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சுகாதார அமைச்சு  
Ministry of Health

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எனது இல ) FHB/DIR/GF/2012  
My No. )

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திகதி ) 28 - 03 - 2012  
Date )

All Provincial Secretaries of Health  
Provincial Directors of Health Services  
Regional Directors of Health Services

Criteria for deciding cadres of health staff for Public Health services in Sri Lanka

The issues related to human resource availability, cadres and workload of all preventive health staff especially the Public Health Midwife has been discussed at various fora including the National Committee on Family Health. At the 4<sup>th</sup> meeting of the National Committee on Family Health chaired by me, held on 13<sup>th</sup> September 2011, following criteria were approved by the committee for deciding cadres of staff categories in the public health sector.

A) Cadre of PHM

- a. Population per PHM area should be approximately 3000
- b. Depending on the following, population per PHM area could be adjusted
  - i. Population density
  - ii. Terrain and geographical extent
  - iii. Availability of vulnerable population groups.
  - iv. If the area is a field practice area
- c. PHM area should always be coincided with the boundaries of GN divisions and it should not be less than one GN division
- d. Once the above cadre is filled, reduce the population per PHM for 1500 in rural and 2500 in urban areas.

- B) Cadre for PHI
- a. Population per PHI area should be approximately 10,000
  - b. Depending on the following, population per PHI area could be adjusted
    - i. Population density
    - ii. Terrain and geographical extent
    - iii. If the area is a field practice area
- C) Cadre for SPHM
- a. One SPHM to be appointed for approximately 10 PHM areas
- D) Cadre for PHNS
- a. One PHNS for 2 SPHM areas ie. for 20 PHM areas
- E) Cadre for MOH
- a. MOH area should be coincided with DS area boundaries/ MC area
  - b. One Medical Officer of Health and one AMOH (at least two) for each MOH area
  - c. If population exceeds 60,000, an additional AMOH could be appointed for each extra 30,000 population
  - d. For field training centres, one additional MOH to be appointed
- F) Cadre for MOMCH
- a. Number of MOMCHs per district should be decided based on:
    - i. No. of MOH areas (if exceeds more than 10-12)
    - ii. No. of Health institutions
    - iii. Terrain/ land area
    - iv. Availability of vulnerable population groups
  - b. Maximum of 2 officers per district
- G) Cadre for RSPHNO
- a. Number of RSPHNOs per district should be decided based on:
    - i. No. of MOH areas (if exceeds more than 10-12)
    - ii. No. of PHNSs and SPHMs
    - iii. Terrain/ land area
  - b. Maximum of 2 officers per district

Please adhere to these criteria as a baseline when developing new cadres for Public Health Staff in your district, province in future.

  
Dr. Ravindra Ruberu  
Secretary Health

Cc:  
Additional Secretary MS  
DGHS  
DDG/Planning  
DDG/ET&R  
DDG/PHS I & II  
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