

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

**LOK SABHA
UNSTARRED QUESTION NO. 854
TO BE ANSWERED ON 29th NOVEMBER, 2024**

SALARY STRUCTURE UNDER NATIONAL HEALTH MISSION

854: SHRI SHREYAS M PATEL:

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

- (a) the details of the existing salary structure and welfare measures available for National Health Mission (NHM) personnel, including doctors, nurses and support staff across the country, State/UT wise;
- (b) the total strength of NHM personnel, categorized by role, across all districts of Karnataka;
- (c) the funds allocated by the Union Government to Karnataka under the NHM over the past five years, year-wise; and
- (d) whether there is any proposal to increase the salaries of NHM doctors, health workers and support staff to improve retention and motivation and if so, the details thereof ?

ANSWER

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

(a) to (d) All the administrative and personnel matters related to health human resource lie with the respective State/UT Governments. Under National Health Mission, Ministry (NHM) of Health & Family Welfare provides financial and technical support to States/UTs to strengthen their healthcare systems based on the requirements posed by them in their Programme Implementation Plans (PIPs) within their overall resource envelope.

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 Indian Public Health Standards (IPHS). 5% of the total Human Resource (HR) budget is approved as

increment to all human resource for health (HRH) engaged under NHM and 3% of the total HR budget is recommended for HR rationalization within which the State has a discretion to decide the actual increment. HR rationalization exercise and its principles, including increments, are approved by State Health Society Governing Body (SHS GB). NHM contributes to EPF (Employer's contribution) @ 13.36% for staff drawing salary less than or equal to Rs. 15000 per month as on/ after 1st April 2015. Further, the guidelines for Human Resources for Health (HRH) is available in public domain at:

<https://nhsrcindia.org/sites/default/files/2022-04/Final%20Guideline%20on%20Human%20Resources%20for%20Health%20for%20NHM.pdf>

A total of 28,864 posts have been approved under NHM for the State of Karnataka in the ROP 2024-26. The details are available in public domain at:

<https://nhm.gov.in/index4.php?lang=1&level=0&linkid=61&lid=74>

The details of the funds released by Central Government to the State of Karnataka under NHM over past five years from Financial Year (FY) 2019-20 to FY 2023-24 are as under:

(Rs. In Cr.)		
S No.	Financial Year	Amount Released
1	2019-20	1,173.77
2	2020-21	1,232.19
3	2021-22	1,274.71
4	2022-23	1,246.67
5	2023-24	1,187.60

Note: The above releases relate to Central Govt. Grants & do not include State share contribution.
