

## HR Strategies adopted in Bijapur, Chhattisgarh

### Introduction

The district of Bijapur in Chhattisgarh has more than 70% tribal population with deprived basic healthcare facilities due to a shortage of doctors and paramedical staff and healthcare infrastructure. Most of the deliveries till July 2016 were non-institutional due to sudden bandhs, blocked roads etc. With a revamp of the health system in the district, conditions have drastically improved and the percentage vacancy of health workforce has changed from almost 100% to less than 40-50% within 2-3 years. Many tribal women have also been opting for institutional deliveries with well-equipped district hospitals, round-the-clock availability of gynaecologists, pediatricians, and nurses.

### Implementation of the practice

- The vision to provide comprehensive health improvement of tribal population in the district was started with the available local funds.
- The project was a joint effort by the Directorate of Health Services (DHS), Govt of Chhattisgarh (GoCG) in collaboration with UNICEF and Public Health Foundation of India (PHFI), and the main agenda was to attract and retain specialised Human Resources (HR) for health in districts of Chhattisgarh.
- Filling of vacant posts of the health workforce to meet the shortage was targeted and hiring fresh medical graduates on contract and paying them a high salary to serve in remote areas was promoted.
- Lucrative salaries and packages were offered to fill the shortage of specialist doctors and medical officers.
- The district utilises the corpus of INR 40 Crores per annum to cater to the health needs.
- The administration trained the tribal women to become ASHA workers to participate in health system strengthening.
- Provisions of incentives like jobs for spouse, education for children were the key initiatives taken to support the health workforce.

### Results of practice – outputs and outcomes

- Vacancy of health workforce has reduced drastically.

	2016-17		2017-18	
	Sanctioned	Posted	Sanctioned	Posted
<b>Doctors</b>				
Doctors (MBBS)	44	15	33	30
Specialist	40	1	84	44
<b>Paramedical Staff</b>				
Staff Nurse	114	16	114	108
Pharmacist	21	10	21	14
Lab Technician	30	7	30	15
ANM	176	111	176	150
MPW	92	21	92	40

- Institutional deliveries increased to an average of more than 100 institutional deliveries per month at public health facilities.
- Involvement of tribal communities in healthcare delivery has increased.
- Health indicators have improved in the district.

### **Lessons learnt**

- With the right strategies and actions, improving health services is possible even in remote and difficult areas.
- Provisions like jobs for spouse, education for children etc., can help in attracting a health workforce even in difficult areas.

### **Conclusion**

Retaining doctors and paramedics in the Naxal affected belt and other difficult to reach areas, addressing the shortage of human resource in healthcare with minimum cost has been a public health contribution.

### **Further Readings**

*Outsourcing of Recruitment and Management of Human Resources for Remote and Conflict areas in Chhattisgarh: A Case Study*