

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

**RAJYA SABHA
UNSTARRED QUESTION NO. 2814
TO BE ANSWERED ON 17TH MARCH, 2026**

REGULARIZATION POLICY FOR NHM EMPLOYEES IN J&K.

2814 SHRI SAJJAD AHMAD KICHLOO:

Will the **MINISTER OF HEALTH AND FAMILY WELFARE** be pleased to state:

- (a) whether National Health Mission (NHM) employees working for over 18 years in rural and Urban health institutions of Jammu & Kashmir (J&K) continue without any regularization policy, job security or equal wages and steps proposed for their regularization in view of 90:10 central funding of the scheme and Central Government's clarification that regularization falls under the domain of State/UT Government;
- (b) whether J&K UT plans phased absorption of NHM staff on regular posts with a defined roadmap, if not, the reasons therefor; and
- (c) whether Government proposes to do away with the pay disparity between NHM staff in the UT and other States?

ANSWER

**THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND FAMILY
WELFARE
(SHRI PRATAPRAO JADHAV)**

(a) to (c) Public Health and Hospitals are state subjects. The primary responsibility to strengthen healthcare facilities including management of Human Resources for Health (HRH) in the State/UTs, lies with the respective State/UTs.

Under the National Health Mission (NHM), the Government of India provides need based technical and financial support to the States/UTs, including the U.T. of Jammu and Kashmir (J&K), based on the proposals made by the States/UTs in their Programme Implementation Plans within their overall resource envelop duly approved by the National Programme Coordination Committee (NPCC).

The States/ UTs are to ensure availability of Human Resources for Health (HRH) by creating adequate number of regular posts of Doctors, Specialists and other supporting staff as per the Indian Public Health Standards (IPHS). The NHM supplements the regular human resources by filling up the gaps in human resources in secondary and primary care facilities

(District Hospital and below) as per IPHS for the Mission period. All matters related to Human Resources (HR) policy and terms of their service including that of pay parity, regularisation, absorption etc. of Human Resources in National Health Mission is decided by the respective State/UT Governments.
