

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

**LOK SABHA
UNSTARRED QUESTION NO. 270
TO BE ANSWERED ON THE 3rd FEBRUARY, 2023**

SHORTAGE OF FEMALE HEALTH WORKERS IN CHCs

270. DR. PON GAUTHAM SIGAMANI :

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

- (a) whether it is a fact that there is a huge shortage of female health workers and auxiliary nursing midwives in Community Health Centres (CHCs) in the country and if so, the details thereof;
- (b) whether it is also true that nearly 15 percent of these posts are lying vacant and unfilled in such Centres and if so, the details thereof; and
- (c) whether the Government has taken any action to fill up these vacancies and if so, the details thereof?

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

(a) to (c): 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, including provision of human resources, based on the requirements posed by them in their Programme Implementation Plans (PIPs) within their overall resource envelope.

As per Rural Health Statistics 2021-22, the details of female health workers and ANMs in Sub-Centres and PHCs and Nursing Staff at PHCs and CHCs in the country are available at website of Ministry of Health and Family Welfare at the Uniform Resource Locator (URL) as under:

<https://main.mohfw.gov.in/sites/default/files/RHS%202021%2022.pdf> .

Shortage of health professionals in PHCs/CHCs varies from State to State depending upon their policies and context. States/UTs are advised to put in place transparent policies of posting and transfer, and ensure rational deployment of health professionals. As the posts required for health facilities are filled up by respective State/UT Governments, they are impressed upon to fill up the vacant posts.

Under NHM, following types of incentives and honorarium are provided for encouraging Health Worker and ANM in the country:

- Incentives for ANM for ensuring regular 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.
