

Manpower Requirement Guidelines

This document outlines the strategic approach to planning and staffing within a healthcare organization. It defines the roles, qualifications, and responsibilities of nursing staff, resident medical officers (RMOs), and consultants based on the Indian Public Health Standards (IPHS) 2022, the Indian Nursing Council (INC) norms, and NABH Entry Level Standards. Proper planning ensures adequate coverage, compliance with statutory requirements, and quality patient care across all departments.

Nursing Staff

- **Qualifications:** RNRM, GNM, Pc.BSc, BSc, MSc in Nursing.
- **Standards Compliance:** In accordance with the Indian Public Health Standards (IPHS), 2022, and the Indian Nursing Council (INC) norms.
- **Determining Factors:** Based on bed strength and functional beds within the organization.

Resident Medical Officers (RMOs)

- **Qualifications:** MBBS degree.
- **Role:** Duty officer fulfilling essential operational requirements.
- **Standards Compliance:** In alignment with IPHS, 2022, based on bed strength and functional beds.

Consultants

1. Full-Time Consultants

(Accepted under Scope)

- Employment on the organization's payroll.
- Exclusive commitment to the organization.
- Granted rights for outpatient, inpatient, and emergency operations.
- Procedural and emergency privileges are based on qualifications and credentials.

2. Part-Time Consultants

(Accepted under Scope)

- Regular outpatient services are provided on pre-determined days/intervals.
- Not exclusive to the organization.
- Procedural and emergency rights based on individual credentials.
- Admitting privileges are based on qualifications and credentials.

3. Visiting Consultants

(On a Case-by-Case Basis - Not Accepted under Scope)

- Limited or no regular outpatient operations.
- Not exclusive to the organization.
- Credentials-based admitting rights.
- May or may not be available during emergencies.

Disclaimer

The contents are sample references to aid understanding of the Standards and are not prescribed by NABH as mandatory practices. Healthcare organizations are encouraged to modify them as per their scope and practices. NABH is not liable for misinterpretation, erroneous use, or non-conformities during assessment due to unmodified use of these contents.