

INTRODUCTION

- Maximizing the capacity of existing health workforce reduces Global Burden of Diseases
- Density of Nurses to Population in India is 1:457 than in developed countries (1:200) while Doctors to nurses ratio is 2.8: 1
- According to World Development Report 1993, Ratio of Nurses to Doctors should exceed 2:1 and ratio of more than 4:1 is desirable for cost- effective Health Workforce.

OUTCOME OF HEALTH INDICATORS

- As per Niti Ayog Report 2017, Punjab Overall Health Index has increased from 62.05 to 65.21 and is overall **SECOND** in Health Index Ranking
- Scale of 0 – 100
- BY: 14- 15 to RY: 16-17
- **MMR** : Reduced from 212 to 144 from 2007-09 to 2011-13 while of India from 172 to 141
- **IMR**: 23 per 100 live births while of India is 37.

OBJECTIVE

To determine current status and availability of Nurses in Punjab and their correlation analysis with health outcomes (IMR,MMR) between 2005 to 2017

KEY FINDINGS

. In Punjab, Ratio of Nurses and midwives per 10,000 population has increased from 4.6 to 5.3 from 2005 to 2017 (Source :Bulletin of RHS 16-17)

- % of subcenters without ANMs has increased from 9.2 to 5.2 and those without HW (M) from 31.1 to 40.3. between 2005 to 2017
- Nursing Staff at PHCs and CHCs in Punjab

FOR 2017

- Required- 1489
- Sanctioned 2189
- In Position- 2019
- Vacancy-S-P) 170 ~7%
- Shortfall-(R-P) Surplus

FOR 2005

- Required 1296
- Sanctioned 697
- In Position- 640
- Vacancy- (S-P) -57 ~7.7%
- Shortfall-(R-P) 656 ~4.4%

METHODOLOGY

The study is descriptive in nature and based on findings of desk review conducted on secondary data.

Search Engines Used: Researchgate, Pubmed, Cochrane, Google Scholar

Inclusion Criteria:

- Peer reviews and Grey Literature
- WHO Publications, GoI and State Health Reports, NHM Portal (HMIS) Publications including NHP 2017, Niti Ayog Report
- Data Sources to understand status of availability and distribution of Nursing Personnel including Population Census, NSS, INC

CONCLUSION

There is an overall increase in total No. of Health Workers and Improvement in Health Outcomes have also Increased but the Demand is far more than Supply.

Vacancy is high due to absenteeism and attrition

RECOMMENDATIONS

- Low pay structure and improve job and status opportunities in India
- Relaxation of banning of Contractual Staff hiring to overcome the acute shortage
- Ending of bond systems, Flexibility in work Hours and Respect at Workplace
- Amendment in Recently launched Bridge Course to upgrade Staff Nurses to MO in Health and Wellness Centers