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

Human Resources Report
July, 2017

Directorate General of Nursing and Midwifery

DGNM-PMIS section
College of Nursing (Academic Building)
Sher-E-Bangla Nagar, Dhaka-1207
Tel: +880 2 9136709
Email: info@dgnm.gov.bd Web: www.dgnm.gov.bd

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

Foreign Affairs, Trade and Development Canada   Affaires étrangères, Commerce et Développement Canada

cowater

Editorial Board

Director General, Directorate General of Nursing and Midwifery
Ministry of Health and Family Welfare
Government of the People's Republic of Bangladesh

MESSAGE

I am delighted to learn that Directorate General of Nursing and Midwifery (DGNM) in collaboration with Human Recourses for Health Project in Bangladesh took the initiative to publish the Human Recourses report under DGNM.

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 third report, in fact, 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 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

<u>Table of Content</u>

Section 1: Introduction and overview

Background:

DGNM with the support of HRH project took the initiative to publish HR report based on data generated from DGNM-PMIS software. This is the 3rd report. This report is for the use senior manager, decision maker of MOHFW, DGNM to understand the current situation. In 2012, Department for Foreign Affairs, Trade and Development (DFATD) funded Human Resources for Health project assist DNS to develop a web based Personnel Management Information System (PMIS) for the Directorate of Nursing Services under the Ministry of Health & Family Welfare. The development of web based PMIS was done through a number of consultative meetings/workshops with the participants of different professionals from the MoHFW, DGHS, DGFP, DNS, BNC and MoPA. The HRH project has taken all possible steps to make the system secured and sustainable. The PMIS was launched in December 2015.

From 16 November 2016, Director of Nursing Services (DNS) started working 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 entry and data validation by Divisions. PMIS section is updating the 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, some steps need to be taken on a priority basis. This is a key task that is incorporated in the next Operation Plan (OP) of DGNM. The system of collecting necessary HR data, classifying them and processing for the proper operation of organization is main objective of this report. 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:

DGNM-PMIS is now fully functional and operated by assigned newly formed PMIS section. 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 human resources management, including better planning and management. A total number of three DGNM-HQ staff along with eight super users[1] are working for day to day PMIS operation. PMIS Executive Committee formed for further enhancement of DGNM-PMIS operation. 207 numbers of staffs trained on DGNM-PMIS software for effective use of the software. Approximately 27,500 nurses PDS has entered into DGNM-PMIS software.

Figure-1. Training session on DNS-PMIS software

---

[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 July 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 that includes DGNM-HQ and different health facilities another working for Nursing Education includes all nursing institutes and colleges. This report presents the nursing service and nursing education employee setup under DGNM.

Employee setup analysis:

Employee distribution by Geographic locations:

Table-1	DGNM employees (Service)		
Divisions	**Nurse[2]**	**Non-Nurse[3]**	**Total**
DHAKA	11082	23	11105
CHITTAGONG	3784	8	3792
BARISAL	1892	4	1896
SYLHET	1352	3	1354
RANGPUR	2433	5	2438
RAJSHAHI	3784	8	3792
KHULNA	2703	6	2709
Total (Public)	**27030**	**56**	**27086**

Table-2	DGNM employees (Education)		
Divisions	**Nurse[4]**	**Non-Nurse[5]**	**Total**
DHAKA	165	331	496
CHITTAGONG	56	113	169
BARISAL	28	57	85
SYLHET	20	40	61
RANGPUR	36	73	109
RAJSHAHI	56	113	169
KHULNA	40	81	121
Total (Public)	**402**	**808**	**1210**

In the above table-1 and 2 shows employees distribution by service and education under DGNM by divisions. Total 27,030 nurses are working as practicing nurse in different health facilities and 402 nurses are working in education sector at nursing institutes and colleges.

Table-3: Nurse population ratio

Divisions	Nurse	Non-Nurse	Total	Population	Pop:Nurse
DHAKA	11247	354	11601	46,729,000	4154:1
CHITTAGONG	3840	121	3961	28,079,000	7311:1
BARISAL	1920	60	1981	8,147,000	4243:1
SYLHET	1372	43	1415	9,807,000	7150:1
RANGPUR	2469	78	2547	15,665,000	6344:1
RAJSHAHI	3840	121	3961	18,329,000	4773:1
KHULNA	2743	86	2830	15,563,000	5673:1
Total (Public)	**27,432**	**864**	**28,296**	***142,319,000**	5188:1
Total (Public & Private Registered Nurse)			****41,894**		**3,101:1**

* Population and Housing Census-2011(Preliminary result), BBS, Published in July 2011[6].

**This number taken from BNC data sheet, July 2017[7].

---

[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 nurses posted in Sylhet division which is 5% and highest number of nurse available in Dhaka division which is 41% in the public sector. In Chittagong division Pop:Nurse ratio [8] is 7,311:1 means 1 nurse per 7,311 population in Chittagong division which is highest ratio among all divisions throughout the country in public sector. There is only 1 nurse for 5,188 population considering only the nurses in public sector whereas 1 nurse for 3,101 population if we consider the total number of nurses including public and private. .

Figure-2. Percentage of nurse in different divisions
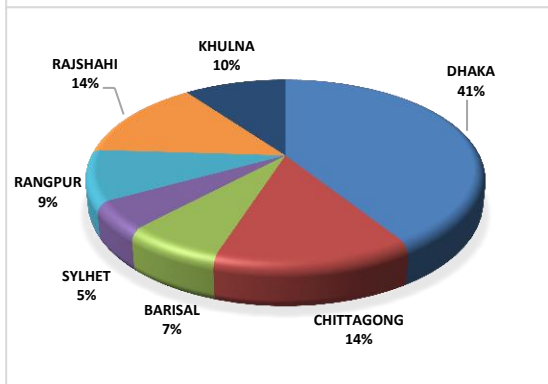
28,358 employees were available in June 2017 under DGNM. 28,296 employees are currently working as of July 2017. 58 employees have been retired at the end of July 2017 from DGNM.

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 percentage of male and female employees working in DGNM. The ratio of male female employees (as percentage) remains same over the years. The percentage of male employees is 10% compared to female employees 90%.. 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. Average age of employee is 33 in 2017 which is increased from 31 years in 2016.

Figure-3. Percentage of nurses distribution by sex

---
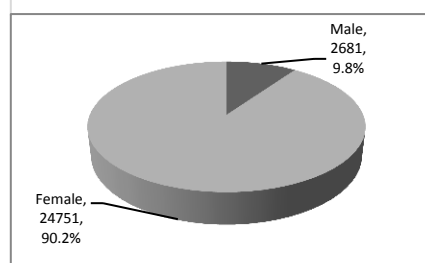
[7] Ref. link: http://bnmc.gov.bd/cmsfiles/files/Total%20Registred%20Nurse-Midwife%2031%20July%202016.pdf
[8] Pop:Nurse ratio is population per nurse in Bangladesh

Table-5: Analysis by Age Group:

Age Group (AG)	# of Employee	% of AG
25-29	5,133	18.71%
30-34	4,406	16.06%
35-39	3,487	12.71%
40-44	3,893	14.19%
45-49	4,172	15.21%
50-54	2,285	8.33%
55-59	4,052	14.77%
TOTAL	**27,432**	

Figure-4. Percentage of nurse by Age Group

Table-5 shows highest number of nurse in age group "25-29" which is 18.71%. Lowest group is "50-54" which 8.33%.

Table-6: Department wise demographic analysis:
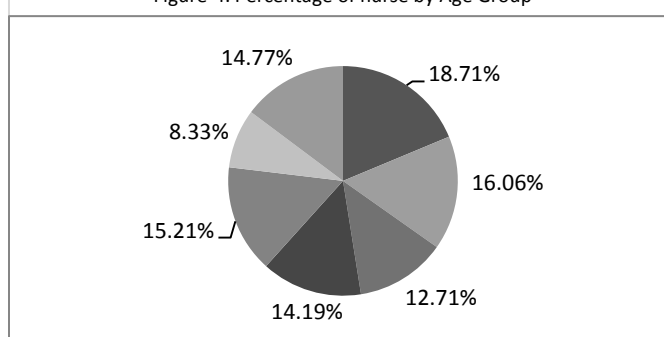
Departments	Total Staff	Male	Female	Average Age	% Total	% Male	% Female
Admin	375	130	233	49	1.32	34.70	62.20
Clinical Service	26,825	2130	23864	40	94.80	7.94	88.96
Teaching	529	58	455	48	1.87	10.96	85.94
Support Staff	567	349	200	45	2.00	61.60	35.30
Total	**28,296**	**2,662**	**24,752**				

Table-6 shows practicing nurse are highest in number which is 94.80 percent of total staffs. Female are highest under clinical service which is 91.81 percent. Highest average age of employee is Administration which 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	375	0	98	50	193	10	0	7	17
Clinical Service	26,825	0	49	2,352	23,684	57	605	4	73
Teaching	529	0	36	138	350	0	0	0	4
Support Staff	567	0	0	0	0	11	98	46	413
Total	**28,296**	**0**	**183**	**2541**	**24,227**	**78**	**703**	**56**	**508**
Total by Class		**183**		**26,768**		**781**		**564**	

There are four types of classes under Directorate of Nursing Services such as Class I, Class, II, Class III, Class IV

There are 183 Class-I position in Directorate General of Nursing and Midwifery however only 27 nurses are originally posted in Class-I as of MOHFW circular dated 30 April 2016. Rest of the posts are filled up by deployment of nurses in additional charge, current charge, own pay and deputation. Table-8 shows 11,150 employees are not in original post which

Table-8: Department in different service status in percentage

Departments	Current Charge	Additional Charge	Own Pay	Deputation
Admin	0.80	0.46	5.65	2.03
Clinical Service	96.12	99.31	72.80	74.53
Support Staff	2.25	0.00	3.44	1.41
Teaching	0.84	0.23	18.11	22.03

is 41 percent of total employees. In Clinical Service category 75 percent are deputed and 73 percent are own pay. Additional charge and attachment in different positions are in Clinical Service which is 97 percent in above Table-8.

Workforce vacancy analysis:

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

Class	Sanctioned Post			Filled in Post			Vacant Post		
	Nurse	Non-Nurse	Total	Nurse	Non-Nurse	Total	Nurse	Non-Nurse	Total
Class I (Grade 3-9)	365	1	366	183	0	183	182	1	183
Class II (Grade 10)	32,874	12	33,886	26,761	7	26,768	7,113	5	7,118
Class III (Grade 11-16)	0	401	401	488	293	781	0	108	108
Class IV (Grade 17-20)	0	730	730	0	564	564	0	166	166
Total	34,727	1,144	35,871	27,432	864	28,296	7,295	280	7,575

Recently 10,000 posts are created and 7,000 posts are filled by newly recruited nurses through Public Service Commission (PSC). Rest of 3,000 posts is going to be recruited soon. Table-9 shows the total 7,575 posts are vacant including newly created 3,000 posts.

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

Class	Sanctioned Post			Filled in Post			Vacant Post		
	Nurse	Non-Nurse	Total	Nurse	Non-Nurse	Total	Nurse	Non-Nurse	Total
Class I (Grade 3-9)	210	0	210	126	0	126	84	0	84
Class II (Grade 10)	33,518	1	33,519	26,416	1	26,417	7,102	0	7,102
Class III (Grade 11-16)	488	58	546	488	33	521	0	25	25
Class IV (Grade 17-20)	0	23	23	0	22	22	0	1	1
Total	34,216	82	34,298	27,030	56	27,086	7,186	26	7,212

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

| Class	Sanctioned Post			Filled in Post			Vacant Post		
	Nurse	Non-Nurse	Total	Nurse	Non-Nurse	Total	Nurse	Non-Nurse	Total
Class I (Grade 3-9)	155	1	156	57	0	57	98	1	99
Class II (Grade 10)	356	11	367	345	6	351	11	5	16
Class III (Grade 11-16)	0	343	343	0	260	260	0	83	83
Class IV (Grade 17-20)	0	707	707	0	542	542	0	165	165
Total	511	1062	1573	402	808	1210	109	254	363

Table-10 and 11 shows in service division total 27,030 nurses are working against 34,216 sanctioned posts. In education division 402 nurses are working against 511 sanctioned posts. At present 98.56 percent nurses are working in service and in education only 1 percent is working.

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

Divisions	Sanctioned Posts	Filled Posts	Vacant Posts	% of sanctioned post
DHAKA	13,658	10,971	2687	19.68
CHITTAGONG	5,354	3,698	1,656	30.93
BARISAL	2,148	1,983	165	7.67
SYLHET	2,315	1,192	1,123	48.50
RANGPUR	3,288	2,588	700	21.29
RAJSHAHI	4,367	3,728	639	14.63
KHULNA	3,597	3,272	325	9.05
Total	**34,727**	**27,432**	**7,295**	**21.01**

Table-12 shows the total nurse vacancy is 7,295 which are 21.01 percent of sanctioned post. 48.50 percent vacant in Sylhet division which is the highest. Vacant position is lowest in Barisal division which is 7.67 percent.

Figure-5 shows highest vacancy is at Sylhet division and lowest vacancy in Barisal division.

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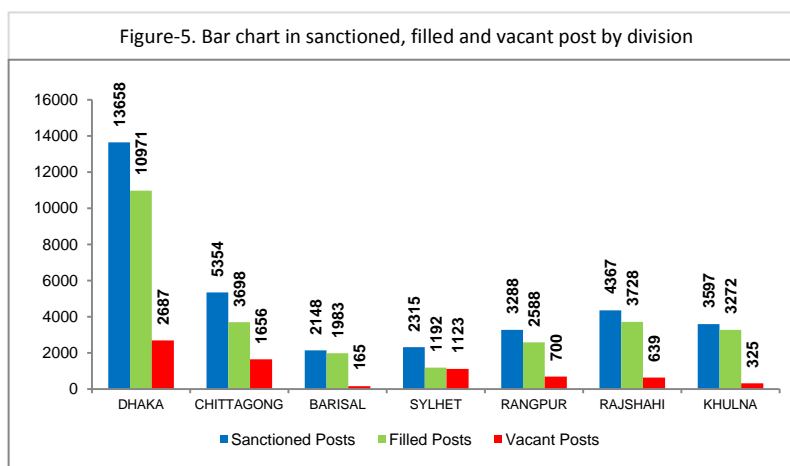
This vacant position as shown in Table-9, 10, 11, 12 and Figure-5 are not actually real vacancy because some of these positions are occupied by staffs who may be in current charge, additional charge, own pay or on deputation. Real vacancy should be higher than the shown figure.

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	11,601	881	3.11
CHITTAGONG	3,961	295	1.04
BARISAL	1,981	212	0.75
SYLHET	1,415	73	0.26
RANGPUR	2,547	180	0.64
RAJSHAHI	3,961	310	1.10
KHULNA	2,830	261	0.92
Total	**28,296**	**2,212**	**7.82**

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 which is 7.82 percent of total employee will retire. Highest number of employees will be retried in Dhaka division which is 3.11 percent and lowest in Sylhet division which is 0.26 percent.
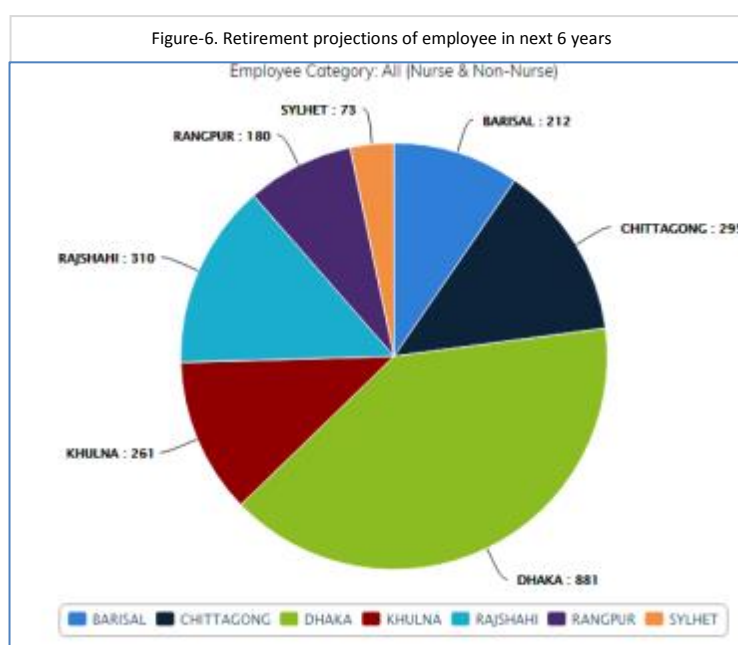

Figure-6. Retirement projections of employee in next 6 years

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	11,247	843	3.07
CHITTAGONG	3,840	274	1.00
BARISAL	1,920	195	0.71
SYLHET	1,372	66	0.24
RANGPUR	2,469	170	0.62
RAJSHAHI	3,840	287	1.05
KHULNA	2,743	238	0.87
Total	**27,432**	**2,073**	**7.56**

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 7.56 percent of nurse employee will retire. Highest number of nurse will retire in Dhaka division which is 3.07 percent and lowest in Sylhet division which is 0.24 percent.
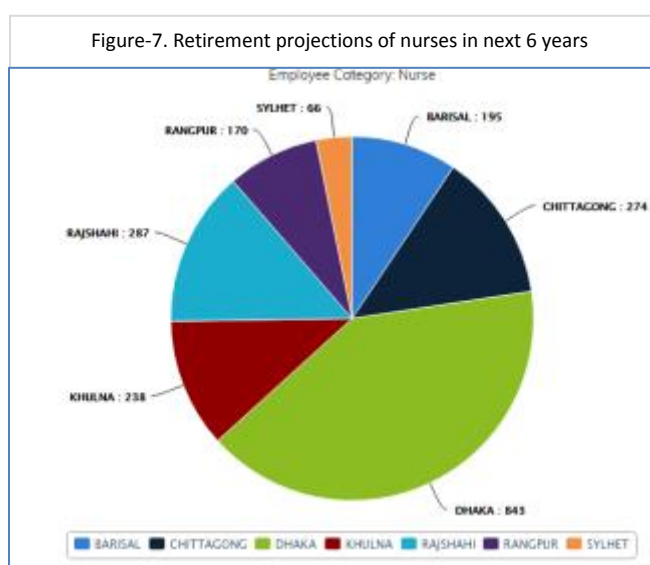

Figure-7. Retirement projections of nurses in next 6 years

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

Division	Nurse Employees	2018	2019	2020	2021	2022	2023
DHAKA	11,247	101	131	120	152	142	182
CHITTAGONG	3,840	35	50	45	41	42	52
BARISAL	1,920	24	20	36	42	33	34
SYLHET	1,372	5	11	10	17	7	13
RANGPUR	2,469	14	28	21	22	31	51
RAJSHAHI	3,840	34	40	40	39	55	67
KHULNA	2,743	35	33	25	49	33	56
Total	**27,432**	**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
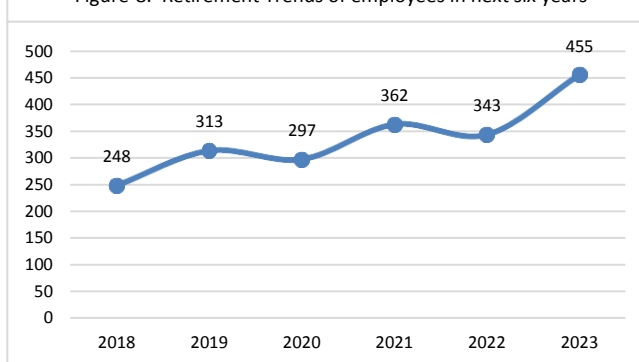
Bed ratio analysis:

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

Health Facilities under DGHS	Number of Facilities***	Number of Nurses	Number of Bed***	Bed:Nurse
Primary Health Care				
Up to Upazilla level	479	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)	114	10,778	16,463	**2:1**
Medical College Hospital	14	8,338	12,963	**2:1**

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

Table-16 shows hospital bed & nurse ratio at health facilities in different tire of MOHFW. 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 under Directorate General of Nursing Services

Education level	Education	Number of employee	% of Total nurse
Diploma	Diploma in Nursing science and Midwifery	27432	100.00
	Diploma in Orthopedic	1146	4.18
	Diploma in Pediatric	60	0.22
	Diploma in Ophthalmic Nursing	31	0.11
	Diploma in Psychiatric Nurse	82	0.30
	Diploma in Other Specialist Course	242	0.88
	Diploma in Medical Technology	4	0.01
	Diploma in Advanced Nursing	11	0.04
	Diploma in Chest Disease Nursing	3	0.01
	Diploma in PHC	3	0.01
	Diploma in Cardiac Nursing	44	0.16
	Diploma in I.C.U Nursing	22	0.08
Graduate (Professional)	B.Sc in Nursing (Basic)	852	3.11
	B.Sc in Nursing (Post-basic)	1834	6.69
	B.Sc in Public Health Nursing	1010	3.68
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	0.41
	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	4.45
	Others Masters	82	0.30
PhD	PhD in Public Health	24	0.09
	PhD in Community Medicine	1	0.00

Based on report of Bangladesh Nursing and Midwifery Council (July 2017[9]) registered 45,892 nurses are in public and private sector. Table-17 shows 27,432 nurses are working in public sector that Diploma in Nursing 2844 and BS.c in Nursing (Basic) are 852 against total number of nurses. Among them, 15477 are diploma in nursing, 2844 are BS.c Nursing (Post-Basic)/Public Health Nursing, 852 are 4 years BSc nursing. 1222 Nurses obtained MPH and 25 Nurses are obtained PhD.

---

[9]Ref link: http://bnmc.gov.bd/cmsfiles/files/RNM%20July%202017.jpg

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:

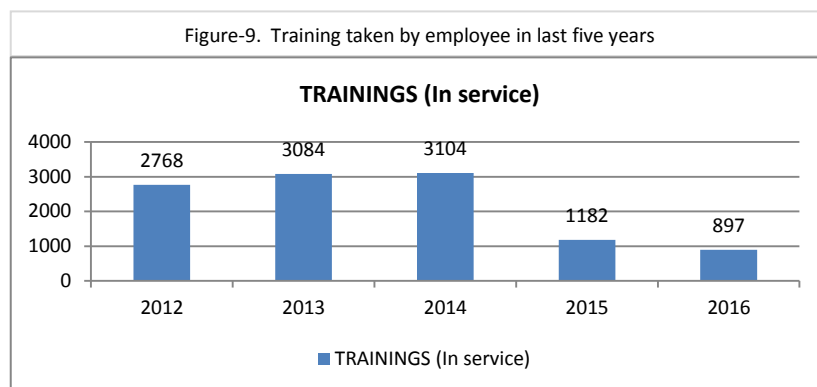Figure-9. Training taken by employee in last five years

Figure-9 shows last five years training trends in DGNM. Highest number of training conducted in 2014. Around 11,000 employees are obtained different types of training.

Table-18: Training organized by HRH project

SL#	Name of Training	Number Trained
1	Management Training for Senior Nurse Managers	420
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	166
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	**2,032**
12	Community Skilled Birth Attendants trained through HRH project	1,665
	Total training delivered through HRH project	**3,697**

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. 2,032 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 completed as planned in operation plan of DGNM

Training Type	Total estimated plan (2011-16)	Cumulative Progress up to December 2016
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 2016 as planned in Operation Plan (OP). 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. This has been a challenging process for last couple of years to collect HR data, its entry and validation work. Almost all Personal Data System (PDS) information has incorporated into DGNM-PMIS software. 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. .

DGNM Canvas:

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

A nurses gathering was held in 20 December 2016 for newly recruited nurses through Bangladesh Public Service Commission (BPSC).

Teaching-Learning materials distributed to different Nursing Institutes by HRH project in 16 January 2017.

Bangladesh Nursing Leadership Network (BNLN) workshop was held in 25 February 2017 at Krishibid Institute (KIB).

GSHARTT meeting was held on 20 March 2017 at conference room of CIRDAP chaired by the Additional Secretary-Admin of MoHFW.

Super Users of PMIS training was held at Cox's Bazar Nursing Institutes in 19-20 April 2017.

International Nurses Day and International Day of Midwifery 2017 were held on 05 and 12 May 2017.

National Task Force (NTF) workshop was held in 17, 21-22 May 2017.

Orientation conducted on how to generate report on DGNM-PMIS software held in 24 May 2017.

Fifth Project Coordination Committee (PCC) meeting was held in 09 July 2017 at DGNM-HQ.

A demonstration session on Nurse-Midwife Education Management System (NEMS) held in 26 July 2017.

Conclusion:

In December 2015, PIMS was launched with the support of HRH project to publish HR report on data generated from DGNM-PMIS software. In DGNM-PMIS has a 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. Approximately 27,500 nurses PDS has entered into DGNM-PMIS. Nurse and non-nurse these two types of employees are working under the DGNM. Total 27,030 nurses are working as practicing nurse in different health facilities and 402 nurses are working in education sector at nursing institutes and colleges. Total 56 non-nurses are working at DGNM and 808 non-nurses are working in different nursing institute and College. Total 27,030 nurses are working against 34,216 sanctioned posts. In education division 402 nurses are working against 511 sectioned posts and total 7,575 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.