ages as the there do not exist any significant number of vacant posts, nor do the employers face any difficulty in getting suitable candidates except for reserved posts, yet, there are significant hidden shortages in view of the workload in various institutions.

In addition to the provision of the adequate number of personnel, it is essential that suitable conditions are created to ensure an effective utilization and proper distribution of this much needed manpower resource. The issue of effective utilization raises much wider issues of job descriptions; career development prospects, relevance of educational curricula to the expected job roles/activities. There is a possibility that in some cases, the activities sought might overlap between physicians/nurses/workers. But the decision makers in this regard should consider the question of cost effectiveness of the services and the availability of such personnel. 'Nurse' is a category who can perform the function of a professional as well as that of a social worker in the community, and hence due emphasis should be given to the development of this category.

It must be borne in mind that no amount of additional input of nursing personnel would help attain the goal unless there are adequate provisions of supplies, equipment and facilities required for more effective utilization of personnel and the provision of better nursing care to individuals/patients in the community setting and at hospitals. Hence there is also a need to view the problem of nursing manpower planning vis-a-vis the planning for health care delivery system in totality.
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393
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