

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

**LOK SABHA
UNSTARRED QUESTION NO. 3473
TO BE ANSWERED ON 13th MARCH, 2026**

COMMUNITY HEALTH WORKERS IN WEST BENGAL

3473. SHRI JAGANNATH SARKAR:

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

(a) whether the Union Government is aware that about 3,577 Community Health Officers (CHOs) engaged at Health & Wellness Centres in West Bengal continue to be appointed on a contractual basis and whether the National Health Mission (NHM) envisages structured career progression pathways for CHOs, if so, the details thereof;

(b) whether the Union Government has received any reports that CHOs in West Bengal are being paid around Rs. 20,000 per month, which is below the NHM-approved remuneration structure of Rs. 25,000 fixed pay plus Rs. 15,000 Performance-Linked Incentive (PLI) payments are pending for extended periods, if so, the details thereof;

(c) whether the Union Government has advised/proposes to advise the State Government to ensure timely disbursement of PLI payments and to consider extending social security or health insurance coverage to CHOs, if so, the details thereof; and

(d) whether the Government proposes to frame model guidelines for the creation of a regular or long-term CHO cadre to ensure job security and continuity of primary healthcare delivery in the country, if so, the details thereof?

ANSWER

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

(a) to (d): 'Public Health' & 'Hospitals' are State subjects. The primary responsibility of the availability of doctors in various public health facilities, timely disbursal of Salary and incentives, health insurance/social security to Health Human Resource (HRH), regularisation of Community Health Officers (CHOs) at public health facilities in the country lies with the respective State/UT Governments.

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 (NHM). Government of India provides approval for the proposals in the form of Record of Proceedings (RoPs) as per norms & available resources.

The CHO cadre introduced under NHM at Ayushman Arogya Mandir (AAM) [erstwhile Health and Wellness Centre] level aims to expand services closer to the community, improve access, support clinical management and strengthen preventive and promotive healthcare for all. As reported by States/UTs on AAM portal, a total of 11,593 CHOs are positioned in West Bengal as on 28.02.2026.

As per the Ayushman Bharat- Comprehensive Primary Health Care (CPHC) Operational Guidelines, a suggestive career progression pathway has been envisaged for CHOs/ Mid-Level Health Providers (MLHPs) to support professional growth and retention. Few of the States have adopted the career progression pathway as per the State policies. Further, the indicative remuneration for CHOs is Rs. 25,000 per month along with performance-linked incentives of up to Rs.15,000 per month. States, however, have the flexibility to undertake independent monitoring to validate information system data. Detailed CPHC guidelines may be accessed at the following link:

<https://nhsrcindia.org/sites/default/files/2021-03/Operational%20Guidelines%20For%20Comprehensive%20Primary%20Health%20Care%20through%20Health%20and%20Wellness%20Centers.pdf>
