Government of the People's Republic of Bangladesh
Ministry of Health and Family Welfare

Human Resources Report
December 2017

Directorate General of Nursing and Midwifery

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In collaboration with
Human Resources for Health (HRH) in Bangladesh

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Director General, Directorate General of Nursing and Midwifery
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MESSAGE

I am very happy to publish forth Human Resources (HR) report of Directorate General of Nursing and Midwifery (DGNM) in collaboration with Human Recourses for Health Project in Bangladesh.

DGNM has transitioned from a manual paper-based system to a digital Personnel Management System. DGNM-PMIS software and dynamic web site is an example for accelerating the real time HR data management. This HR report is ultimate outcome of DGNM-PMIS software.

Digitalization of the data-collection and PMIS system has been of enormous help in our actual situations of the Directorate General of Nursing and Midwifery in the country. I extend my appreciations for the innovative efforts made by the DGNM-PMIS section in this endeavor. Definitely, it will help us to earn better recognitions gradually.

Human Recourses status report under Directorate General of Nursing and Midwifery is an important addition. This report is helps us to understand the current situation and what need to be done. I hope this report will not be an exception.

I gratefully acknowledge the technical and financial support from the Global Affairs Canada (GAC) through their Human Recourses for Health Project in Bangladesh implemented by Cowater Sogema International Inc. Canada.

I congratulate members of the publication team in Directorate General of Nursing and Midwifery for their creative and relentless efforts to improve the quality of DGNM-PMIS and publish this report.

Tandra Sikder

Table of Content

Section 1: Introduction and overview

Background:

This is 4th HR report for Directorate General of Nursing and Midwifery (DGNM). This report is for the use senior manager, decision maker of MOHFW, DGNM to understand the current situation. DGNM with the support of HRH project took the initiative to publish HR report based on data generated from DGNM-PMIS software. In 2017, Human Resources for Health project assist DGNM to develop staff capacity on Personnel Management Information System (PMIS) for accelerating HR work through PMIS software. The development of capacity on PMIS done through a number of consultative meetings/workshops with the participants of different professionals from the MoHFW, DGNM and BNMC. The HRH project has taken all possible steps with ICT ministry to make the PMIS system secured and sustainable.

From 16 November 2016, Director of Nursing Services (DNS) started work as Directorate General of Nursing and Midwifery (DGNM). DGNM is gradually increasing its structure and setup. DGNM-PMIS has a separate section and 11 staff is working including 8 divisional super users. Super users are working for data validation by Divisions. PMIS section is updating for transfer, deputation and retirement data as well as updates the DGNM website. However, to make this web based system dependable to key users of MoHFW and DGNM. Human Resources management in digital collaboration is a complicated job. DGNM has no personnel to take over this type of complicated task. Directorate General of Nursing and Midwifery is planning to generate this type of PMIS report using limited resources and means for their further human resources development using the DGNM-PMIS software.

Current status of DGNM-PMIS:

Approximately 10,000 newly recruited nurses are recorded in DGNM-PMIS in decentralized approaches. Having formed the current PMIS team, staff capabilities and demand of the information environment, the PMIS will accelerate more elements and greater opportunities to generate information that assists with workforce human resources management, including planning and evaluation. A total number of three DGNM-HQ staff along with eight super users[1] of DGNM-PMIS software working for day-to-day PMIS operations; updating PMIS data by divisions. Executive Committee (EC) of DGNM-PMIS formed for further enhancement to better operations of PMIS software. DG of DGNM sent a

Figure-1. Meeting on DGNM-PMIS software software

requisition to Ministry for one system analyst as most priority task. It is expected to recruit a system analyst within next couple of months for better operation of IT and PMIS issues. Approx. 250 numbers of staff trained on DGNM-PMIS software to effective use of software.

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[1] A super user refers to a user of a computer system with special knowledge and special privileges to maintain the system

Section 2: Data tables, Charts and Graphs

In this report only public sector nurses under the Directorate General of Nursing and Midwifery are considered for analysis. Analysis of report was done based on data as of December 2017. Two types of workforce are working under Directorate General of Nursing and Midwifery (DGNM), Nurse and Non-nurse. As per revised gazettes of GoB on 16 March 2017 employees divided in two divisions under DGNM. One is working for nursing service another working for nursing education. We are going to depicted service and education employee setup under DGNM.

Employee setup analysis:

Employee distribution by Geographic locations:

Table-1	DGNM employees (service)			Table-2	DGNM employees (Education)		
ivisions	Nurse[2]	Non-Nurse[3]	Total	Divisions	Nurse[4]	Non-Nurse[5]	Total
DHAKA	11059	23	11082	DHAKA	164	326	490
CHITTAGONG	3776	8	3784	CHITTAGONG	56	111	167
BARISAL	1888	4	1892	BARISAL	28	56	84
SYLHET	1349	3	1351	SYLHET	20	40	60
RANGPUR	2427	5	2433	RANGPUR	36	72	108
RAJSHAHI	3776	8	3784	RAJSHAHI	56	111	167
KHULNA	2697	6	2703	KHULNA	40	80	120
Total (Public)	**26972**	**57**	**27029**	**Total (Public)**	**400**	**796**	**1196**

In the above table-1 and 2 shows employees setup by service and education under DGNM distributes by divisions. Total 27,029 nurses are working as practicing nurse in different health facilities and 400 nurses are working in education sector at nursing institutes and colleges.

Table-3: DGNM Employees (Service & Education)

Divisions	Nurse	Non-Nurse	Total	Population	Pop:Nurse
DHAKA	11,223	350	11,572	46729000	4163:1
CHITTAGONG	3,832	119	3,952	28079000	7327:1
BARISAL	1,916	60	1,976	8147000	4251:1
SYLHET	1,369	43	1,411	9807000	7165:1
RANGPUR	2,463	77	2,540	15665000	6358:1
RAJSHAHI	3,832	119	3,952	18329000	4783:1
KHULNA	2,737	85	2,823	15563000	5685:1
Total (Public)	**27,372**	**853**	**28,225**	*142,319,000	5199:1
Total (Public & Private Registered Nurse)			****46,112**		**3,086:1**

* Population and Housing Census-2011(Preliminary result), BBS, Published in July 2011[6].
**This number taken from BNMC data sheet, December 2017[7].

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[2]Nurses are includes DGNM-HQ staff, Senior Staff Nurse, Staff Nurse, District Public Health Nurse etc.

[3]Non-Nurses are includes DGNM-HQ staff, Admin/Accounts Officer, Upper Division Assistant, Office Assist. etc.

[4]Nurses are includes Principal, NI In-Charge, Professor, Assistant Professor, and Lecturer etc.

[5]Non-Nurses are includes Admin/Accounts Officer, Office Assistant, Mali, Machalchi, Driver at Nursing Institutes and Colleges etc.

[6]Ref. link: http://203.112.218.66/WebTestApplication/userfiles/Image/BBS/PHC2011Preliminary%20Result.pdf

In the above table-3 shows lowest number of nurse posted in Sylhet division which is 5% and highest number of nurse available in Dhaka division which is 41%. In Chittagong division Pop: Nurse ratio[8] is 7,327:1 means 1 nurse per 7,327 population in Chittagong division which is highest ratio among all divisions throughout the country in public sector. There is only 1 nurse for 5,199 population in public sector whereas based on total registered nurse in public and private sector Pop: Nurse ratio is 1 nurse for 3,086 population.

Figure-2. Percentage of nurse in different divisions
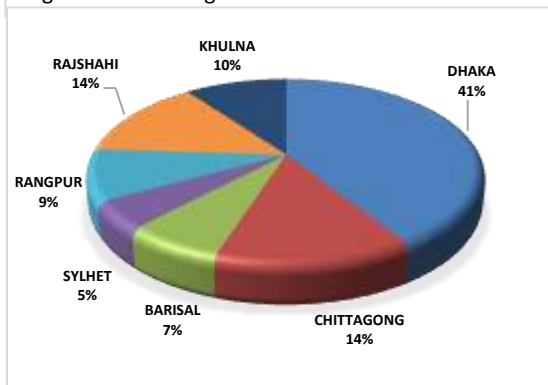
28,250 employees were available in November 2017 under DGNM. 28,225 employees are available in December 2017. 25 employees has retired at the end of December 2017 under DGNM.

Workforce demographic analysis:

Table-4: Yearly demographic trends:

Workforce Demographics	2012	2013	2014	2015	2016	2017
Male (%)	11	10	10	10	10	10
Female (%)	89	90	89	90	90	90
Average Age	40	33	34	31	31	33

Table-4 shows male employees were in 10% compared to female employees 90%. From 2012 and 2017 female and male employee ratio remains same. There are several reasons suggested for a low uptake of nursing by males; stereotypes of nursing, lack of male interest in the profession, low pay, nursing job titles such as Sister and Matron, and the perception that male nurses will have difficulty in the workplace carrying out their duties.

Figure-3. Percentage of nurses distribution by sex

Average age of employee is 33 in 2017 which is increased from 31 years in 2016.

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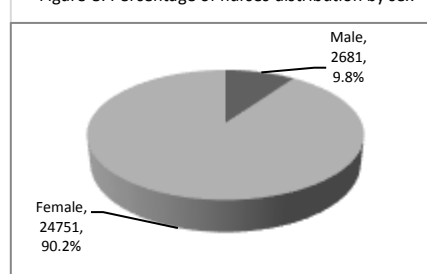
[7]Ref. link:

http://bnmc.portal.gov.bd/sites/default/files/files/bnmc.portal.gov.bd/page/4ccb8b5f_4b8a_486a_8f1d_66e23a7dcb8b/Data%20Sheet%2031%20December%202017.jpg

[8]Pop:Nurse ratio is population per nurse in Bangladesh

Table-5: Analysis by Age Group:

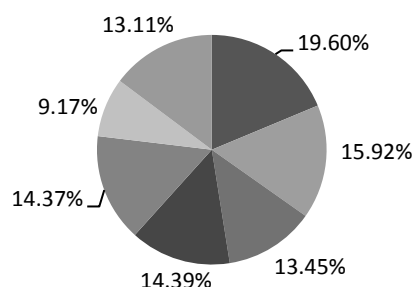| Age Group (AG)	# of Employee	% of AG
25-29	5,532	19.60%
30-34	4,493	15.92%
35-39	3,796	13.45%
40-44	4,062	14.39%
45-49	4,056	14.37%
50-54	2,588	9.17%
55-59	3,700	13.11%
TOTAL	28,225	

Figure-4. Percentage of nurse by Age Group

Table-5 shows highest number of nurse in age group "25-29" which is 19.60%. Lowest group is "50-54" which 9.17%.

Table-6: Department wise demographic analysis:

Departments	Total Staff	Male	Female	Average Age	% Total	% Male	% Female
Admin	362	170	193	49	1.28	46.92	53.18
Clinical Service	26,788	2244	24,542	40	94.91	8.38	91.62
Teaching	510	54	456	48	1.81	10.56	89.44
Support Staff	565	355	211	45	2.00	62.84	37.30
Total	28,225	2,823	25,402				

DGNM has four departments: **Administration** is refers to those employees who are involve with administrative and managerial work either nurse or non-nurse, **Clinical Service** is refer to those employees who are practicing nursing in the hospitals at different level. **Teaching** is refers to those employees who are Nurse instructor and Principal working into the Nursing Institutes or Colleges and **Support Staff** is refers to non-nurse staff like Driver, Cook, Mashalchi, Gardener etc.

Table-6 shows practicing nurse are highest in number that is 94.91 percent of total staffs. Male are highest in support staff category that is 62.84 percent and lowest in clinical service category that is 8.38 percent. Female are highest under clinical service that is 94.91 percent. Highest average age of employee is Administration that is 49.

Table-7: Department in class wise demographic analysis:

Departments	Total Employee	Class-I (Grade 3-9)		Class-II (Grade 10)		Class-III (Grade 11-16)		Class-IV (Grade 17-20)	
		Male	Female	Male	Female	Male	Female	Male	Female
Admin	362	0	71	25	117	14	0	0	0
Clinical Service	26,788	0	78	2570	23,522	54	576	0	0
Teaching	510	0	28	74	408	0	0	0	0
Support Staff	565	0	0	0	0	11	129	66	483
Total	28,225	0	177	2669	24,047	78	705	66	483
Total by Class		177		26,716		783		549	

There are four types of classes under Directorate of Nursing Services such as Class I (Grade 3-9), Class, II (Grade 10), Class III (Grade 11-16), Class IV (Grade 17-20)

Table-7 shows lowest female are in teaching category under Class-I that is 28. Under Directorate General of Nursing and Midwifery there are 177 Class-I position. Rest of the posts are filled up by deployment of nurses in additional charge, current charge and own pay and deputation.

Table-8: Department in different service status in percentage against total employee				
Departments	Current Charge	Additional Charge	Own Pay	Deputation	Total vs T. Emp
Admin	0.21	0.01	0.28	0.04	0.53
Clinical Service	30.96	1.37	3.37	1.98	37.68
Support Staff	0.78	0.00	0.18	0.04	1.00
Teaching	0.19	0.02	1.00	0.50	1.71
Total	**32.15**	**1.39**	**4.83**	**2.55**	**40.92**

Table-8 shows 37.68 percent employees are not in original post of total employees that are practicing nurses. Total 40.92 percent are not in original post. Additional charge and attachment in different positions are in clinic service is higher than other.

Workforce vacancy analysis:

Table-9: Sanctioned, Filled and Vacant post by class and grade:

Class	Sanctioned Post				Filled in Post				Vacant Post			
	Nurse	Midwife	Non-Nurse	Total	Nurse	Midwife	Non-Nurse	Total	Nurse	Midwife	Non-Nurse	Total
Class I (Grade 3-9)	368	0	3	**371**	176	0	1	**177**	192	0	2	**194**
Class II (Grade 10)	31,775	2400	12	**34,187**	26,110	599	7	**26,716**	5,665	1801	5	**7,471**
Class III (Grade 11-16)	487	0	401	**888**	487	0	296	**783**	0	0	105	**105**
Class IV (Grade 17-20)	0	0	717	**717**	0	0	549	**549**	0	0	168	**168**
Total	**32,630**	**2400**	**1,133**	**36,163**	**26,773**	**599**	**853**	**28,225**	**5,857**	**1801**	**280**	**7,938**

Recently 10,000 posts are created and 7,000 posts are filled by recruitment of Public Service Commission (PSC). Rest of 3,000 posts is going to be recruited soon. Table-9 shows the total 7,938 posts are vacant including newly created 3,000 posts.

Table-10: Sanctioned, Filled and Vacant post by class and grade (Service division):

Class	Sanctioned Post				Filled in Post				Vacant Post			
	Nurse	Midwife	Non-Nurse	Total	Nurse	Midwife	Non-Nurse	Total	Nurse	Midwife	Non-Nurse	Total
Class I (Grade 3-9)	213	0	2	**215**	120	0	1	**121**	93	0	1	**94**
Class II (Grade 10)	31,419	2400	1	**33,820**	25,766	599	1	**26,366**	5,653	1801	0	**7,454**
Class III (Grade 11-16)	487	0	58	**541**	487	0	33	**520**	0	0	21	**21**
Class IV (Grade 17-20)	0	0	23	**23**	0	0	22	**22**	0	0	1	**1**
Total	**32,119**	**2400**	**80**	**34,599**	**26,373**	**599**	**57**	**27,029**	**5,746**	**1801**	**23**	**7,570**

Table-11: Sanctioned, Filled and Vacant post by class (Education division):

Class	Sanctioned Post				Filled in Post				Vacant Post			
	Nurse	Midwife	Non-Nurse	**Total**	Nurse	Midwife	Non-Nurse	**Total**	Nurse	Midwife	Non-Nurse	**Total**
Class I (Grade 3-9)	155	0	1	**156**	56	0	0	**56**	99	0	1	**100**
Class II (Grade 10)	356	0	11	**367**	344	0	6	**350**	12	0	5	**17**
Class III (Grade 11-16)	0	0	347	**347**	0	0	263	**263**	0	0	84	**84**
Class IV (Grade 17-20)	0	0	694	**694**	0	0	527	**527**	0	0	167	**167**
Total	**511**	**0**	**1053**	**1564**	**400**	**0**	**796**	**1196**	**111**	**0**	**257**	**368**

Table-10 and 11 shows in service division total 26,373 nurses are working against 32,119 sanctioned posts. In education division 400 nurses are working against 511 sanctioned posts. At present 82.11 percent nurses are working in service and in education only 78.27 percent is working.

Table-12: Vacancy by geographic locations (Only Nurse):

Divisions	Sanctioned Posts	Filled Posts	Vacant Posts	% of sanctioned post
DHAKA	13,237	11,029	2208	16.68
CHITTAGONG	4426	3548	878	19.84
BARISAL	2159	1860	299	13.86
SYLHET	1693	1204	489	28.88
RANGPUR	2967	2563	405	13.63
RAJSHAHI	4932	3858	1074	21.79
KHULNA	3216	2712	504	15.66
Total	**32,630**	**26773**	**5857**	**17.95**

Table-12 shows the total nurse vacancy is 5,857 that are 17.95 percent of sanctioned post. 28.88 percent vacant in Sylhet division that is the highest. Vacant position is lowest in Rangpur and Barisal divisions that is 13.63 and 13.86 percent.

Figure-5 shows highest vacancy is at Dhaka division and lowest vacancy in Rangpur division.

Figure-5. Bar chart in sanctioned, filled and vacant post by division

This vacant position as shown in Table-9, 10, 11, 12 and Figure-5 are not actually real vacancy because some of these positions are occupied by staffs who may be in current charge, additional charge, own pay or on deputation. Real vacancy should be higher than the shown figure.
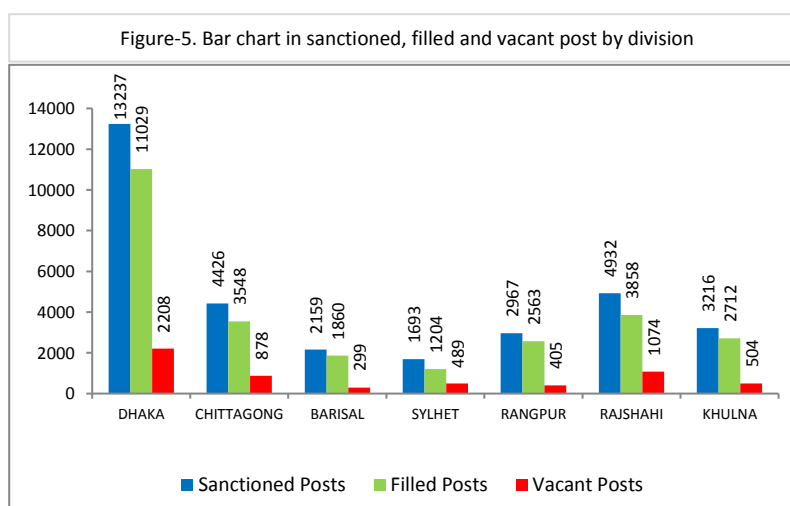
Workforce retirement projections:

Table-13: Retirement projection nurse and non-nurse in next six years by GEO location:

Divisions	Total Employees	Retirement in the next 6 years (2018-2023)	% of Retirement
DHAKA	11,572	881	3.12
CHITTAGONG	3952	295	1.05
BARISAL	1976	212	0.75
SYLHET	1411	73	0.26
RANGPUR	2540	180	0.64
RAJSHAHI	3952	310	1.10
KHULNA	2823	261	0.92
Total	**28,225**	**2,212**	**7.84**

A number of employees will be in Pre-retirement Leave (PRL) during next six years. Table-13 and Figure-6 shows in next six years 2,212 employees that is 7.84 percent of total employee will retire. Highest number of employees will be retried in Dhaka division that is 3.12 percent and lowest in Sylhet division that is 0.26 percent.
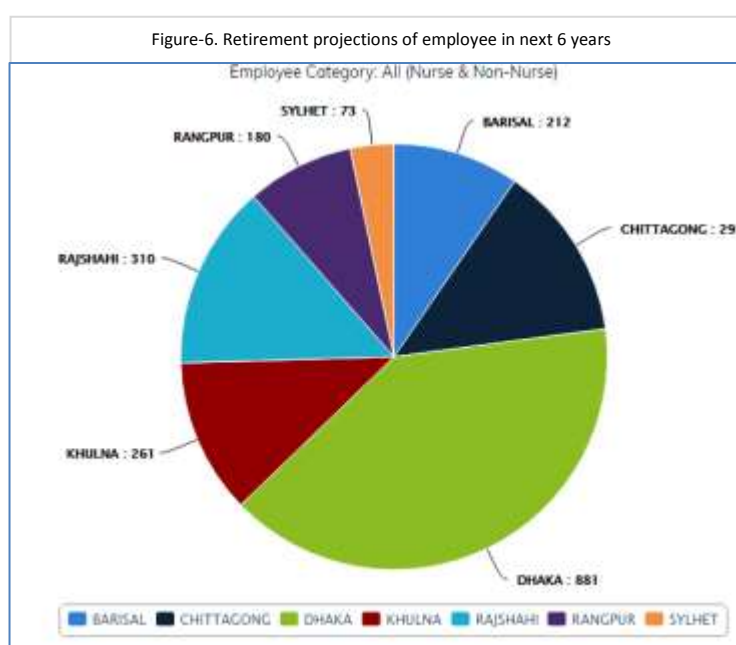

Figure-6. Retirement projections of employee in next 6 years

Table-14: Retirement projection only nurse in next six years by division:

Divisions	Total Nurses	Retirement in the next 6 years (2018-2023)	% of Retirement
DHAKA	11,223	843	3.08
CHITTAGONG	3832	274	1.00
BARISAL	1916	195	0.71
SYLHET	1369	66	0.24
RANGPUR	2463	170	0.62
RAJSHAHI	3832	287	1.05
KHULNA	2737	238	0.87
Total	**27,372**	**2,073**	**7.57**

Total 2,073 nurses will be on Pre-retirement Leave (PRL) in next six years. Table-14 and Figure-7 shows in next six years 7.57 percent of nurse employee will retire. Highest number of nurse will retire in Dhaka division that is 3.08 percent and lowest in Sylhet division that is 0.24 percent.
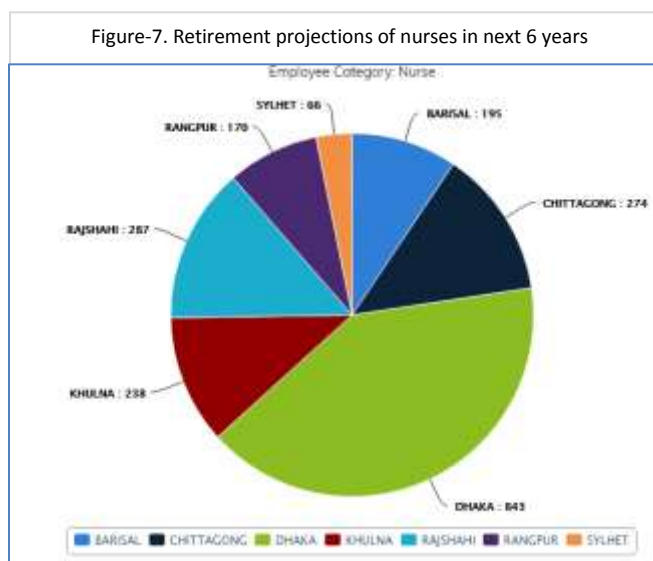

Figure-7. Retirement projections of nurses in next 6 years

Table-15: Trends of nurse retirement projections, selected year

Division	Nurse Employees	2018	2019	2020	2021	2022	2023
DHAKA	11,223	101	131	120	152	142	182
CHITTAGONG	3,832	35	50	45	41	42	52
BARISAL	1,916	24	20	36	42	33	34
SYLHET	1,369	5	11	10	17	7	13
RANGPUR	2,463	14	28	21	22	31	51
RAJSHAHI	3,832	34	40	40	39	55	67
KHULNA	2,737	35	33	25	49	33	56
Total	**27,372**	**248**	**313**	**297**	**362**	**343**	**455**
Yearly retirement ratio against total nurse		**0.90**	**1.14**	**1.08**	**1.32**	**1.25**	**1.66**

Table-15 and Figure-8 shows nurses eligible for retirement from year 2018 to year 2023. In year 2023 the highest number of nurses will be in PRL which is 455.

Figure-8. Retirement Trends of employees in next six years
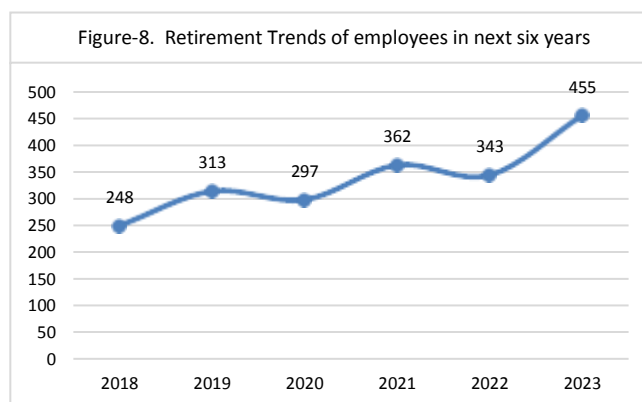
Bed ratio analysis:

Table-16: Bed ratio analysis of nurses in health facilities:

Health Facilities	Number of Facilities***	Number of Nurses	Number of Bed***	Bed:Nurse
Primary Health Care				
Up to Upazilla level	3,632	6,375	19,508	**3:1**
Secondary and Tertiary Health Care				
Secondary and Tertiary level (Chest hospital, Dental college hospital, District/general hospital, Hospital of alternative medicines Infectious disease hospital, Leprosy hospital, Other hospitals, Specialized hospital and Trauma center 50-bed hospital)	131	10,778	16,463	**2:1**
Medical College Hospital	14	8,338	12,963	**2:1**

***Source: Health Bulletin-2016, DGHS and DGNM-PMIS software, DGNM

Table-16 shows hospital bed per nurse in different health tire under Directorate General of Nursing and Midwifery. In primary health care (Upazilla level) bed per nurse is 3:1 and secondary/tertiary health care bed per nurse is 2:1. This should be mentioned here that this picture only depicts for single shift only not covering the three shifts in 24 hours. In addition the bed occupancy rate is generally higher than the actual bed number.

Workforce education qualification:

Table-17: Education qualification for Nurses and Midwifery

Education level	Education	Duration of Courses	Number of employee	% of Total nurse
Diploma	Diploma in Nursing Science and Midwifery	3 Years	27,372	100.00
	Diploma in Midwifery	1 Year	18,282	66.79
	Diploma in Orthopedic	1 Year	1685	6.16
	Diploma in Pediatric	1 Year	71	0.26
	Diploma in Ophthalmic Nursing	1 Year	31	0.11
	Diploma in Psychiatric Nurse	1 Year	82	0.30
	Diploma in Other Specialist Course	1 Year	242	0.88
	Diploma in Medical Technology	1 Year	4	0.01
	Diploma in Advanced Nursing	1 Year	11	0.04
	Diploma in Chest Disease Nursing	1 Year	3	0.01
	Diploma in PHC	1 Year	3	0.01
	Diploma in Cardiac Nursing	1 Year	44	0.16
	Diploma in I.C.U Nursing	1 Year	22	0.08
Graduate (Professional)	B.Sc in Nursing (Basic)	4 Years	2,490	9.10
	B.Sc in Nursing (Post-basic)	2 Years	2,964	10.83
	B.Sc in Public Health Nursing	2 Years	895	3.27

Based on report of Bangladesh Nursing and Midwifery Council (December 2017[9]) registered 46,112 nurses are in public and private sector. Table-17 shows 27,372 are working in public sector that are obtained Diploma in Nursing Science and Midwifery and 18,282 are completed

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[9]Ref link:
http://bnmc.portal.gov.bd/sites/default/files/files/bnmc.portal.gov.bd/page/4ccb8b5f_4b8a_486a_8f1d_66e23a7dcb8b/Data%20Sheet%2031%20December%202017.jpg

one year post midwifery course that is 66.79 percent. BS.c Nursing (Post-Basic)/Public Health Nursing 3859 and BS.c in Nursing (Basic) are 2490 against total number of nurses.

Education level	Education	Number of employee	% of Total nurse
Post Graduate (Professional)	Masters in Business Administration	2	0.01
	Masters Community Health	6	0.02
	Masters in International Health	10	0.04
	Masters in Nursing	113	0.42
	Masters in Child Health	10	0.04
	Masters in Education for PHC	16	0.06
	Masters in Midwifery	70	0.26
	Masters in Public Health	1222	4.56
	Others Masters	82	0.31
PhD	PhD in Public Health	24	0.09
	PhD in Community Medicine	1	0.00

1222 Nurses obtained Masters in Public Health and 25 Nurses are obtained PhD that are 4.56 percent against total Nurses.

Workforce capacity building:

Capacity building of nurses is a part of nursing operation plan (NESOP). Two types of trainings are organized for nurses in every year; one is locally arranged in-service training another one is foreign training arranged by enlisted training consultant firm as planned in NESOP.

In-service Training:

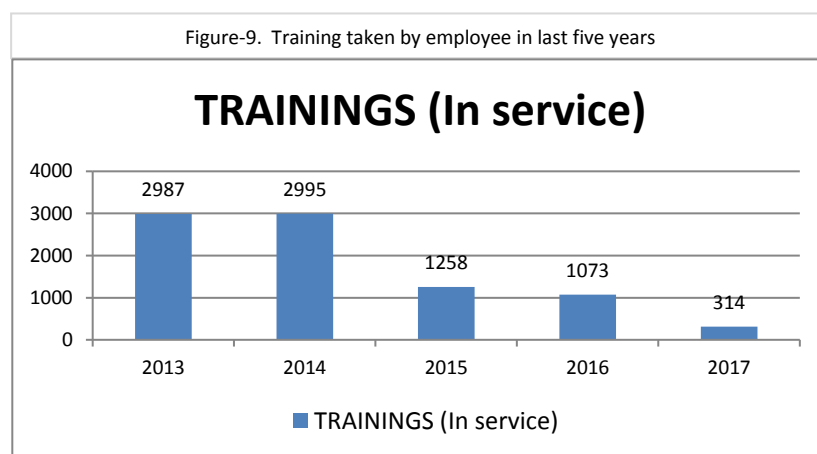Figure-9. Training taken by employee in last five years

Figure-9 shows last five years training trends in DGNM. Highest number of training conducted in 2014. Around 314 employees are obtained different types of training in 2017.

Table-18: Training planned in HRH project

SL#	Name of Training	Number Trained
1	Management Training for Senior Nurse Managers	541
2	Training of Trainer on PEDAGOGY for Nurse Educators in the Nursing Institutes	432
3	Clinical Supervisory skills development for Senior Staff Nurses and Hospital Supers in the district hospitals	341
4	PMIS Training for nurse and non-nurses including all DPHNs	207
5	ToT for delivering Midwifery Curriculum for nurse educators (public and selected private)	136
5	Refreshers training on Leadership For Change Graduates	103
6	Library Management Training (Nurse Instructors)	38
7	Training of Trainers (TOT) and Leadership Development (for BNLN members)	21
8	2 weeks Diploma Curriculum orientation training of Nurse instructors/teachers	196
9	Training on Service rules, Financial and Office Management for senior nurse managers to support the DGNM organogram positions	73
10	Item writing and exam development training for selected nurse educators	78
11	Training of Nurses as Monitors for conducting Nursing Institute Monitoring & Evaluation (NIME)	28
	Total training delivered in the Nursing sector	**2194**
12	Community Skilled Birth Attendants trained through HRH project	1,665
	Total training delivered through HRH project	**3859**

Human Resources for Health (HRH) project in Bangladesh started work in 2012 for developing nursing capacity. Table-18 shows 12 categories of training conducted during project period. 2,194 Nurses participants are taken in different types of training. 1,665 CSBAs are trained through HRH project in collaboration with DGHS and DGFP coordinated by Plan International.

Table-19: Foreign Training as planned in operation plan of DNS and progress

Training Type	Total estimated plan (2011-16)	Cumulative Progress up to December 2017
Adult Nursing	20	20
Psychiatric and Mental Health	20	20
Total	**40**	**40**

Table-19 shows only 40 foreign training are done up to December 2017 as planned in Operation Plan (OP) of December 2016. The training plan should be needed based for improving the service delivery and advancement of nursing career. The selection for training and deployment would be appropriately addressed for ensuring the quality of health services. Current NMESOP included various training for capacity building of nurse-midwife under Directorate General of Nursing and Midwifery.

Limitations:

This report is prepared based on web-based DGNM-PMIS software of Directorate General of Nursing and Midwifery. After conversion of DGNM from DNS this is second report published by DGNM. Two HR reports published by Director of DNS in June and August 2016. Another HR report published in July 2017 by DG of DGNM.

Now, DGNM has a separate PMIS section and formed a team along with eight super users. PMIS team is working hard to get DGNM-PMIS more functional with valid and reliable data. There may be some unintentional errors in this report which we expect reader's kind consideration. Hope this HR report will be effective reference in a better informative way that helps the senior managers and policy makers.

DGNM Canvas:

DGNM canvas is for sharing the current activities of Directorate General of Nursing and Midwifery on pictorial presentation.

A relief distribution by Nurses team was held in 24 August 2017 for flooded miserable people.

A meeting of technical working group for National Task Force (NTF) was held in 30 August 2017.

A meeting of Project Steering Committee (PSC) was held in 24 September 2017 at Ministry conference room chaired by Secretary-Education Division.

Secretary of Health service division visited DGNM-HQ office on 08 October 2017.

A workshop on e-filing was held in 02 December 2017 for vision 2021.

Conclusion:

In December 2017, DGNM-HR report has published in electronic version with the support of HRH project on data generated from DGNM-PMIS software. Now DGNM-PMIS has strong separate section and there are working 3 (three) of DGNM-HQ staff including 8 divisional super users who are working day to day for fulfill the PMIS objective. Total 25,766 nurses and 599 Midwives are working as service nurse and Midwives in different health facilities and 344 nurses are working in education sector at nursing institutes and colleges. Total 57 non-nurses are working at DGNM and 796 non nurses are working in different nursing institute and College. Total 26,373 nurses are working against 32,119 sanctioned posts. In education division 400 nurses are working against 511 sectioned posts and total 7,938 posts are vacant. 2,073 nurse will employees retire in next six years. The PMIS will help DGNM for generating updated on going report that should benefited in different areas and component of DGNM structured workforce. After all that would be assist for upcoming plans.