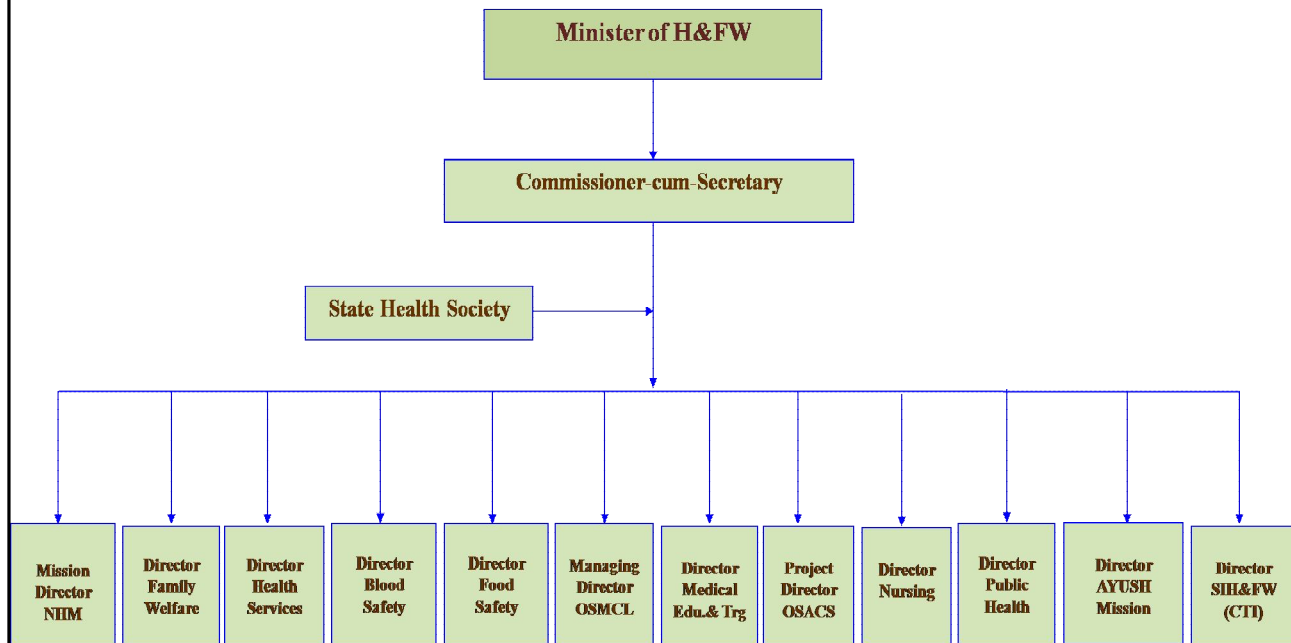




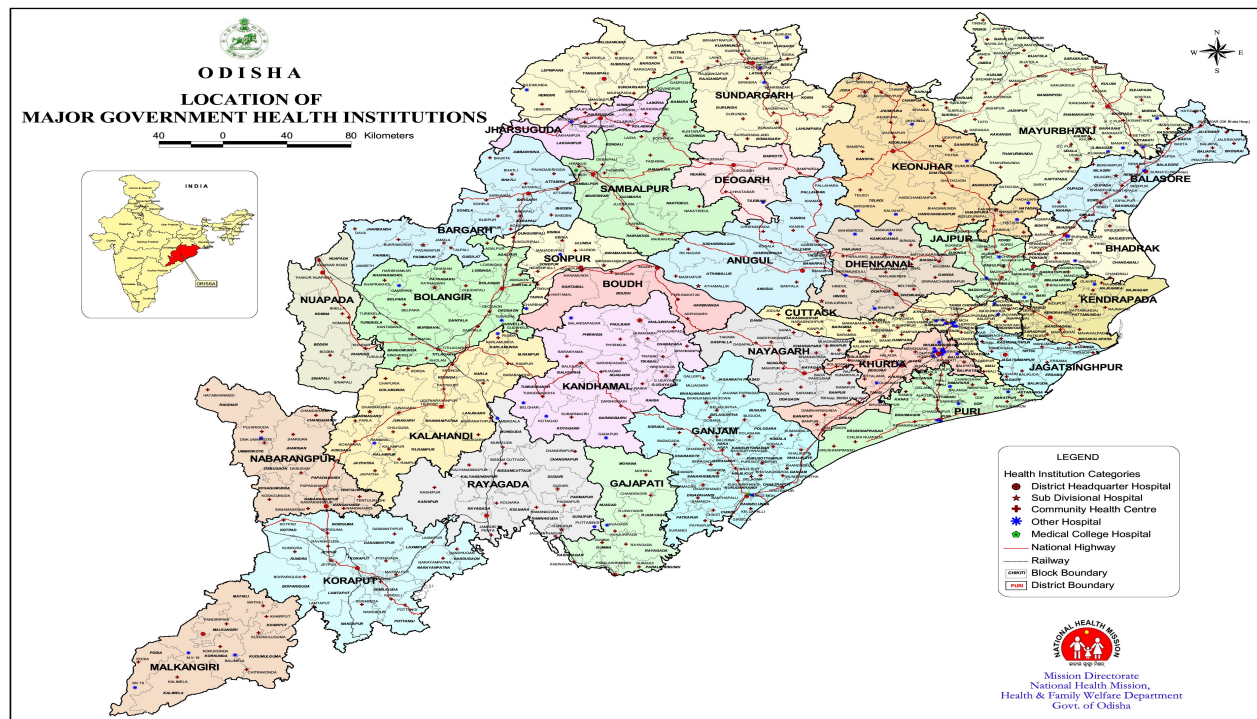
Training Status Report 2018-19

Mission Directorate
National Health Mission
Department of Health & Family Welfare
Govt. of Odisha
April, 2019

Different Health Directorates Implementing Training Programmes



Institutional Structure



| DEMOGRAPHIC PROFILE AND VITAL HEALTH INDICATORS IN ODISHA | | |
|---|-------------------------------|------------|
| HEALTH INSTITUTION | | |
| # of Govt. Medical College & Hospitals (MCH) | | 7 |
| # of District Head Quarter Hospitals (DHH) | | 32 |
| # of Sub- Divisional Hospitals (SDH) including IDH | | 33 |
| # of Govt. Nursing College | | 3 |
| # of Govt. ANM Training Centre | | 21 |
| # of Govt. GNM Training Centre | | 8 |
| # of CHCs UCHC (Non- FRU) including IDH | | 350 |
| # of CHCs (FRU) | | 34 |
| # of DHH FRUs | | 32 |
| # of SDH FRUs | | 28 |
| # of 24X7 PHCs/ OHs / UPHC | | 118 |
| # of any other PHCs/ OHs/ UPHC | | 1257 |
| # of Sub- Centers | | 6688 |
| Total Population (Census-2011) | M – 212,12,136 F – 207,62,082 | 419,74,218 |
| Literacy Rate (Census-2011) | M – 81.59%, F – 64.01% | 72.87% |
| Sex Ratio (NFHS-4) | | 1036 |
| Child Population 0-6-years (Census-2011) | | 5273194 |
| Child Sex Ratio (0-6 years) (Census-2011) | | 941 |
| Natural Growth Rate (SRS -2016) | | 10.8 |
| Crude Birth Rate (SRS -2016) | | 18.6 |
| Crude Death Rate (SRS -2016) | | 7.8 |
| Maternal Mortality Ratio (SRS:2014-16) | | 180 |
| Infant Mortality Rate (NFHS-4) | | 40 |
| Total Fertility Rate (SRS -2016) | | 2.0 |

Source: HMIS, NHM

Introduction:

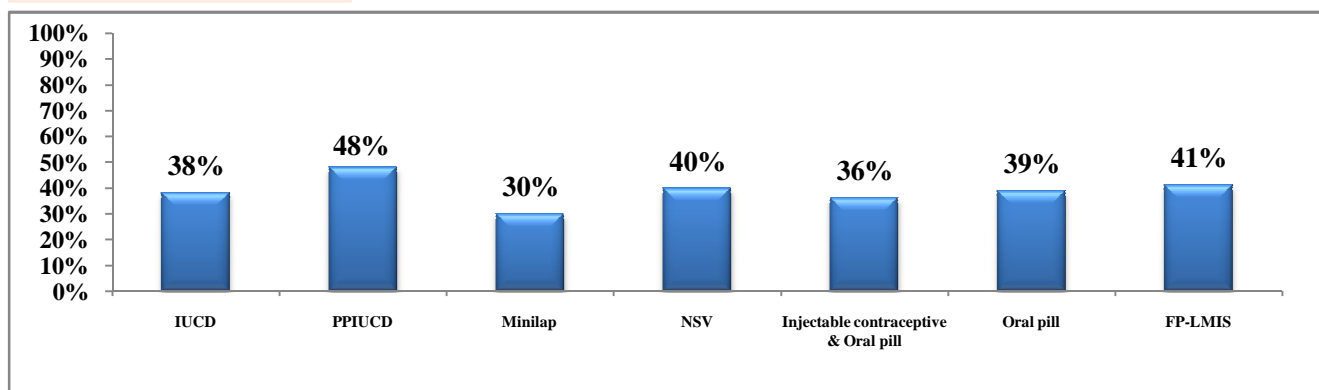
Better quality of health care services at health institution depends on continuous skill building of medical and paramedical personnel. Skill up-gradation is the call of the day. As per the requirement of institutions and the need of the health personnel, the paradigm of training has been shifted from training to quality health care services through skill building, multi skilling & mentoring. Skill building training like SBA, BEmOC, RTI/STI and FP trainings are conducted to ensure the quality of services. **Multi skilling of MBBS doctors on Life Saving Anaesthetic Skills (LSAS), Emergency Obstetric Care (EmOC), Blood Storage Unit (BSU) management training are conducted to functionalise designated First Referral Units (FRUs). During 2018-19, functionalisation of “Health Wellness Centre (HWC)”, through training was mandate of the State.**

Objectives:

- To improve the skills and to enable the service providers to ensure high quality services.
- To develop management skills of health personnel for effective management of public health.
- To strengthen the service delivery mechanism through multiskilling of health personnel at FRU and 24x7 Institutions.
- To functionalise designated PHCs as HWC through NCD training.

Major Achievements:

As approved in PIP FY:2018-19 NHM, Dept. of H&FW, Govt. of Odisha has implemented training on RMNCH+A, Multi Skilling, Programme Management training at different levels to achieve the NHM goal. **Major training programmes during FY: 2018-19 are as follows:**

Reproductive Health:

| Training Programmes | State load 2018-19 | Ach. | (%) |
|--|--------------------|------|-----|
| 5 days IUCD training for MO, SN, AYUSH MO & ANM/LHV | 1760 persons | 670 | 38 |
| 3 days PPIUCD training for MO & SN | 330 persons | 160 | 48 |
| 12 working days Minilap training for MO | 81 persons | 24 | 30 |
| 5 days NSV training for MO | 40 persons | 16 | 40 |
| Injectable contraceptive trg for Medical & Paramedical staff | 249 batch | 90 | 36 |
| Oral pills training | 245 batch | 96 | 39 |
| FP-LMIS training | 285 batch | 118 | 41 |

Minilap:

Duration of Minilap training is for twelve working days for Assistant Surgeon posted at L2 & L3 institutions. **During FY: 18-19, total 24 Medical Officers have been trained against the target of 81 personnel.**

Non Scalpel Vasectomy (NSV):

NSV training is for five working days of Medical Officers. **Total 16 MOs have been trained during the year 2018-19 against the target 40 personnel.**



Trainees are in Minilap training

Intra Uterine Contraceptive Devices(IUCD) :

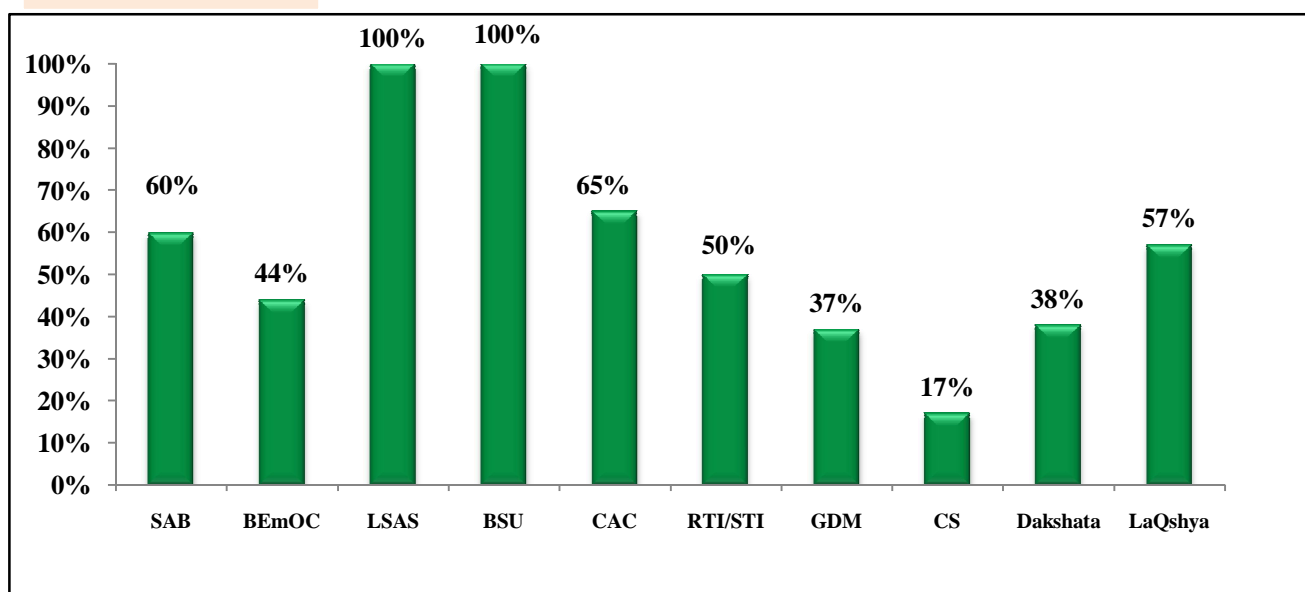
During FY: 2018-19, 670 MOs, AYUSH MOs, SNs and ANMs & LHVs have been trained against the target of 1760 personnel.



Trainees are in Injectable contraceptive training

Post Partum Intra Uterine Contraceptive Devices (PPIUCD):

PPIUCD training is important to minimize the maternal death due to repeated pregnancy. In Odisha PPIUCD training organized in collaboration with Jhpiego. Under health system there is 5 years IUCD (375) and 10 years IUCD (380-A) to ensure quality FP services. During FY: 2018-19, total 160 MOs & SNs have been trained against the target 330 personnel.

Maternal Health:

| Training Programmes | State load 2018-19 | Ach. | (%) |
|--|--------------------|------|------|
| 21 days SAB training for SN, ANM/LHV & AYUSH MO | 522 persons | 313 | 60 |
| 10 days BEmOC training for MBBS doctor | 80 persons | 35 | 44 |
| 18 weeks LSAS training for MBBS doctor | 4 persons | 6 | >100 |
| 3 days BSU training for MO & LT | 1 batch | 1 | 100 |
| 12 days CAC training for MO & SN | 40 batch | 26 | 65 |
| RTI/STI training for MOs | 2 batch | 1 | 50 |
| GDM training for Medical & PMs | 30 batch | 11 | 37 |
| CS training for surgery specialist | 6 batch | 1 | 17 |
| 3 days district level training of DHH & Facility level service providers on DAKSHATA | 95 batch | 36 | 38 |
| 2 days training for MO & PMs on LaQshya | 30 batch | 17 | 57 |



Trainees are in CAC trg.



GDM training at Puri



Trainees are in 21 Days SAB Training

Skill Attendant at Birth (SAB):

It is implemented since 2007 to **reduce the Maternal Mortality Ratio (MMR) and Infant Mortality Rate (IMR) of the State.** **Total 313 paramedical personnel have been trained against the load of 522 during FY' 2018-19.** Trained personnel are conducting normal vaginal delivery at delivery points (DPs) and FRUs. SAB training has been initiated for paramedical personnel of HWC to ensure that, all HWCs are providing quality delivery services at HWC.

Basic Emergency Obstetric Care (BEmOC):

Odisha is the 1st State in the country to implement 10 days BEmOC training for MBBS Doctors of L2 and L3 institution. During 2018-19, total 35 MBBS doctors have been trained against the target of 80 at Dept. of OG, SCB Medical College and Hospital, Cuttack (SCB, MCH, Cuttack). Trained MBBS doctors are conducting normal / vaginal delivery as well as assisted delivery at delivery point (DP). BEmOC training at MCH is enhancing the confidence of newly joined MBBS doctor to conduct assisted delivery at DPs.



BEmOC training at SCB MCH, Cuttack

Impact of BEmOC training is enhanced monthly delivery at L2 institution. There is decongestion at FRU due to BEmOC training. As per the requirement of HWC, BEmOC training is being implemented for MBBS doctors of PHC(N) which are designated as Health Wellness Centre (HWC).

Life Saving Anaesthetic Skills (LSAS):

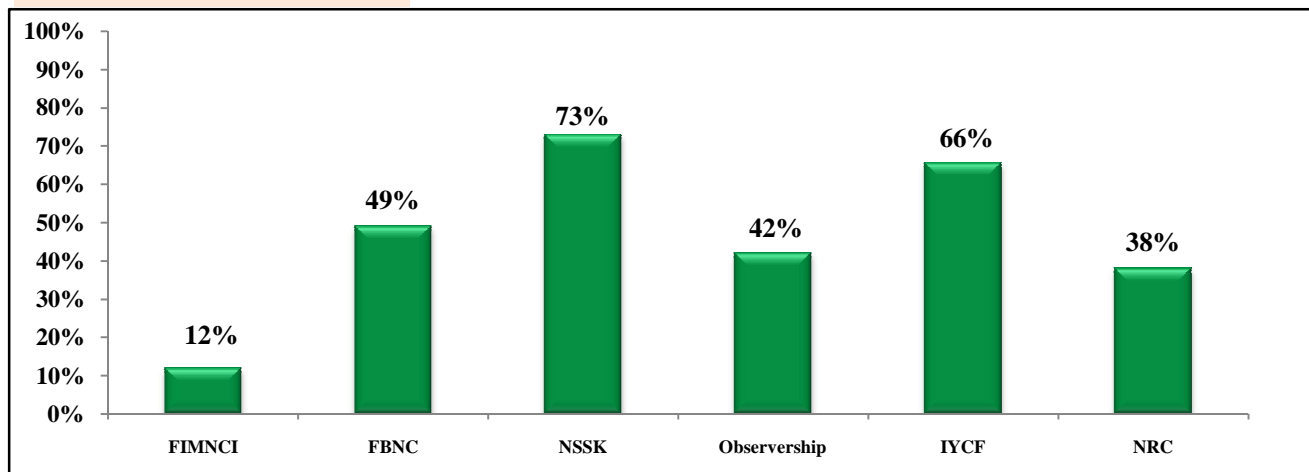
LSAS is organized at Dept. of Anaesthesiology of Govt. Medical colleges since October 2007. **Total 6 Doctors (Odisha-1, Meghalaya-3 & Tripura-2) have been trained against the load of 4 during FY' 2018-19.** LSAS trained doctors are posted at FRU and administering spinal anaesthesia for CS cases. LSAS training is very useful to address the issue of less number of anaesthesiologist at FRUs. Till date 160 MBBS doctors of Odisha have been trained and 89 trained doctors are posted at FRUs and administering spinal anaesthesia during CS.



LSAS trg for MBBS Doctors of Meghalaya

Blood Storage Unit (BSU) management training:

To functionalise FRU, provision of blood is mandatory. To ensure availability of blood for C-section, 3 day BSU Management training is organised by NHM, Odisha at Red Cross Blood Bank, Capital Hospital, Bhubaneswar. MO & LT of BSU are trained to functionalize blood storage unit. **During 2018-19 total 14 have been trained against the target of 20 personnel.**

New Born & Child Health:

| Training Programmes | State load 2018-19 | Ach. | % |
|---------------------------------------|--------------------|------|----|
| 11 days FIMNCI training for MO & SN | 240 persons | 29 | 12 |
| 4 days FBNC training for MO & SN | 202 persons | 98 | 49 |
| 2 days NSSK training for MO & SN/ANM | 15 batch | 11 | 73 |
| 2 weeks observership training | 12 batch | 5 | 42 |
| 4 days IYCF training for MO, SN & ANM | 61 batch | 40 | 66 |
| 3 days NRC training | 76 persons | 29 | 38 |

Facility Based Integrated Management of Neo natal Childhood Illness (F-IMNCI)

Facility Based Integrated Management of Neo natal Childhood Illness (F-IMNCI) training is provided to the MOs & SNs of L2 & L3 institutions. It is a 11 days training conducted at Regional training venue. The trained personnel provides curative care as per the standard protocol of FIMNCI training at health institution. During home visit by the IMNCI trained personnel, cases are referred for treatment by F-IMNCI trained personnel. **During 2018-19 total 29 MOs & SNs have been trained against the target of 240.**



F-IMNCI training at Dist. level



Trainees are in FBNC Training

Facility Based Newborn Care (FBNC) :

FBNC training is provided to SNs and MOs of Special New Born Care Unit (SNCU) and New Born Stabilization Unit (NBSU), established at DHH & FRU respectively. It is a 4 day training at state level followed by 11 days observership training at KEM, Mumbai, Safadarzang Hospital, Delhi and SVPPGIP, Cuttack. Trained MOs and SNs are competent enough to provide quality services at SNCU and NBSU. **During FY: 2018-19, total 98 MOs and SNs have been trained against the target of 202.**

Navjat Sishu Surakshya Karyakram (NSSK):

During FY: 2018-19, total 11 batches (Medical officers & SNs of L1, L2, L3 institutions) from 30 districts have been trained against the target of 15 batches. Trained personnel are posted at the labour room to address the need of neonatal resuscitation. NSSK training is reducing the incidence of neonatal death at institution level. Resuscitation is the key of survival of asphyxiated baby at labour room. NSSK training is provided to medical and paramedical personnel of all delivery points (DPs). **As per the guideline of Govt. of India, NSSK training is being implemented for doctors and paramedical personnel of Health Wellness Centre (HWC) during Fy:2019-20.**



NSSK training at District level

Adolescent Health:

Rastriya Kishore Swasthya Karyakram (RKSK):

The objective of RKSK training is to ensure the quality service at **Adolescent Friendly Health Centre (AFHC)** for adolescent male and female. RKSK training is provided to create demand among the adolescents and to ensure timely referral of the adolescents. Under Adolescent Health, confidentiality is an important aspect which is stressed upon during training. **Total 249 batches of Peer Educator training completed as per the plan of FY: 2018 – 19.**

| Training Programmes | State load 2018-19 (in batches) | Ach. | % |
|---|---------------------------------------|------|-----|
| Training of peer educator at Block level | 249 | 249 | 100 |



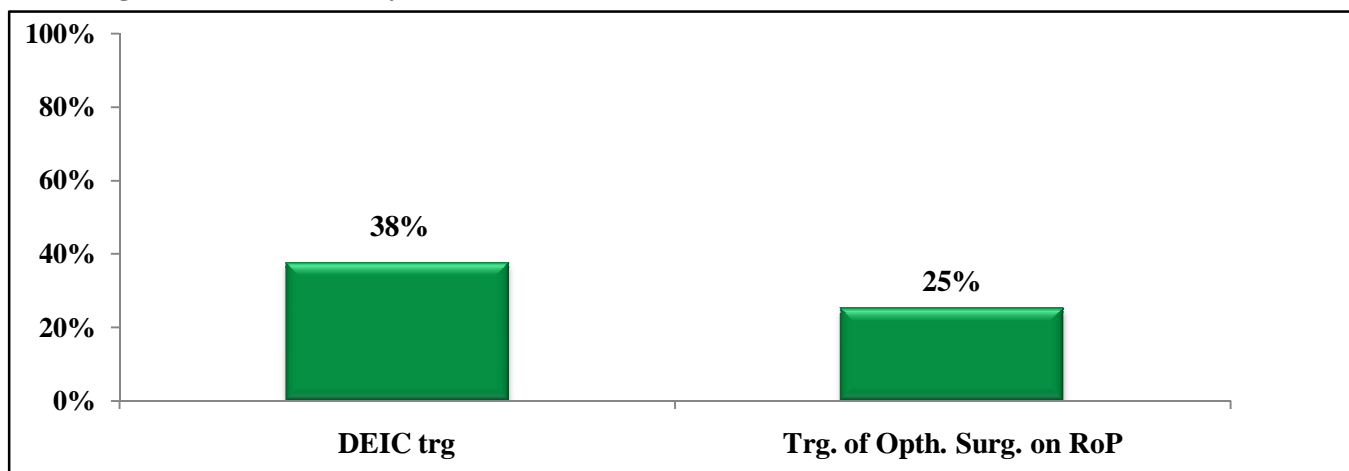
Peer Educators Training at Puri

Rastriya Bal Swasthya Karyakram (RBSK):

Government of India, under National Health Mission has launched **Rastriya Bal Swasthya Karyakram** in order to **improve the quality of life of children and to provide comprehensive care to all the children under 18yrs of age of the community**. This programme, involves screening of children from birth to 18 years of age for 4Ds - Defects at birth, Diseases, Deficiencies and Development delays including disabilities.



Training for DEIC staff on early intervention



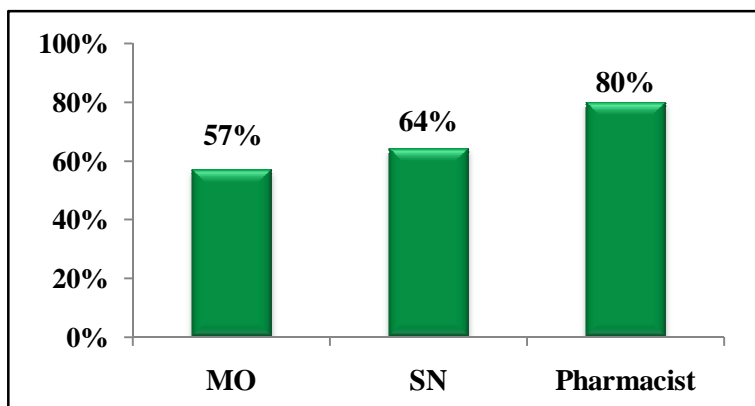
| Training Programmes | State load 2018-19 (in person) | Ach. | % |
|--|--------------------------------------|------|----|
| Training for DEIC staff on early intervention | 40 | 15 | 38 |
| Training of Opth. Surg. on Retinopathy of Prematurity (Two Months) | 8 | 2 | 25 |

Trauma & Emergency Medical Care (TEMC) Training:

TEMC training is important to stabilize the trauma victims. As per the order of the Road Safety Committee of Hon'ble Supreme Court, TEMC training is mandatory for health personnel of DHH, SDH, CHC and PHC. In view of the above requirement NHM, Odisha has initiated TEMC training during 2015-16 for DHH & SDH. After training, DHH & SDH have been strengthened to provide quality TEMC services to the trauma victims. Dept. of Anaesthesiology of three Medical College & Hospitals (MCHs) are designated as Regional Training Centre for TEMC training. Training achievement during 2018-19 under TEMC is as follows:



Trainees are in TEMC trg at SCB, Cuttack



| Training Programmes | State load 2018-19 (in person) | Ach. | % |
|----------------------------------|--------------------------------|------|----|
| TEMC trg for MO of CHC | 594 | 338 | 57 |
| TEMC trg for Staff Nurses of CHC | 594 | 381 | 64 |
| TEMC trg for Pharmacist of CHC | 313 | 250 | 80 |



Certificate distributed during TEMC training



State ToT on NCD for MOs under HWC

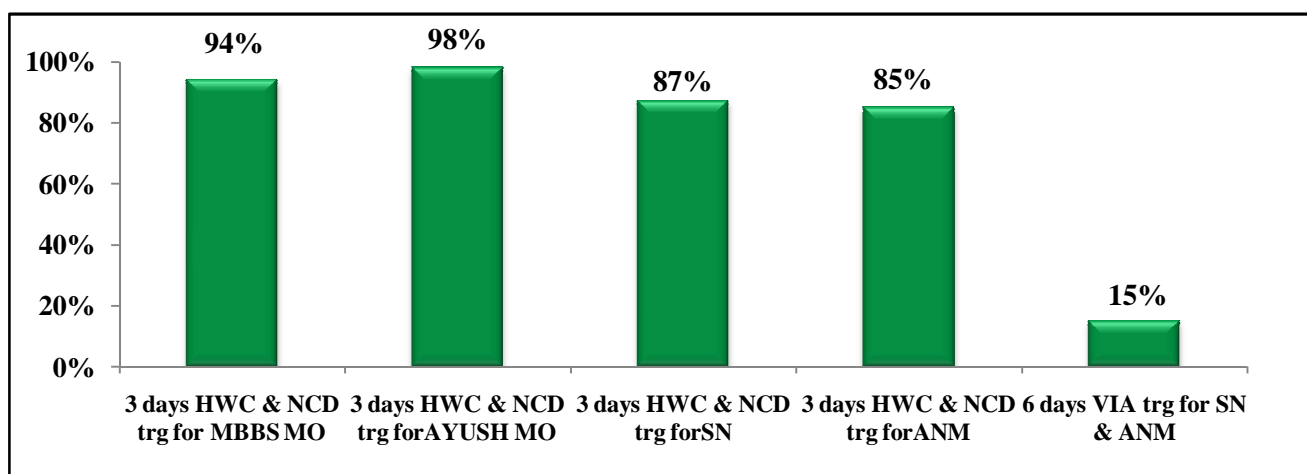
Health Wellness Centre (HWC) & NCD trg. :

Primary Health Care in India is selective and limited to RCH and Communicable Diseases. MoH&FW, Govt. of India envisages up gradation of all SCs to Health and Wellness Centres (HWCs) for provision of comprehensive primary healthcare. **Comprehensive Primary Health Care i.e Preventive, Promotive, Curative, Palliative, and Rehabilitative care to be delivered within 30 minutes.** Capacity building of staff is one of the key elements to functionalise HWC. Training achievement of HWC & NCD during 2018-19 is as follows:



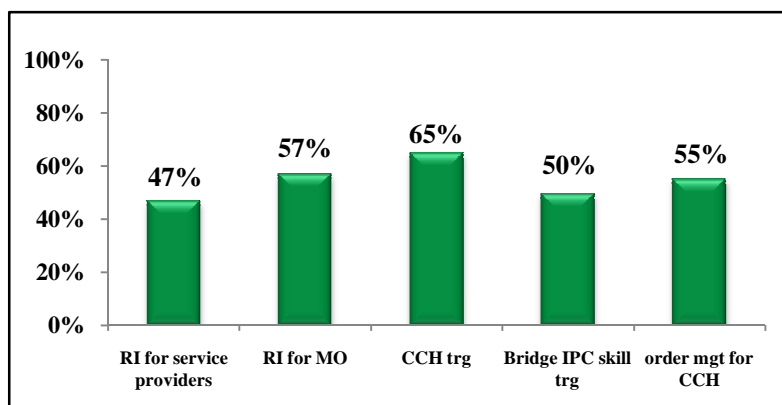
Hands on session on NCD at State level

| Training Programmes | State load 2018-19 (in person) | Ach. | % |
|-----------------------------------|--------------------------------|------|----|
| 3 days HWC & NCD trg for MBBS MO | 727 | 685 | 94 |
| 3 days HWC & NCD trg for AYUSH MO | 671 | 659 | 98 |
| 3 days HWC & NCD trg for SN | 346 | 302 | 87 |
| 3 days HWC & NCD trg for ANM | 2240 | 1909 | 85 |
| 6 days VIA trg for SN & ANM | 948 | 142 | 15 |



Training under Routine Immunization:

Different training programmes are organized under routine immunization as per PIP 2018-19. The objective of RI training is to upgrade knowledge and skill of service providers like MO, ANM, cold chain handlers & PHEOs. Inter personal counseling skill is an important area under immunization programme to enhance the IPC skill of health providers at community level. 3 days BRIDGE (Boosting Routine Immunization through Demand GEneration) training organized for field level provider. The major achievements in different RI trainings are as follows-



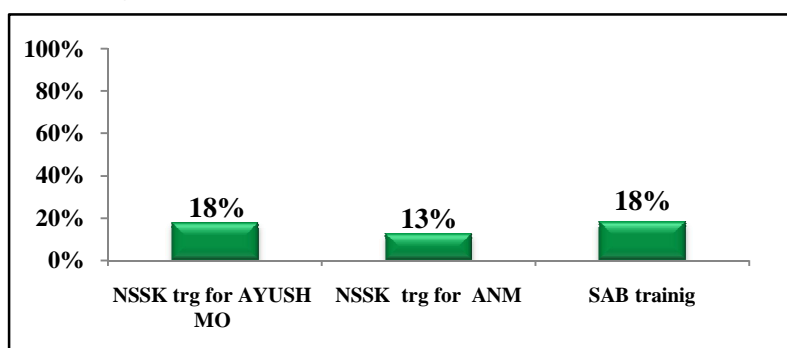
Trainees are in RI trg at District level

Training Status Report

2018-19

| Training Programmes | State load 2018-19 (in batches) | Ach. | % |
|--|---------------------------------------|------|----|
| 2 days trg on RI for service provider | 158 | 74 | 47 |
| 2 days training of MO on RI | 35 | 20 | 57 |
| 2 days cold chain handlers trg | 37 | 24 | 65 |
| BRIDGE IPC skills training for FLWs | 1100 | 546 | 50 |
| 2 days trg on order management for cold chain handlers | 60 | 33 | 55 |

Training under NGO/PPP:



Trainees are in Maa Gruha trg at state level

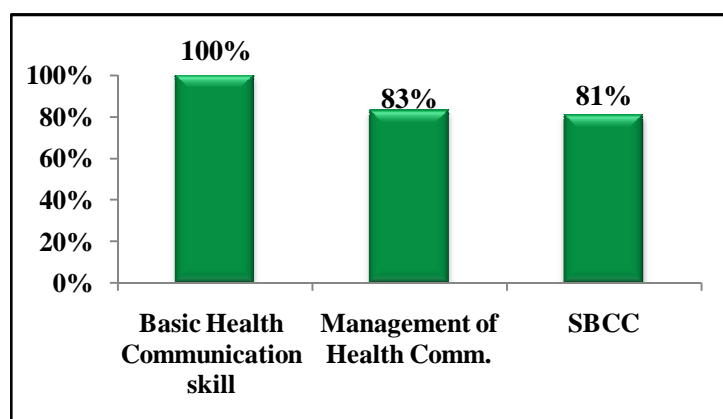
| Training Programmes | State load 2018-19 | Ach. | % |
|------------------------------------|-----------------------|------|----|
| 2 days NSSK training for AYUSH MOs | 40 persons | 7 | 18 |
| 2 days NSSK training for ANM | 40 persons | 5 | 13 |
| 21 days SAB training | 40 persons | 7 | 18 |

Training under IEC/BCC:

IEC/BCC is an important component under health service to change the health behavior of the community. Different IEC/BCC training programmes are organized through SIH&FW Directorate. Major training activities under IEC/BCC for the year 2018-19 are as follows-



BRIDGE Training at State level



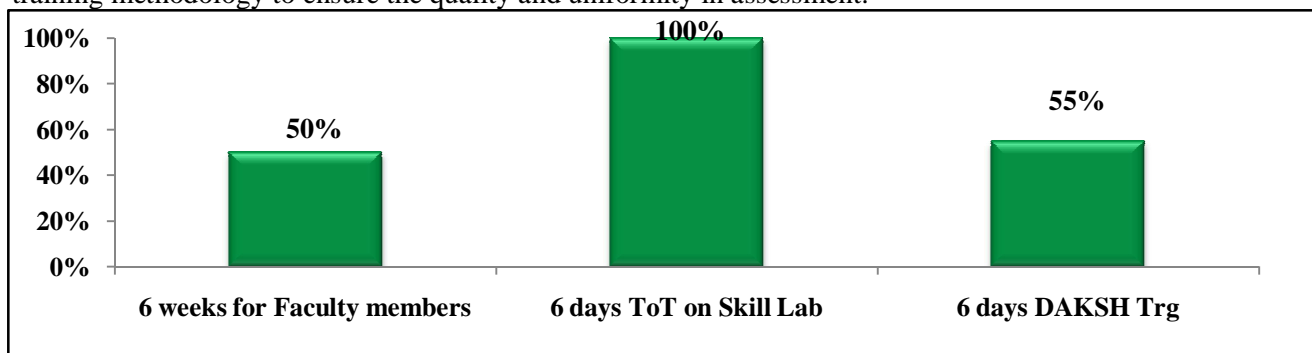
Training Status Report

2018-19

| Training Programmes | State load 2018-19 | Ach. | % |
|--|--------------------|------|-----|
| 3 days Training on Basic Health Communication skill to CPM/APM/PHM | 2 batch | 2 | 100 |
| 3 days Skill based training on Management of Health Communication for programme officers | 6 batch | 5 | 83 |
| 4 days training on Taranga - Social Behaviour Change Communication (SBCC) skills | 58 batch | 47 | 81 |

Nursing Training:

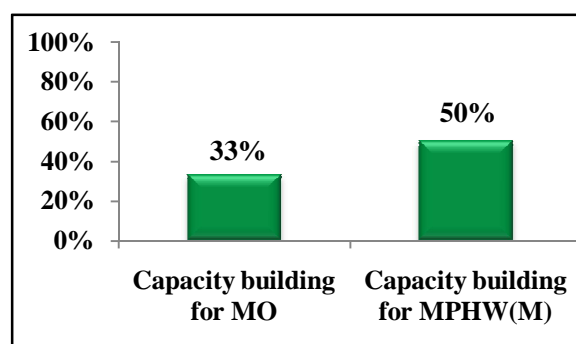
As approved in PIP: 2018-19, NHM Odisha, has organised skill assessment training of newly recruited SN & ANMs. After TOT, Master Assessors' conducted skill assessment session for the newly recruited SN & ANM at district level. This training is conducted following **Objective Structured Clinical Examination (OSCE)** training methodology to ensure the quality and uniformity in assessment.



| Training Programmes | State load 2018-19 | Ach. | % |
|---|--------------------|------|-----|
| 6 weeks trg of faculty members from ANMTC, GNMTC & College of Nursing at State Nodal Centre | 4 batch | 2 | 50 |
| 6 days ToT of Nurse Trainers on Skill Lab | 4 persons | 4 | 100 |
| 6 days DAKSH training for Faculty members | 40 persons | 22 | 55 |

National Leprosy Eradication Programme (NLEP):

Leprosy bacillus has very weak potential of causing the disease and they multiply very slowly as compared to most other bacteria. In order to strengthen the process of elimination in community, MOs, AYUSH MOs, MPHWS/ Physiotherapist are trained in phased manner.



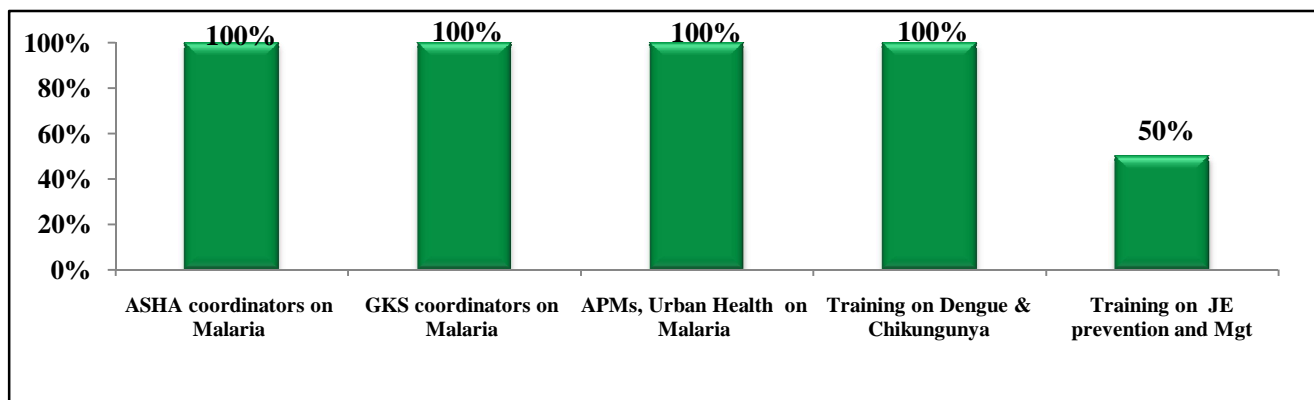
| Name of the Training | State load 2018-19 (in batch) | Ach. | % |
|---|-------------------------------|------|----|
| Capacity building under NLEP for MO | 6 | 2 | 33 |
| Capacity building under NLEP for MPHWS(M) | 6 | 3 | 50 |

National Vector Borne Disease Control Programme (NVBDCP):

National Vector Borne Disease Control Programme (NVBDCP) is for prevention and control of vector borne diseases like Malaria, Dengue, Lymphatic Filariasis, Kala-azar etc. As per approved PIP:2018-19, following training programmes are conducted under Directorate public health.



Asst. Mgr. ASHA & GKS are in State level Trg



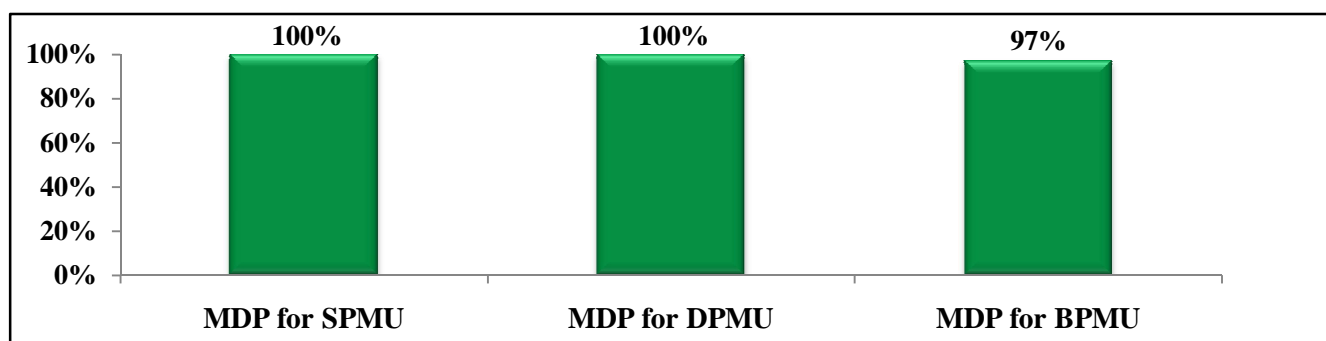
| NVBDCP Training Target / Achievement 2018-19 | | | |
|--|-------------------------------|-----|-----|
| Training | State load 2018-19 in batches | Ach | % |
| Training of ASHA coordinators on Malaria & other VBDs | 1 | 1 | 100 |
| Training of GKS coordinators on Malaria & other VBDs | 1 | 1 | 100 |
| Training of APMs, Urban Health on Malaria & other VBDs | 1 | 1 | 100 |
| Training on Dengue & Chikungunya | 1 | 1 | 100 |
| Training specific for JE prevention and Mgt | 4 | 2 | 50 |

Management Development Programme (MDP):

As approved in PIP:2018-19 officials from state, district and block level have attended **Management Development training Programme** to enhance their management skill at different reputed institution like IIPH Delhi, ASCI, Hyderabad, NIHF, New Delhi, NIRD, Hyderabad, XLRI, Jamshedpur, AIIMS, Delhi, ICMR-NIE, Chennai, PGIMER, Chandigarh.



MDP training at NIHF, New Delhi



| Training Programmes | State load 2018-19 (in person) | Ach. | % |
|---|--------------------------------------|------|------|
| MDP for Prog. officers & MIS officers of SPMU | 55 | 72 | >100 |
| MDP for Prog. & MIS manager of DPMU personnel | 45 | 103 | >100 |
| MDP for Prog. s & MIS personnel of BPMU | 60 | 58 | 97 |

Training Review Mechanism:

There is a review mechanism during training and post training follow-up at different levels. Quality of training and utilization of trained HR is the major concern under training. State Technical Supervisory Team (STST) at state level & District Technical Supervisory Team (DTST) at district level are monitoring different training programmes under RMNCH+A, NCD & NDCP. On quarterly basis, SIHFW, State Nodal Directorate reviews the performance of all training Nodal Officers and consultants under NHM. Monthly review meeting of training at district level provides an opportunity to review the quality of training organized at district level. Training Review Mechanism at different levels is as follows.

| Level of review | Chair person | Periodicity |
|--|--------------------------|-------------|
| District level monthly review meeting of RMNCH+A with special focus on training. | CDMO | Monthly |
| Monthly review of training from State through VC from SIH&FW | Director SIH&FW | Monthly |
| Quarterly review meeting of training nodal officers and consultants at State level | Director SIH&FW | Quarterly |
| Physical achievement report by district as per approved training PIP. | Submitted to NHM & SIHFW | Monthly |
| Monthly financial report through FMR | Submitted to NHM | Monthly |

Innovations in training:**Monitoring Mechanism:**

1. State Integrated Monitoring team (SIMT)
2. State Technical supervisory team (STST)
3. District technical supervisory team (DTST)

Innovation:

- Performance Based Incentive (PBI) for LSAS and EmOC trained doctors
- Training bond for LSAS trainee doctors
- LSAS and EmOC training for North Eastern States (Tripura , Meghalaya and Manipur) at SCB MCH, Cuttack
- I year PG Diploma / Diploma Courses for SPMU, DPMU and BPMU personnel
- Partnership with AIIMS, Bhubaneswar and other Public Health Institutions for technical inputs.
- Summer internship programme (SIP) for MPH students.

Way forward:

- Human Resource Management System for Individual Performance tracking
- Monthly CME at Dist. and Block level.
- Skill utilization of Trained HR at DP
- Training Management Information System to develop the training data base at State / District level.

Agreement for LSAS training:

An agreement has been introduced between LSAS trainee MBBS doctors and DHS (O) in LSAS training to ensure that the LSAS trained doctors provide LSAS services at least for 5 years after 18 weeks of training.

Performance Incentive (PI):

LSAS & EmOC trained doctors are entitled to get PI as per approved PIP. It is observed that trained doctor may earn maximum Rs. 8000/month at peripheral FRU.

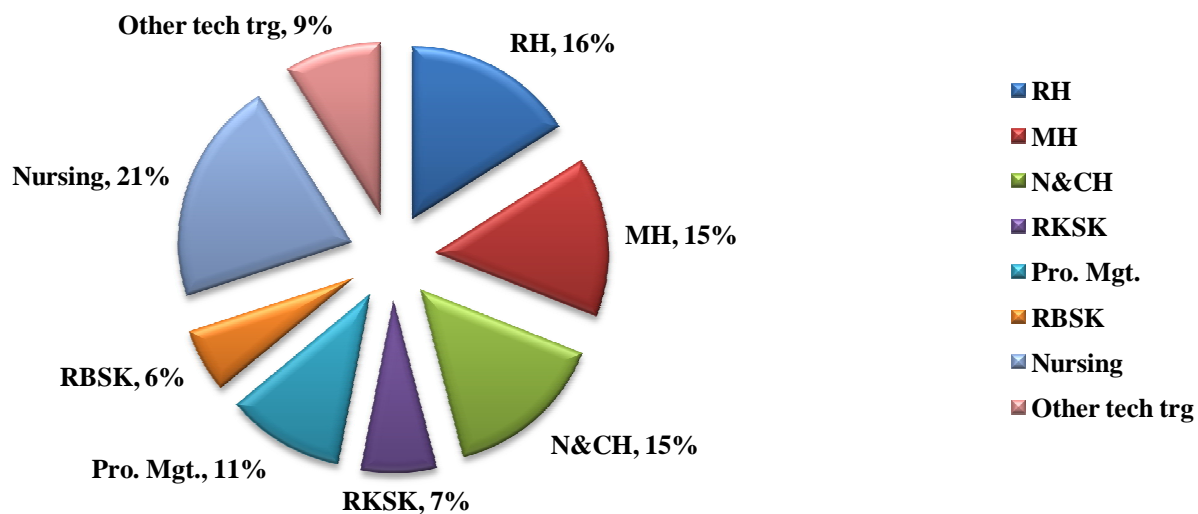
Refresher training:

To enhance the confidence level of LSAS & EmOC trained doctors, NHM, Odisha has initiated 2 weeks of refresher training to ensure quality of service at FRUs and DPs.

Training for Neighboring States:

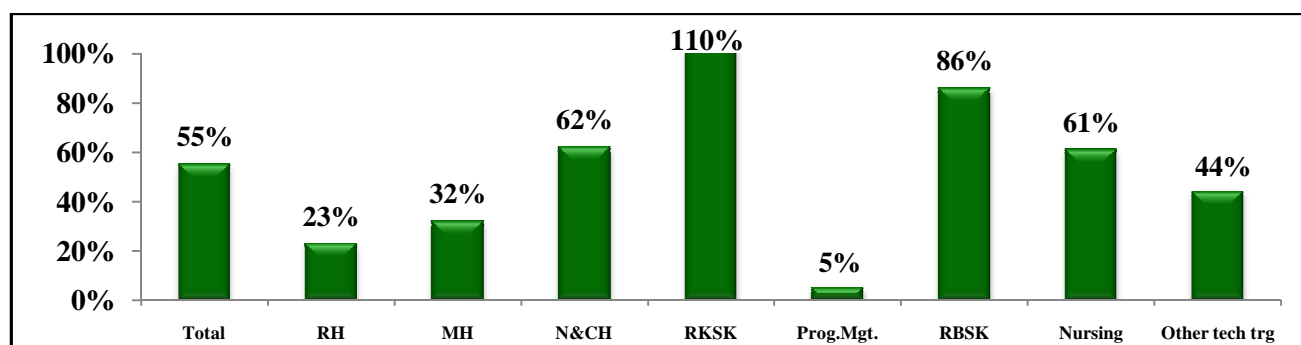
As per the recommendation of MH Division, MoH&FW, Govt. of India, Training Division, NHM, Odisha has organized Life Saving Anesthetic Skills (LSAS) training and Emergency Obstetric care (EmOC) training for the state of Meghalaya, Manipur and Tripura at Dept. of Anesthesiology and Dept. of O.G, SCB MCH, Cuttack during the year 2018-19.

RMNCHA+ Training Budget Rs. 2447.74 lakh, FY:2018-19



| Thematic Division | RH | MH | N&CH | RKSK | Pro. Mgt. | RBSK | Nursing | Other trg |
|-------------------|--------|--------|--------|--------|-----------|--------|---------|-----------|
| Total Budget | 396.31 | 364.34 | 366.54 | 179.52 | 266.86 | 136.24 | 517.16 | 220.77 |
| % | 16% | 15% | 15% | 7% | 11% | 6% | 21% | 9% |

Fund Utilization for RMNCH+A: 2018-19



| Thematic Division | Total | RH | MH | N&CH | RKSK | Prog. Mgt. | RBSK | Nursing | Other trg |
|-------------------|---------|-------|-------|--------|--------|------------|-------|---------|-----------|
| % | 55% | 23% | 32% | 62% | 110% | 5% | 86% | 61% | 44% |
| Ach | 1339.23 | 90.18 | 115.7 | 226.22 | 197.93 | 7.26 | 442.9 | 161.99 | 97.05 |



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