

# Managing Human Resources for Health in India

*A case study of Madhya Pradesh & Gujarat*



## Central Bureau of Health Intelligence

Directorate General of Health Services

Ministry of Health & Family Welfare

Nirman Bhawan, New Delhi-110011

CBHI Website: [www.cbhidghs.nic.in](http://www.cbhidghs.nic.in)

Email: [dircbhi@nic.in](mailto:dircbhi@nic.in)

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**Recommendations** emerging out of the study are as follows

- 1 The state health directorate should have a full fledged HR department with specialized staff and dedicated budget.
- 2 The states should develop short and long term human resource strategies and plan by adopting the standard process of manpower planning.
- 3 The existing recruitment rules should be reviewed and modified in the light of changing job requirements and improvement in overall education level.
- 4 Recruitment of programme staff should be undertaken with a view at long term utilization.
- 5 The states should review the sanctioned post as per the existing workload and create additional posts wherever required.
- 6 The government should either ensure that the recruitment process is completed in time by the recruiting agency or explore the possibility direct recruitment of technical staff by the department.
- 7 The state government should avoid ad-hoc appointments and regularize the existing ad-hoc staff at the earliest.
- 8 There is a need for flexibility in fixing compensation for health personnel in order to make the government services more attractive.
- 9 The state governments should devise policy for providing financial incentives along with better housing and education facility for children to make rural posting more attractive.
- 10 The state government should consider time bound promotion for all categories of staff. Further promotions should be linked to training and attainment of higher knowledge and skills relevant to service delivery.
- 11 The state should adopt a time bound transfer policy where a person has to serve in the rural and remote areas only for a fixed duration after which they get a chance to gradually move to cities over a defined time period.
- 12 The state should undertake proper training of supervisory staff and effective monitoring of supervisory activities in order to strengthen supervision.
- 13 The states need to adopt a comprehensive training policy based on the actual needs as per the job requirement.