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Ministry of Health and Family Welfare

Human Resources Report
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Directorate General of Nursing and Midwifery

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

Editorial Board

Director General, Directorate General of Nursing and Midwifery
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MESSAGE

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

DGNM-PMIS software is an example for accelerating the real time HR data management. This HR report is ultimate outcome of DGNM-PMIS software. 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.

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. In addition, development of Nurse-Midwife Education management System (NEMS) is in time approach for quality education development of Nursing Institutes. This is innovation and first time endeavor of web based nursing education management at institute level. I extend my appreciations for the innovative efforts made by the DGNM-PMIS section in this endeavor of PMIS and NEMS. Definitely, it will help us to earn better recognitions gradually.

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 CowaterSogema 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:

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. Digitalization in nursing sector is demand of time. Since 2012 HRH project started digitalization work at DGNM and BNMC. A list of achievements made so far; establishment of Personnel Management Information System (PMIS) at DGNM-HQ, establishment of BNMC registration database at BNMC, redesigning DGNM and BNMC website, official email system for DGNM and BNMC, initialization of Nurse-Midwife Education Management System (NEMS) at NIs and installation of WiFi along with local broadband connection.

In 2018, 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 HRH project has taken all possible steps with ICT ministry to make the PMIS system secured and sustainable.

NEMS acknowledged by innovation section of Ministry of Health and Family Welfare (MoHFW). Now it is a part of innovation activities of DGNM and initialized in selected nursing institutes. It will start in rest of institutes through GoB budget of DGNM and MoHFW.

This is 5th HR report for Directorate General of Nursing and Midwifery (DGNM). This report is for use of 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.

Section 2: DGNM digital activities updates

Innovation status of DGNM:

Government of Bangladesh started innovation approach for every directorate under the Ministry. In this connection, DGNM prepared three innovative activities under health division of MoHFW. These innovative activities are; PDS Made Easy for Users, Visitor's Friendly Service and Easy Access for Official Letter. One innovation activity for health education division that is Nurse-Midwife Education Management System (NEMS).

Digital road map implementation 2021:

"Digital Bangladesh" is an integral part of the government's Vision 2021, which promises a prosperous and equitable middle-income Bangladesh by its golden jubilee of independence. The Digital Bangladesh vision, arguably, runs parallel to the Information Society vision advocated by the World Summit on Information Society (WSIS). The Honorable Finance Minister of Bangladesh elaborated on the concept in his budget 2009-10 speech as a socio-economic transformation process, enabled by information and communication technologies (ICTs). In the same year, the Honorable Prime Minister outlined the Digital Bangladesh having few key priorities.

Hence, it was only natural that the 6th Five Year Plan (6FYP) places an equal importance to Digital Bangladesh as part of the nation's development strategy. In this connection, digital road map implementation 2021 is in progress under Directorate General of Nursing and Midwifery. Eight e-Services identified for next work plan activities. These are: Nurse-Midwife Education Management System (NEMS), Nursing Service Management System, Midwives Service Management System, Training Management System, Digital Library Management System, E-filing system, Office Automation (GoB ERP) and Grievance Redress System (GRS).

Current status of DGNM-PMIS:

Approximately 5,000 newly recruited Nurses data processed for entering in DGNM-PMIS software in decentralized approaches. 1,156 newly recruited Midwives are also going to be entered into system by super users. Approximately 27,000 staff's data entered into software as of June 2018. 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

Figure-1. DGNM-PMIS software

evaluation. Unique ID provided for all nursing and non-nursing staff in PMIS system. This unique ID would accelerate DGNM HR management in proper way.
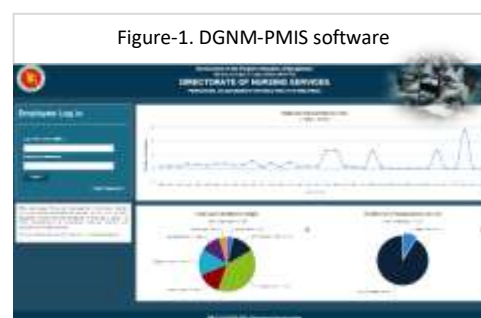
Nurse-Midwife Education Management System (NEMS):

HRH project assisted DGNM and Nursing Institutes (NIs) to develop an electronic NEMS, a web-based software to improve the education management in selected NIs. NEMS was designed to track records on: student admissions and registration, yearly performance of students, exam and marking tabulation, laboratory and library inventory management, and management of the residential hostels. About 18,000 nursing and midwifery students are admitted every year into approximately 300 nursing schools. BNMC maintains records of all students' info in their BNMC student's database. However, there is no existing system that follows up and tracks student's performance and drop-out information, if any. In addition, manual exam tabulation practiced in nursing institutes and colleges. Development of a computerized tabulation and result system would help to reduce the workload of the nurse instructors and foster transparency in result publication for nursing institutes and colleges.

Development work of NEMS started in 2016. Key steps undertaken during development process included: reviewed existing systems, database design, allocation of web space, WiFi setup at NIs for smooth operation of NEMS software, software development, demonstrated NEMS at DGNM-HQ and piloted it at Khulna, Cumilla, Bagura and Tangail Nursing Institutes, refined software based on lessons learned from piloting, and finalized NEMS software and hosted at www.nems.bnmc.gov.bd

NEMS: Nurse-midwife Education Management System

HRH project renovated 15 nursing institutes and provide lot of T-L materials for nursing education development. In this connection, NEMS implemented in that selected 15 nursing institutes. HRH's IT Specialist visited every nursing institute during this year for conducting two days training session on NEMS software. Before training start, WiFi installed in every nursing institute and keeping with connect local broadband connection. Ten persons are responsible for operate seven modules of NEMS software.

Nurse-Midwife Education Management System (NEMS) is now part of DGNM innovation activity and it is included in government digital road map 2021 implementation under the Ministry of Health and Family Welfare. HRH IT Specialist demonstrated NEMS in front of innovation team of Ministry and they appreciate it. Out of 43 public nursing institutes, 15 only covered by NEMS software. Rest of nursing institutes expected to implement by operation plan budget for DGNM.

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 June 2018. Three types of workforce are working under Directorate General of Nursing and Midwifery (DGNM), Nurse, Midwife 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 as well as midwives setup under the DGNM.

Employee setup analysis:

Employee distribution by Geographic locations:

Table-1	DGNM employees (Service)			
Divisions	**Nurse[1]**	**Midwife**	**Non-Nurse[2]**	**Total**
DHAKA	11012	498	23	11533
CHITTAGONG	3346	151	7	3504
BARISAL	1818	82	4	1904
SYLHET	1133	51	2	1186
RANGPUR	2529	114	5	2649
RAJSHAHI	3794	172	8	3973
KHULNA	2713	123	6	2842
Total (Public)	**26344**	**1191**	**56**	**27,591**

Table-2	DGNM employees (Education)			
Divisions	**Nurse[3]**	**Midwife**	**Non-Nurse[4]**	**Total**
DHAKA	159	0	321	480
CHITTAGONG	54	0	110	164
BARISAL	27	0	55	82
SYLHET	19	0	39	59
RANGPUR	35	0	71	105
RAJSHAHI	54	0	110	164
KHULNA	39	0	78	117
Total (Public)	**387**	**0**	**784**	**1171**

In the above table-1 and 2 shows employees setup by service and education under DGNM distributes by divisions. Total 26,344 nurses are working as practicing nurse in different health facilities, 1191 are posted as Midwives and 387 nurses are working in education sector at nursing institutes and colleges.

Table-3: DGNM Employees (Service & Education)

Divisions	Nurse	Midwives	Non-Nurse	Total	Population	Pop:Nurse
DHAKA	10960	488	344	11792	52539000	4794:1
CHITTAGONG	3742	167	118	4027	31980000	8545:1
BARISAL	1871	83	59	2013	9145000	4887:1
SYLHET	1337	60	42	1438	11291000	8448:1
RANGPUR	2406	107	76	2589	17602000	7317:1
RAJSHAHI	3742	167	118	4027	20412000	5454:1
KHULNA	2673	119	84	2876	17252000	6454:1
Total (Public)	**26,731**	**1191**	**840**	**28,762**	***160,221,000**	5994:1
	Total (Public & Private Registered Nurse)			****56,716**		**2,834:1**

* Projected population scenario as described in "Population Projection of Bangladesh: Dynamics and Trends 2011-2061", BBS[5].

**This number taken from BNMC data sheet, June 2018[6].

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

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

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

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

[5]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 4% and highest number of nurse available in Dhaka division which is 42%. In Chittagong division Pop: Nurse ratio[7] is 8,545:1 means 1 nurse per 8,545 population in Chittagong division which is highest ratio among all divisions throughout the country in public sector. There is only 1 nurse for 5,994 population in public sector whereas based on total registered nurse in public and private sector Pop: Nurse ratio is 1 nurse for 2,834 population.

Figure-2. Percentage of nurse in different divisions
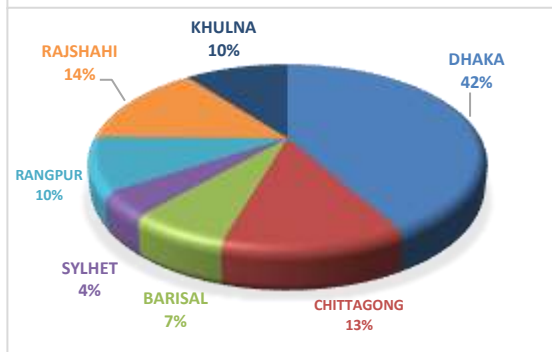
28,187 employees were available in May 2018 under DGNM. 28,762 employees are available in June 2018. 25 employees has retired at the end of December 2017 under DGNM.

Workforce demographic analysis:

Table-4: Yearly demographic trends:

Workforce Demographics	2013	2014	2015	2016	2017	2018
Male (%)	10	10	10	10	10	10
Female (%)	90	89	90	90	90	90
Average Age	**33**	**34**	**31**	**31**	**33**	**31**

Table-4 shows male employees were in 10% compared to female employees 90%. From 2013 and 2018 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. Average age of employee is 31 in 2018 which is decreased from 33 years in 2017.

Figure-3. Percentage of nurses distribution by sex

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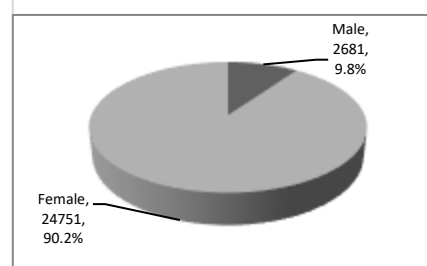
[6]Ref. link:

http://bnmc.portal.gov.bd/sites/default/files/files/bnmc.portal.gov.bd/page/4ccb8b5f_4b8a_486a_8f1d_66e23a7dcb8b/Data%20Sheet%2030%20June%202018.jpg

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

Table-5: Analysis by Age Group:

Age Group (AG)	# of Employee	% of AG
25-29	5,637	19.60%
30-34	4,579	15.92%
35-39	3,868	13.45%
40-44	4,139	14.39%
45-49	4,133	14.37%
50-54	2,637	9.17%
55-59	3,771	13.11%
TOTAL	**28,762**	

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%.

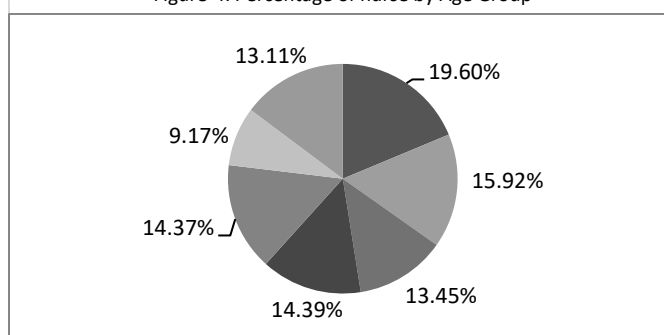### Table-6: Department wise demographic analysis:

Departments	Total Staff	Male	Female	Average Age	% Total	% Male	% Female
Admin	228	39	189	47	0.79	17.11	82.89
Clinical Service	27309	2677	24632	40	94.95	9.80	90.20
Teaching	546	75	471	45	1.90	13.74	86.26
Support Staff	679	76	603	47	2.36	11.19	88.81
Total	**28,762**	**2,867**	**25,895**				

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 94.95 percent of total staffs. Male are highest in admin category that is 17.11 percent and lowest in clinical service category that is 9.80 percent. Female are highest under clinical service that is 90.20 percent. Highest average age of employee is Administration and Support Staff that is 47.

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	228	0	69	25	120	14	0	0	0
Clinical Service	27,309	0	76	2624	23983	54	573	0	0
Teaching	546	0	28	75	443	0	0	0	0
Support Staff	679	0	0	0	0	11	128	65	475
Total	**28,762**	0	173	2724	24545	78	701	65	475
Total by Class		**173**		**27,269**		**779**		**541**	

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 Grade 3-9 (Class-I) that is 28. Under Directorate General of Nursing and Midwifery there are 173 Grade 3-9 (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 shows 11,055 employees are not in original post that is 38 percent of total employees which is 28,762.

Table-8: Department in different service status in percentage				
Departments	Current Charge	Additional Charge	Own Pay	Deputation
Admin	0.21	0.01	0.27	0.04
Clinical Service	29.07	1.10	3.22	1.91
Support Staff	0.74	0.00	0.17	0.03
Teaching	0.18	0.02	0.99	0.48

Workforce vacancy analysis:

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

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)	370	0	1	371	173	0	0	173	197	0	1	198
Class II (Grade 10)	31,775	2,400	12	34187	26,071	1,191	7	27269	5,704	1,209	5	6918
Class III (Grade 11-16)	487	0	401	888	487	0	292	779	0	0	109	109
Class IV (Grade 17-20)	0	0	717	717	0	0	541	541	0	0	176	176
Total	32,632	2400	1131	36,163	26,731	1191	840	28,762	5,901	1,209	291	7,401

Recently 10,000 posts are filled by recruitment of Public Service Commission (PSC). Table-9 shows the total 7,401 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	Midwife	Non-Nurse	Total	Nurse	Midwife	Non-Nurse	Total	Nurse	Midwife	Non-Nurse	Total
Class I (Grade 3-9)	215	0	0	215	122	0	0	122	93	0	0	93
Class II (Grade 10)	31,419	2,400	1	33,820	25,735	1,191	1	26,927	5,684	1,209	0	6,893
Class III (Grade 11-16)	487		54	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	32,121	2,400	78	34,599	26,344	1,191	56	27,591	5,777	1,209	22	7,008

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	51	0	0	51	104	0	1	105
Class II (Grade 10)	356	0	11	367	336	0	6	342	20	0	5	25
Class III (Grade 11-16)	0	0	347	347	0	0	259	259	0	0	88	88
Class IV (Grade 17-20)	0	0	694	694	0	0	519	519	0	0	175	175
Total	511	0	1053	1564	387	0	784	1171	124	0	269	393

Table-10 and 11 shows in service division total 26,344 nurses are working against 32,121 sanctioned posts. In education division 387 nurses are working against 511 sanctioned posts. At present 82.01 percent nurses are working in service and in education only 75.73 percent is working.

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

Divisions	Sanctioned Posts	Filled Posts	Vacant Posts	% of vacant against sanctioned post
DHAKA	13237	11011	2226	16.82
CHITTAGONG	4426	3542	884	19.97
BARISAL	2159	1857	302	14.00
SYLHET	1693	1202	491	29.00
RANGPUR	2967	2559	409	13.77
RAJSHAHI	4932	3852	1081	21.91
KHULNA	3216	2708	508	15.80
Total	32,632	26,731	5,901	18.08

Table-12 shows the total nurse vacancy is 5,901 which are 18.08 percent of sanctioned post. 29.00 percent vacant in Sylhet division which is the highest. Vacant position is lowest in Barisal and Rangpur divisions which is 14.00 and 13.77 percent.

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


Figure-5. Bar chart in sanctioned, filled and vacant post by division
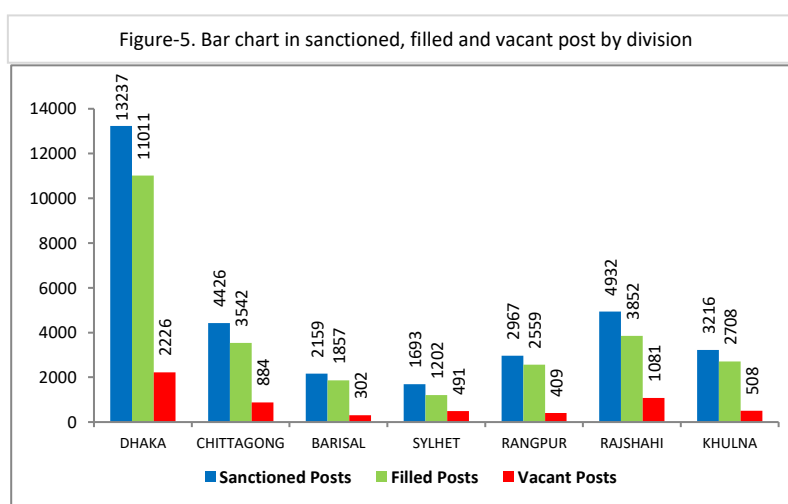
Workforce retirement projections:

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

Divisions	Total Employees	Retirement in the next 6 years (2019-2024)	% of Retirement
DHAKA	11792	1008	3.50
CHITTAGONG	4027	304	1.06
BARISAL	2013	233	0.81
SYLHET	1438	90	0.31
RANGPUR	2589	207	0.72
RAJSHAHI	4027	382	1.33
KHULNA	2876	275	0.96
Total	**28,762**	**2,499**	**8.69**

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 2,499 employees which is 8.69 percent of total employee will retire. Highest number of employees will be retried in Dhaka division which is 3.50 percent and lowest in Sylhet division which is 0.31 percent.

Figure-6. Retirement projections of employee in next 6 years
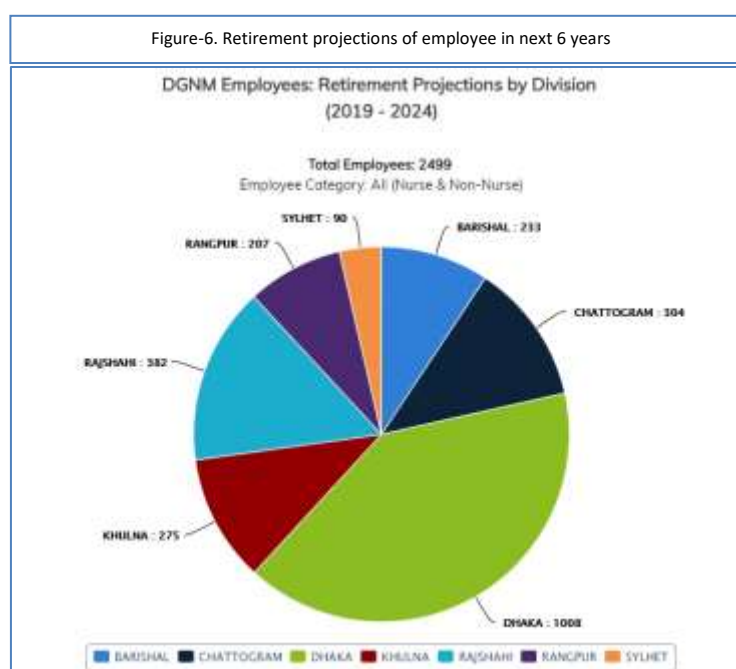
Table-14: Retirement projection only nurse in next six years by division:

Divisions	Total Nurses	Retirement in the next 6 years (2019-2024)	% of Retirement
DHAKA	10960	961	3.60
CHITTAGONG	3742	282	1.05
BARISAL	1871	209	0.78
SYLHET	1337	84	0.31
RANGPUR	2406	198	0.74
RAJSHAHI	3742	357	1.34
KHULNA	2673	252	0.94
Total	**26,731**	**2,343**	**8.77**

Total 2,343 nurses will be on Pre-retirement Leave (PRL) in next six years. Table-14 and Figure-7 shows in next six years 8.77 percent of nurse employee will retire. Highest number of nurse will retire in Dhaka division which is 3.60 percent and lowest in Sylhet division which is 0.31 percent.

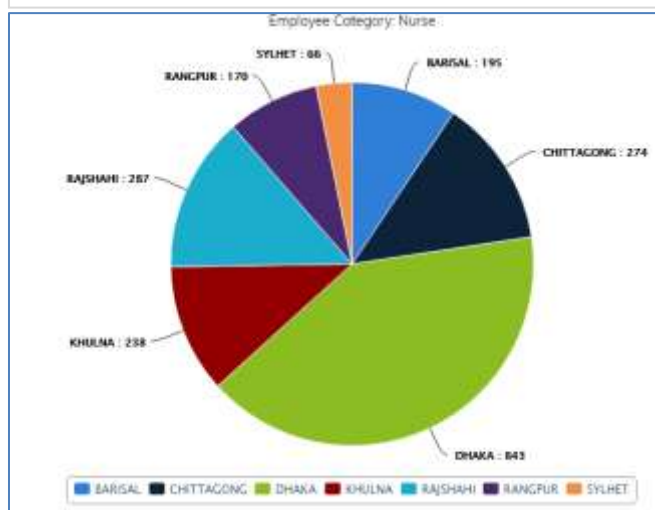Figure-7. Retirement projections of nurses in next 6 years

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

Division	Nurse Employees	2019	2020	2021	2022	2023	2024
DHAKA	10960	131	120	152	142	182	211
CHITTAGONG	3742	50	45	41	42	52	47
BARISAL	1871	20	36	42	33	34	31
SYLHET	1337	11	10	17	7	13	22
RANGPUR	2406	28	21	22	31	51	39
RAJSHAHI	3742	40	40	39	55	67	95
KHULNA	2673	33	25	49	33	56	56
Total	**26731**	**313**	**297**	**362**	**343**	**455**	**501**
Yearly retirement ratio against total nurse		**1.17**	**1.11**	**1.35**	**1.28**	**1.70**	**1.87**

Table-15 and Figure-8 shows nurses eligible for retirement from year 2019 to year 2024. In year 2024 the highest number of nurses will be in PRL which is 501.

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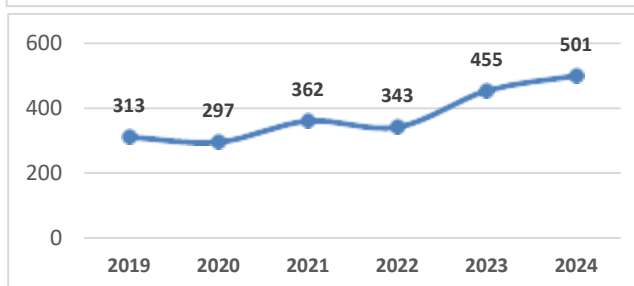
Bed ratio analysis:

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	477	6,532	19,441	**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)	110	10,595	16,260	**2:1**
Medical College Hospital	17	8,480	13,713	**2:1**

***Source: Health Bulletin-2017, DGHS and DNS-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 under DGNM

Education level	Education	Number of employee	% of Total nurse
Diploma	Diploma in Nursing	26,731	100.00
	Diploma in Midwifery	15,451	57.80
	Diploma in Orthopedic	1172	4.38
	Diploma in Pediatric	71	0.27
	Diploma in Ophthalmic Nursing	31	0.12
	Diploma in Psychiatric Nurse	82	0.31
	Diploma in Other Specialist Course	242	0.91
	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)	4010	15.00
	B.Sc in Nursing (Post-basic)	2323	8.69
	B.Sc in Public Health Nursing	1075	4.02
Post Graduate (Professional)	Masters in Business Administration	2	0.01
	Masters Community Health	6	0.02

Education level	Education	Number of employee	% of Total nurse
	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	4.57
	Others Masters	82	0.31
PhD	PhD in Public Health	10	0.04
	PhD in Nursing and others	25	0.09

Based on report of Bangladesh Nursing and Midwifery Council (June 2018[8]) registered 50,210 nurses are in public and private sector. Table-17 shows 26,731 are working in public sector that are obtained Diploma in Nursing and 15,451 are completed one year post midwifery course which is 57.80 percent. BS.c Nursing (Post-Basic)/Public Health Nursing 2323 and BS.c in Nursing (Basic) are 4010 against total number of nurses. 1222 Nurses obtained MPH and 35 Nurses are obtained PhD.

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

TRAININGS (In service)

2014: 2995
2015: 1258
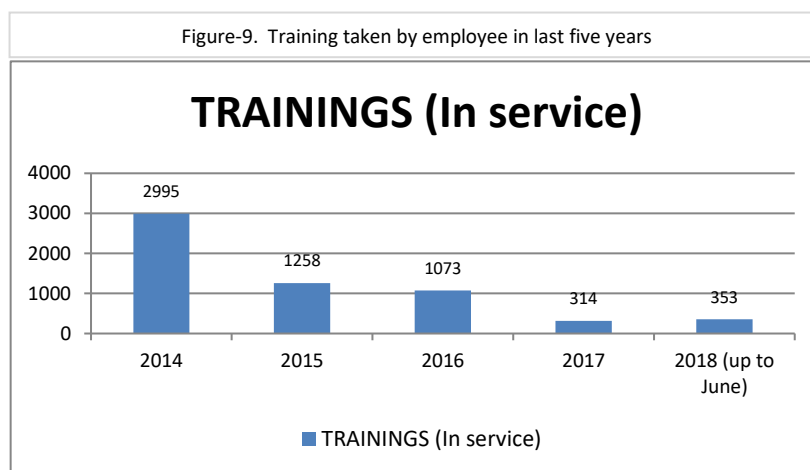2016: 1073
2017: 314
2018 (up to June): 353

Figure-9 shows last five years training trends in DGNM. Highest number of training conducted in 2014. Around 353 employees are obtained different types of training up to June in 2018.

[8]Ref link:
http://bnmc.portal.gov.bd/sites/default/files/files/bnmc.portal.gov.bd/page/4ccb8b5f_4b8a_486a_8f1d_66e23a7dcb8b/Data%20Sheet%2030%20June%202018.jpg

Foreign Training as planned in operation plan of DGNM and progress:

Foreign training are done up to December 2017 as planned in Operation Plan (OP) of December 2016. In the current NESOP foreign training are included. Up to June 2018 not yet started any foreign training. 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 is fifth report published by DGNM. 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 Human Resources (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 activities of Directorate General of Nursing and Midwifery on pictorial presentation during reporting period. Reporting period is January-June 2018:

Development fair 2018 was held in 12-14 January 2018. DGNM was participated in this fair and best awarded.

National Conference on Health Professionals' Education 2018 was held in 11-12 February 2018.

A refresher training of PMIS for super users held on 13-14 March 2018 at DGNM-HQ conference room.

A rally of Anondo Shova Jatra for reaching the middle income country of Bangladesh held in 22 March 2018.

Honorable State Minister of MoHFW visited DGNM-HQ on 10 April 2018.

National Nurses Day 2018 held in 12 May 2018.

First international nursing conference on Higher Nursing Education in 14 May 2018.

Conclusion:

In June 2018, DGNM-HR report has published in electronic version data generated from DGNM-PMIS software. Total number of 26,344 nurses and 1191 Midwives are working as practicing nurse and Midwives in different health facilities and 387 nurses are working in education sector at nursing institutes and colleges. Total 57 non-nurses are working at DGNM and 783 non nurses are working in different nursing institute and College. Total 26,731 nurses are working against 32,632 sanctioned posts. In education division 387 nurses are working against 511 sectioned posts and total 7,401 posts are vacant. 2,499 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.