

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

**RAJYA SABHA
STARRED QUESTION NO. 174
TO BE ANSWERED ON THE 05TH AUGUST, 2025**

INITIATIVE TO FILL UP VACANCIES IN HEALTH SECTOR

174 # SHRI BABURAM NISHAD:

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

- (a) the percentage of posts currently filled in the Department of Health and Family Welfare in comparison to the sanctioned strength;
- (b) the number of recruitment processes undertaken during the current year with the objective of reducing previously existing alarming vacancies;
- (c) the number of new appointments of healthcare professionals made in Government health institutions during the current year; and
- (d) the innovative measures adopted by the Central and State Governments to attract talent to the public health sector

**ANSWER
THE MINISTER OF HEALTH AND FAMILY WELFARE
(SHRI JAGAT PRAKASH NADDA)**

- (a) to (d) A Statement is laid on the Table of the House.

**STATEMENT REFERRED TO IN REPLY TO RAJYA SABHA
STARRED QUESTION NO. 174 * FOR 5TH AUGUST, 2025**

(a) A total number of 1,451 posts are sanctioned in the Department of Health and Family Welfare, out of which 1,101 officials are in position, accounting for approximately 75.88 % of the sanctioned strength.

(b) to (d) Filling up of vacant posts is an ongoing process. Vacancies are regularly assessed and requisitions are sent to the Union Public Service Commission (UPSC), National Testing Agency (NTA), Staff Selection Commission (SSC) and other recruiting agencies, as per the requirement of each cadre and sub-cadre.

The UPSC conducts the Combined Medical Services Examination (CMSE) and interviews for selection to various posts across different sub-cadres. The list of recommended candidates is sent to this Ministry, following which, after completion of requisite formalities, Offer of Appointment letters are issued to the selected candidates with a request to join their respective posts in Central Government hospitals and institutions.

Additionally, various recruitment processes have been undertaken by the health institutions under this Department through UPSC, SSC, NORCET etc. for filling up of healthcare positions.

Under Mission Recruitment the Ministry of Health and Family Welfare (MoHFW) has filled 8796 vacancies in 2024-2025 in various institutes under the Ministry. Further, in 2025-26 till now 1678 vacancies have been filled under the Mission Recruitment.

The Department of Health and Family Welfare, along with its affiliated health institutions, has adopted the following measures to attract talent to the Public Health sector:

1. Advertisements are generally issued in Employment News and in all major news papers to ensure wide publicity of vacant posts.
2. Time-bound promotions for doctors have been introduced under the Dynamic Assured Career Progression (DACP) Scheme, without linkage to available vacancies, up to the Senior Administrative Grade (SAG) level.
3. The benefit of Non-Functional Upgradation (NFU) has been extended to Central Health Service (CHS) doctors up to the Higher Administrative Grade (HAG) level.
4. Doctors are encouraged to participate in international seminars and conferences in the health sector to enhance their professional capabilities and support career advancement.
5. In addition to standard government allowances, CHS doctors are also granted various specialized allowances, including:
 - Annual Allowance
 - Post-Graduate Allowance
 - Non-Practicing Allowance (NPA)
 - Conveyance Allowance
6. Provision for leave to pursue higher studies, including:
 - Extraordinary Leave (EOL) for study purposes after completion of three years of service.
 - Study Leave after completion of five years of service, as per existing rules.
7. Extensive use of social media platforms to widely disseminate vacancy notifications and attract candidates from across the country.

Public Health and Hospitals is a State Subject and the responsibility for strengthening of healthcare system including recruitment/appointment resources lies with respective State/UT Governments. However, Ministry of Health and Family Welfare, Government of India, provides financial and technical support to the States/UTs. Under National Health Mission (NHM), support is provided to

States/UTs to strengthen their healthcare systems based on the Programme Implementation Plans (PIPs) submitted by the States/UTs within their overall resource envelope.

Various types of incentives and honorarium are provided for encouraging health professionals in the country under NHM:

- Hard area allowance to specialist doctors for serving in rural and remote areas and for their residential quarters.
- 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 areas.
- 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 NHM for achieving improvement in health outcomes.
