

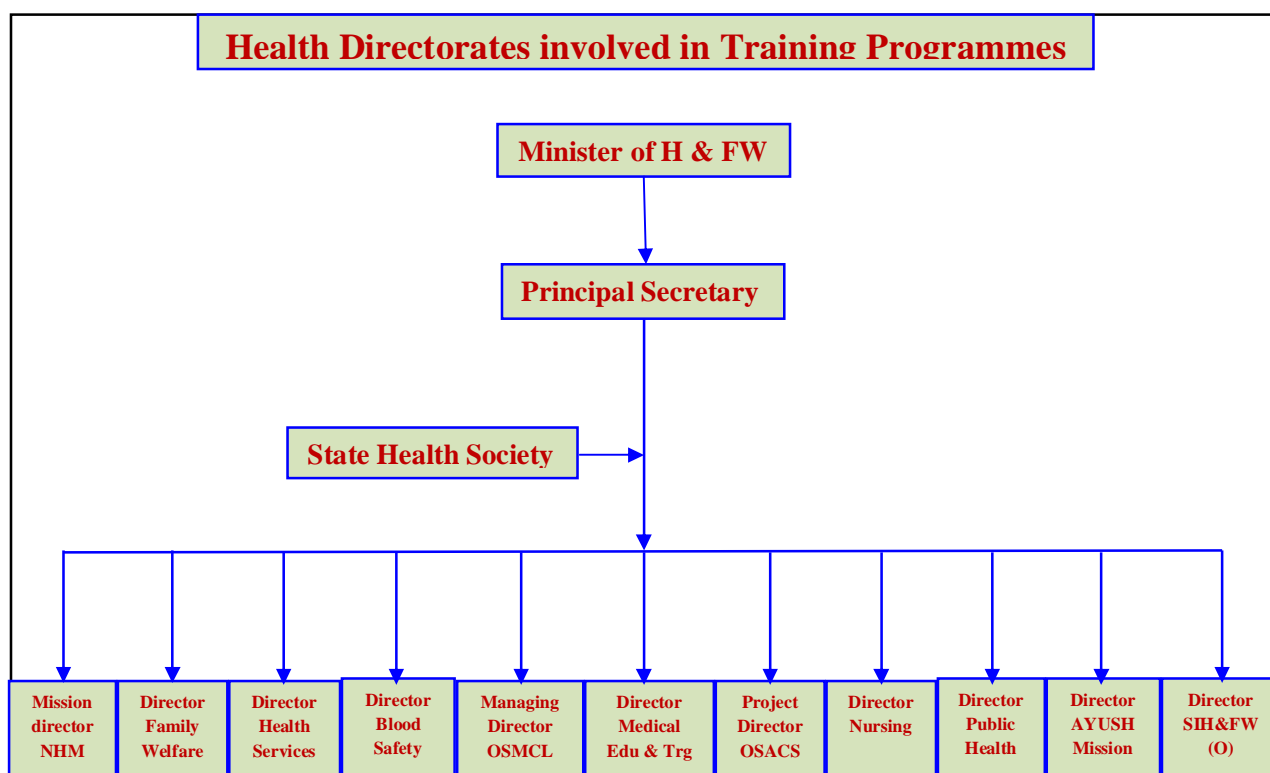


Training Status Report 2019-20

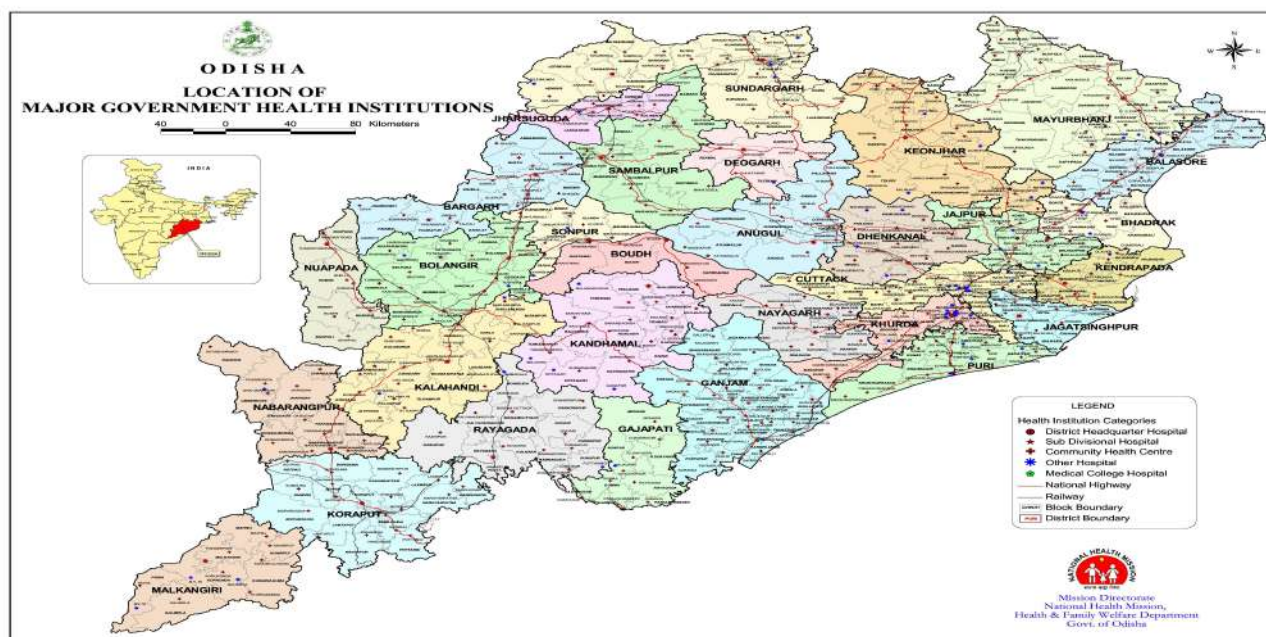
Mission Directorate National Health Mission

Department of Health & Family Welfare
Govt. of Odisha
April, 2020

Institutional Structure



Geographic Location of Health Institutions



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 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 -2020)	10.9
Crude Birth Rate (SRS -2020)	18.2
Crude Death Rate (SRS -2016)	7.3
Maternal Mortality Ratio (SRS:2015-17)	168
Infant Mortality Rate (SRS -2020)	40
Total Fertility Rate (SRS -2017)	1.9

Source: HMIS, NHM

Introduction:

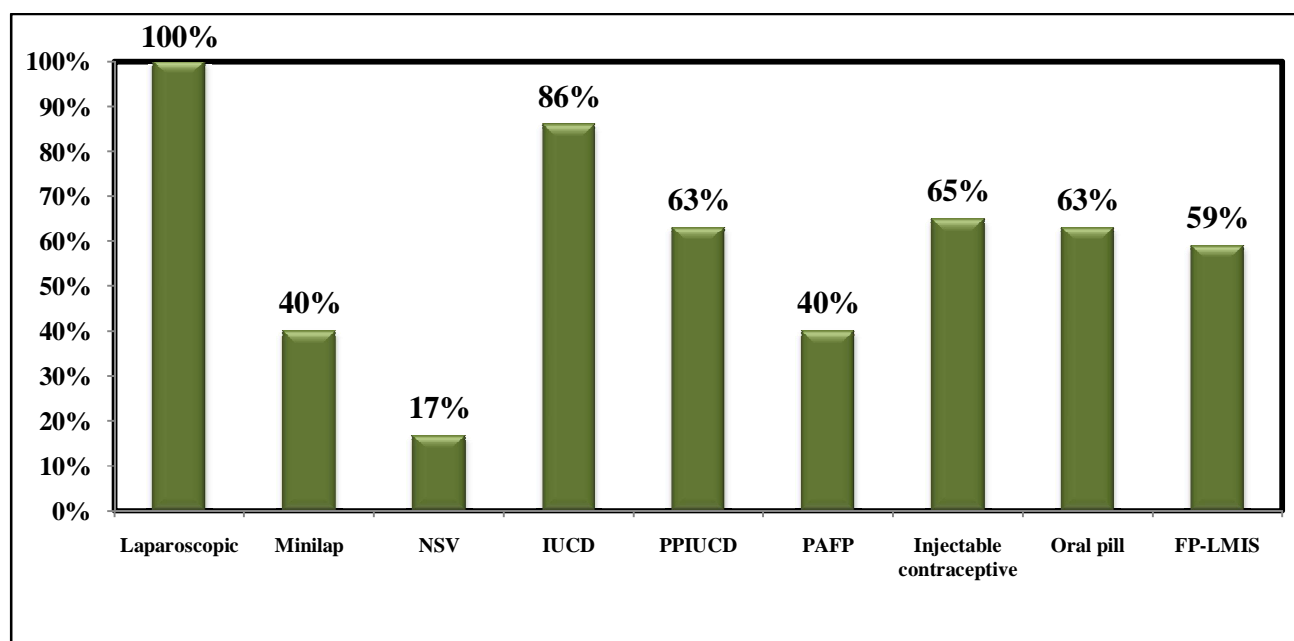
Better quality of health care services at health institution depends on continuous skill building of medical and paramedical personnel. Skill up-gradation is the call of the day. As per the requirement of institutions and the need of the health personnel, the paradigm of training has been shifted from 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 in Life Saving Anaesthetic Skills (LSAS), Emergency Obstetric Care (EmOC), Blood Storage Unit (BSU) management, training are conducted to functionalise designated First Referral Units (FRUs) and HWC & NCD training for functionalisation of “Health Wellness Centre (HWC)” during 2019-20.**

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 interventions
- To strengthen the service delivery mechanism through multi skilling of health personnel at FRU and 24x7 Institutions.
- To functionalise designated PHCs as HWC through training on NCD, DCP and RMNCAH+N

Major Achievements:

As approved in PIP FY:2019-20 NHM, Dept. of H&FW, Govt. of Odisha has implemented training on RMNCAH+N, NCD, NDCP, Multi Skilling & Programme Management training at different levels to achieve the NHM goal. **Major training programmes during FY: 2019-20 are as follows:**

Reproductive Health:

Training Status Report			2019-20
Training under Reproductive Health, 2019-20	State load 2019-20	Ach.	% of Ach.
Laparoscopic sterilization training	5 batch	5	100
Minilap training for MO	15 batch	6	40
NSV training for MOs	6 batch	1	17
IUCD training for MO, AYUSH MO, SN & ANM/LHV	90 batch	77	86
PPIUCD training	30 batch	19	63
PAFP training	10 batch	4	40
Injectable contraceptive for MO, AYUSH MO, SN, ANM & LHV	140 batch	91	65
Oral pills training	200 batch	125	63
FP-LMIS training	200 batch	117	59

Intra Uterine Contraceptive Devices (IUCD):

During FY: 2019-20, 770 MOs, AYUSH MOs, SNs and ANMs & LHVs have been trained against the target of 900 personnel.

Minilap:

Duration of Minilap training is for twelve working days for Assistant Surgeon posted at L2 & L3 institutions. **During FY: 2019-20, total 18 Medical Officers have been trained against the target of 45 personnel.**



Certificate distribution during IUCD training

Non Scalpel Vasectomy (NSV):

NSV training is for five working days of Medical Officers. **Total 4 MOs have been trained during the year 2019-20 against the target 24 personnel.**



Trainees are in Laparoscopic sterilization training

Laparoscopic Sterilization training:

Laparoscopic sterilization training is provided to a team of 3 members, consisting of Doctor, Staff Nurse & OT assistant for a duration of 12 days. It is conducted at City Hospital, Cuttack. After training the trained team provides Laparoscopic sterilization for female on fixed day. **During FY: 2019-20 total 15 health personnel (MO-5, SN – 5 & OT Attendant – 5) have been trained against the target of 15 team members.**

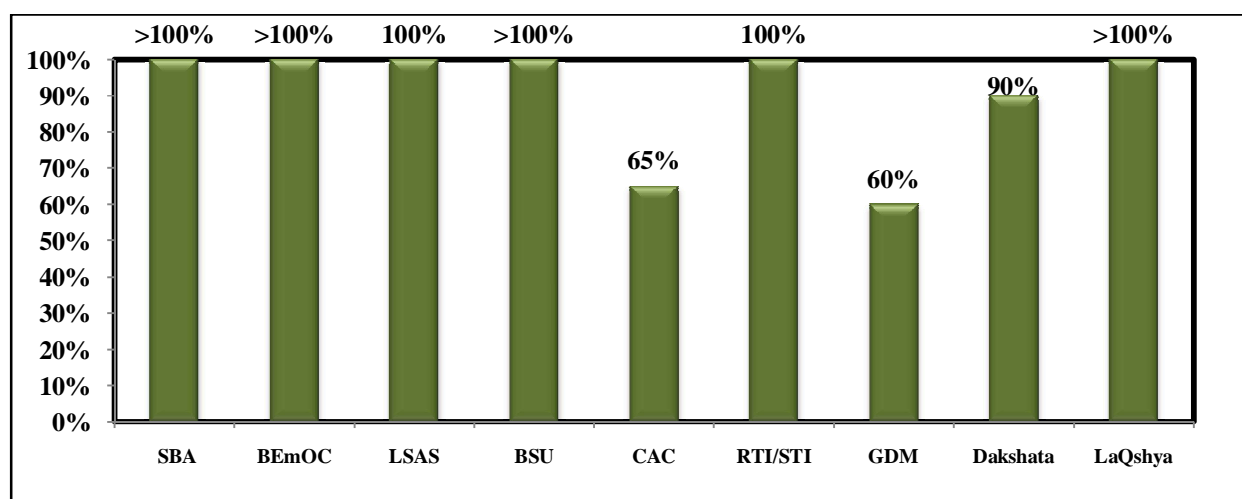
Post Partum Intra Uterine Contraceptive Devices (PPIUCD): PPIUCD training is important to minimize maternal death due to repeated pregnancy. **In Odisha PPIUCD training organized in collaboration with Jhpiego.** Under health system there is 5 years IUCD (375) and 10 years IUCD (380-A) to ensure quality FP services. **During FY: 2019-20, total 160 MOs & SNs have been trained against the target 330 personnel.**

Training on Injectable Contraceptives:

Training on Injectable Contraceptives has been introduced as per GoI guideline during 2019-20. It is 1 day training for MOs, Ayush Doctors and Staff Nurses. Injectable contraceptives are available up to PHC level. During 2019-20, total 2730 (MBBS-570, Ayush MO-240 & SN- 1920) have been trained against the target of 4200 health personnel.



Trainees are in Injectable contraceptive trg.

Maternal Health:

Training under Maternal Health, 2019-20	State load 2019-20	Ach.	% of Ach.
21 days SBA training of SNs, ANM/LHV & AYUSH MO	520 part.	559	>100
10 days BEmOC training	60 part.	165	>100
18 weeks LSAS training for MBBS doctor	1 batch	1 batch (4 part.)	100
3 days BSU training for MO & LT	1 batch	2 batch	>100
12 days CAC certification training	40 batch	26	65
RTI/STI training of MO & LT	3 batch	3	100
3 days training of OG, MO, PMS on GDM	10 batch	6	60
3 days Training of service providers on Dakshata	30 batch	27	90
2 days training for OG Spl ,Prog. Officers , Prog. Managers on "LaQshya Programme	3 batch	7	>100



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 559 paramedical personnel have been trained against the load of 520 during FY' 2019-20.** Trained personnel are conducting normal vaginal delivery at delivery points (DPs) and FRUs. SAB training has been initiated for paramedical personnel of HWC during 2019-20 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 in L2 and L3 institution. During 2019-20, total 165 MBBS doctors have been trained against the target of 60 at Dept. of OG, SCB Medical College and Hospital, Cuttack (SCB, MCH, Cuttack). Trained MBBS doctors are conducting normal vaginal delivery and 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.**



Certificate distribution during BEmOC training

Due to BEmOC training monthly delivery at L2 institution has been increased. There is decongestion at FRU due to BEmOC training. As per the guideline of HWC, BEmOC training is organised for MBBS doctors of PHC(N) which are designated as Health Wellness Centre (HWC).

Life Saving Anaesthetic Skills (LSAS):

LSAS training is organized at Dept. of Anaesthesiology of Govt. Medical colleges since October 2007. **Total 4 Doctors have been trained against the load of 4 personnel during FY: 2019-20.** LSAS trained doctors are posted at FRU and administering spinal anaesthesia for CS cases. LSAS training is very useful to ensure spinal anaesthesia service in absence of Anaesthesiologist at FRUs. Till date 164 MBBS doctors of Odisha have been trained and 93 trained doctors are posted at FRUs and administering spinal anaesthesia during emergency CS.



Trainees are in LSAS training

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 2019-20 total 27 have been trained against the target of 30 BSU personnel.**

CAC training:

Comprehensive Abortion Care (CAC) training is important to ensure low maternal death due to unsafe abortion. As per GoI guideline there is “**12 days CAC certification training**” for MBBS Doctors. “**6 days training for SNs**” and “**3 days refresher training**” for master trainers. Certified doctors, OG Specialist along with Staff nurses who are trained in EVA, MVA & MMA. In Odisha there are 11 CAC training venues at regional level. **CAC training is implemented in collaboration with IPAS Development Foundation. During FY: 2019-20, total 79 doctors and SNs have been trained against the target of 160 health personnel.**



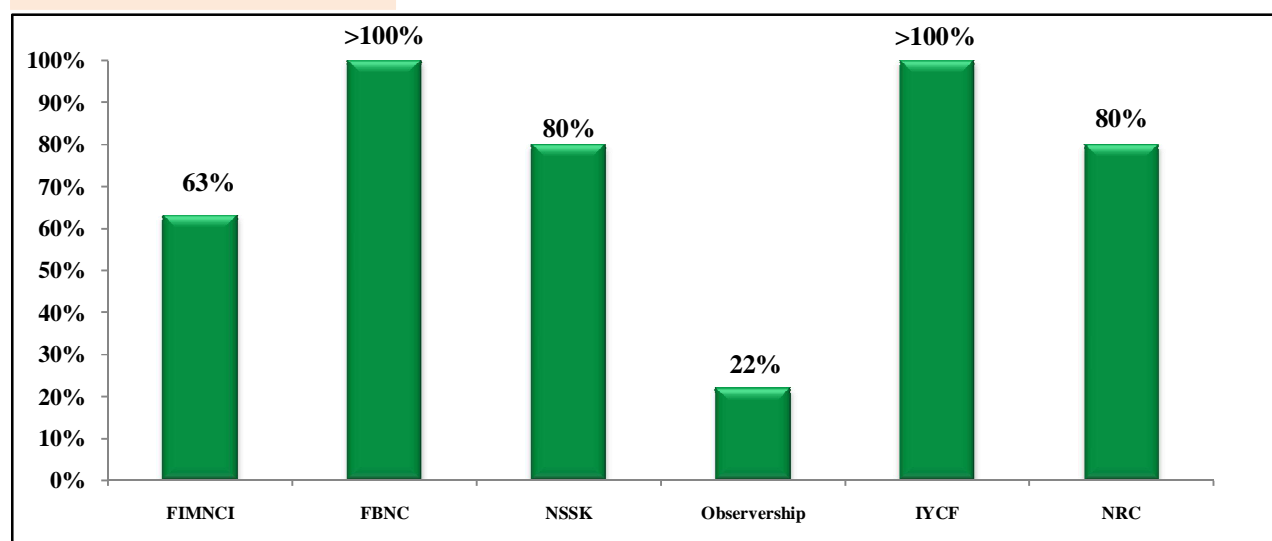
Trainees are in CAC Certification training

DAKSHATA training.:

As per GoI guideline, Dakshata is a 3 days training for the service providers of LR & OT to ensure quality services during delivery. **In Odisha, Dakshata training is implemented in collaboration with Jhpiego.** As per approved PIP, 5 days TOT organised for Dakshata Coordinators and DP mentors at regional level during FY:2019-20. **Total 25 Coordinator and 15 DP mentors have been trained during the year: 2019-20.**



Trainees are in DAKSHATA training

New Born & Child Health:

Training under New Born & Child Health, 2019-20	State load 2019-20	Ach.	% of Ach.
11 days FIMNCI training for SN	250 persons	158	63
4 days FBNC training for MO & SN	75 persons	88	>100
2 days NSSK training for MO & SN/ANM	15 batch	12	80
2 weeks observership training	18 batch	4	22
4 days IYCF training for MO, SN & ANM	10 batch	13	>100
3 days NRC training	35 persons	28	80

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 2019-20 total 158 SNs have been trained against the target of 250.**



Trainees are in FIMNCI 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: 2019-20, total 88 MOs and SNs have been trained against the target of 75.**

Navjat Sishu Surakshya Karyakram (NSSK):

During FY: **2019-20**, total 12batches (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 intervention for survival of asphyxiated baby at labour room. NSSK training is for medical and paramedical personnel of all delivery points (DPs). **As per the guideline of Govt. of India, NSSK training is implemented for doctors and paramedical personnel of Health Wellness Centre (HWC) also during FY:2019-20.**



NSSK training at District level

Adolescent Health:**Rastriya Kishore Swasthya Karyakram (RKSK):**

The objective of RKSK training is to ensure, quality health services at **Adolescent Friendly Health Centre (AFHC)** for adolescents both for boys and girls. RKSK training is provided to create demand among the adolescents and to ensure timely referral. Under Adolescent Health, confidentiality is an important principle which is stressed upon during training. **Total 21 batches of Peer Educator training conducted as per the plan of FY: 2019-20.**

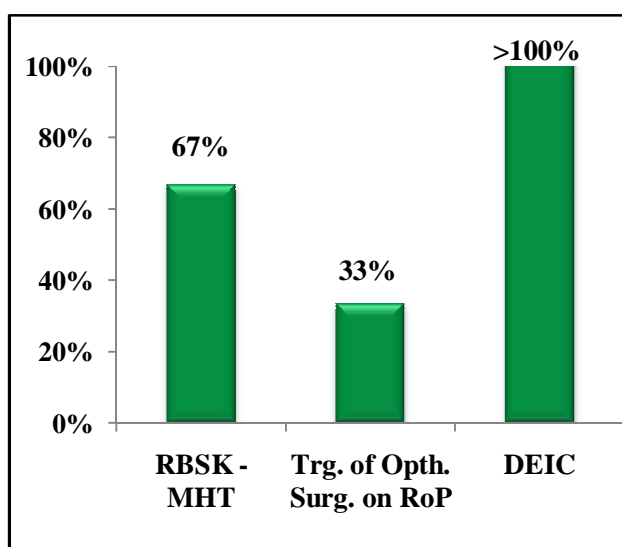


Peer Educators Training at District level

Training under RKSK, 2019-20	State load 2019-20 (in batches)	Ach.	% of Ach.
Training of peer educator at district level	22 batch	21 batch	95

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 children under 18yrs of age at community level. 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 under RBSK, 2019-20	State load 2019-20 (in person)	Ach.	% of Ach.
RBSK Training for Mobile health team	9 batch	6 batch	67
Training of Opth. Surg. on ROP	3 batch	1 batch	33
Training of Dist. Early Intervention Centre personnel	20 person	54 person	>100

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 Health Wellness Centre (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. In Odisha all PHCs are designated as HWC. As per the guideline of Govt. of India, TEMC training is mandatory for MOs of HWC. Accordingly 427 MOs of HWCs (PHCs) are trained during 2019-20 against State load 810.



Trainees are in TEMC training at SCB, Cuttack

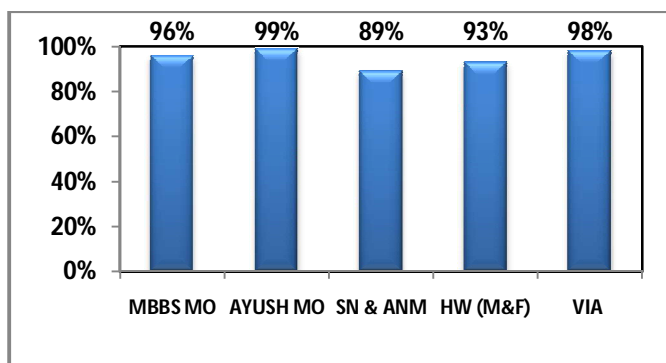
Health Wellness Centre (HWC) & NCD trg. :

Primary Health Care in India is selective and limited to RCH and Communicable Diseases. MoH&FW, Govt. of India envisage up gradation of all SCs to Health and Wellness Centres (HWCs) for provision of 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 strategies to functionalise HWC. Training achievement of HWC & NCD during 2019-20 is as follows:



State ToT for MBBS & AYUSH MOs

Training under Health Wellness Centre (HWC) & NCD , 2019-20	State load 2019-20 (in person)	Ach.	% of Ach.
3 days HWC & NCD trg for MBBS MO	899	861	96
3 days HWC & NCD trg for AYUSH MO	904	893	99
3 days HWC & NCD trg for SN & ANM	972	864	89
3 days HWC & NCD trg for HW(M&F)	4256	3946	93
6 days VIA trg for SN & ANM	948	930	98



Three Days training on NCD at Dist. level

MDP on Art of Living:

As per the need assessment, it is observed that the Managers working at different level under NHM, require training on **Stress management, Conflict management, Self esteem and Team building for better programme output**. Considering the above need, NHM, Odisha has organised 3 days Art of Living training at Sri Sri University, Cuttack. After state level training, District Collector requested to organise Art of Living training for Govt. Officials. Accordingly NHM, Odisha organised 3 days Art of Living training in 30 districts by the master trainers of Sri Sri University, Cuttack. As per the feedback of the participants, Art of Living training is very useful to enhance the efficiency of managers for better programme output. Under Happiness program, NHM personnel attended Art of Living” at Sri Sri University. Participants have learned yoga and pranayamas, which help them to reduce the accumulated stress. The course is interactive, there is different games and drills which helps to enhance the immunity and happiness in daily life. The participants have practiced Sudarshan krya during MDP. **Total 95 numbers of SPMU trained in 3 batches and all 30 districts have been covered under Happiness programme during 2019-20.**



MDP training on Art of living at State level



Three Days training on Art of living at District level



Three Days training on Art of living at District level

Training under Happiness Prog, 2019-20	State load 2019-20 (in person)	Ach.	% of Ach.
Art of living for SPMU personnel	3 batch	3	100%
Art of living for DPMU personnel	30 batch	30	100%

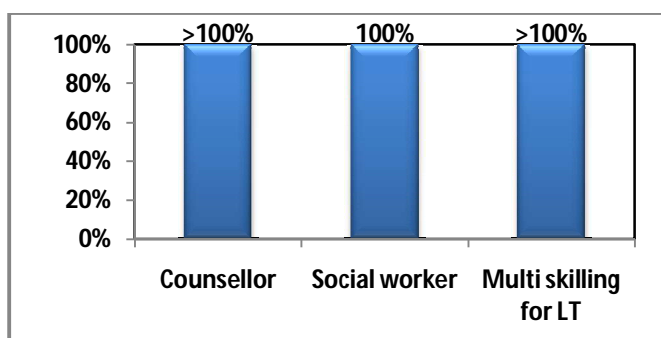
Integrated Service Delivery:

Integrated Service Delivery training is provided to ensure better skill of counsellors working at DHH, SDH & FRU CHC for 3 days. Social workers have provided multi skilling training for 3 days at State level. LT of CHCs have been trained for 7 days at Capital Hospital & Dept. of Pathology, MKCG MCH, Berhampur during 2019-20. **As per approved PIP, total 211 counsellors, 31 social workers and 159 LTs have been trained during 2019-20.**



Social Workers are at state level training

Training under Integrated Service Delivery, 2019-20	State load 2019-20	Ach.	% of Ach.
3 days training on skill development of counselors	4 batch	5	>100
2 days training on skill development of social workers	1 batch	1	100
7 days multi skilling training of LTs	10 batch	14	>100



Trainees are in Skill Development training

Training on COVID-19:

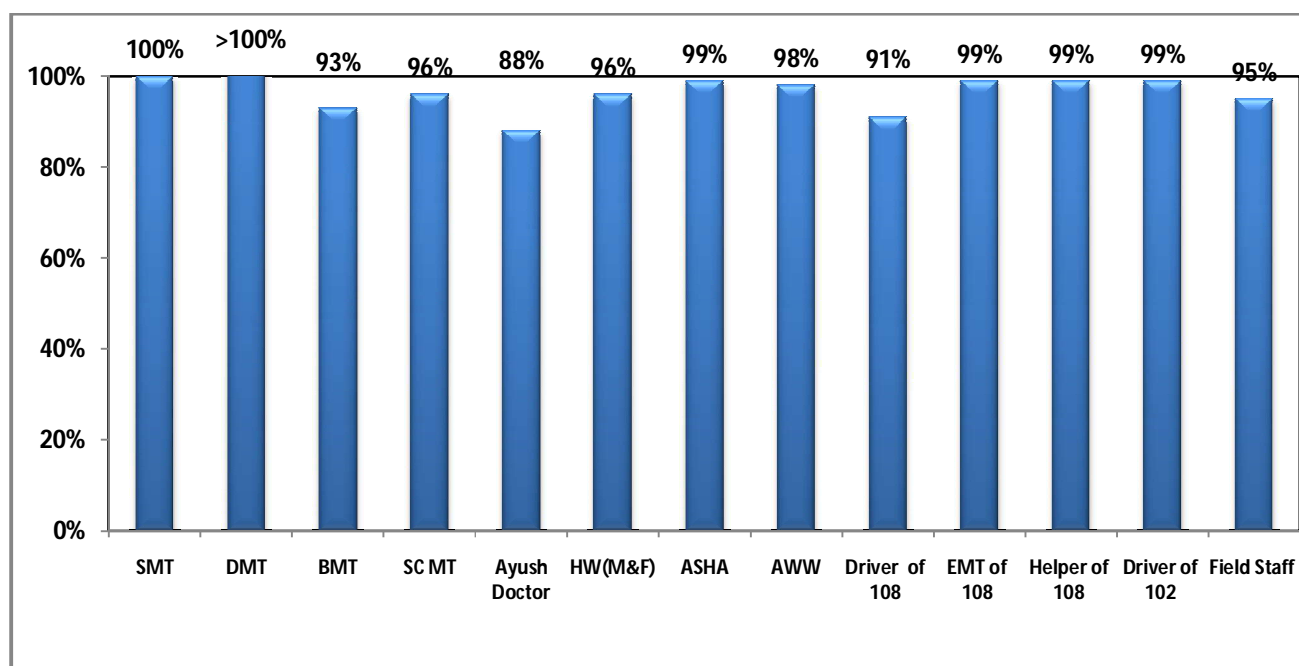
As per the requirement of the state, COVID-Capacity building task force has been developed at state level under the Chair of Principal Secretary, DWCD Govt. of Odisha. As per the need assessment, hands on ICU training on COVID-19 is organised at Dept. of Medicine, SCB MCH, Cuttack. As per the need, NHM-Odisha has organised basic training on COVID -19 for front line workers -FLW (ASHA, AWW & ANM) including Ayush Doctors following cascade model of training. Apart from FLW, NHM organised capacity building for 104, 108 & 102 personnel using zoom platform. Achievement of different training programmes under COVID-19 is as follows.



Trainees are in Critical ICU trg.

Training Status Report

2019-20



Training on COVID-19, 2019-20	Target	Ach.	% of Ach.
State Master trainer	12	12	100
District master trainer	321	360	112
Block Master trainer	5652	5289	93
SC level Master trainer	19676	18815	96
Ayush Doctor	1288	1133	88
HW(M&F)	18388	17682	96
ASHA	47147	46491	99
AWW	71445	70285	98
Driver of 108	1206	1098	91
Emergency Medical Technician of 108	1100	1086	99
Helper of 108	930	922	99
Driver of 102	892	886	99
Field Staff	80	76	95



Trainees are in COVID-19 Basic training



COVID-19 training for ambulance driver through Zoom

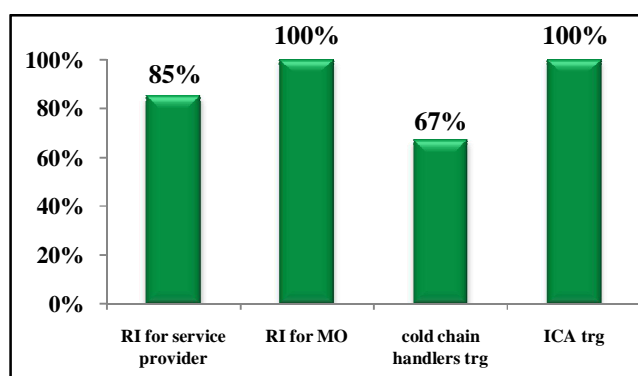
Training on Chronic Obstructive Pulmonary Disease (COPD):**Trainees are in State ToT on COPD**

It is observed that **Chronic Obstructive Pulmonary Diseases (COPD)** is increasing day by day in industrial cities of Odisha. As per GoI guideline COPD is one of the mandatory services to be provided at HWC. Keeping in view the above requirement, NHM-Odisha organised Certificate Course in COPD & Asthma (CCCA) in collaboration with PHFI, Delhi. In CCCA. There is 8 modules which are covered through 8 days contact session. During 2019-20 total 18 MBBS doctors are pursuing CCCA course. The trained doctors will be acting as state master trainer to provide training to the MBBS doctors of HWC.

Training under Routine Immunization:

Different training programmes are organized under routine immunization as per PIP **2019-20**. 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-

Training under Routine Immunization, 2019-20	State load 2019-20 (in batches)	Ach.	% of Ach.
2 days district level Orientation/ refresher training for service providers on RI	158	134	85
3 days training of Medical Officers on RI & new vaccine	35	35	100
2 days district level cold chain handlers training	45	31	67
1 day ICA training at state level	1	1	100

**Trainees are in RI training at district level**

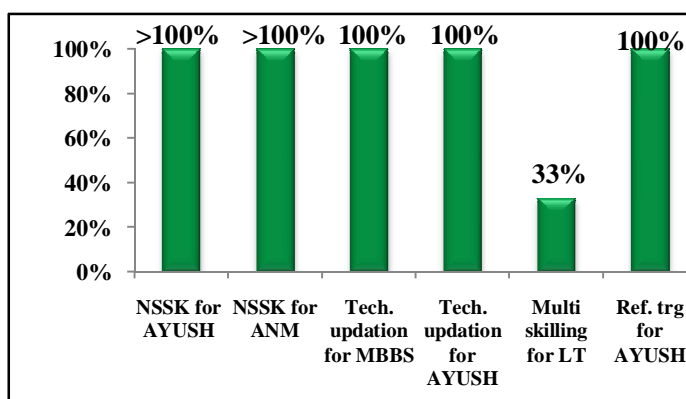
NGO, PPP:

As per the need of the state total 70 NGOs are working under NHM, Odisha. The contribution of NGO under NHM is mentionable. NGOs are managing MAA Gruha, PHC, Mobile Arogya Plus Van, Boat Ambulance at periphery. **NGOs are also providing high end diagnostic services like CT scan, dialysis, MRI, X-ray services at DHH level.** Major training under NGO PPP activities are as follows:

Training under NGO/PPP , 2019-20	State load 2019-20	Ach.	% of Ach.
2 days NSSK trg for AYUSH MOs	40 person	43	>100
2 days NSSK trg for ANM	40 person	43	>100
3 days Technical updation training of AYUSH MOs	1 batch	1	100
3 days Technical updation training to MBBS MOs	1 batch	1	100
5 days Multi skilling training of Lab Technicians	40 person	13	33
4 day Refresher Training for AYUSH & ANMs	2 batch	2	100



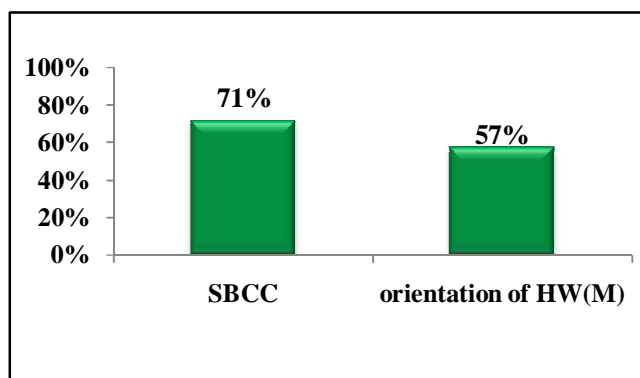
NGO Health workers are in NSSK training

**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 **2019-20** are as follows-



PHEOs are in SBCC Training at State level



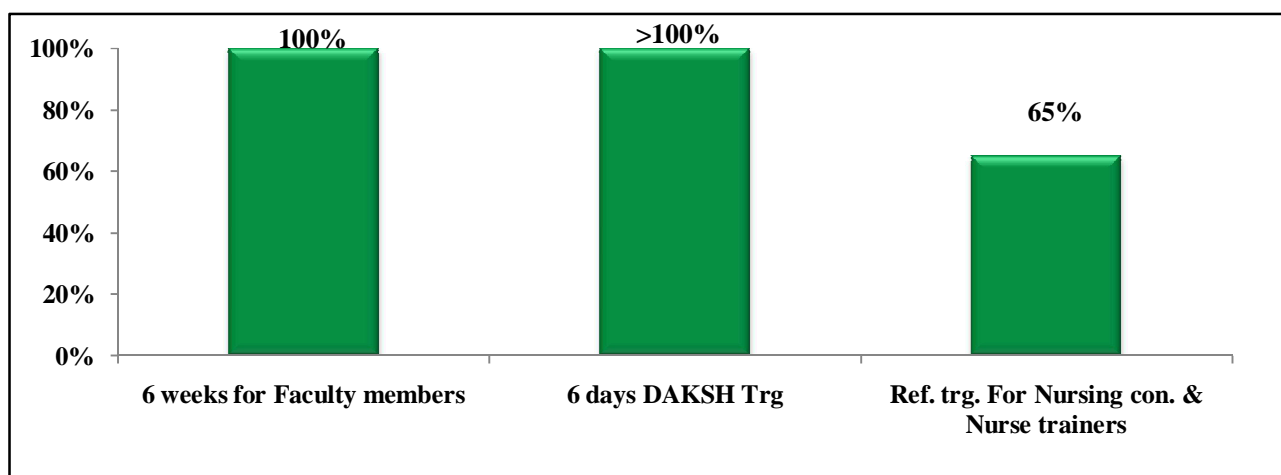
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2019-20

Training IEC/BCC, 2019-20	State load 2019-20	Ach.	% of Ach.
4 days training on Taranga - Social Behaviour Change Communication (SBCC)	45	32	71%
1 day orientation of Health worker (Male) on the communication skill and use of communication tools like FFL Video and Flip Book	30	17	57%

Nursing Training:

As approved in PIP: **2019-20**, 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. It is conducted following **Objective Structured Clinical Examination (OSCE)** training methodology to ensure the quality and uniformity in assessment.



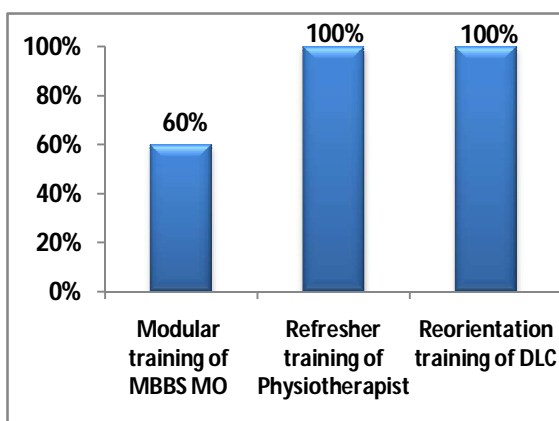
DAKSH Training:

As per GoI guideline, Daksh training is provided to the service providers to upgrade the LR & OT to ensure quality health services. DAKSH training is a hands on training for 6 days. It ensures skill building of service providers working at LR & OT. **Total 640 SNs have been trained against the target of 480 during FY: 2019-20.**

Training Nursing , 2019-20	State load 2019-20	Ach.	% of Ach.
6 weeks trg of faculty members from ANMTC, GNMTC & College of Nursing at State Nodal Centre	4 batch	4	100
6 days DAKSH training for Faculty members	30 persons	40	>100
Refresher training for Nursing Consultants & Nurse trainers	20 person	13	65

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 have been trained in phased manner.

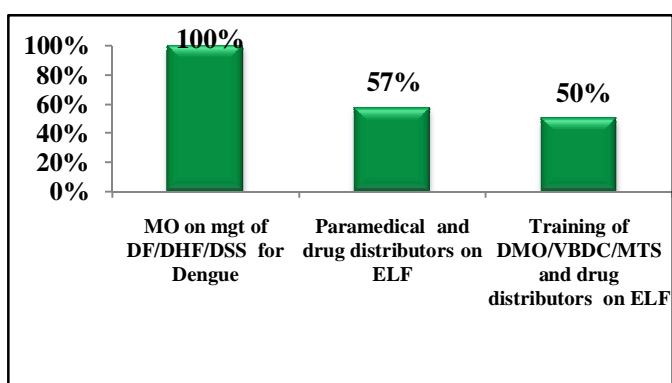


Training NLEP, 2019-20	State load 2019-20 (in batch)	Ach.	% of Ach.
3 days modular training of MBBS MO	5	3	60
Refresher training of Physiotherapist	2	2	100
Reorientation training of DLC	1	1	100

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: 2019-20, following training programmes have been conducted under Directorate of public health.

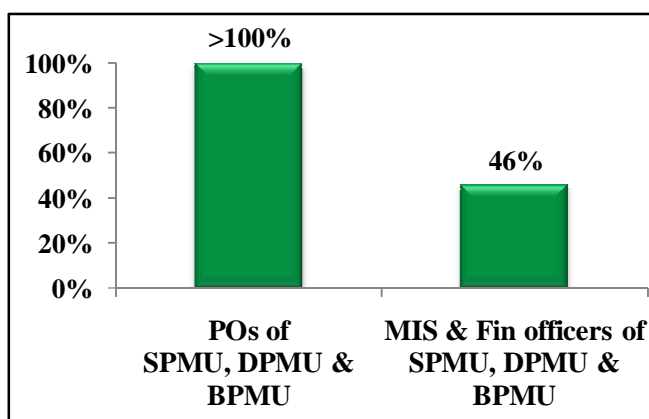
Training under NVBDCP, 2019-20	State load 2019-20	Ach.	% of Ach.
1 day training of Medical Officers on Management of DF/DHF/DSS for Dengue, Chikungunya	2	2	100
Training of Paramedical and drug distributors on ELF	14	8	57
Training of DMO/VBDC/MTS and drug distributors on ELF	10	5	50



ADPHOs are in State level Training

Management Development Programme (MDP):

As approved in PIP: 2019-20 officials from state, district and block level have attended **Management Development training Programme** to enhance their management skill at different reputed institution like IIPH New Delhi, NIFM, Faridabad, NIHF, New Delhi, NIRD, NIPCCD, Guwahati, NIN, Hyderabad, MGIMS, Sevagram, Wardha, Maharashtra, JIPMER, Puducherry, KGMU, Lucknow, PGIMER, Chandigarh, Kasturba Medical college, Manipal, Maharashtra and NHSRC, New Delhi. Total 343 personnel (Programme Officers-311 and Finance Officers-32) have participated in different “Management Development Programme” during FY:2019-20.



MDP training at IIMR, New Delhi

Training under Management Development Programme , 2019-20	State load 2019-20 (in person)	Ach.	% of Ach.
MDP for Prog. officers of SPMU, DPMU & BPMU	110	311	>100
MDP for MIS & Finance Officers of SPMU, DPMU & BPMU	70	32	46

Executive Development Programme (EDP):

Managers at state & district level are the key functionaries for successful implementation of different health services at District & State level. As per the exposure need of managers NHM-Odisha organised EDP at apex institutions of India and renowned University in Bangkok. During 2019-20, total 20 State & District level personnel have been trained under **EDP on Public Health Management at Mahidol University, Thailand** to get exposure and practical experience in implementation of different Public health activities.



ELP training at Mahidol, University Bangkok

As per the requirement of the state, Finance personnel of state and district level have attended 5 days **EDP on Financial Management at Faridabad**. Total 60 have been trained (state 25 & district 35) on financial management during 2019-20.

Training on Gender Based Violence (GBV):

Training on Gender Based Violence (GBV) and Child Sexual Abuse for Health Care Provider are important to ensure violence against women & child sexual abuse at community level. 1 day sensitization on SOP of GBV have been organised in 7 Govt. Medical Colleges. **Total 186 Govt. Officials have been trained against the target of 180 during 2019-20.**



Trainees are in GBV trg. At State level

Pre-Conception & Pre Natal Diagnostic Technique act 1994 (PCPNDT-1994):

Pre-conception & pre natal diagnostic is illegal in India. PCPNDT act provide for the prohibition of sex selection before and after conception, and for regulation pre- natal diagnostic technique for the purposes of detecting abnormalities or metabolic disorders or chromosomal abnormalities or certain congenital malformations or sex-linked disorders and for the prevention of their misuse for sex determination leading to female feticide. To implement PCPNDT act 1994, NHM-Odisha implemented different training programmes at state and district level. The major training programmes and its achievement are as follows:



Trainees are in PCPNDT training At State level

Training under PCPNDT 2019-20	State load 2019-20 (in batch)	Ach.	% of Ach.
State level trg of District Nodal Officers & dealing persons on strengthening implementation of PCPNDT Act.	3	2	67
Training of Medical College students & faculties of AIIMS, KIMS, Hi-Tech and SUM Hospital	2	2	100

Training Review Mechanism:

There is a review mechanism of 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.	CDM & PHO	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 personnel through ECHO hub.
- Skill utilization of Trained HR at DP
- Maintenance of Training Management Information System (TMIS) to develop the training data base at State / District level.

Service Bond for LSAS training:

Service Bond has been introduced between LSAS trainee MBBS doctors and DHS (O) in LSAS training to ensure that, 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 of LSAS & EmOC trained doctors, NHM- Odisha has initiated 2 weeks of refresher training to ensure quality of service at FRUs and DPs.

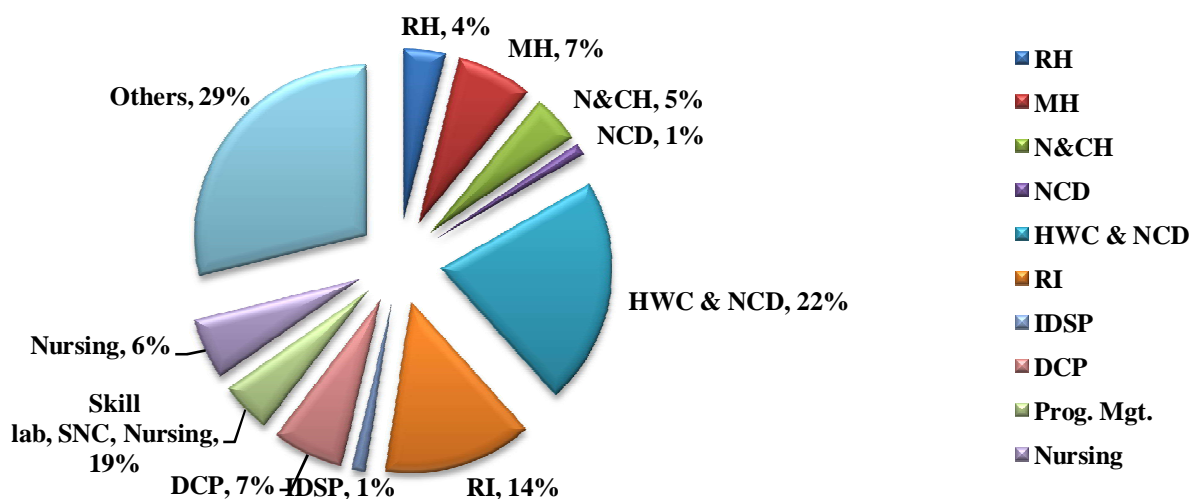
Training for Neighboring States:

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 Manipur and Tripura and Meghalaya at Dept. of Anesthesiology and Dept. of O.G, SCB MCH, Cuttack during the year 2019-20.

Training Status Report

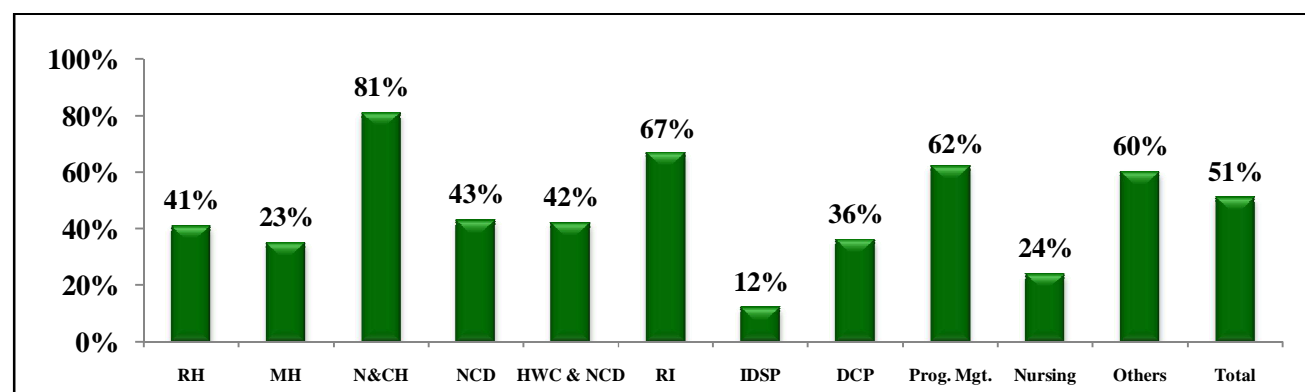
2019-20

Training Budget Rs. 6435.57 lakh, FY:2019-20



Thematic Division	RH	MH	N&CH	NCD	HWC & NCD	RI	IDSP	DCP	Prog Mgt.	Nursing	Others	Total
Total Budget in Lakh	249.27	458.39	293.53	75.51	1389.02	908.37	83.90	434.29	311.07	375.55	1856.67	6435.57
%	4%	7%	5%	1%	22%	14%	1%	7%	5%	6%	29%	100%

Fund Utilization for FY: 2019-20



Thematic Division	RH	MH	N&CH	NCD	HWC & NCD	RI	IDSP	DCP	Prog Mgt.	Nursing	Others	Total
Total Exp. Rs. in Lakh	102.12	159.65	238.23	32.53	584.65	606.18	10.12	158.49	192.03	90.48	1121.45	3295.93
Total Budget	249.27	458.39	293.53	75.51	1389.02	908.37	83.90	434.29	311.07	375.55	1856.67	6435.57
%	41%	23%	81%	43%	42%	67%	12%	36%	62%	24%	60%	51%

Training Status Report: 2019-20



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