HEALTH AND FAMILY WELFARE**

**RAJYA SABHA
UNSTARRED QUESTION NO. 599
TO BE ANSWERED ON THE 25th JULY, 2023**

SHORTAGE OF MEDICAL WORKERS IN THE PRIMARY HEALTHCARE SYSTEM

599. SHRI NIRANJAN BISHI:

Will the Minister of **HEALTH AND FAMILY WELFARE** be pleased to state:

- (a) the reasons for the shortfall of doctors and other medical workers in the primary healthcare system as enumerated by the Rural Health Statistics (2020-21);
- (b) if so, the details thereof and if not, the reasons therefor;
- (c) the steps being undertaken by Government to address this shortfall of personnel in the primary health care sector; and
- (d) if so, the details thereof and if not, the reasons therefor?

**ANSWER
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND
FAMILY WELFARE
(DR. BHARATI PRAVIN PAWAR)**

(a) to (d): The details of Doctors and other medical workers in the Primary Healthcare System in the country are available at website of Ministry of Health and Family Welfare at the Uniform Resources Locator (URL) as under: <https://main.mohfw.gov.in/newshighlights-90> .

All the administrative and personnel matters related to health human resource lies with the respective State/UT Governments. Under National Health Mission, Ministry of Health & Family Welfare provides financial and technical support to States/UTs to strengthen their healthcare systems based on the requirements posed by them in their Programme Implementation Plans (PIPs) within their overall resource envelope.

Under NHM, following types of incentives and honorarium are provided for encouraging specialist doctors to practice in rural and remote areas of the country:

- Hard area allowance to specialist doctors for serving in rural and remote areas and for their residential quarters so that they find it attractive to serve in public health facilities in such areas.
- Honorarium to Gynecologists/ Emergency Obstetric Care (EmoC) trained, Pediatricians & Anesthetist/ Life Saving Anaesthesia Skills (LSAS) trained doctors is also provided to increase availability of specialists for conducting Cesarean Sections in rural & remote area.
- Incentives like special incentives for doctors, incentive for ANM for ensuring timely ANC checkup and recording, incentives for conducting Adolescent Reproductive and Sexual Health activities.
- States are also allowed to offer negotiable salary to attract specialist including flexibility in strategies such as “You Quote We Pay”.
- Non-Monetary incentives such as preferential admission in post graduate courses for staff serving in difficult areas and improving accommodation arrangement in rural areas have also been introduced under NHM.
- Multi-skilling of doctors is supported under NHM to overcome the shortage of specialists. Skill upgradation of existing HR is another major strategy under NRHM for achieving improvement in health outcomes.
