

INNOVATIONS IN WORKFORCE MANAGEMENT IN SIKKIM

Problem Statement

Sikkim as a State covers total population of 6.4 lakhs with 4 operational District Hospitals 24 Primary Health Centers and 147 Sub centres. These health facilities are all manned by Medical Officers/ANM and MPHW(M) stationed at the facilities. 24 PHC in the State has 28 MBBS doctors, 18 Dental Surgeons and 2 AYUSH doctors and 60 personals from Programme Management Unit. 147 sub centers are all manned by 1 ANM and some even 2 which include both regular as well as contractual ANMs under NRHM. The challenge before the state is to fill up the vacant post of about 77 ANMs and 12 MPHW (M) required for the moment to meet the requirement.

As per NRHM guidelines, 28 health facilities are registered as Rogi Kalayan Samities, formation and operational 641 VHSNC are coordinated by 641 ASHAs in the districts and 25 Urban link workers in Gangtok are in place, therefore apart from available regular and in service workforce the health facilities are being catered by local stake holders and ASHAs as volunteers who are being paid Rs 3000/- on a monthly basis as honorarium by the State Government.

Program Description

State is in the process of developing Health human resource policy which will then govern issues related to Human Resource both for regular as well as contractual manpower, by now state has issued couple of notifications in order to provide in service benefits to doctors working in the facilities as follows:

1. Eligibility criteria for In- service post Graduation Studies.
 - A: Doctors need to be regular government employee.
 - B: Doctors need to complete 3 years of compulsory rural posting (not attachment post) to available post graduate in service seat mentioned in the state health doctor's service cadre.
2. Grant of Incentive to Doctor's possessing higher qualification:

State Government on the recommendation of the Forth Pay Commission in regard to grant of incentives to Doctors possessing higher qualification shall be granted an incentive additional increment namely

 - A: Post Graduate Diploma – one increment
 - B: Post Graduate Degree – two increment
 - C: Post Doctoral Degree - Three increment

3. Proposed issues related to Human Resource Development in the State:

There is an urgent need to focus on Human Resource employed under Department of HC HS & FW in the state of Sikkim to cater to issues of recruitment, retention, in service training, transfers and rational deployment under HR division, these areas are extremely critical for improving Public

Health Services and health outcomes. There are certain GoI conditionalities in the ROPs that are issued after the NPCC meeting.

- A. As a part of the key conditionality of RoP 2013-14, approval is being granted for HR of all carder under NRHM for six months only and its continuation for the next six months would be contingent on compliance of the four conditionality:
- (a) Rational and equitable deployment of HR with the highest priority accorded to high priority districts and delivery points.
 - (b) Facility wise performance audit and corrective action based thereon.
 - (c) Performance measurement system setup and implemented to monitor performance of regular and contractual staff.
 - (d) Based line assessment of competencies of all staff nurse, ANMs, Lab-technicians etc to be done and corrective action taken thereon.

State Government will be focusing its main thrust on these key 4 conditionalities laid by the NPCC and will be working on it to bring about correctional measures on Rational Human Resource Development in the year 2013-14.

Incentive For Deployment & Retention of HR:

- A. Under the tribal RCH programme health workers MO/ANM/MPHW(M/F) was awarded with incentives upto Rs1000/- per delivery conducted by them especially areas covering under District North and West till 2012-13.
- B. Hard to Reach or difficult area incentives have been proposed as Category I/II/III for doctors stationed in the facilities and rendering there services.

Pre-Service and Inservice Training for HR:

Regular in service training is imparted to all levels of health workers on routine basis in all the components of NRHM/RCH and NDGP Apart from these trainings ,specialized training to MO/IC outside State is encouraged on a yearly basis and accordingly rational posting are being done as per there qualification.

Contact Person

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