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# 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. 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 current Indian Public Health Standards (IPHS), 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, Post BSc, BSc, MSc in Nursing.
- **Standards Compliance:** In accordance with the current Indian Public Health Standards, and the Indian Nursing Council (INC) norms.
- **Determining Factors:** Based on bed strength and functional beds within the organization as well as criticality of patients and scope of services.

## Resident Medical Officers (RMOs)

- **Qualifications:** MBBS degree.
- **Role:** Duty officer fulfilling essential operational requirements.
- **Standards Compliance:** In alignment with current IPHS
- **Determining Factors:** Based on bed strength and functional beds within the organization as well as criticality of patients and scope of services.

## Consultants

1. **Full-Time Consultants (Accepted under Scope)**
  - a. Employment on the organization's payroll.

- b. Exclusive commitment to the organization.
- c. Granted rights for outpatient, inpatient, and emergency operations.
- d. Procedural and emergency privileges are based on qualifications and credentials.

## **2. Part-Time Consultants (Accepted under Scope)**

- a. Regular outpatient services are provided on pre- determined days/intervals.
- b. Not exclusive to the organization.
- c. Procedural and emergency rights based on individual credentials.
- d. Admitting privileges are based on qualifications and credentials.
- e. Available during emergencies.

## **3. Visiting Consultants (On a Case-by-Case Basis - Not Accepted under Scope)**

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

### **Disclaimer**

The content of the E-mitra is intended to serve as a sample and guide for better understanding the NABH Entry Level Standards. It is not prescribed by NABH as the exclusive or only way to meet the standards. Healthcare organizations are encouraged to adapt and modify the materials according to their own scope of services and operational needs. NABH is not liable for any misinterpretations or errors resulting from the unmodified use of this material, or for any non-compliance during assessments that may arise because of such actions.