Improving recruitment and retention of medical & nursing staffs in difficult areas: Learning from Rajasthan, India

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State Overview

Geographically, India’s Largest State & have an area equal to Norway/Poland/Italy

State has 8th highest population in the country

State has 4th highest MMR in the country

Population density varies from 595 persons per sq. km in Jaipur district to 17 in Jaisalmer district.
Issues

Difficult geographical terrain

Lack of supportive infrastructure

No motivation/ incentive

High Number of Vacant Positions
Planning the HDA – Criteria

1. Distance from HQ
2. Long standing vacancies
3. Education Facilities
4. Electricity Supply
5. Water Supply

Ease
Transparency
Ownership
Key Points of HDA

• Three tier of incentives & 4 categories

• Different incentives for nursing staffs, paramedical staffs, medical officers & specialists

• Conditional on stay at the facility headquarter and on achieving minimum OPD load

• Around 5300 facilities were covered in 13 districts
Assessment

• Scheme become operation on 1\textsuperscript{st} Nov, 2014 and covered 13 districts
• Around 4.67 million was spent on providing incentives
• Assessment was undertaken in April, 2016 by a team of independent technical experts
Key Findings

Figure 1: Proportion of Expenditure under HAA on Different Cadres of Health Staff

- Specialist: 1%
- MO/Ayush: 21%
- Staff: 13%
- Nurse: 1%
- ANM: 33%
- Pharmacist/Lab Tech.: 6%
- GNM: 22%
- LHV: 4%

Figure 2: Percentage of Staff Staying at Headquarters After HAA and Before HAA

- Specialist Doctors: After HAA 48.3% vs Before HAA 67.0%
- Medical Officer: After HAA 65.4% vs Before HAA 92.6%
- LHV/Superintendent: After HAA 64.6% vs Before HAA 88.0%
- ANM/GNM: After HAA 74.4% vs Before HAA 97.6%
- Other staff: After HAA 82.2% vs Before HAA 98.0%
Contd..

Issues
• Uneven improvement
• Delay in release of fund
• Corruption
Learning

• Incentives can improve recruitment & retention however it also have limitations
• Incentives need to be based on the vulnerabilities & difficulties
• Criteria’s need to be transparent
• Performance indicators should be clearly defined & easily monitorable
• Ownership by district administration
• Strong monitoring mechanism is required
NO, SERIOUSLY
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YOU'RE SO INTERESTING

Comments & Questions...