

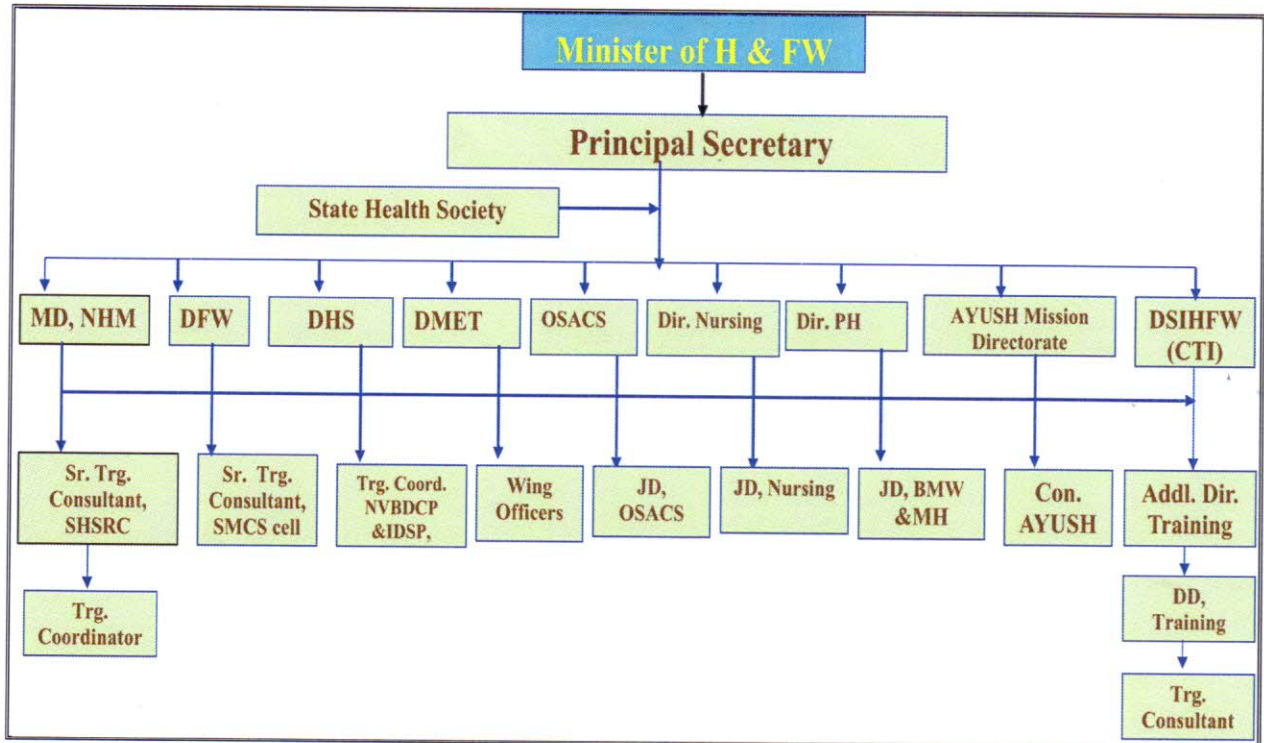


Training Status Report

2015-16

*Good work!
Approved.
[Signature]*

Mission Directorate
National Health Mission
Department of Health & Family Welfare
Govt. of Odisha
April 2016



Institutional Structure



DEMOGRAPHIC PROFILE AND VITAL HEALTH INDICATORS IN ODISHA

HEALTH INSTITUTION	
# of Govt. Medical College & Hospitals (MCH)	3
# of District Head Quarter Hospitals (DHH)	32
# of Sub- Divisional Hospitals (SDH)	27
# of Nursing College	1
# of ANM Training Centre	19
# of GNM Training Centre	8
# of CHCs (Non- FRU)	339
# of CHCs (FRU)	38
# of DHH FRUs	32
# of SDH FRUs	25
# of 24X7 PHCs/ OHs	126
# of any other PHCs/ OHs	1179
# of Sub- Centres	6688
Sex Ratio (Female per 1000 Males-20011- Census)	979
Child Population 0-6-years	5273194
Child Sex Ratio (0-6 years)	941
Growth Rate (2014- SRS)	11.5
Crude Birth Rate (2014- SRS)	19.4
Crude Death Rate (2014- SRS)	7.9
Maternal Mortality Rate (2011-13 - SRS)	222
Infant Mortality Rate (2014- SRS)	49
Total Fertility Rate (2012- SRS)	2.1

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).**

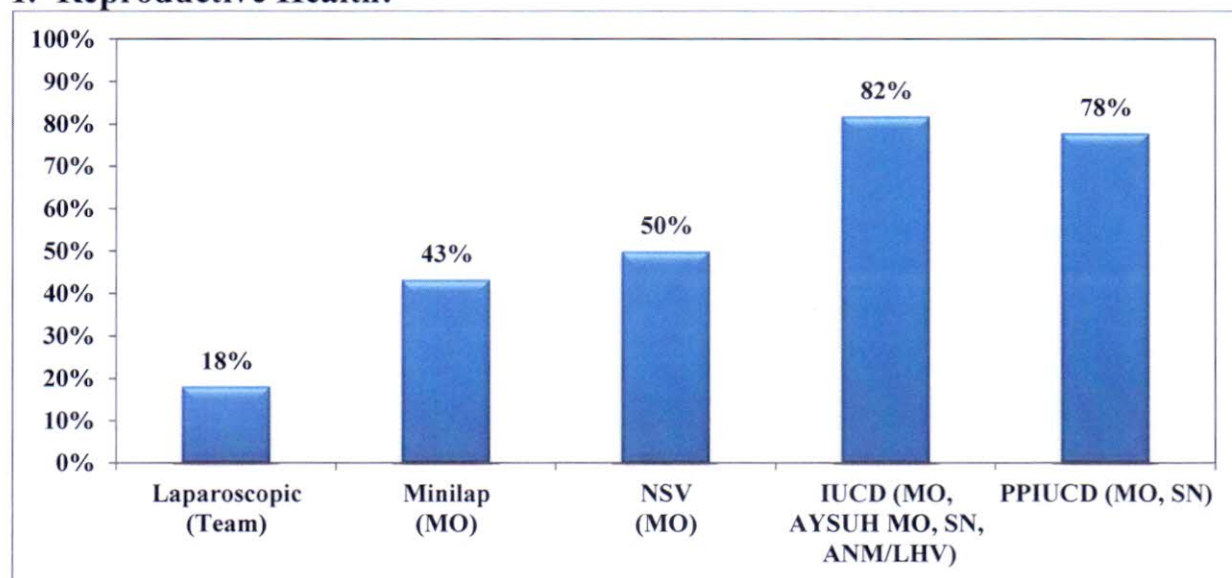
Objectives:

- 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.

Major Achievements:

As approved in PIP FY:2015-16 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: 2015-16 are as follows:**

1. Reproductive Health:



Training	Target in person	Achievement	%
Laparoscopic Sterilization (Team)	99	18	18%
Minilap (MO)	90	39	43%
NSV (MO)	80	40	50%
IUCD (MO, AYSUH MO, SN, ANM/LHV)	1050	860	82%
PPIUCD (MO, SN)	860	670	78%

Laparoscopic Sterilization:

Training for a team of three members (MO, SN and OT attendant) organized at State and Regional level. Duration is for 12 working days. Total 18 MOs, SNs and OT attendants have been trained during the year 2015-16 against the target of 99 trainees.

Minilap:

It is twelve working day training for Assistant Surgeon posted at L2 & L3 institutions. During FY: 15-16, total 39 Medical Officers have been trained against the target of 90MOs.

NSV (Non Scalpel Vasectomy):

It is five working day Training for Medical Officers. Total 40 Nos. of MOs have been trained during the year 2015-16 against the target 80 MOs.



Trainees are in IUCD training with ZOE Model

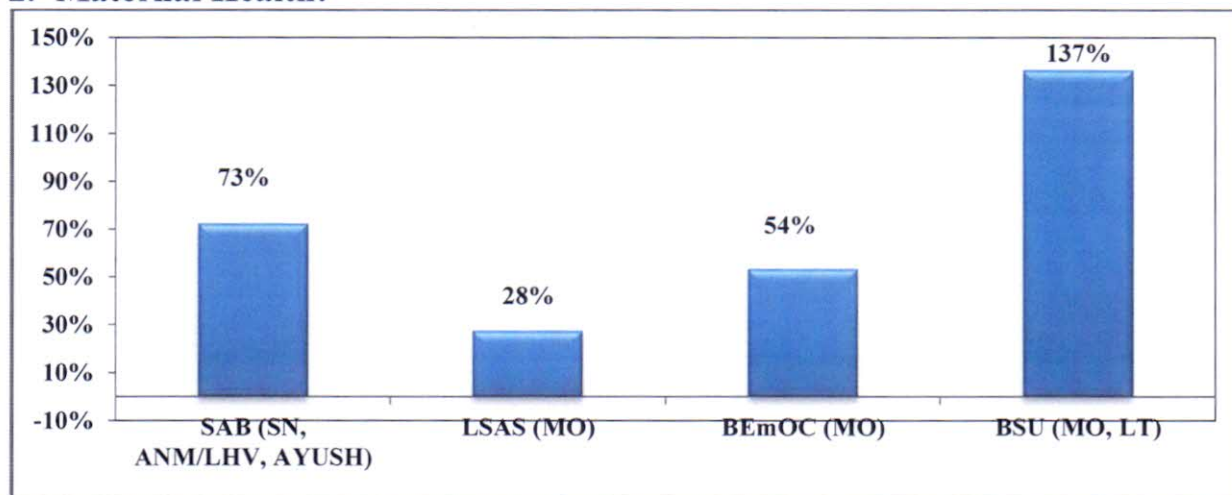
IUCD (Intra Uterine Contraceptive Devices)

During FY: 2015-16, 860 MOs, AYUSH MOs, SNs and ANMs & LHVs have been trained against the target of 1050 personnel.

PPIUCD: (Post Partum Intra Uterine Contraceptive Devices)

During FY:2015-16, total 670 MOs & SNs have been trained against the target 860 personnel.

2. Maternal Health:



Training	Target	Achievement	%
21days SAB training for SN, ANM/LHV, AYUSH	907	658	73%
18 weeks LSAS training for MO	18	5	28%
10days BEMOC training for MO	200	107	54%
3days BSU training for MOs & LTs	30	41	137%

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 658 Staff Nurses, ANMs & LHV's and AYUSH doctors have been trained against the load of 907 during FY' 2015-16.



Trainees are in SBA training



Trainees are in BEmOC Training

BEmOC (Basic Emergency Obstetric Care): Odisha is the 1st State in the country to implement 10 days BEmOC training for MBBS Doctors of L2 and L3 institution. During 2015-16, total 107 MBBS doctors have been trained against the target of 200.

LSAS (Life Saving Anaesthetic Skills):

It is organized at Dept. of Anaesthesiology of Govt. Medical colleges since October 2007. Total 149 doctors have been trained since 2007. **Dr. Nibedita Pani, Prof. Anaesthesiology, SCB MCH, Cuttack** has been awarded as the best master trainer of the State in LSAS training at National level by Govt. of India.

During 2015-16 total five MBBS doctors have been trained and posted at FRU to administer special anesthesia during "Emergency Obstetric Care (EmOC) services.



Prof. Dr. Nibedita Pani, SCB MCH is awarded as best trainer in LSAS training

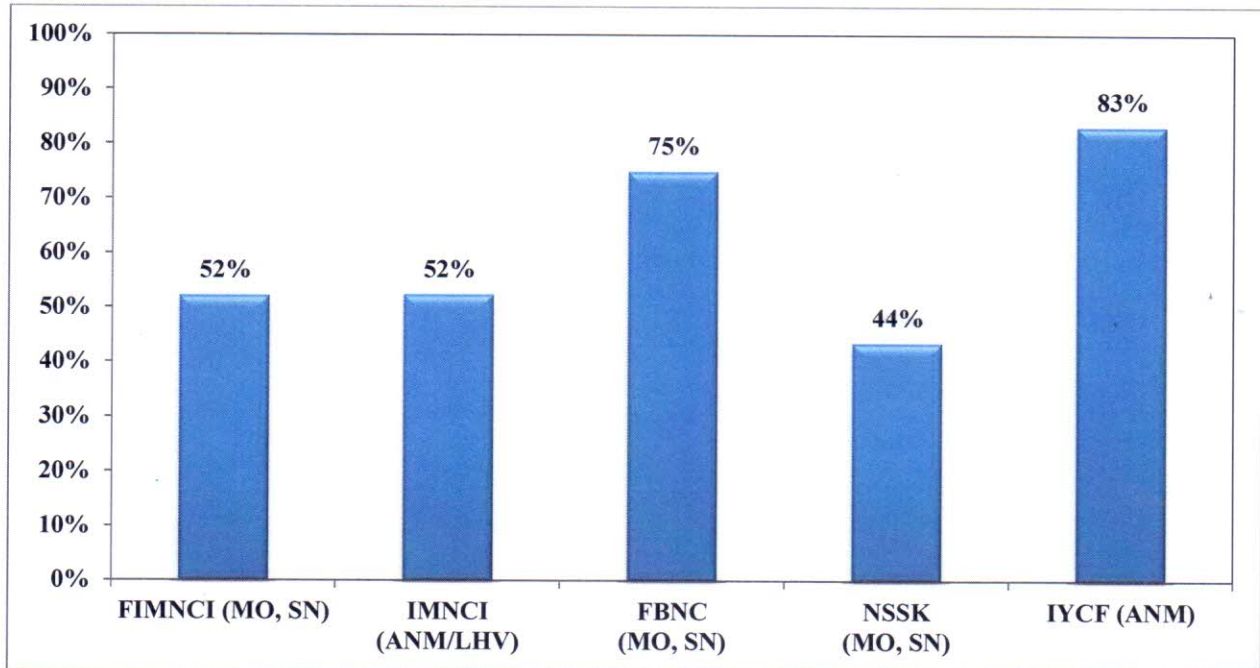


Trainees are in BSU training

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 implemented by NHM, Odisha at Red Cross Blood Bank, Capital Hospital, Bhubaneswar. MO & LT of BSU are trained to functionalize blood storage unit. During 2015-16 total 41 (MO-31, LT -10) have been trained against the target of 20.

3. New Born & Child Health:



Training Name	Target	Achievement	%
FIMNCI (MO, SN)	500	261	51%
IMNCI (ANM/LHV)	660	346	52%
FBNC (MO, SN)	60	45	75%
NSSK (MO, SN)	1204	525	44%
IYCF (ANM)	1202	1001	83%

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 treatment as per the standard protocol of FIMNCI training at institution level. During home visit by the IMNCI trained personnel, cases are referred for treatment by the F-IMNCI trained personnel. During 2015-16 total 261 MOs & SNs have been trained against the target of 500.

Integrated Management of Neonatal Childhood Illness:

It is a convergence programme with Department of Women & Child Development (DWCD). Total 346 paramedical personnel (AWW, ANMs & LHVs) have been trained against the target of 660 in 20 districts during FY:2015-16.

**Trainees are in IMNCI****Facility Based Newborn Care (FBNC) :**

FBNC training is provided to the SNs and MOs of Special New Born Care Unit and New Born Stabilisation Unit, established at DHH & FRU respectively. It is a 4 day training at state level followed by 11 days observership training at KEM, Mumbai and Safadarzang Hospital, Delhi. The MOs and SNs are competent enough to provide quality services at SNCU and NBSU. During FY: 2015 -16, total 15 MOs and 45 SNs have been trained against the target of 60.

Navjat Sishu Surakshya Karyakram (NSSK):

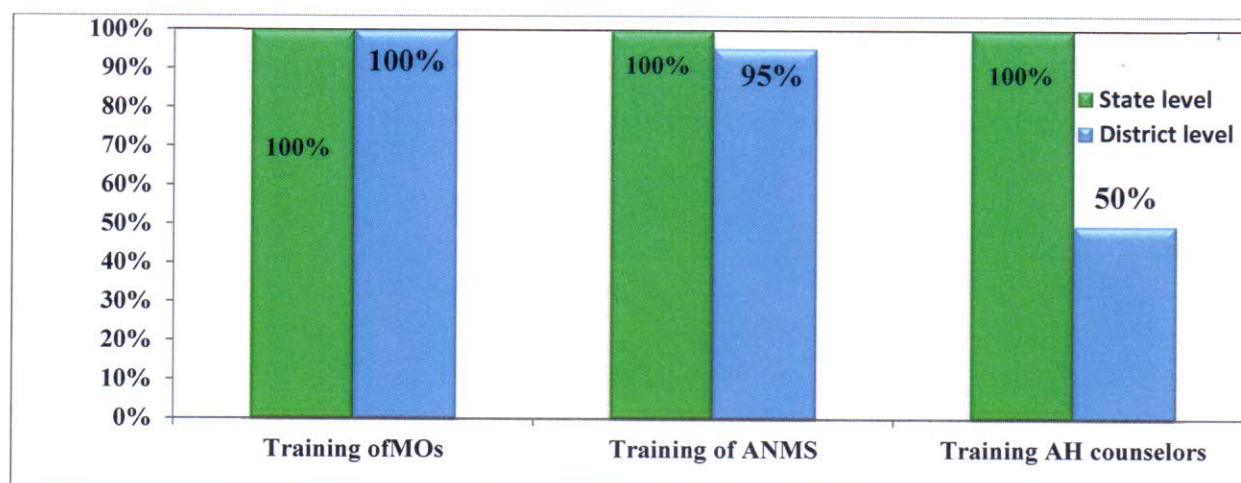
During FY 2015-16, total 449 medical and paramedical personnel (Medical officers & SNs of L1, L2, L3 institutions) from 30 districts have been trained. Trained personnel are posted at the labour room to conduct delivery & neonatal resuscitation.

**Trainees are in NSSK training****Trainees are in IYCF****Infant Young Child Feeding (IYCF):**

It is a 3 days state level training for the SNs and ANM. The objective of IYCF training is to enhance the knowledge and skill of ANM & SNs on proper feeding and care practices for under 5 children and to provide better counselling skills for the mother and care giver of children admitted at Paediatric OPD of all 30 DHH. This training is conducted in consultation with National Nutrition Board (NNB) to ensure the quality of training and to ensure proper implementation of standard protocol. During 2015-16 total 1001 ANM & SNs have been trained against the target of 1202.

Rastriya Kishore Swasthya Karyakram (RKSK):

The objective of RKSK training is to ensure the quality service at Adolescent Friendly Health Centre (AFHC) for both adolescent male and female. RKSK training is provided to create the demand among the adolescents and to ensure timely referral of the adolescent. Under Adolescent Health confidentiality is important aspect which is stressed upon during training. RKSK training is provided to the MOs (TOT) & ANM at the grass root level. During 2015 – 16, total 130 health personnel have trained against the target of 153.



Training Status of RKSK						
Training	State level			District level		
	Target	Achievement	%	Target	Achievement	%
Training of Medical Officer	1	1	100%	8	8	100%
Training of ANMs	2	2	100%	109	104	95%
Training of AH Counsellors	1	1	100%	36	18	50%



RKSK training at State level



Trainees are in RKSK Training

New Training Programmes: 2015-16

1. Trauma & Emergency Medical Care Training (TEMC):

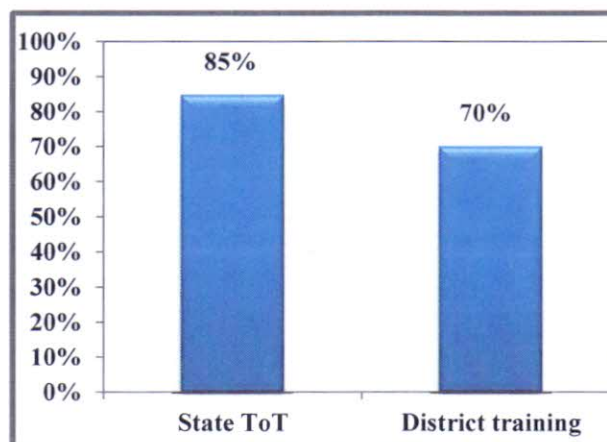
TEMC training is important to stabilize the trauma victims. TEMC training is mandatory as per the order of the Road Safety Committee of Hon'ble Supreme Court. In view of the above requirement NHM, Odisha has initiated TEMC training during 2015-16 for DHH & SDH. After training, DHH & SDH will be strengthened to provide quality TEMC services to the trauma victims. During 2015-16, state TOT organised at AIIMS, BBSR. Three Medical College & Hospitals (MCHs) are designated as 'Regional Training Centre' for district and sub-district level training. After TOT 3 Govt MCHs have conducted training of the service providers at Dept. of Anaesthesiology. Training achievement during 2015-16 under TEMC is as follows:



ToT at AIIMS, Bhubaneswar



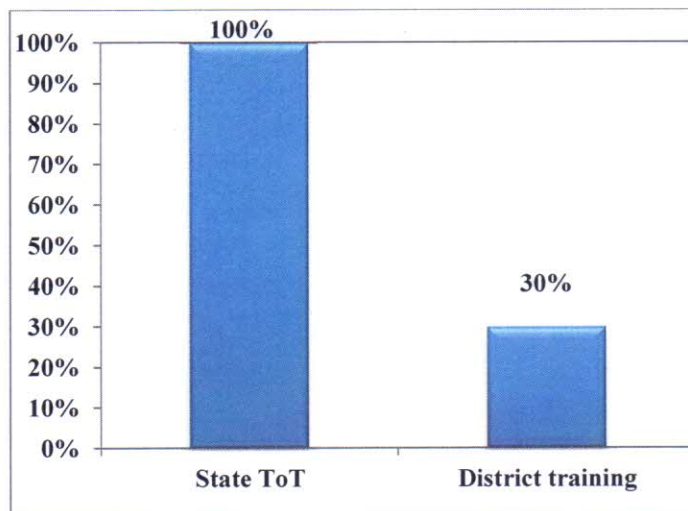
Director, AIIMS, BBSR is interacting during ToT



Training	Target	Achievement	%
State ToT	20	17	85%
District training	308	216	70%

2. Syphilis:

As per the approve PIP, Odisha State AIDS Control Society (OSACS) organised TOT and district level training for screening on syphilis. Training achievement during FY: is as follows:



Trainees are in Syphilis Training

Training	Target	Achievement	%
State ToT	1 batch	1 batch	100%
District training	20 batch	6 batch	30%

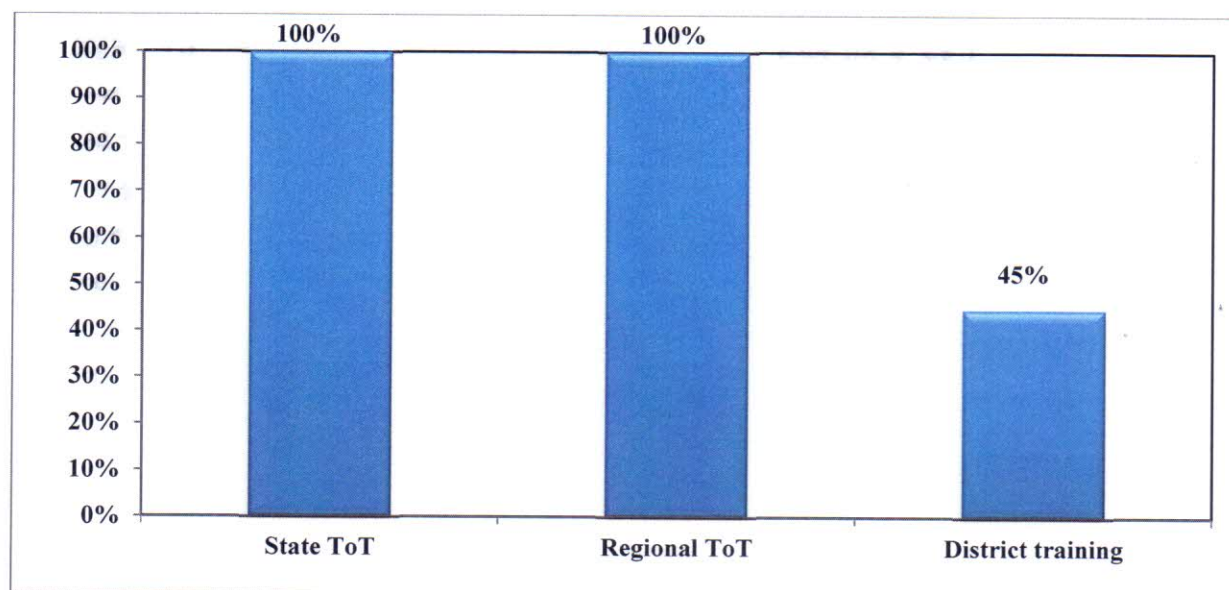
3. Dakshata:

Dakshata training is to improve the quality of maternal health services at high case load (≥ 50 per month) facilities through OSCE (Objective Structured Clinical Examination) which includes-

- Rapid assessments and periodic assessments through standardized formats, in order to identify and address resource gaps, and to track the improvement.
- Focussed and customized skill based trainings, through a pool of trained master trainers and a series of State, Regional and district level trainings.
- Strategy for transfer of learning through intense mentoring and support visit to improve labour room standards and clinical skills through on site mentoring.
- Improved monitoring accountability, strengthening data recording, reporting systems and ensuring use of standard checklists.



Achievement under DAKSHATA training is given below-

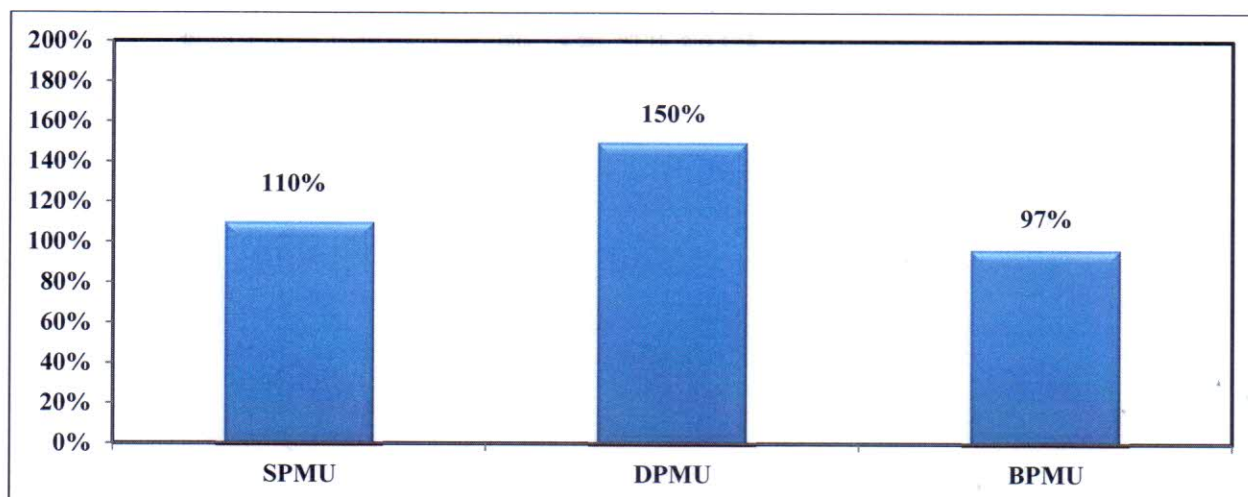


Training	Target	Ach.	%
State ToT (Batch)	2	2	100%
Regional ToT (Batch)	5	5	100%
District training (Batch)	67	30	45%

4. PGDPHSM, e- Learning Course:

Human Resource (HR) development in public health is the requirement of NHM. To ensure quality implementation and rational use of resources for better health output at community level, quality public health management at district and block level is the need of the State. To achieve the above objectives NHM, Odisha is providing 1 year **Post Graduate Diploma in Public Health Service Management (PGDPHSM)**, distance education (e-Learning) to create public health manpower in health system.

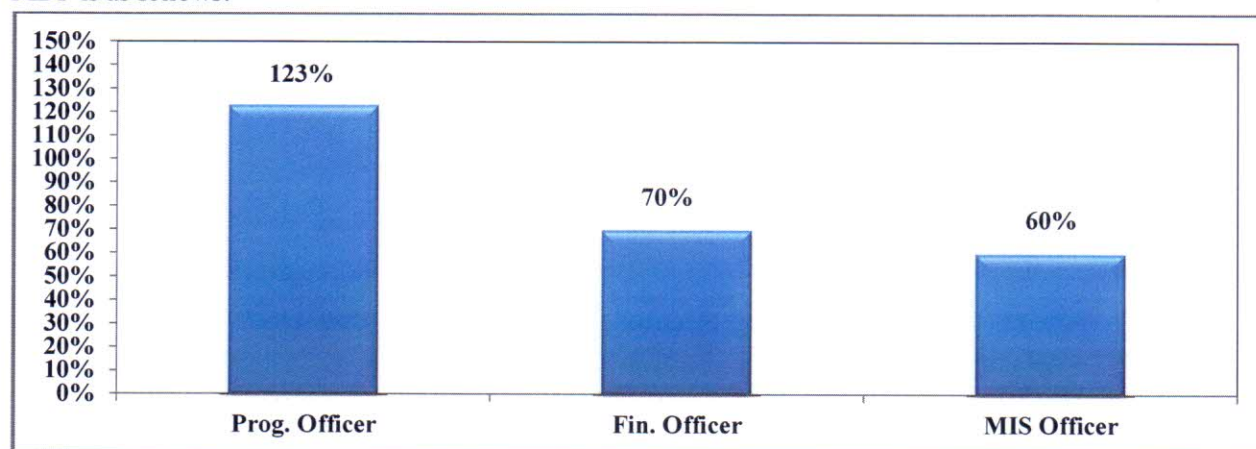
The skills of trained personnel will be utilized for quality implementation of RMNCH+A activities as per approved PIP. Post Graduate Diploma in Public Health Service Management (PGDPHSM) course is conducted in collaboration with IIPH, Bhubaneswar, and affiliated by Public Health Foundation of India (PHFI), New Delhi. Achievement during 2015-16 is given below-



PGDPHSM	SPMU Personnel	DPMU Personnel	BPMU Personnel
Target	10	20	30
Ach	11	30	29
%	110%	150%	97%

Management Development Programme (MDP):

As per the approved PIP:2015-16 officials from state, district and block level have attended **Management Development training Programme** to enhance their management skill at different reputed institution like, IRMA, Gujrat, IIMR, Jeypore, ESCI, Hyderabad, NIHF, New Delhi. The achievement in MDP is as follows:



MDP	Prog. officer	Fin. officer	MIS officer
Target	65	50	55
Ach	80	35	38
%	123%	70%	69%

Competency Based Skill Test (CBST):

As per the Govt. of India order no- 7(45) 2014- NRHM 1 on 19th January'2015 and approved PIP: 2015-16, NHM Odisha, has organised skill assessment training to assess the skills 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 of assessment. The achievement in skill assessment is as follows:

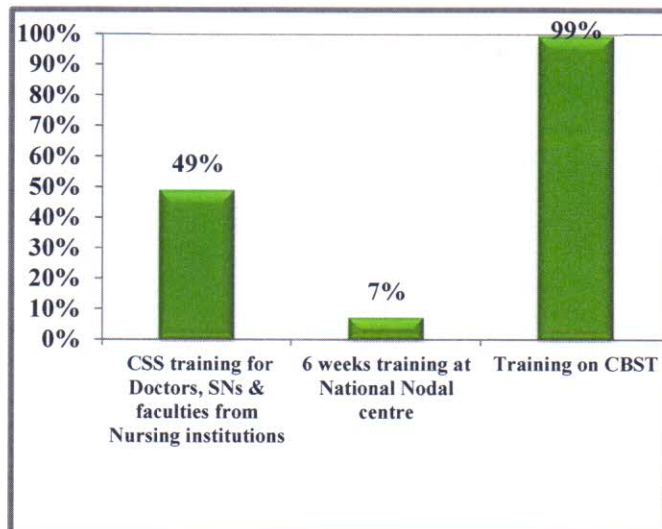
Training	State Load	Ach. till Mar'16	%
Clinical Skill Standardization (CSS) training for Doctors, SNs & faculties from Nursing institutions	213	105	49%
6 weeks training at National Nodal centre	254	19	7%
Training on Competency Based Skill Test (CBST)	330	328	99%



Trainees are in Clinical Skill Standardization (CSS)Trg.

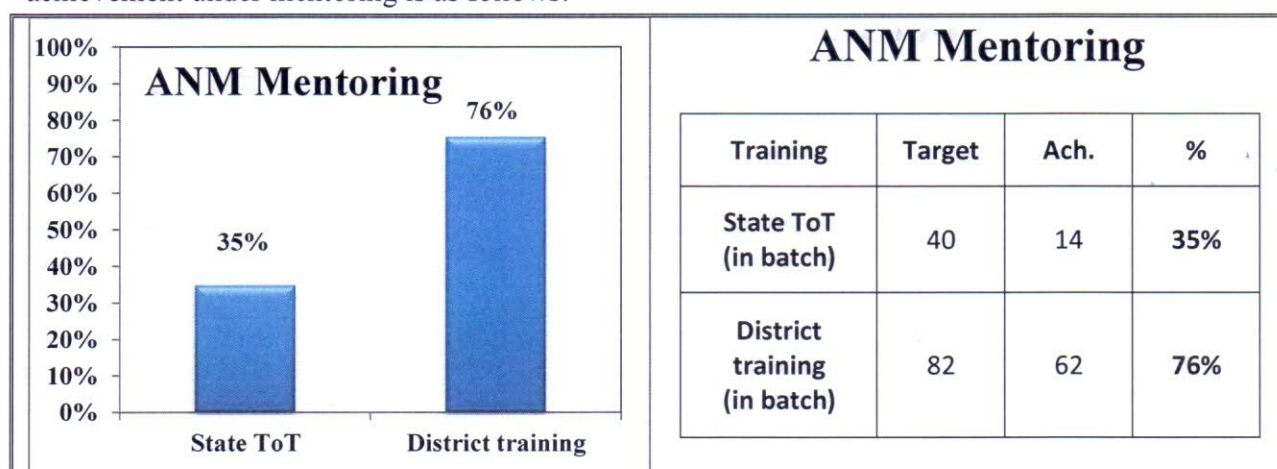


Competency Based Skill Test (CBST) Training



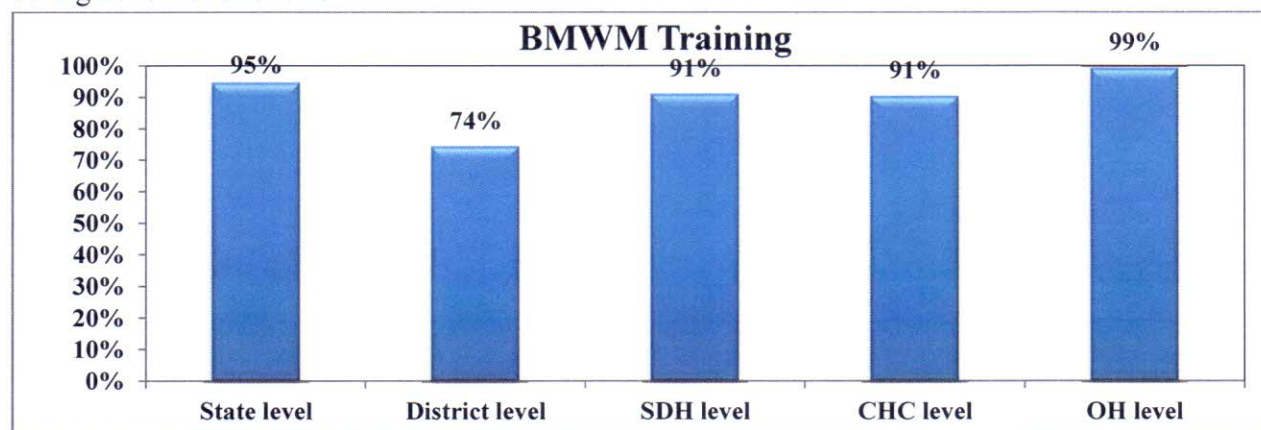
ANM Mentoring:

Mentoring is a new initiative to ensure confidence building of trained personnel (Medicos & Para-Medical personnel). Mentoring is a process to provide on the spot hand holding to enhance the confidence and quality of health service. As per the requirement of the State, NHM initiated 2 types of mentoring training i.e. Sub-Centre (SC) mentoring and Delivery Point (DP) mentoring. Major achievement under mentoring is as follows:



Bio Medical Waste Management (BMWM):

BMWM is an important training under Infection Management and Environment Plan (IMEP) to ensure segregation of Bio Medical waste at source, treatment, storage and proper disposal following the State Pollution Control Board (SPCB) guidelines. It has been decided to ensure implementation of IMEP in phased manner. Major achievement under BMWM training during 2015-16 is as follows-



Training Name	Target (in Person)	Ach.(In Person)	%
State level Trg. On BMWM	191	181	95%
District level Trg. On BMWM	2422	1804	74%
SDH level Trg. On BMWM	918	837	91%
CHC level Trg. On BMWM	16650	15080	91%
OH level Trg. On BMWM	795	790	99%

Innovations in training:

- **Professional Indemnity Bond (PIB):**

PIB has been introduced for all trained MBBS doctor in **Life Saving Anaesthetic Skills (LSAS) & Emergency Obstetric Care (EmOC)** to provide Insurance support for any casualty or health complications due to LSAS & EmOC interventions. Total 175 LSAS & EmOC trained doctors are covered under PIB.

- **Training Bond for LSAS training:**

Training bond is introduced in LSAS training to ensure that the LSAS trained doctors provide necessary services atleast for 5 years after 18 weeks of LSAS 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:**

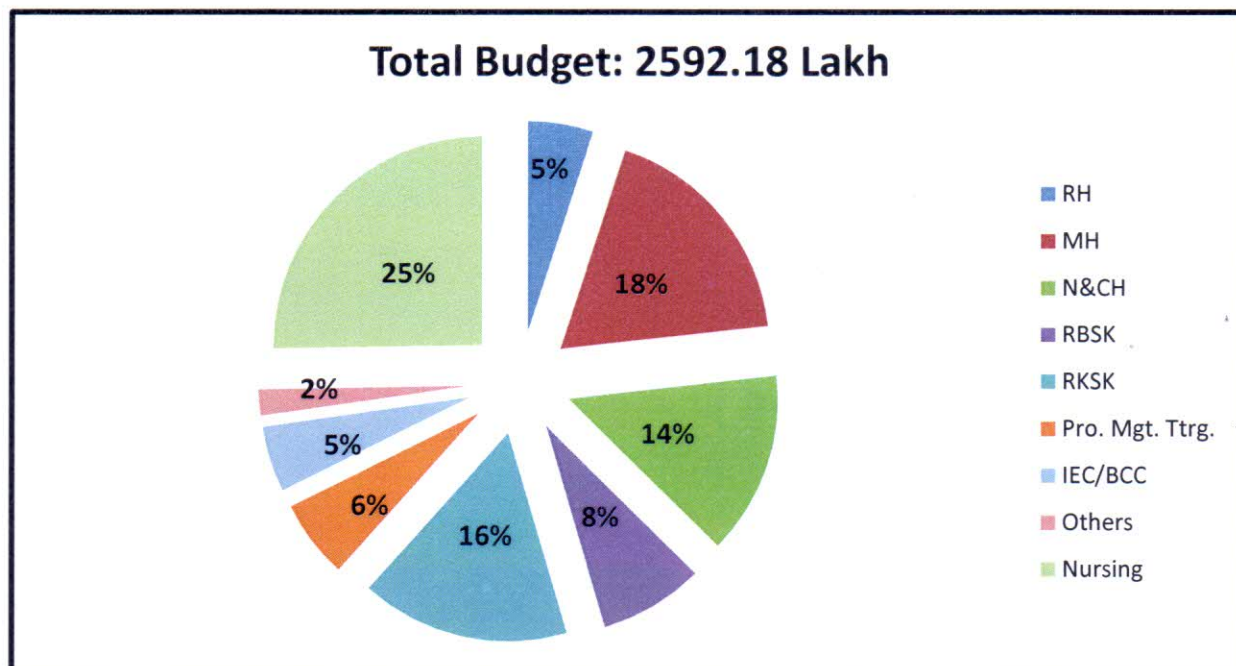
It is observed that after LSAS & EmOC training all trained doctors are not competent enough to practice spinal anaesthesia and EmOC services at FRU. To enhance the confidence level of LSAS & EmOC trained doctors, NHM has initiated 2 weeks of refresher training to ensure the quality of services.

- **Public Health Research:**

In training division under NHM, different public health research are conducted through different reputed institutions like, IIMR, Jeypore, TISS, Mumbai, Xavier Institute of Management, Bhubaneswar and Dept. of Community Medicine of 3 Govt. Medical Colleges. During 2015-16, NHM has initiated the following studies:

- Formative study on “Health Behaviour of mother (care giver) for neonates among tribal community of Rayagada.”
- Operational study on “Current Prescription Practices in Govt. Hospitals of Odisha”.
- Major causes on “Infant death in Bolangir distirct, Odisha”.

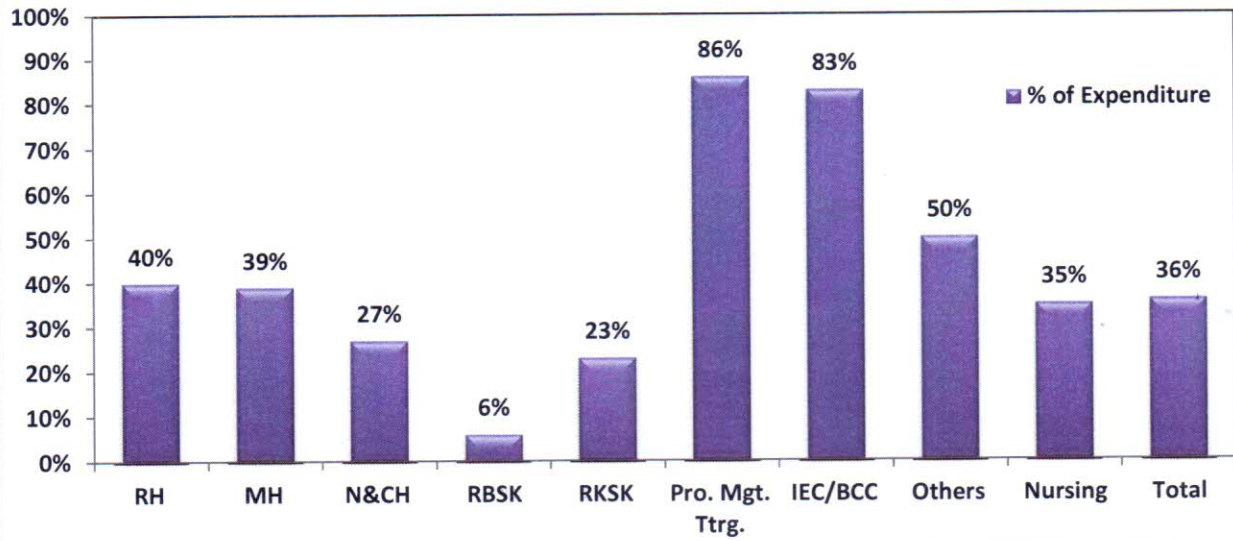
Approved budget FY: 2015-16



Thematic distribution, FY: 2015-16

Thematic Division	RH	MH	N&CH	RBSK	RKSK	Pro. Mgt. Ttrg.	IEC / BCC	Others	Nursing	Total
Total Budget	134.77	471.09	366.26	214.18	423.88	156.93	129.52	45.22	650.33	2592.18
% of Total Budget	5%	18%	14%	8%	16%	6%	5%	2%	25%	100%

Expenditure Status FY: 2015-16



Expenditure FY: 2015-16

Thematic Division	RH	MH	N&CH	RBSK	RKSK	Pro. Mgt. Ttrg.	IEC/BCC	Others	Nursing	Total
Total Budget	134.77	471.09	366.26	214.18	423.88	156.93	129.52	45.22	650.33	2592.18
Total Expenditure	53.47	183.55	98.67	12.37	97.86	135.12	106.99	22.43	224.73	935.19
% of Expenditure	40%	39%	27%	6%	23%	86%	83%	50%	35%	36%

Source: FMR, NHM



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