

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

**LOK SABHA
UNSTARRED QUESTION NO. 2945
TO BE ANSWERED ON 28TH DECEMBER, 2018**

SHORTAGE OF HUMAN RESOURCES IN HEALTH SECTOR

**2945. DR. PRITAM GOPINATH MUNDE:
SHRI SHRIRANG APPA BARNE:
SHRI ANANDRAO ADSUL:
SHRI ADHALRAO PATIL SHIVAJIRAO:**

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

- (a) whether healthcare service delivery requires intensive human resource inputs, if so, the details of steps taken by the Government;
- (b) whether the Central Government has compiled data on requirement of human resources, if so, the present total requirement of General Duty Medical Officers Specialists, Paramedics (Allied Health Professionals), Auxiliary Nurse Midwives (ANMs), Staff Nurses, Public Health Managers and Programme Management staffs etc., if so, the details and the outcome thereof along with the present availability of the said staff; and
- (c) the steps taken by the Central Government of India to fill the gaps in human resources?

**ANSWER
THE MINISTER OF STATE IN THE MINISTRY OF HEALTH AND
FAMILY WELFARE
(SHRI ASHWINI KUMAR CHOUBEY)**

(a) to (c): Public health and hospitals being a State subject, the primary responsibility to ensure availability of healthcare professionals in public health facilities lies with the State/UT Governments. However, under the National Health Mission (NHM), financial and technical support is provided to States/UTs to strengthen their healthcare systems including support for engagement of doctors on contractual basis, based on the requirements posed by the States/UTs in their Programme Implementation Plans (PIPs) within their overall resource envelope.

There are 499 medical colleges, 313 dental colleges, more than 70,000 MBBS, approximately 45,000 Post Graduate medical seats, approximately 27000 Bachelor of Dental Surgery (BDS) and 6300 Master of Dental Surgery (MDS) seats available in the country. Besides, there are around 8,000 Nursing Institutes producing about 2.9 lakh nursing personnel annually.

Further, as per the information available with the respective Councils, 8.93 lakh allopathic doctors, 2.01 lakh dentists and 19.10 lakh nursing personnel may actually be available for active services.

The Government has taken various steps to further increase the availability of human resource in the country which include:

- I. The ratio of teachers to students has been revised from 1:1 to 1:2 for all MD/MS disciplines and 1:1 to 1:3 in subjects of Anaesthesiology, Forensic Medicine, Radiotherapy, Medical Oncology, Surgical Oncology and Psychiatry. Further, teacher: student ratio in public funded Government Medical Colleges for Professor has been

increased from 1:2 to 1:3 in all clinical subjects and for Associate Professor from 1:1 to 1:2 if the Associate Professor is a unit head. The same has also been extended to the private medical colleges with certain conditions. This would result in increase in number of PG seats in the country.

- II. Diplomate of National Board (DNB) qualification has been recognized for appointment as faculty to take care of shortage of faculty.
- III. Enhancement of maximum intake capacity at MBBS level from 150 to 250.
- IV. Relaxation in the norms of setting up of Medical College in terms of requirement for faculty, staff, bed strength and other infrastructure.
- V. Requirement of land for establishment of medical college in metropolitan cities as notified under Article 243P(c) of the Constitution of India has been dispensed with.
- VI. Strengthening/upgradation of State Government Medical Colleges for starting new PG courses/Increase of PG seats.
- VII. Establishment of New Medical Colleges by upgrading district/referral hospitals preferably in underserved districts of the country.
- VIII. Strengthening/ upgradation of existing State Government/Central Government Medical Colleges to increase MBBS seats.
- IX. Enhancement of age limit for appointment/ extension/ re-employment against posts of teachers/dean/principal/ director in medical colleges from 65-70 years.
- X. Under the Centrally Sponsored Scheme of Strengthening / upgradation of Nursing Services (Auxiliary Nurses Midwives [ANM] / General Nurse Midwives [GNM]), the Government has approved 128 ANM and 137 GNM Schools to be set up in the country.

The details of requirement and availability of General Duty Medical Officer (GDMO), Specialists, Laboratory Technicians, Pharmacists Radiographers, ANM and Staff Nurse at PHCs and CHCs as per the Rural Health Statistics (RHS) Bulletin, 2017 – 18 is at Annexure.

Table 28 A

General Duty Medical Officers (GDMOs) - Allopathic at CHCs				
S. No.	State/UT	(As on 31st March, 2018)		
		Sanctioned	In Position	Vacant
		[S]	[P]	[S-P]
1	Andhra Pradesh	247	203	44
2	Arunachal Pradesh	NA	119	NA
3	Assam	NA	493	NA
4	Bihar	NA	714	NA
5	Chhattisgarh	453	546	*
6	Goa	12	19	*
7	Gujarat	1151	792	359
8	Haryana	494	317	177
9	Himachal Pradesh	234	165	69
10	Jammu & Kashmir	751	586	165
11	Jharkhand	849	704	145
12	Karnataka	255	218	37
13	Kerala	781	1019	*
14	Madhya Pradesh	1854	881	973
15	Maharashtra	512	486	26
16	Manipur	97	93	4
17	Meghalaya #	91	82	9
18	Mizoram	NA	16	NA
19	Nagaland	42	42	0
20	Odisha	405	731	*
21	Punjab	282	408	*
22	Rajasthan	1403	1150	253
23	Sikkim	NA	5	NA
24	Tamil Nadu	4942	4942	0
25	Telangana	184	145	39
26	Tripura	0	65	*
27	Uttarakhand	117	94	23
28	Uttar Pradesh	778	778	0
29	West Bengal	1330	1150	180
30	A & N Islands	13	13	0
31	Chandigarh	0	0	0
32	D & N Haveli	0	6	*
33	Daman & Diu	12	5	7
34	Delhi	0	0	0
35	Lakshadweep	14	14	0
36	Puducherry	18	18	0
	All India/Total²	17321	17019	2510

Notes:

Sanctioned data for year 2015 used NA: Not Available

² For calculating the overall percentages of vacancy, the States/UTs for which manpower position is not available, are excluded

Table 31.

S. No.	State/UT	LABORATORY TECHNICIANS at PHCs & CHCs				
		(As on 31st March, 2018)				
		Required ¹	Sanctioned	In Position	Vacant	Shortfall
		[R]	[S]	[P]	[S-P]	[R-P]
1	Andhra Pradesh	1340	1185	789	396	551
2	Arunachal Pradesh	206	NA	123	NA	83
3	Assam #	1118	860	1390	*	*
4	Bihar ##	2049	683	611	72	1438
5	Chhattisgarh	962	1063	823	240	139
6	Goa	29	40	40	0	*
7	Gujarat	1837	1837	1658	179	179
8	Haryana	481	504	356	148	125
9	Himachal Pradesh	667	300	131	169	536
10	Jammu & Kashmir	721	826	798	28	*
11	Jharkhand	469	640	264	376	205
12	Karnataka	2565	1790	1532	258	1033
13	Kerala	1076	324	365	*	711
14	Madhya Pradesh	1480	1808	1238	570	242
15	Maharashtra	2184	1474	1296	178	888
16	Manipur	114	102	70	32	44
17	Meghalaya \$	136	118	155	*	*
18	Mizoram ^	66	92	83	9	*
19	Nagaland	147	72	87	*	60
20	Odisha	1665	497	567	*	1098
21	Punjab	583	616	585	31	*
22	Rajasthan	2666	3644	2091	1553	575
23	Sikkim	26	NA	21	NA	5
24	Tamil Nadu	1806	2222	967	1255	839
25	Telangana	734	749	597	152	137
26	Tripura	130	0	105	*	25
27	Uttarakhand	324	135	78	57	246
28	Uttar Pradesh	4443	2054	1644	410	2799
29	West Bengal	1261	966	874	92	387
30	A& N Islands	26	23	19	4	7
31	Chandigarh	0	0	0	0	0
32	D & N Haveli	11	7	17	*	*
33	Daman & Diu	6	9	5	4	1
34	Delhi	5	5	4	1	1
35	Lakshadweep	7	13	13	0	*
36	Puducherry	27	10	38	*	*
All India/Total		31367	24668	19434	6214	12354

Notes:

Sanctioned data for year 2013 used

Sanctioned data for year 2011 used

\$ Sanctioned data for year 2015 used

^ Total 92 Lab Technicians sanctioned in the State

¹ One per each Primary Health Centre and Community Health Centre as per IPHS norms

All India figures for Vacancy and Shortfall are the totals of State-wise Vacancy and Shortfall ignoring surplus in some States /UTs *: Surplus.

NA: Not Available.

Table 30.

PHARMACISTS at PHCs & CHCs						
S. No.	State/UT	(As on 31st March, 2018)				
		Required ¹	Sanctioned	In Position	Vacant	Shortfall
		[R]	[S]	[P]	[S-P]	[R-P]
1	Andhra Pradesh	1340	1384	1004	380	336
2	Arunachal Pradesh	206	NA	89	NA	117
3	Assam #	1118	1284	1735	*	*
4	Bihar ##	2049	989	287	702	1762
5	Chhattisgarh	962	1107	936	171	26
6	Goa	29	48	53	*	*
7	Gujarat	1837	1847	1584	263	253
8	Haryana	481	504	397	107	84
9	Himachal Pradesh	667	594	378	216	289
10	Jammu & Kashmir	721	1137	974	163	*
11	Jharkhand	469	469	241	228	228
12	Karnataka	2565	2674	2523	151	42
13	Kerala	1076	1036	1102	*	*
14	Madhya Pradesh	1480	1905	1778	127	*
15	Maharashtra	2184	2355	2055	300	129
16	Manipur	114	145	152	*	*
17	Meghalaya \$	136	135	149	*	*
18	Mizoram ^	66	99	53	46	13
19	Nagaland	147	135	116	19	31
20	Odisha	1665	1741	1623	118	42
21	Punjab	583	841	790	51	*
22	Rajasthan	2666	1127	1172	*	1494
23	Sikkim	26	NA	11	NA	15
24	Tamil Nadu	1806	2656	2097	559	*
25	Telangana	734	763	700	63	34
26	Tripura	130	0	133	*	*
27	Uttarakhand	324	408	282	126	42
28	Uttar Pradesh	4443	5697	4717	980	*
29	West Bengal	1261	1459	1422	37	*
30	A& N Islands	26	53	49	4	*
31	Chandigarh	0	0	0	0	0
32	D & N Haveli	11	10	12	*	*
33	Daman & Diu	6	16	9	7	*
34	Delhi	5	6	4	2	1
35	Lakshadweep	7	16	16	0	*
36	Puducherry	27	42	37	5	*
	All India/Total	31367	32682	28680	4825	4938

Notes:

Sanctioned data for year 2013 used

Sanctioned data for year 2011 used

\$ Sanctioned data for year 2015 used

^ Total 99 Pharmacists sanctioned in the State

¹One per each Primary Health Centre and Community Health Centre as per IPHS norms

All India figures for Vacancy and Shortfall are the totals of State-wise Vacancy and Shortfall ignoring surplus in some States / UTs Surplus.

*: Surplus.

NA: Not Available.

Table 29

RADIOGRAPHERS at CHCs						
S. No.	State/UT	(As on 31st March, 2018)				
		Required ¹	Sanctioned	In Position	Vacant	Shortfall
		[R]	[S]	[P]	[S-P]	[R-P]
1	Andhra Pradesh	193	160	72	88	121
2	Arunachal Pradesh	63	NA	7	NA	56
3	Assam #	172	145	82	63	90
4	Bihar ##	150	89	1	88	149
5	Chhattisgarh	169	177	161	16	8
6	Goa	4	4	4	0	0
7	Gujarat	363	363	118	245	245
8	Haryana	113	82	47	35	66
9	Himachal Pradesh	91	65	24	41	67
10	Jammu & Kashmir	84	305	224	81	*
11	Jharkhand	171	171	59	112	112
12	Karnataka	206	206	167	39	39
13	Kerala	227	16	18	*	209
14	Madhya Pradesh	309	312	261	51	48
15	Maharashtra	361	140	107	33	254
16	Manipur	23	13	13	0	10
17	Meghalaya \$	28	19	18	1	10
18	Mizoram ^	9	5	3	2	6
19	Nagaland	21	1	1	0	20
20	Odisha	377	57	55	2	322
21	Punjab	151	171	123	48	28
22	Rajasthan	588	787	250	537	338
23	Sikkim	2	NA	2	NA	0
24	Tamil Nadu	385	246	92	154	293
25	Telangana	91	87	57	30	34
26	Tripura	22	0	12	*	10
27	Uttarakhand	67	31	8	23	59
28	Uttar Pradesh	822	230	0	230	822
29	West Bengal	348	280	131	149	217
30	A& N Islands	4	0	0	0	4
31	Chandigarh	0	0	0	0	0
32	D & N Haveli	2	0	0	0	2
33	Daman & Diu	2	4	3	1	*
34	Delhi	0	0	0	0	0
35	Lakshadweep	3	5	5	0	*
36	Puducherry	3	3	3	0	0
	All India/Total	5624	4174	2128	2069	3639

Notes:

Sanctioned data for year
2013 used ## Sanctioned data
for year 2011 used \$
Sanctioned data for year 2015
used

^ Total 5 Radiographers sanctioned in the State

One per Community Health Centre as per IPHS norms

All India figures for Vacancy and Shortfall are the totals of State-wise Vacancy and Shortfall ignoring surplus in some States / UTs Surplus

NA: Not Available

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Table 16

HEALTH WORKER [FEMALE] / ANM AT SUB CENTRES & PHCs						
S. No.	State/UT	(As on 31st March, 2018)				
		Required ¹	Sanctioned	In Position	Vacant	Shortfall
		[R1]	[S]	[P]	[S-P]	[R1-P]
1	Andhra Pradesh	8605	14317	13698	619	*
2	Arunachal Pradesh	455	NA	481	NA	*
3	Assam #	5590	5962	10230	*	*
4	Bihar	11848	NA	23390	NA	*
5	Chhattisgarh	5993	5993	6799	*	*
6	Goa	239	150	273	*	*
7	Gujarat	10627	10627	8340	2287	2287
8	Haryana	2957	4106	4374	*	*
9	Himachal Pradesh	2660	2267	1846	421	814
10	Jammu & Kashmir	3604	4886	4582	304	*
11	Jharkhand	4146	7994	6632	1362	*
12	Karnataka	11802	9919	7156	2763	4646
13	Kerala	6229	7929	7950	*	*
14	Madhya Pradesh	12363	13720	12353	1367	10
15	Maharashtra	12461	18636	14605	4031	*
16	Manipur	520	1065	923	142	*
17	Meghalaya #	551	1118	1080	38	*
18	Mizoram ##	427	405	629	*	*
19	Nagaland #	522	539	913	*	*
20	Odisha	7976	7686	8108	*	*
21	Punjab	3382	5011	4525	486	*
22	Rajasthan	16483	23859	18257	5602	*
23	Sikkim #	171	219	227	*	*
24	Tamil Nadu	10133	10133	7854	2279	2279
25	Telangana	5387	8996	7679	1317	*
26	Tripura #	1128	476	601	*	527
27	Uttarakhand	2104	2218	1760	458	344
28	Uttar Pradesh	24142	27410	25751	1659	*
29	West Bengal	11270	20386	17583	2803	*
30	A& N Islands	145	290	274	16	*
31	Chandigarh	17	NA	33	NA	*
32	D & N Haveli	80	36	90	*	*
33	Daman & Diu	30	41	34	7	*
34	Delhi	17	36	33	3	*
35	Lakshadweep	18	47	51	*	*
36	Puducherry	78	188	212	*	*
	All India/² Total	184160	216665	219326	27964	10907

Notes: NA - Not Available

Sanctioned data for year 2015 used

Total 405 number of ANMs sanctioned in the State

All India figures for Vacancy and Shortfall are the totals of State-wise Vacancy and Shortfall ignoring surplus in some States / UTs *: Surplus.

¹ One per each existing Sub Centre & PHC as per IPHS norms

² For calculating the overall percentages of vacancy, the States/UTs for which manpower position is not available, are excluded

Table 32.

NURSING STAFF at PHCs & CHCs						
(As on 31st March, 2018)						
S. No.	State/UT	Required ¹	Sanctioned	In Position	Vacant	Shortfall
		[R1]	[S]	[P]	[S-P]	[R1-P]
1	Andhra Pradesh	2498	4518	3505	1013	*
2	Arunachal Pradesh	584	NA	498	NA	86
3	Assam #	2150	2798	3203	*	*
4	Bihar ##	2949	1662	1211	451	1738
5	Chhattisgarh	1976	2809	2458	351	*
6	Goa	53	126	146	*	*
7	Gujarat	4015	4391	3160	1231	855
8	Haryana	1159	1894	1797	97	*
9	Himachal Pradesh	1213	837	452	385	761
10	Jammu & Kashmir	1225	1710	1405	305	*
11	Jharkhand	1495	2179	1182	997	313
12	Karnataka	3801	2667	3339	*	462
13	Kerala	2438	3610	3969	*	*
14	Madhya Pradesh	3334	4624	3308	1316	26
15	Maharashtra	4350	3218	2296	922	2054
16	Manipur	252	484	400	84	*
17	Meghalaya \$	304	413	596	*	*
18	Mizoram ^	120	570	198	372	*
19	Nagaland	273	175	394	*	*
20	Odisha	3927	1666	2327	*	1600
21	Punjab	1489	2189	2029	160	*
22	Rajasthan	6194	12712	9887	2825	*
23	Sikkim	38	NA	48	NA	*
24	Tamil Nadu	4116	7963	6360	1603	*
25	Telangana	1280	2208	2027	181	*
26	Tripura	262	0	581	*	*
27	Uttarakhand	726	623	359	264	367
28	Uttar Pradesh	9375	17974	20546	*	*
29	West Bengal	3349	6981	6464	517	*
30	A& N Islands	50	138	129	9	*
31	Chandigarh	0	0	0	0	0
32	D & N Haveli	23	14	45	*	*
33	Daman & Diu	18	64	49	15	*
34	Delhi	5	5	6	*	*
35	Lakshadweep	25	54	54	0	*
36	Puducherry	45	131	139	*	*
	All India/Total	65111	91407	84567	13098	8262

Notes:

Sanctioned data for year 2013 used

Sanctioned data for year 2011 used

\$ Sanctioned data for year 2015 used

^ Total 570 Nursing Staff sanctioned in the State

¹ One per Primary Health Centre and seven per Community Health Centre as per IPHS norms

All India figures for Vacancy and Shortfall are the totals of State-wise Vacancy and Shortfall ignoring surplus in some States / UTs

*: Surplus.

NA: Not Available