

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

**LOK SABHA  
UNSTARRED QUESTION No. 3391  
TO BE ANSWERED ON 17<sup>th</sup> DECEMBER, 2021**

**VACANT POSTS IN HEALTH SECTOR**

**3391. SHRI T.R. BAALU:**

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

- (a) whether a large number of posts are lying vacant including doctors and para-medical staff in health sector in the country;
- (b) if so, the details thereof;
- (c) whether the said shortage is posing difficulties in tackling COVID-19 and has become a challenge to health workers in the country and if so, the reaction of the Government thereto; and
- (d) the necessary steps taken to fill up the backlog vacancies in the health sector and to make available the required number of health professionals as per norms in the health institutions?

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

(a) & (b) As per Rural Health Statistics 2019-20 (as on 31st March 2020) publication, brought out by this Ministry, based on the information provided by State/UTs, the State/UT wise vacancy of healthcare workers (including doctors, nurses and lab technicians) in Rural and Urban areas of the country is placed at Annexure – I.

(c) & (d) Public Health is a State Subject and all the administrative and personnel matters, including that of recruitment of doctors and other health workforce in public health facilities lie with the respective State Governments. The shortage of health human resource in public health facilities varies from State to State depending upon their policies and context. However, under National Health Mission (NHM), financial and technical supports are provided to the State/UTs to strengthen their healthcare systems including support for recruitment of human resources (Doctors and other health workers), based on the requirements posed by them in their Programme Implementation Plans (PIPs) within their overall resource envelope.

However, Government of India has taken several steps to ensure that the public health system is well equipped to tackle the COVID-19 pandemic, some of which are as follows:

- The Government of India constituted 11 Empowered Groups under Disaster Management Act 2005 to formulate plans and provide solutions to fight against COVID-19. The Empowered Group 4 on COVID-19 (Augmenting Human Resources and Capacity Building) launched an online data pool of state wise human resources and volunteers. The details of doctors, nurses and paramedics who have retired from Central Govt. services in last 5 years was collected at central level and shared with the States so that State Governments could use their services on need basis.
- A detailed SOP was released by MoHFW regarding deployment of residents/ PG students and nursing students as part of hospital management for COVID-19.
- In case of requirement for additional Human Resources for COVID management, additional resources through ECRP I package was provided to the states to engage temporary HR as per need.

Further, many provisions have been made under NHM for improving availability health resources, which includes:

- Provision for additional allowance to staff posted in rural and remote areas
- Higher remuneration for staff posted in rural areas compared to those posted in urban areas
- Provision for paying performance-based team incentives to staff after achieving over and above defined threshold of performance
- Flexibility to attract and retain specialists:
  - Lucrative flexible salary: “You quote We pay” scheme
  - Fixed tenure posting in difficult areas
  - Insourcing of specialist as per requirement
- Providing scope for professional growth and continuous professional learning
- Starting DNB and CPS courses in the district hospitals
- Implementation of Comprehensive Emergency Obstetric (EmOC) Certificate Program

**Annexure – I**

**Status of Vacancy in Rural Areas of India as per Rural Health Statistics 2019-20  
(as on 31st March 2020)**

<b>Designation of Health Worker</b>	<b>Vacancy (in No.)</b>
Doctors at PHCs	8638
AYUSH Doctors at PHCs	2234
AYUSH Specialists at CHCs	844
Total Specialists [Surgeons, Obstetrician & Gynecologist, Physicians & Paediatricians] at CHCs	8401
GDMO Allopathic at CHCs	759
GDMO AYUSH at CHCs	3168
Radiographer at CHCs	1700
Pharmacists at PHCs	4424
Pharmacists at CHCs	1292
Staff Nurse at PHCs	7248
Nursing Staff at CHCs	8393

**Status of Vacancy in Urban Areas of India as per Rural Health Statistics 2019-20  
(as on 31st March 2020)**

<b>Designation of Health Worker</b>	<b>Vacancy (in No.)</b>
Health Worker female/ ANM at PHCs	3861
Doctors at PHCs	1232
Total Specialists [Surgeons, Obstetrician & Gynecologist, Physicians & Paediatricians] at CHCs	625
GDMO Allopathic at CHCs	232
Radiographer at CHCs	93
Pharmacists at PHCs	1039
Pharmacists at CHCs	89
Lab Technicians at PHCs	973
Lab Technicians at CHCs	95
Staff Nurse at PHCs	1875
Nursing Staff at CHCs	762

Note; Public Health is a State Subject and all the administrative and personnel matters, including that of recruitment of doctors and other health workforce in public health facilities lie with the respective State Governments.