

# Manpower Requirements and Utilization in Health Services



## Panna Dhai Maa Subharti Nursing College

Recognized by Govt. of India, Indian Nursing Council, INC Letter No. 18-1108/2000-INC  
Website: nursing.subharti.org, e-mail: nursing@subharti.org, Ph.: 0121-3024229 (Extn: 3506, 3527), Telefax: 0121-2439067  
A constituent college of



### SWAMI VIVEKANAND SUBHARTI UNIVERSITY

(Established under U.P. Govt. Act no. 29 of 2008 and approved under section 2(f) of UGC Act 1956)

*Office of the principal*

*Ref. No.SVSU/SNC/2020*

### NOTICE

Dear Students,

This is to inform you that the a value added course will be conducted in Panna Dhai Maa Subharti Nursing college from 26/12/2020 to 31/12/2020, which was supposed to be held in the month of May 2020.

**Topic: "Manpower Requirements and utilization in health services"**

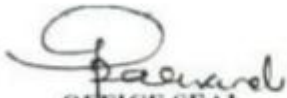
**Total hours: 16 hrs**

**Beneficiaries: M.Sc(N), PBBSC(N) 2<sup>nd</sup> year , B.Sc(N) final year and MHA**

**Registration fees: Rs.50**

Interested students can register for the programme. Mr. Arun R (Asso. Professor) will be the in-charge for organizing the same.

**\*Note:** Due date of registration is 15/12/2020

  
OFFICE SEAL  
**PRINCIPAL**  
Panna Dhai Maa  
Subharti Nursing College,  
MEERUT

## VALUE ADDED COURSES

### MANPOWER REQUIREMENTS AND UTILIZATION IN HEALTH SERVICES

#### HEALTH MANPOWER :

Health manpower means people who are trained to promote health, to prevent and cure disease and to rehabilitate the sick. Health manpower includes: → Those health workers who are already working in the field of health services. → Prospective health workers, i.e., those who are receiving education and training that will prepare them for employment in the health sector. Hogarth J. Glossary of health care terminology. Copenhagen, World Health Organization/EURO, 1975.

#### Evolution of health manpower norms in India

Bhore committee 1946 : Each PHC- 40,000 population should have 2 Medical officers, 4 PHNs, 1 Nurse, 4 midwives, 4 trained dais, 2 health assistants, 1 pharmacist and 15 other class four employees

Chadha Committee(1963); one laboratory technician per 30,000 population and one health inspector per 20,000 population. 1 basic health worker per 10,000 population and 1 FPHA per 3-4 BHW

Kartar Singh Committee 1974): one male and female health worker each for 3,000 - 3,500 population at the grassroots, i.e. within a distance of less than 5 kilometers.

Indian Public Health Standards (IPHS) (2007, 2012): 1 Sub center: 3000-5000 with 2 health worker( M& F) 1 PHC: 20000- 30000 with 3 medical officer, 1 AYUSH practitioner, and 20 other staff 1 CHC: 80000-100000 with 5 specialist doctors 1 public health manager, 1 dental surgeon, 6 GDMO 1 AYUSH Specialist and 1 GDMO AYUSH and 64 other staff

#### Types of health manpower:

Doctors(Allopathic and AYUSH) Nurse Pharmacists Lab technicians Radiographer Health assistant (male & female) Health worker(male) ANM ASHA Anganwadi worker Trained Dai Others(health inspectors, health educator, OT assistant, dieticians etc)

#### Suggested norms for health manpower:

Category of health personnel Norms suggested Doctor 1 per 1000 population nurse 1 per 500 population Health worker(male & female) 1 per 5000 population in plain area and 3000 population in tribal/hilly/hard to reach area Health assistant (male & female) 1 per 30000 population in plain area and 20000 population in tribal/hilly/hard to reach area Pharmacist 1 per 10000 population Lab technician 1 per 10000 population Anganwadi worker 1 per 400-800 population ASHA 1 per 1000 population Trained Dai 1 per village Source: Govt. of India (2008), Annual report 2007-08, Ministry of health and family welfare, New Delhi

#### Current status of Health manpower:

Health man power in some countries Country Doctors per 10000 population Nurses/midwives per 10000 population Health workers (Doctor, nurses/ midwives) per 10000 population India 7 17.1 24.1 Germany 38.9 114.9 153.8 UK 28.1 88 116.1 Qatar 77.4 118.7 196.1 Pakistan 8.3 5.7 14 Niger 0.2 1.4 1.6 Bangladesh 3.2 2.2 5.4 China 14.9 16.6 31.5 Sri lanka 6.8 16.4 23.2 Source: World Health Statistics 2015.

The country is producing annually, on an average 31, 298 allopathic doctors. India has the largest number of medical colleges in the world, with an annual production of over 30,000 doctors and 18,000 specialists. The country has 412 medical colleges(212 pvt.+ 200 govt.)with total intake capacity of 52175(24995pvt + 27180 govt.)\* India's average annual output is 100 graduates per medical college The availability of one doctor per population of 1319 with a nurse/ ANM availability of 2.4 per doctor. We are still far from the WHO norms of one doctor per 1,000 population and 3 nurses /ANMs per doctor. World Health Organization endorsed threshold of 23 workers per 10000 [WHO]. World Health Statistics 2015. Geneva: WHO; 2015. \*source: medical council of india website Current status of Doctors

**Reasons for shortfall in health manpower :**

Skewed production of health manpower Uneven Human resource deployment and distribution  
Disconnected education and training Lack of job satisfaction Professional isolation Lack of rural experience

The number of allopathic doctors at PHCs has increased from 20308 in 2005 to 27421 in 2015, which is about 35.0% increase. Shortfall of allopathic doctors in PHCs was 11.9% of the total requirement for existing infrastructure. Number of CHCs has increased by 2050 during the period 2005-2015. In addition to 4078 Specialists, 11822 General Duty Medical Officers (GDMOs) are also available at CHCs as on 31st March, 2015. There was huge shortfall of surgeons (83.4%), obstetricians & gynaecologists (76.3%), physicians (83.0%) and paediatricians (82.1%). Overall, there was a shortfall of 81.2% specialists at the CHCs vis-à-vis the requirement for existing CHCs.

Newer initiatives from the Recommendations Of High Level Expert Group Report On Universal Health Coverage(HLEG) For India 1). Provide one additional Community Health Worker (CHW) at the village level and one urban CHW low-income urban populations, for primary healthcare. one additional CHW at the village level (1 per 500 population) & in underserved urban areas for low income populations (1 per 1,000 population). The new CHW may be a male or female, belonging to the same village/area. The control of communicable and non- communicable diseases may be assigned to the second CHW with specific job responsibilities that include basic health promotion and prevention activities CHWs should be de facto members of the (village or urban-equivalent) Health and Sanitation Committee, which will be involved in monitoring of CHW and disburse a monthly fixed payment of Rs.1500 to each CHW. The performance based monthly compensation of Rs.1500 should be through ANMs in rural areas and their corresponding equivalent in urban areas. The estimated availability of roughly 19 lakh CHWs by 2022.

**Mid-level Professional Rural Health Care Practitioner:**

Each Sub-Health Centre (SHC), covering 3,000 to 5,000 population, should have a mid-level professional Rural Health Care Practitioner, two ANMs and a Male Health Worker. In urban settings, trained and qualified Nurse Practitioners are recommended in lieu of Rural Health Care Practitioners. HLEG endorses a 'Bachelor of Rural Health Care' (BRHC) course with a 3-year curriculum which should have an intensive component covering primary and preventive healthcare It should be mandated through legislation that a graduate of the BRHC programme is licensed to serve only in specific notified areas in the government health system. BRHC college exists in all districts with populations of over 5 lakh. These colleges will be co-located with or closely aligned to District Health Knowledge Institute It is expected that full coverage of BRHCs at the sub centre will be achieved by 2030. Similarly, Nurse Practitioners would be positioned to serve vulnerable urban populations and supervise urban CHWs. BSc (community health) has been approved by Central govt. on August 2014 and Assam govt. has started this course since June 2015.

3. Increase HRH density to achieve WHO norms of at least 23 health workers (doctors, nurses, and midwives) per 10,000 population as well as 3 nurses/ANMs per doctor (allopathic). This will be done by increasing financial allocation for strengthening the infra-structure for SC, PHC & CHCs and creating new medical college at each district. 4: Provide adequately skilled ANMs at SHCs, PHCs and CHCs through the addition of Auxiliary Nurse Midwife (ANM) schools in 9 priority states phased from 2012 to 2017. 5: Increase the availability of skilled nurses to achieve a 2:1:1 ratio of nurses to Auxiliary Nurse Midwives, (i.e. minimum of 2 nurses and one ANM) to allopathic doctors, through the provisioning of new nursing schools and colleges. To fulfill these recommendations Simultaneously progress towards making available at least one ANM school in all districts with over 5 lakh population and Strengthen Lady Health Visitor (LHV) training centres to ensure adequately trained CHW and ANM supervisors

Utilize available AYUSH doctors within the state At PHCs, CHCs And District Hospitals. Optimally utilize available AYUSH doctors will be done in the following ways: Facilitate the skill up-gradation of AYUSH doctors for the provision of primary healthcare at SHCs through a 3-6 month bridge course. Create posts of AYUSH doctors at the PHCs, CHCs and district hospitals. This gives patients the option of availing of AYUSH or allopathic services, as per their preference. Support AYUSH practice through the use of an AYUSH Essential Drugs List. This will enable AYUSH practitioners to use their system-specific knowledge. Create career trajectories in public health and health management for this cadre. Training opportunities be ensured for these cadres with opportunities for skill-building, and career advancement

**Value Added Course on**  
**Updates in Manpower Requirements and Utilization in Health Services**

The value added course on Manpower Requirements and Utilization in Health Services was conducted at Panna DhaiMaa Subharti Nursing College at Multipurpose Hall for the BSc Nursing final year students, which was supposed to be conducted in May 2020(Rescheduled due to covid). The programme was conducted on 26th of Dec 2020 to 31 Dec 2020. The course code is VAC/SNC 11.

The total number of students registered is 46 and all the students were participated, completed the course and awarded the certificate.

  
PRINCIPAL

**Panna Dhai Maa  
Subharti Nursing College,  
MEERUT**

  
Registrar  
Swam Vivekanand  
Subharti University  
MEERUT



Participants during Value added course: Manpower requirement and Utilization in Health service

Panna DHei Maa Subharti Nursing College

2020-2021

Manpower Requirements and Utilization in Health Services

| <b>List of Students Enrolled</b> | <b>List of Students Completed</b> |
|----------------------------------|-----------------------------------|
| Aajad Ahmad                      | Aajad Ahmad                       |
| Abhinav Kumar                    | Abhinav Kumar                     |
| Akshita Malik                    | Akshita Malik                     |
| Arjun Bhardwaj                   | Arjun Bhardwaj                    |
| Arpan Sharma                     | Arpan Sharma                      |
| Bharti                           | Bharti                            |
| Bharti Yogender                  | Bharti Yogender                   |
| Chanchal                         | Chanchal                          |
| Chand Mohammad                   | Chand Mohammad                    |
| Himani Singh                     | Himani Singh                      |
| Himanshi                         | Himanshi                          |
| Jyoti                            | Jyoti                             |
| Kritika Kumar                    | Kritika Kumar                     |
| Laxi                             | Laxi                              |
| Loveleen                         | Loveleen                          |
| Mohd Sakib                       | Mohd Sakib                        |
| Mohd Shagil                      | Mohd Shagil                       |

|                  |                  |
|------------------|------------------|
| Monika           | Monika           |
| Nadeem           | Nadeem           |
| Neha Chaudhary   | Neha Chaudhary   |
| Nida             | Nida             |
| Payal Chauhan    | Payal Chauhan    |
| Prachi Choudhary | Prachi Choudhary |
| Prachi Pauwar    | Prachi Pauwar    |
| Prathavi         | Prathavi         |
| Prince Chaudhary | Prince Chaudhary |
| Savan            | Savan            |
| Shaily           | Shaily           |
| Shiba Khatoon    | Shiba Khatoon    |
| Shivani Vinod    | Shivani Vinod    |
| Shivani          | Shivani          |
| Shubham          | Shubham          |
| Shweta           | Shweta           |
| Swati Phaugat    | Swati Phaugat    |
| Tanishka Ruhela  | Tanishka Ruhela  |
| Tanishka Saini   | Tanishka Saini   |
| Tannu            | Tannu            |
| Tanu Tomar       | Tanu Tomar       |
| Umar Ramzan      | Umar Ramzan      |



|                  |                  |
|------------------|------------------|
| Varsha           | Varsha           |
| Vinay Upadhayay  | Vinay Upadhayay  |
| Yawer Amin Paddy | Yawer Amin Paddy |
| Shalu Malik      | Shalu Malik      |
| Shiba Parveen    | Shiba Parveen    |
| Yusuf            | Yusuf            |
| Sameer Mansoori  | Sameer Mansoori  |

  
Principal  
Panna Dhai Maa  
Subharti Nursing College,  
MEERUT

  
Registrar  
Swam Vivekanand  
Subharti University  
MEERUT





**SWAMI VIVEKANAND SUBHARTI  
UNIVERSITY, MEERUT**  
**PANNA DHAI MAA SUBHARTI NURSING  
COLLEGE**



**Certificate of Participation**

This is to certify that Ms. /Mr. / Mrs Shubham of B.Sc Nursing has attended the value added course (SNC-VAC-11) Manpower Requirements & Utilization in Health Services organized by Faculty of Nursing, Swami Vivekanand Subharti University during academic session 2020-21.

*Pawanda*

**HEAD OF THE INSTITUTION**

Faculty of Nursing

Swami Vivekanand Subharti University, Meerut

उत्तिष्ठत जाग्रत माया विमान्निर्वाणत



**SWAMI VIVEKANAND SUBHARTI  
UNIVERSITY, MEERUT**  
**PANNA DHAI MAA SUBHARTI NURSING  
COLLEGE**



**Certificate of Participation**

This is to certify that Ms. /Mr. / Mrs Bharti Yogender of B.Sc Nursing has attended the value added course (SNC-VAC-11) Manpower Requirements & Utilization in Health Services organized by Faculty of Nursing, Swami Vivekanand Subharti University during academic session 2020-21.

*Pawanda*

**HEAD OF THE INSTITUTION**

Faculty of Nursing

Swami Vivekanand Subharti University, Meerut

उत्तिष्ठत जाग्रत माया विमान्निर्वाणत







**SWAMI VIVEKANAND SUBHARTI  
UNIVERSITY, MEERUT**



**PANNA DHAI MAA SUBHARTI NURSING  
COLLEGE**

**Certificate of Participation**

This is to certify that Ms. /Mr. / Mrs Bharti of B.Sc Nursing \_\_\_\_\_ has attended the value added course (SNC-VAC-11 ) Manpower Requirements & Utilization in Health Services organized by Faculty of Nursing, Swami Vivekanand Subharti University during academic session 2020-21 .

*Pawarda*

**HEAD OF THE INSTITUTION**

Faculty of Nursing

उत्तिष्ठत जाग्रत प्राण वरुणो ज्ञानम्  
Swami Vivekanand Subharti University, Meerut