

PRESENTED BY– SUJAN SAHA, MBA-Human Resource Management in Health & Hospital

ANALYSIS

BACKGROUND

- Human Resource is the critical area i.e., the most important part for any organization as well as healthcare organizations.
- It is essential that a health care facility is staffed with suitable personnel. Human Resource Management in public health sector is indicating the status of quality health care facilities.

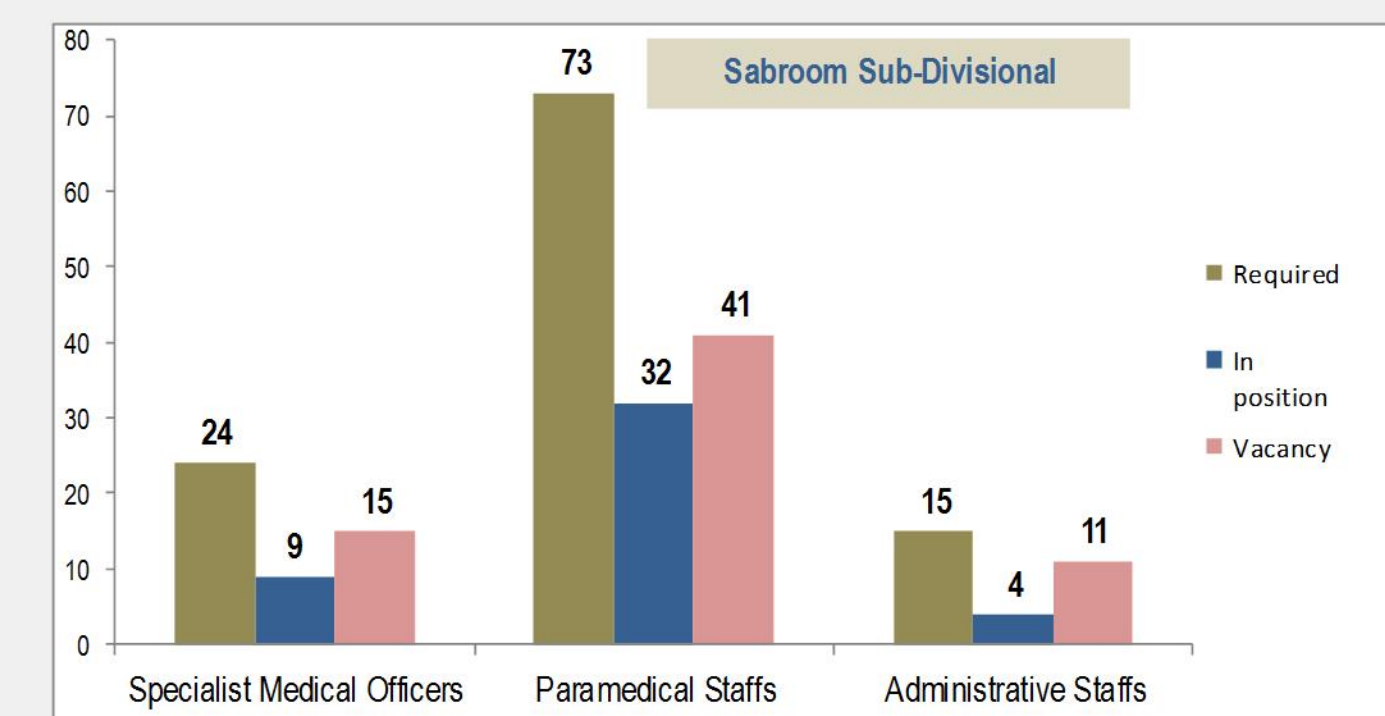
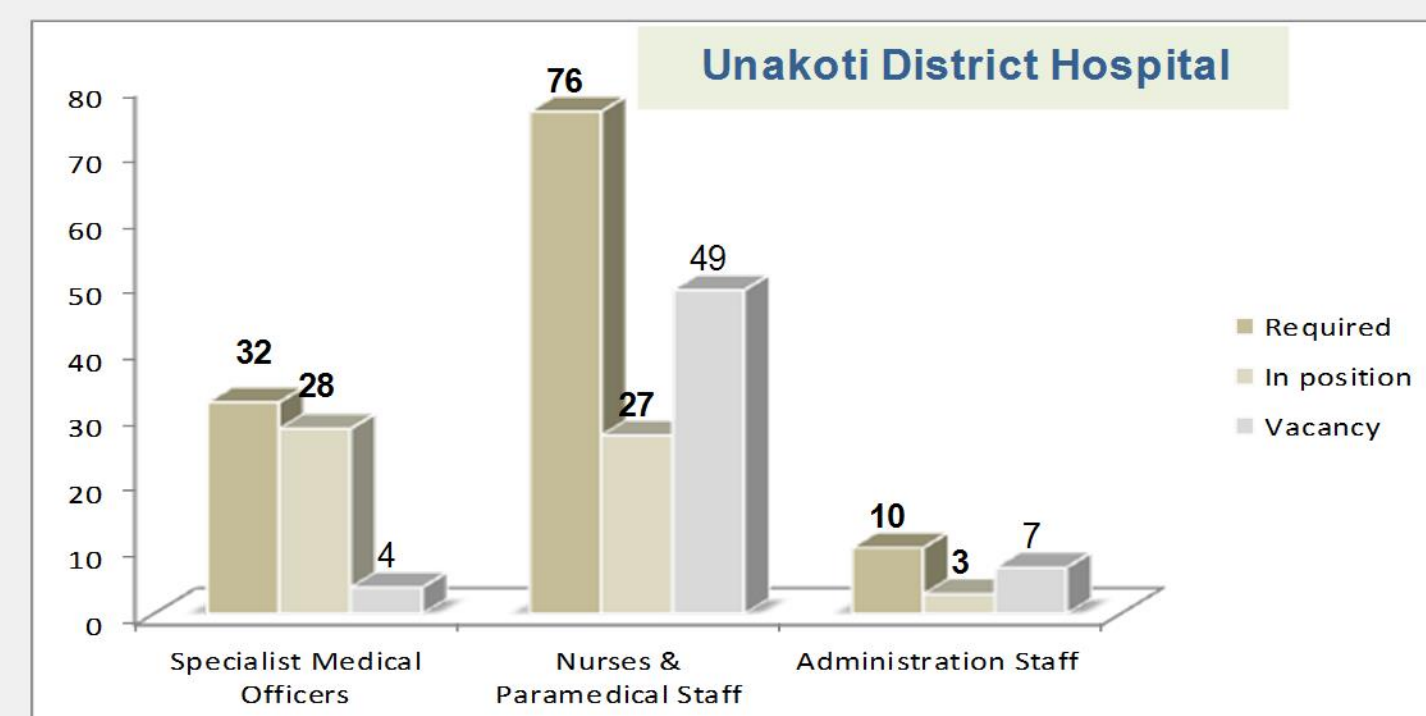
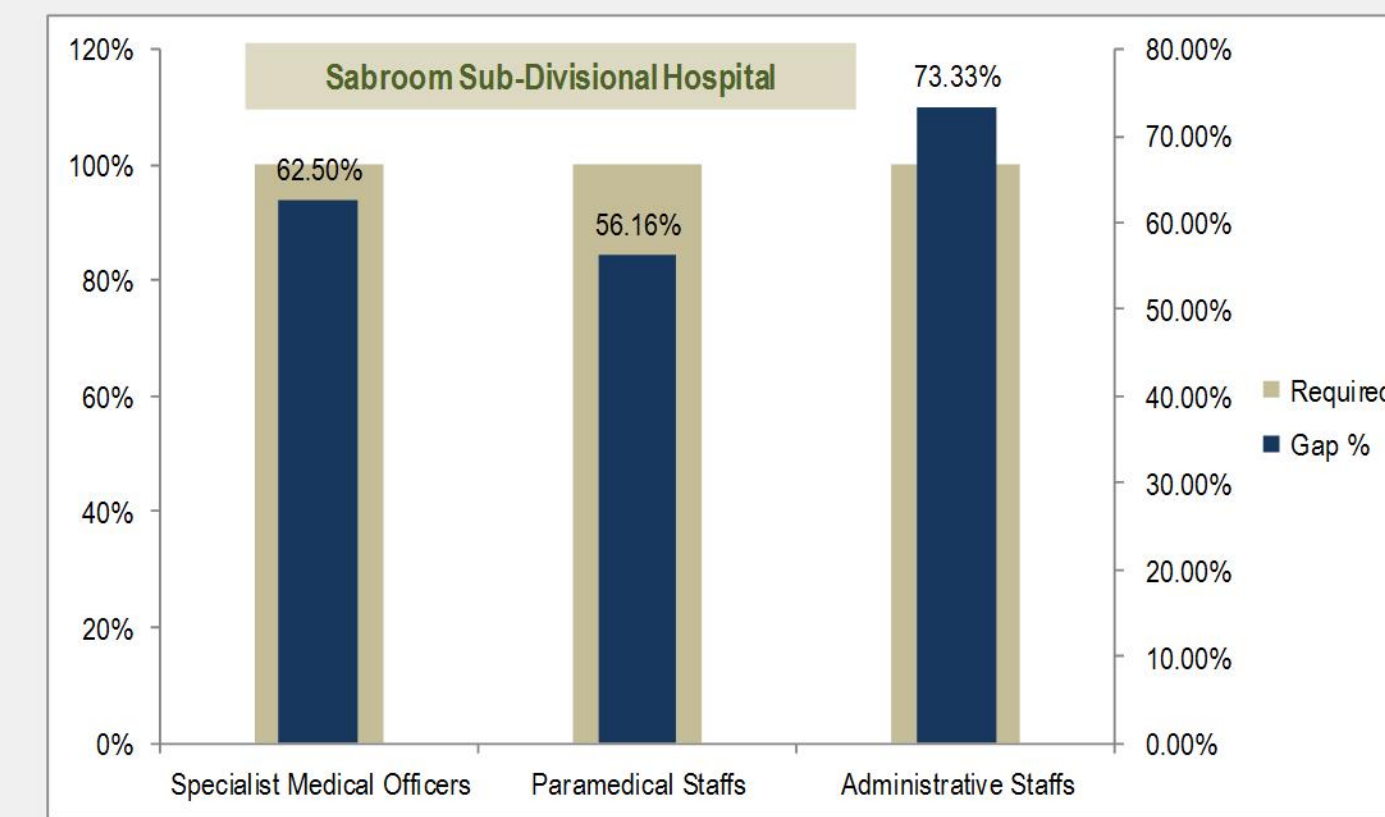
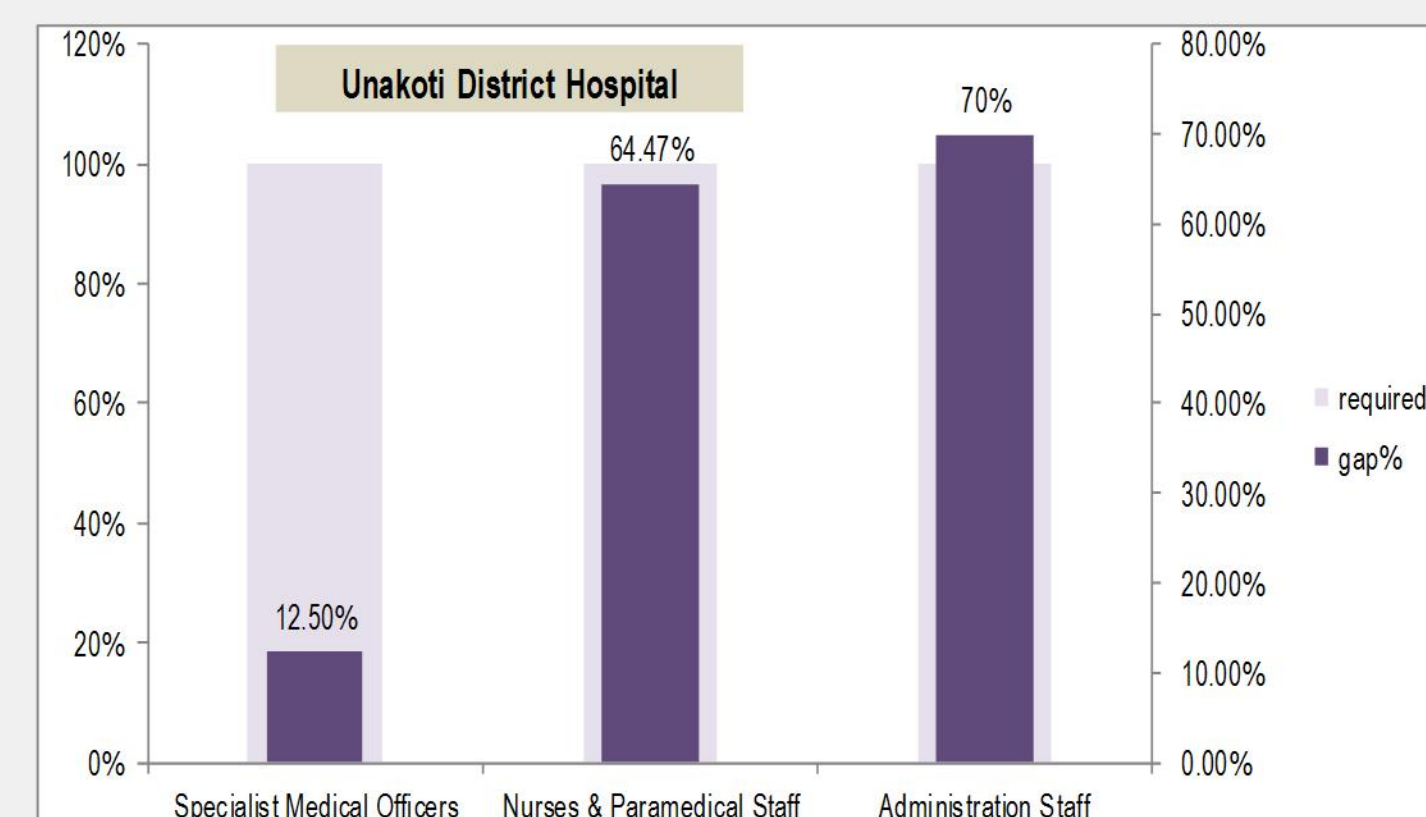
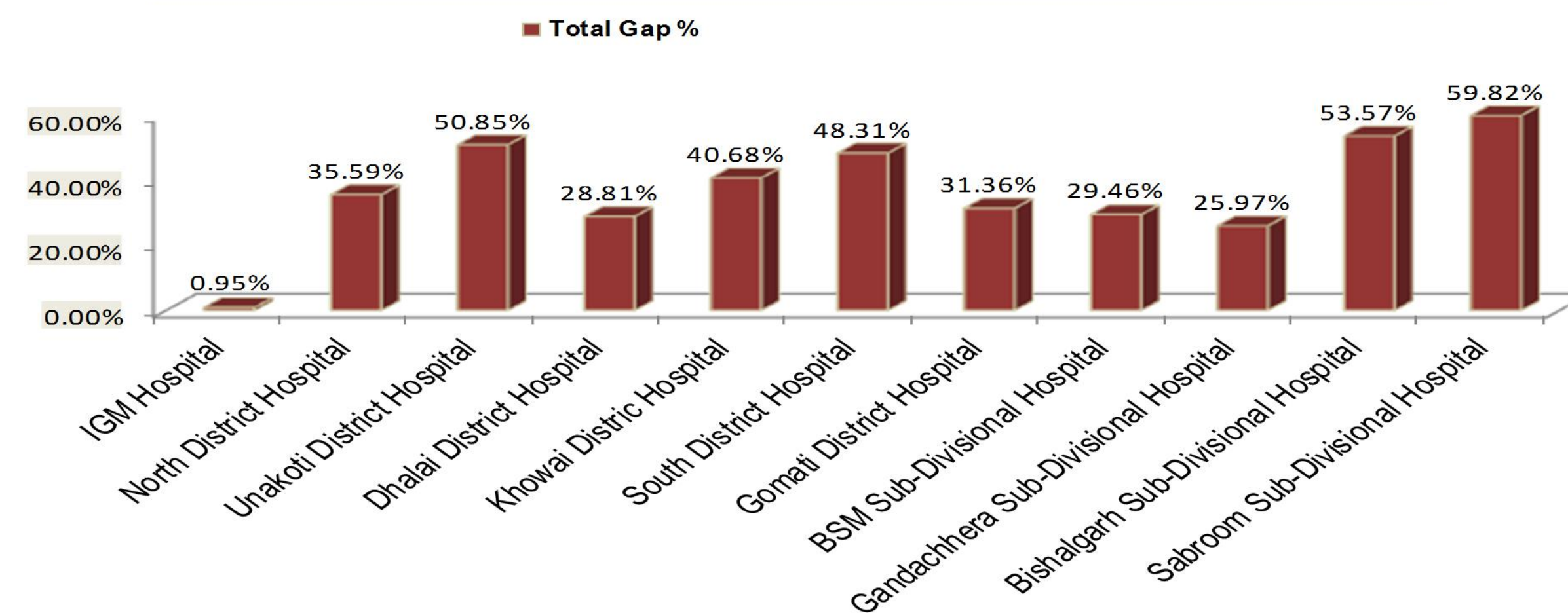
OBJECTIVES OF THE STUDY

- To find out the man power gap at secondary and tertiary level public healthcare sectors in comparison to IPHS guidelines.
- To suggest probable solution in addressing manpower gaps at the secondary and tertiary level public healthcare sectors.

RESEARCH METHODOLOGY

- Sources of Data: Primary Data– Through visiting, Personal Interview of Medical officers and Hospital staffs.
- Tool Used: Self tabulated format (According to IPHS Guideline), Questionnaire.
- Study Design: Observational Cross-Sectional Study.
- Sample Size: 1 State Hospital, 6 District Hospital, 4 Sub-Divisional Hospital.
- Study Duration: 2 Months
- Study Setting: All Districts of Tripura.

Total Gap Percentage of Staffs in Different Hospitals as per IPHS Guidelines



OBSERVATIONAL LEARNING

- Understanding NHM, health system of Tripura.
- Understanding about the recruitment process of NHM. Tripura.
- Interaction with various departmental heads to know their particular functions under NHM.
- Visited secondary and tertiary level hospitals for institutional preparedness for healthcare facilities.

FINDINGS

- State Hospital- It is found that in State Hospital maximum specialist doctors have been additionally posted. Nurses and Paramedical Staffs and Administrative staffs are sufficient. As a result DH and SDH level health institutions having less amount of Manpower which affecting the HR availability in DH and SDH level.
- District Hospital– Out of 6 hospital only 2 hospitals are having adequate specialist doctors. But in all District Hospital, there are shortage of Nurses, Paramedical, Administrative and support utility staffs as well as specialist doctors.
- Sub-Division Hospital– Out of 4 SDH, 2 SDH are FRU and having less amount of medical and paramedical staffs. As a result those SDHs are FRU, they are unavailable to treat patient in an emergency situation and they referred emergency cases in District Hospitals or State Hospital.

RECOMMENDATIONS

- For proper manpower planning specialist Human Resource managers may be appoint at department of health & family welfare, preferably under NHM.
- Skewed distribution of medical and paramedical staffs may be addressed by adherence to policy of rational transfer and posting.

