

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

**LOK SABHA
UNSTARRED QUESTION NO. 3254
TO BE ANSWERED ON 08.08.2025**

SERVICE BENEFITS FOR NHM EMPLOYEES

3254. SHRI DEEPENDER SINGH HOODA:

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

- (a) whether the Government is aware that National Health Mission (NHM) employees in Haryana have been denied service benefits and their bye-laws suspended since June 2024 and if so, the details thereof;
- (b) whether it is a fact that these employees, despite years of service, face irregular salaries, job insecurity and non-payment of DA increment for months and if so, the details thereof;
- (c) whether the Government will intervene to ensure restoration of benefits, timely payments of salaries/DA and a clear service policy for NHM staff across all States; and
- (d) if so, the details thereof and if not, the reasons therefor?

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

(a) to (d) : “Public Health & Hospitals” is a State subject, hence, the primary responsibility of providing basic health services to all the citizens of the country lies with respective State/UT Government. However, Ministry of Health and Family Welfare provides technical and financial support to the States/UTs for revamping basic health services with an aim to provide Comprehensive Primary Health Care (CPHC) that includes effective, affordable, quality and accessible healthcare at the community level with continuum of care approach under National Health Mission (NHM).

As per information provide by State Government of Haryana, the terms & conditions for the employees engaged under NHM are regulated by Service Bye Laws, pertaining to both services and financial matters. All NHM employees are paid salary regularly.

The Ministry of Health and Family Welfare provides technical and financial support to the States/UTs to strengthen the public healthcare system based on the proposals received in the form of Programme Implementation Plans (PIPs) under National Health Mission. Government of India provides approval for the proposal in the form of Record of Proceedings (RoPs) as per norms & available resources.

The NHM supplements the regular human resources by filling up the gaps in human resources in secondary and primary care facilities (District Hospitals and below) as per Indian Public Health Standards (IPHS). 5% of the total Human Resource (HR) budget is approved as increment for all 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 also 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>
