



Health Managers: Exploding Demand Moderate Supply

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A recent analysis carried out by IIHMR, Delhi shows that we have over 50 institutions in the country which are conducting MBA /PGDHM in Hospital and Health Management. The admission capacities in these institutions is approximately 3000/year. Only a few institutions like IIHMR, Delhi offer specialization in Healthcare Information Technology. The IIHMR, Delhi has been emphasizing that one of the weakest links in the healthcare delivery system in the country is the poor management of the hospital and health services. This results not only in poor quality of services but also in inappropriate utilization of the healthcare facilities at all levels, mainly, at the primary healthcare, secondary healthcare and tertiary care facilities. The only way to overcome these bottlenecks in the health sector is to post the trained and qualified health and hospital managers at all levels of care. This in turn, will improve the credibility of our public health institutions and also increase the utilization of infrastructure, manpower and other services provided from these institutions. To facilitate such a positive change, the central and state governments should create additional managerial positions not only at District level but also at CHC/PHC level. Though some of the positions exist under the NHM but many of the positions are lying vacant. In fact, there is a need to create a cadre of health/hospital managers and make them available to man these positions at all levels.

Though we are training approximately 3000 hospital/health managers every year but a large majority of them are not employable in terms of quality and academic rigor provided to them in their respective institutions. Therefore, the efforts have to be made to not only to increase the supply of such managers but also focus on the quality and academic rigor during teaching and training. The IIHMR, Delhi has today been established as a brand. This can be substantiated by its getting accredited by National Board of Accreditation (NBA) in 2017 and Six Sigma Healthcare award won in 2015.

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On the other hand changing demographics, rising incomes, growing lifestyle diseases, etc. demand better healthcare delivery in future. According to a report by WHO, India needs to add 80,000 hospital beds each year for the next five – seven years to meet the increasing healthcare demands. It is estimated that each additional bed has the potential to create 5 direct and 25 indirect jobs. The New Health Policy 2017 has introduced a number of innovative strategies for improving the health status of the people of the country. The notable among these innovations is the concept of “health and wellness centers” at the peripheral level. The Ministry of Health and Family Welfare has fixed a target of transforming 150,000 sub centers into Health and Wellness centers in a phased manner. The New National Health Policy also lists the “Accountability” as one of the important principles in the health care delivery system.

One similar study conducted in 2010, projected that the demand analysis for the public health sector can be done through estimating the required workforce count. India with 35 states (28 states and 7 union territories) and 643 districts require a program manager at each level. Approximately 7,000 trained professionals would be necessary at the block level. About 1,000 consultants would be employed in institutes like NIHF, NHR, SHSRs, etc. About 200 consultants/specialists would be employed in each state at the state level across the country. Approximately 1,250 trained professionals would be employed across 250 large NGOs in the country. About 500 professionals would be needed across international organizations, while 1,500 professionals would be necessary in academic/research organizations across the country. The corporate sector is also providing employment to health management professionals and this number could be estimated to be around 1,000 professionals. Thus, an estimated 19,930 qualified professionals are required to function in this capacity across the health sector.

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