



Training & Supervision of Various Categories of Health Workers



- Qualitative services - community – depends upon - health functionaries - in turn would mainly depend upon their education and training.
- Department of Family Welfare had recognized the crucial role of training of health personnel in providing effective and efficient health care to the community



- The pre-service and in-service training for different categories of health personnel are imparted through the following schemes/activities:



I. Basic Training of Auxiliary Nurse Midwife (ANM)/ Multipurpose Health Worker / Lady Health Visitor(LHV)

- ANM
- Multipurpose Health Worker (Female) and
- LHV/Health Assistant (Female)

play vital role in MCH + Family Welfare
Service in the rural areas.

proper training - quality services



- 336 ANM/Multipurpose Health Worker (Female) schools
- admission capacity of approximately 13,000
- 42 promotional training schools for LHV/ Health Assistant (Female)
- admission capacity of 2600
- Department of Family Welfare, Government of India.



- to prepare required number of ANMs and LHV's to man the
SC,
PHC,
Rural Family Welfare Centres
other Health centres



- The duration -ANM - one and half years
- minimum qualification -10th pass.

- Senior ANM with 5 years of experience is given 6 months promotional training to become LHV/ Health Assistant (Female).



- Health Assistant (Female)/LHV - supportive supervision and technical guidance to the ANMs in sub-centres.



- The staffing pattern -according to the no. of annual admission capacity of the trainees.
- 40 admission -1 nursing officer, 2 sister tutors, 4 PHN and other supportive staff.



salary to staff
stipend to trainee, contingency and rent

Item	Norm (In Rupees)
1. Salary & allowances of staff	As per State Government
2. Stipend for trainees	500/- per month/trainee
3. Contingency	10,000/- per annum / school
4. Rent*	60,000/- per annum /school



II. BASIC TRAINING OF MULTIPURPOSE HEALTH WORKER (MALE)

- approved during 6th Five-Year Plan
- 1984 - 100% Centrally Sponsored Scheme.
- 56 training centres –Health & Family Welfare Training Centres and basic training schools
- Training 1-year duration
- on successful completion - posted at the sub-centre along with an ANM/Health Worker (Female).



The main functions

in the areas of National Health Programmes

- Malaria,
- Leprosy,
- T.B. &
- limited involvement in U.I.P, Diarrhoea Control Program and in family welfare services.



- The financial norms - salary of the staff, rent for school and hostel, stipend, educational aids and training material, hiring for bus

Item	Norm
1. Salary & allowances	As per State Government
2. Rent(for new schools)	10,000/ month
3. Rent for hostel (for new schools)	250 / month / trainee
4. Stipend	300 / month / trainee
5. Educational Aids and Training Material	15,000 / annum
6. Transportation (for hiring bus)	30,000 / annum
7. Contingency	50,000 / annum



III. Maintenance & Strengthening of Health & Family Welfare Training Centres (HFWTC)

- Director of FW, GOI
- provide primarily short-term in-service training programmes to the doctors, nurses and para-medical personnel in the rural areas



- At present these training centres are imparting various in-service training for RCH programme.
- Apart from in-service education, 19 centres also responsible for conducting the basic training of Male Health Worker's course of one year.



The training centres have multi-disciplinary staff

- biomedicine,
- social services,
- health education,
- public health
- nursing and
- statistics.



- salary - staff of the training centres + other assistance - contingency, rent for training centres and payment to guest faculty.

Item	Revised norms
1. Salary & allowances of the staff	As per State Government
2. Contingency	15,000 / annum
3. Rent*	40,000 / annum
4. Payment to Guest Faculty	50,000 / annum



IV. STRENGTHENING OF BASIC TRAINING SCHOOLS

- new scheme - introduced - 10th Plan period.
- strengthening basic training schools of ANM/LHV.
- The main objective - physical strengthening



V. Reproductive and Child Health Training Programme

- NIHFWS, GOI, 1997 - National Nodal Agency for training under the RCH Programme
- organizing and monitoring the RCH training activities - 18 Collaborating Training Institutions (CTIs) in various parts of the country.



The major activities of NIHFWS are:

- Development of training material and guidelines
- Training of Trainers.
- Coordination of training activities.
- Monitoring of training activities-physical and financial and disbursement of funds.



Types of training activities being conducted under the RCH Programme

- Integrated Skill Development Training (IST)
- Specialized Clinical Skill Training (SST)
- Specialized Management Training :
- Specialized Communication Training
- Immunization Strengthening Project



Integrated Skill Development Training (IST)

- for different categories - MO (PHC), ANM, LHV, HW (M), HA (M) and Staff Nurse
- at district levels in all States and UTs.
- to upgrade the clinical, managerial and communication skills of the peripheral health functionaries
- to enable them to provide good quality of RCH services.



Specialized Clinical Skill Training (SST)

- of MOs in Minilap sterilization and MTP
- & team of Gynecologist/Surgeons, Staff Nurse and OT Technician for Laparoscopic sterilization and
- ANM for IUCD insertion are continuing in all the States.
- to provide good quality of services for prevention and management of unwanted pregnancy.



Specialized Management Training :

- to enhance the skill of programme managers at district level for effective and better management of the RCH activities.
- conducted by 7 institutions including NIHFW, IIM Kolkata, IIM Lucknow for State and District level officers.



Specialized Communication Training :

- to enhance the communication skills among the IEC officials,
- the District Media & Education Officers (DMEOs) and the Block Extension Educator (BEEs),
- Through communication training institutions



Immunization Strengthening Project :

- training of District Immunization Officers to strengthen Routine Immunization Services.
- conducted by 5 selected institutes on regional basis for the entire country.



VI. Gandhigram Institute of Rural Health and Family Welfare Trust (GIRHFWT) :

- 1964
- financial support - Ford Foundation, GOI and Govt of Tamilnadu.
- trains Health and Health related functionaries working in PHC, Corporations / Municipalities, Tamil Nadu Integrated Nutrition Projects.



- The type of training programmes includes –
- Diploma of Health Education of 1 year
- short courses on orientation training, skill training on different Health & Family Welfare issues for various categories of health personnel e



- upgrading the capabilities of ANMs, staff nurses and students of nursing colleges through the Regional Health Teachers Training Institute (RHTTI).
- The RHTTI also conducts Diploma in Nursing Education & Administration course.



VII. Rural Health Training Centre, Najafgarh, New Delhi

- 1937
- assistance - Rockefeller Foundation and
- There are 3 PHCs under RHTC, Najafgarh.
- rendering various services to the rural community.



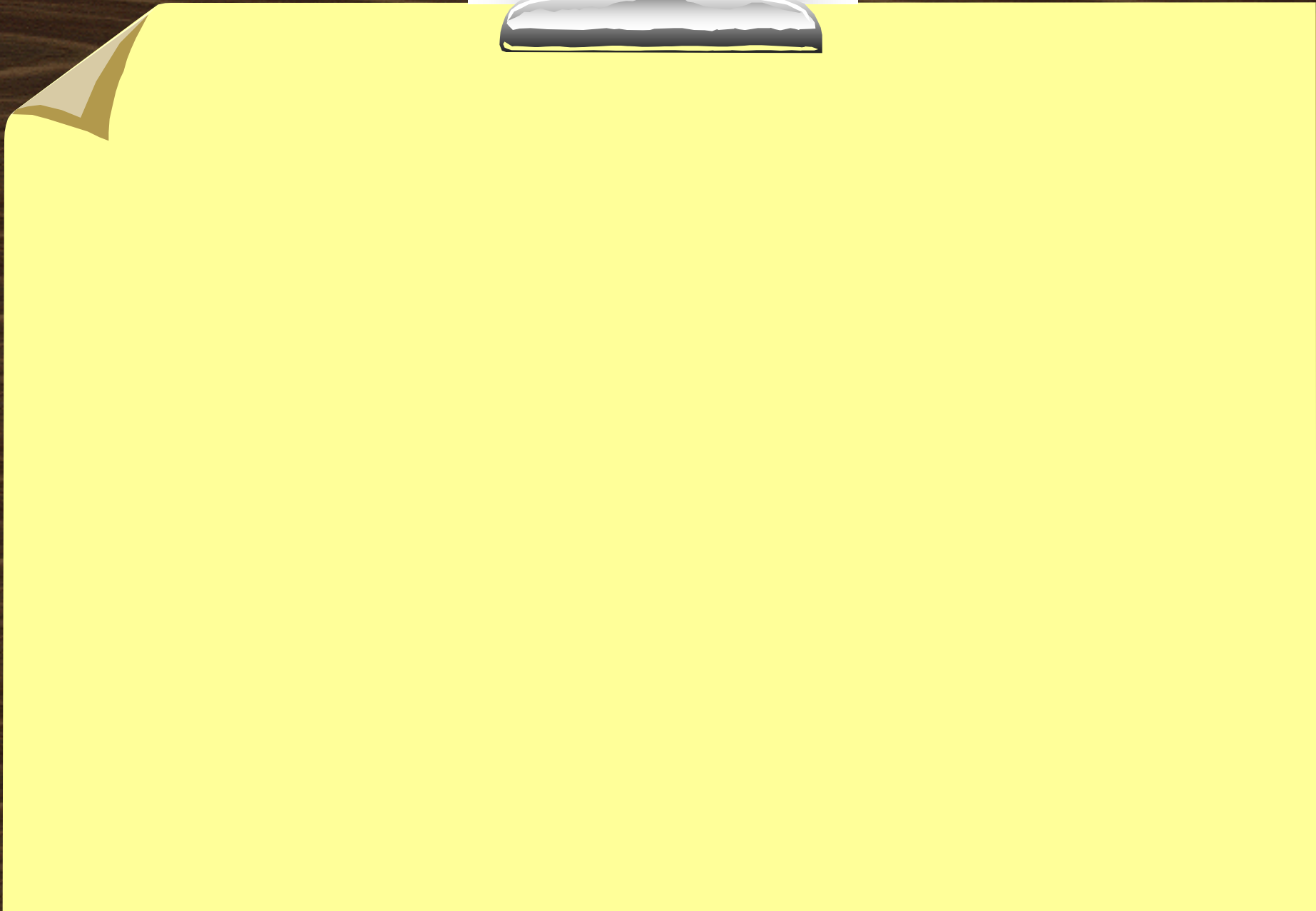
- **Training:**
- RHTC is a training centre for the Community Health /Rural Health Training.
- This Centre is imparting training to nearly 2,500 trainees every year which includes:

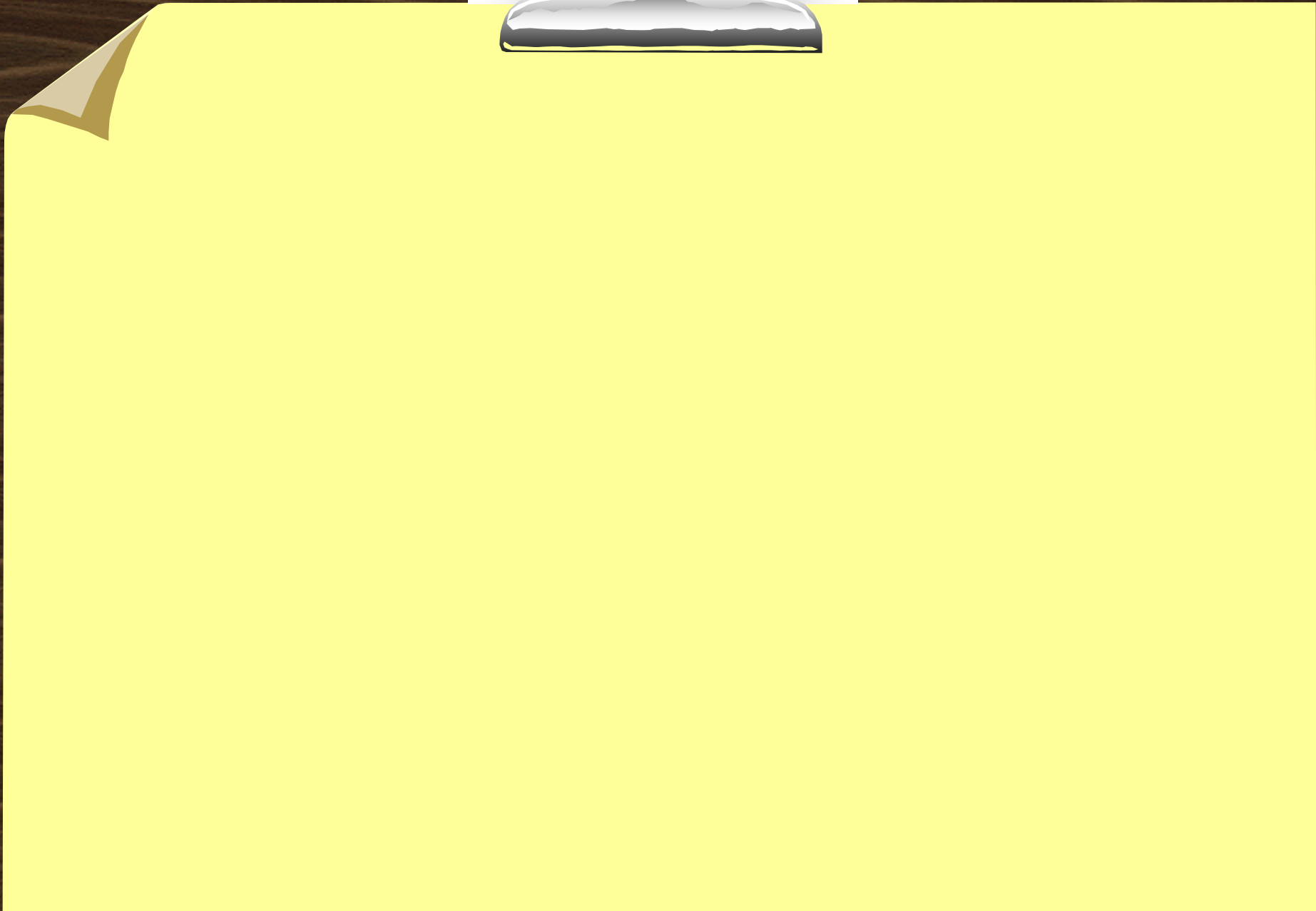


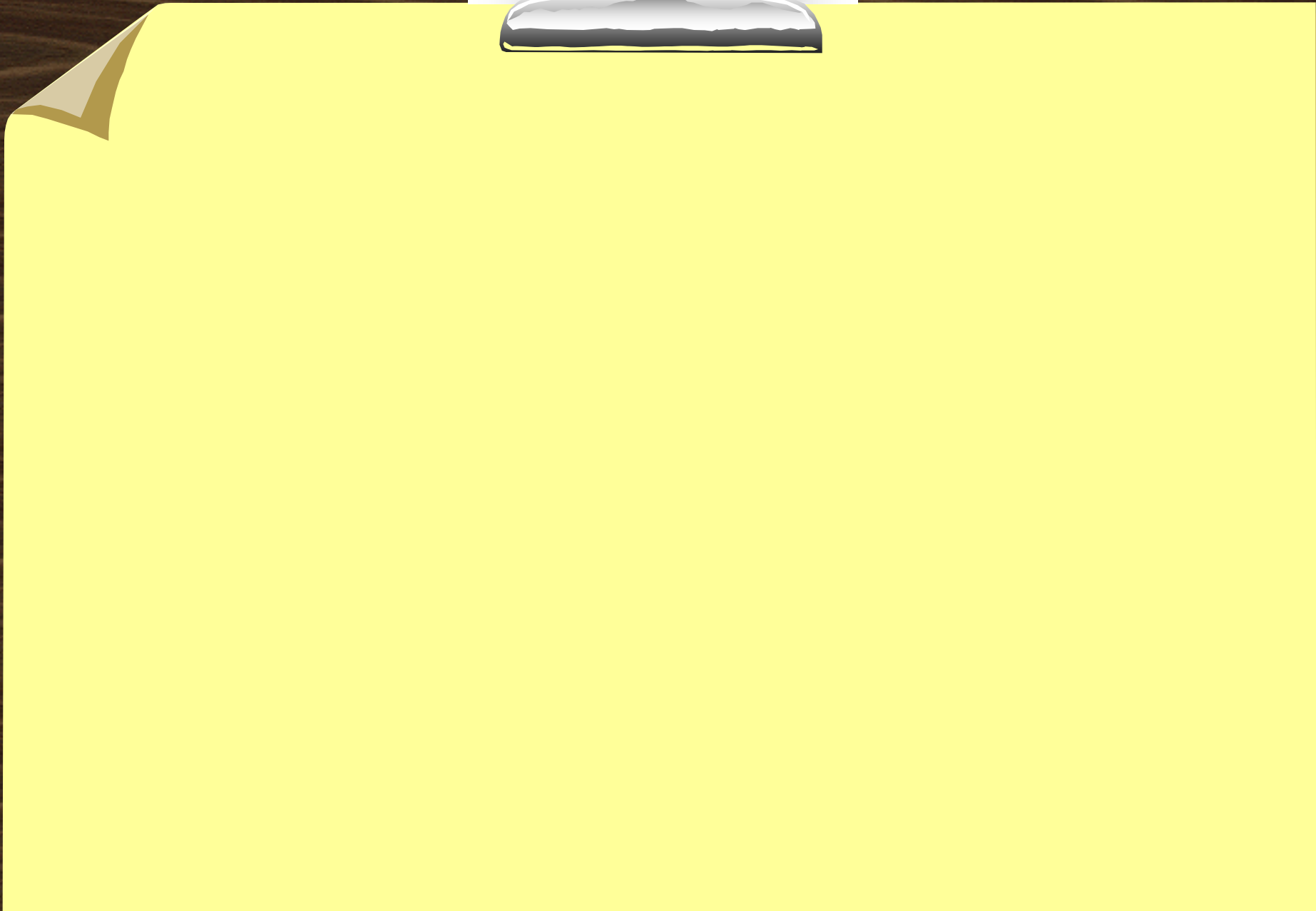
- Medical interns
- Nursing students of 1st and 3rd year of GNM - School of Delhi - Approximately, 1200 such students are trained every year.
- ANM 10+2 (Voc)
- Trainings related to Rural Health ,Food and Nutrition, Health Economics and Anganwadi Worker etc.
- Health Education

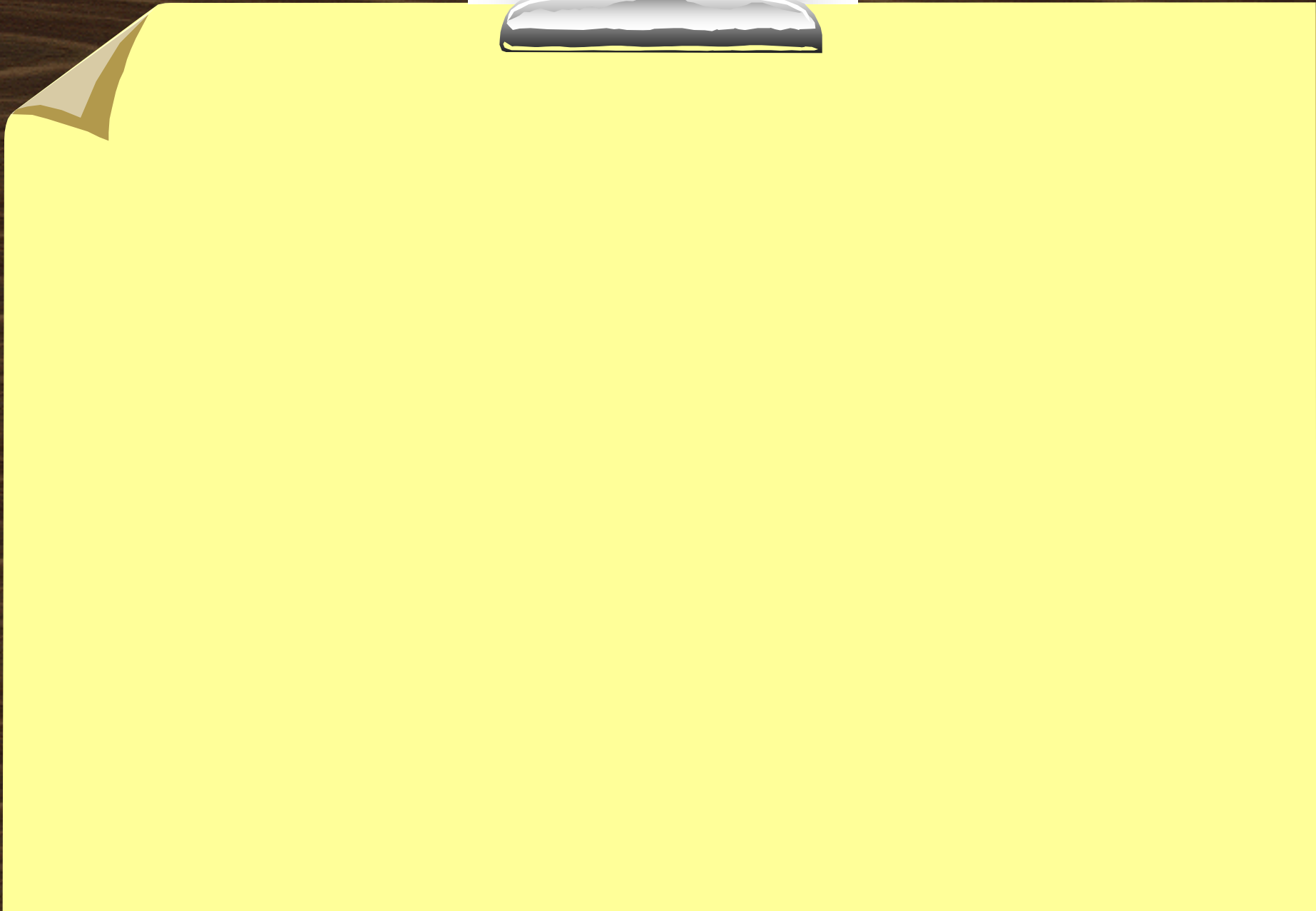


- **Health Care Services**
- OPD, Emergency, MCH, Mobile Team, PP Unit, Malaria, TB
- **Survey:**
- **Other Activities:**
- health camps and other specialist services with the association of Safdarjung Hospital,









A silver metal clip is positioned at the top center of a yellow sticky note. The note is attached to a dark brown wooden surface. The top-left corner of the note is folded over, revealing a light brown underside. The word "Supervision" is printed in a black, serif font in the center of the note.

Supervision



Examining the work - employed at sub centers and PHCs

- Ensuring and certifying their attendance at sub centre.
- Looking their job charts and roles.
- Personal guidance and advice



Educational function

- Arranging for continuing nursing education
- in – service education.
- Arranging training for local dais(TBA's).



Observation of records

- At PHC
- Sub centre.
- Examining the reporting system



Supervision of field work

- Observing the home visits of FHW/ANMs and FHA/LHVs.
- Observation of techniques of Home visits.
- Supervising the nursing services and giving guidance for Home visit.



Personnel Evaluation

- Comparing job chart and actual work done
- Evaluating the achievement of workers
- Preparing the check list for evaluation
- Sending reports and recommendations regarding achievements or failures of HWs

