

“Strengthening Pre-Service Education for Nursing and Midwifery Cadre in India”

Report of Orientation Workshop for State Nursing/Program Managers

29-30 Jan, 2013

Venue: Hotel Hilton, New Delhi



Background

The MoHFW, GoI, in collaboration with INC, and with support from various development agencies, has initiated a national program for strengthening the quality of pre-service education at the GNM Schools and ANM training centers in the 10 high focus states of Madhya Pradesh, Jharkhand, Bihar, Rajasthan, Uttar Pradesh, Uttarakhand, Chhattisgarh, Orissa, Assam and Jammu & Kashmir. However, though only 10 high focus states have been identified for implementation of this program, it is strongly recommended that other states also adopt/adapt this program for strengthening quality of pre-service education for the nursing midwifery cadre in their nursing-midwifery institutions.

The approach adopted for this program includes a combination of top down and bottom up programmatic activities. Under this approach the setting up of national/state nodal centers is initiated at the national or state levels, and at the same time the strengthening of the ANMTCs and GNM Schools is also initiated at the state and district levels to minimize the time lag between the setting up of nodal centers and strengthening of ANM and GNM Schools. The national/state nodal centers are being set up to serve as centers of excellence for pre-service education for nursing and midwifery cadre and also to act as intermediaries of the Nursing Division of MoHFW and the Indian Nursing Council, for bringing about this improvement in the quality of education at the ANM and GNM schools. It is envisioned that these Nodal Centers, besides serving as model teaching institutions, would also serve as pedagogic resource centers for strengthening PSE at the GNM Schools and ANM Training Centers (ANMTCs) in their respective regions and states and also provide support in the concurrent strengthening of these ANMTCs and GNM Schools.

To serve the above purpose, Maternal Health Division, MoHFW, GoI has developed operational guidelines for strengthening the pre-service education for the nursing and midwifery cadre in India to provide clear direction to a comprehensive roadmap to state program managers and officials of nursing cells, faculty of nursing and midwifery institutions and all stakeholders involved in strengthening the pre service nursing and midwifery education in the country particularly in the high focus states.

After the sensitization meeting on “strengthening Midwifery Training” held for all stakeholders (Govt. & DPs) involved in strengthening the pre-service education at Hotel Claridges, New Delhi on 31 July 2012, a review meeting was held on 17 October 2012, under the chairpersonship of AS & MD, NRHM, GoI . During the meeting, it was decided that:

- Jhpiego will conduct a 2-day orientation of all stakeholders in the strengthening pre-service nursing and midwifery education
- Jhpiego will be the nodal agency for providing TA for strengthening the PSE activities in the States of Jharkhand and Uttarakhand and the NIPI states of Bihar, Orissa, Madhya Pradesh and Rajasthan besides any other state as per need.

To address point one above, Jhpiego conducted a 2-day workshop to orient all the development partners on the process of strengthening pre-service nursing and midwifery education on 4-5 December, 2012. To complete the process of knowledge transfer, a 2-day orientation workshop was organized by Jhpiego at Hotel Eros, New Delhi on 28-29 January to orient relevant nursing program directors and officers from the 10 high focus states. (Madhya Pradesh, Jharkhand, Bihar, Rajasthan, Uttar

Pradesh, Uttarakhand, Chhattisgarh, Orissa, Assam and Jammu & Kashmir). This document captures the proceedings of the 2-day orientation workshop.

Goal of the workshop

To transfer knowledge on the process of strengthening pre-service education for nursing and midwifery cadres to the relevant program officials from 10 high focus states leading to quickened pace of program activities at the state level. Strengthen the foundation of nursing and midwifery education in ten high focus states of India, resulting in better functioning educational institutions and better prepared service providers i.e. ANMs and nurse midwives who are competent, confident and ready to work.

Objective

1. To orient the state nursing program directors/ managers/ officers on the process of strengthening pre-service nursing and midwifery education in the 10 high focus states.
2. To orient the concerned state officials on the standards based approach for strengthening the pre-service nursing and midwifery education.
3. To develop state specific action plan to implement the activities on strengthening the pre service education for the nursing and midwifery cadre.

Proceedings of the meeting

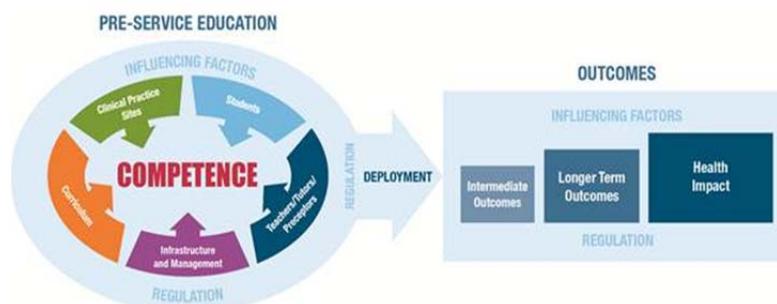
Dr. Somesh Kumar, Director-Programs, Jhpiego welcomed the participants from 10 states (Madhya Pradesh, Jharkhand, Bihar, Rajasthan, Uttar Pradesh, Uttarakhand, Chhattisgarh, Orissa, Assam and Jammu & Kashmir) and representatives from NIHF and INC. A brief round of introduction followed.



Session 1: Overview of the initiative of Go/INC for Strengthening pre service nursing and midwifery education in India

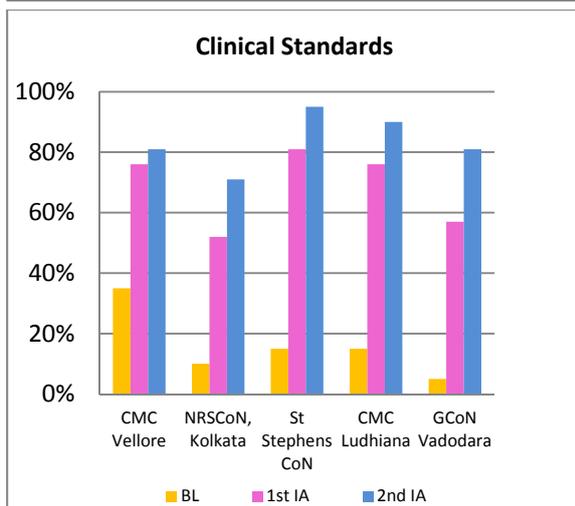
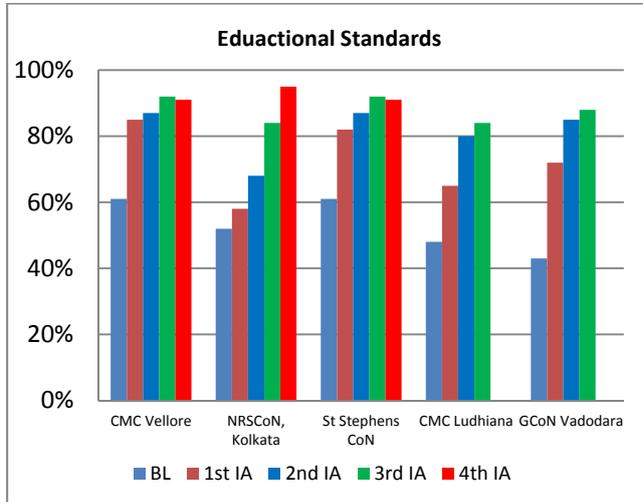
Dr. Bulbul Sood presented “Overview of the initiative of Go/INC for strengthening pre service nursing and midwifery education in India” highlighting activities completed so far in the process at national and state levels. She presented the framework of impact of strengthening pre-service nursing and midwifery education on health outcomes.

(Fig 1)



She also mentioned that so far 5 NNCs (NRSCN-Kolkata, CMC-Vellore, CMC-Ludhiana, SCON-Delhi, GCON- Vadodara) have been strengthened using the approach. Out of these NNC Kolkata is providing training, mentorship, and support to the faculty of ANM and GNM

schools from the states of Bihar, Jharkhand, Uttarakhand, and Rajasthan. At the same times ANMTCs have been strengthened in the states of Uttarakhand, Jharkhand and Bihar. Out of these 3 ANMTCs in Uttarakhand and 3 in Jharkhand have already implemented and achieved the desired level of performance standards for the quality improvement.



She concluded the session by stressing the importance on starting up the activities at all 10 high focus states and referred the policy decision taken for strengthening the PSE. (Annexure 3)

Following this, Prof. J.K. Das, Director, NIHFW addressed the workshop and shared following views with the audience:

NIHFW is a stakeholder in the process of strengthening pre-service nursing and midwifery education and as a part of its mandate to support the capacity building of the nursing personnel in the country will undertake the following activities:

- Undertake periodic monitoring visits to monitor the quality of in-service trainings of the faculty of GNM Schools and ANMTCs, conducted at the national and state nodal centers
- Undertake periodic monitoring visits to the National and State Nodal centers to support the implementation of educational and clinical standards

- Develop a database to track educational and clinical practice strengthening activities of national and state nodal centers, GNM Schools and the ANMTCs
- Design and undertake leadership and management trainings of the identified administrators/senior faculty of the NNCs, SNCs, GNM Schools and ANMTCs and representatives of the state nursing cells and state nursing councils

He also mentioned that NIHFV had proposed GoI to have a “Program Management Team” at NIHFV, exclusively to carry out the above mentioned activities.

Mr. T. Dileep Kumar, President, INC narrated the background for this initiative as the INC assessment at 122 ANM schools of 5 states (Uttar Pradesh, Madhya Pradesh, Orissa, Bihar, and Rajasthan) revealed the gaps in the pre-service nursing and midwifery education in the form of Lack of clinical knowledge and skills of the ANM tutors, especially in MNCH-FP; sub-optimal training processes/methods; and sub-optimal infrastructure of the institutions. The key messages to the state program managers were:



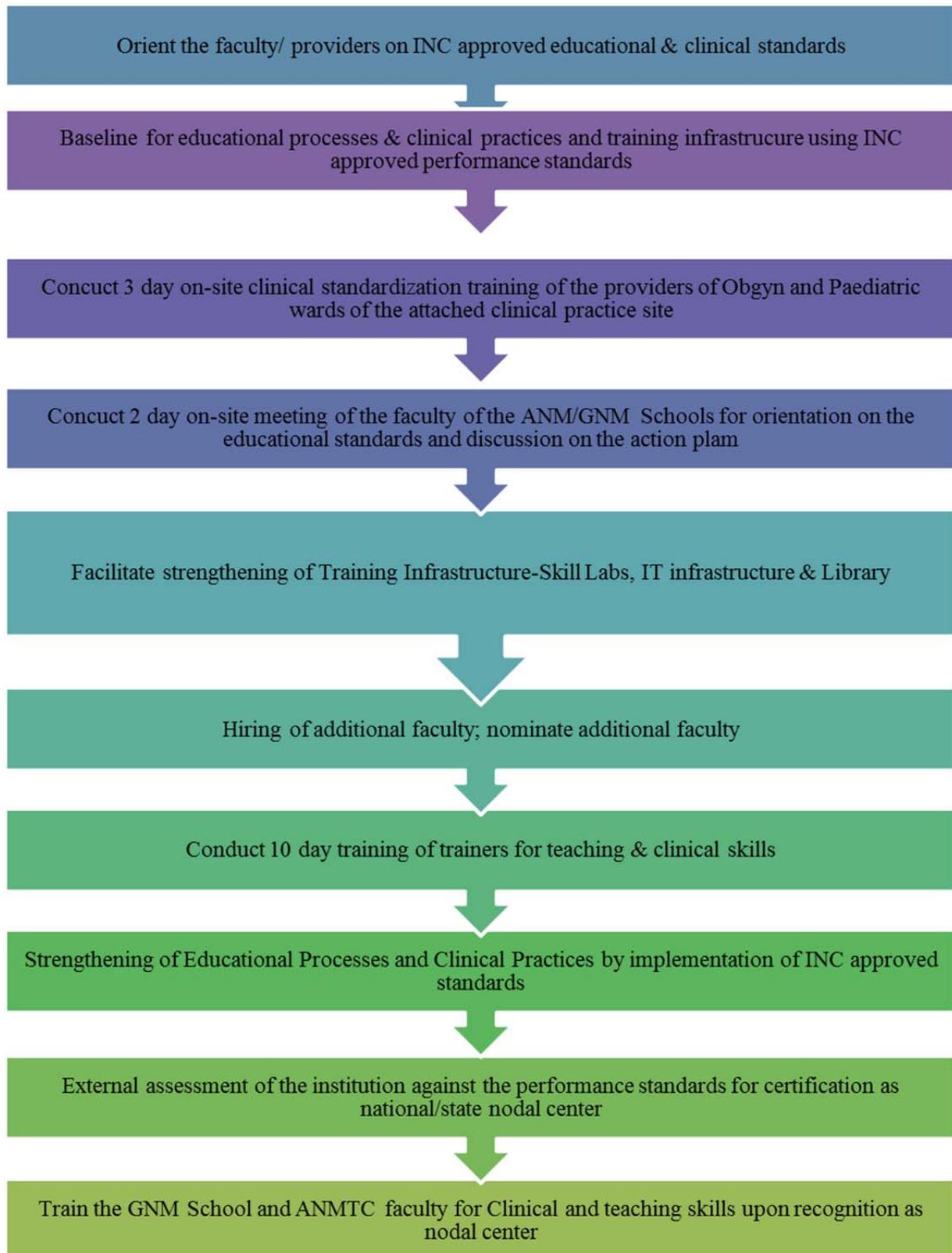
- The quality of pre service education need to be ensured at public as well as the private ANM/GNM Schools since the public health care delivery system has a huge need and recruits service providers(ANM/GNMs) who passed out from the public and also from private institutions
- State should have/regulate the system for continuous nursing education (CNE) since INC has taken a policy decision on renewing the license of nurse midwives every 5 years, for which completion of 150 hours of CNE (30 hours/year) is mandatory.
- State should ensure the availability of all GoI guidelines at all nursing institutions and adherence to follow it.
- The nursing directorate needs to be strengthened by filling up/creating position to look after education, service and public health by the nursing personal.
- The nursing positions (ANMs/Staff nurse/Tutors/Principal) on contractual basis need to be regularized for a long term purpose since high turnoff rate of contractual staff is observed.
- He also updated the group on the recent initiatives by the INC for creating a registration database for all the nursing professionals in the country.
- He concluded his remarks by assuring the participants for all the support by the INC in the process of strengthening pre-service nursing and midwifery education.



Session 2: Programmatic Approach and major steps for strengthening Nursing and midwifery pre-service education in 10 High Focus States- Dr. Vikas Yadav.

Dr. Vikas Yadav presented the overview of the process of strengthening the pre-service nursing and midwifery education in the 10 high focus states. His presentation included introduction to the standard based approach to strengthening the educational process, educational infrastructure, and clinical practices in these institutions.

He further presented an outline of the process of establishing a state nodal center of excellence in at identified colleges of nursing in different states. He also outlined the process of strengthening educational process in the ANM and GNM Schools. He also presented tips for streamlining the process of strengthening the pre-service nursing and midwifery education in the states.



Session 3: Overview of use of performance standards for management and improvement of quality of Pre-service education- Ms. Princy Fernando & Ms.Vatsla Sharma

The presentation covered all the standards in educational and clinical sections in detail focusing the content of the standard and its verification criteria. It also explained regarding recording of findings during assessment that the assessor needs to write 'Y' for 'YES' if the task is accomplished as per standards, 'N' for tasks 'NOT DONE' or 'NOT DONE AS PER STANDARDS' and 'NA' if the task is 'NOT APPLICABLE' for the situation being observed. Scoring of standards was briefed with the examples from GNM school –Bijar findings. A standard will be considered achieved **only if all** the criteria of it are accomplished ('Y' and 'NA'). The 'NA' in a standard will be considered with 'Yes' and as achieved. Each achieved standard with all criteria 'Yes' and 'NA' scores one point and if the criteria is not achieved (N) then the score will be zero. The action plans examples was projected and explained about "low hanging fruits" method of achieving the standards.



Performance standards for setting up of national /state nodal center		
Sections	Areas	Number of Standards
1.	Class room and practical instruction	15
2.	Clinical instruction and practice	17
3.	School infrastructure and training materials	13
4.	School management	16
5.	Clinical site practices	21
	TOTAL	82



Session 4: Setting up of NNC/SNC -HR strengthening and Infrastructure: Skills Lab, Computer Lab and Library – Ms. Princy Fernando.

The presentation focused on the processes of strengthening human resources and educational infrastructure in the NNCs/SNCs. The presentation included snapshots of strengthening of skills lab, computer lab and library and stressed the importance of following the specifications given by GoI while procuring mannequins, models and equipment's.

Human resource:

- Advertise, conduct interview and hire 2-3 additional faculty at the NNC/SNC.
- The institution have to identify at least 3-4 faculty who would take up the responsibility for strengthening of quality of education of these institutions and also conduct training for the faculty of ANM/GNM schools once the nodal center is established
- One program coordinator also to be hired at each NNC/SNC



Skills Stations:

- Antenatal Care
- Intra natal Care
- New Bore care
- Postnatal Care
- Family Planning
- Infection Prevention
- Special Procedures

Session 5: Roadmap for strengthening the PSE –State Specific (Based on OG) Planning.

Dr. Sushma Dutta, AD –National Programs from Uttarakhand and Dr. Y.N. Pathak, from SHS, GoB shared their experience on implementing the activities aligned for strengthening the pre service nursing and midwifery education in the state.

Key experiences shared were:

- ✦ The states had filled vacancies at ANM/GNM school on contractual basis to strengthen the HR position in these institutes. As a follow up, now the government of Bihar GoB is going to make a policy decision for observing the contractual staffs into permanent position by skills based assessment.
- ✦ Stakeholder Consultation was done and TAG was formed at state level in both the states to facilitate the process of identification and strengthening of the institutions.
- ✦ The State college of Nursing, Dehradun and College of Nursing, IGIMS was identified as a State Nodal center and strengthened with computer lab, library, skills lab and IT supplies for the 6 weeks training.

- ✦ Orientation on “performance standards” was done through MCHIP for SNC, ANMTC and GNM Schools. The base line and internal assessments was carried out to measure the progress and implement the action plan to fill the gaps.
- ✦ 37 faculties (Bihar -30 and Uttarakhand -7) have completed the 6 weeks training at NNC-Kolkata
 - 2 nominated faculties from SNC –Bihar have undergone 10 days ToT at NNC-Kolkata.
- ✦ The way forward for SNCs in these states are:
 - ✓ Achieving 70-80% of performance standard at SNC
 - ✓ 3 days CSS training
 - ✓ Strengthening the HR for SNC to carry out 6 weeks training
 - ✓ External assessment and certification by INC

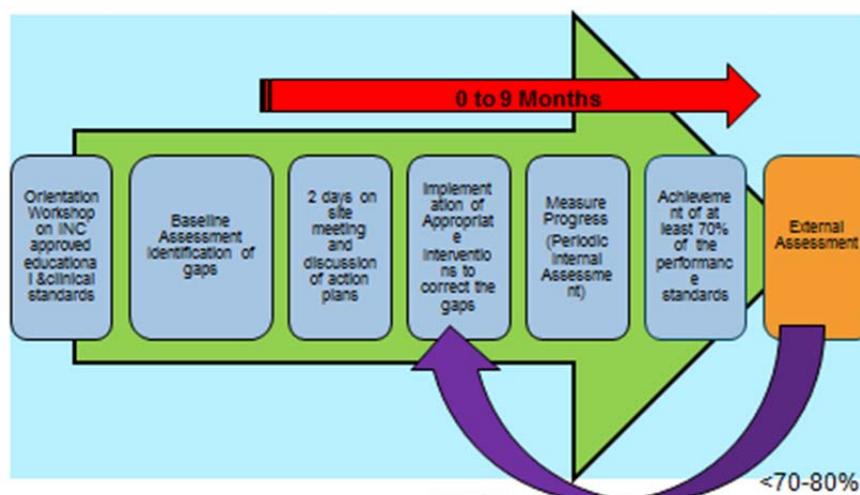
Upcoming/ongoing activities for ANM/GNM Schools are

- ✓ Achieving 70-80% of performance standard
- ✓ 3 days CSS training
- ✓ Strengthening the HR and infrastructure-skills lab, computer lab, transport facility and library

At the end of the day, Dr. Vikas Yadav facilitated a group discussion to review the steps for establishing SNCs and strengthening ANM/GNM schools in each state. The focus of this discussion was to demystify the process and to clarify the doubts in implementing the major activities at state level for strengthening PSE. The discussion also included suggestions for budgeting for strengthening pre-service education activities in the state PIPs.

Session 6: Capacity building/Training: SBM-R orientation/Experience sharing workshop, 3days Clinical Skills Standardization workshop, 10 days ToT, 6 weeks Training at NNC/SNC –Ms.Vatsla and Ms.Princy.

The programmatic approach for implementing the performance standards was discussed in detail.



Capacity Building/Training for faculty of SNC, ANM/GNM Schools and service providers of attached clinical site was elaborately discussed.

3 days Clinical skills standardization training	CCS Trg	DAY 1	DAY 2	DAY3	
	Morning	Welcome & Inauguration Overview of CSS Training Pre OSCE	On Job training	On Job training Post OSCE	
	Afternoon	Skills Practice on models/ On Job training	Skills Practice on models/ On Job training	Stake holders Meeting(1 Hr) On Job training	
	Evening	On Job training	On Job training	On Job training	
10 days ToT for master trainers of NNC & SNC	Day 1-3		<ul style="list-style-type: none"> • Effective Teaching Skills • Pre OSCE 		
	Day 4-6		<ul style="list-style-type: none"> • SBA(Class Room/Skills lab & Clinical) 		
	Day 7-9		<ul style="list-style-type: none"> • IMNCI • Family Planning • HIV/STI and PPTCT (Class room and clinical) 		
	Day 10		<ul style="list-style-type: none"> • Performance standards (ANM/GNM) • Post OSCE • Action Plan for 6 weeks training 		
6 weeks ANMTC faculty training	WEEK 1	WEEK 2	WEEK 3&4	WEEK 5	WEEK 6
	Effective Teaching Skills	Skilled Attendance at Birth	Observed Clinical Skill Practice	IMNCI and Family Planning	STI/HIV, SBMR and Evaluation

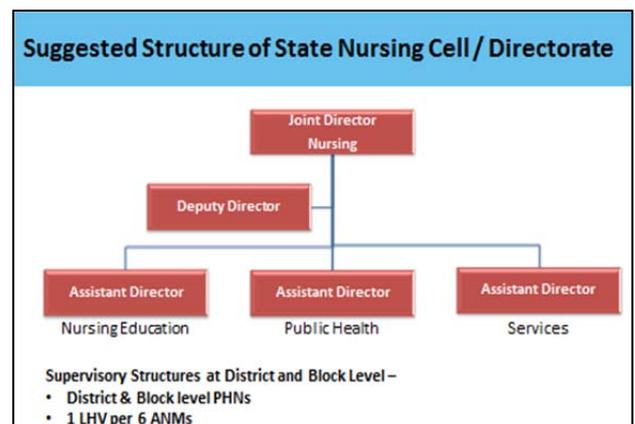
The venue, participants, facilitator and evaluation method of all training mentioned above was discussed during the session. The participants actively joined in the discussion and clarified their queries.



Session 7: State Nursing Cell/wing for strengthening PSE - Dr. Neeraj Agrawal

The presentation briefed about the current situation of state nursing cell/directorate in most of the states across the country. The structure suggested by GoI for the State nursing cell/Directorate and action plans for implementing the activities for strengthening the PSE through the nursing cells were discussed in detail.

Roles of State Nursing Cell / Directorate
<ul style="list-style-type: none"> • Prepare and oversee roadmap for strengthening of PSE activities in the state • Provide continued monitoring and oversight for PSE activities • Ensure quality assurance for teaching and training at ANM/GNM schools • Provide direction for career growth and cadre development for the nursing and midwifery cadre in the state • Act as the primary administrative support body for nursing and midwifery cadre



Session 8: Small Group Activity: preparation of action plan for strengthening Nursing and midwifery education including National and State Nodal Centers and ANM/GNM Schools state wise

The objective of group activity was to reiterate the major steps for strengthening pre-service nursing and midwifery education to the participants and to facilitate the development of state-specific action plans. Dr. Vikas explained this to the participants and took them through the methodology of the group exercise. For the group activity, a specially designed format was used which enlisted all the major activities (at the state level, state nodal center and ANM/GNM school level) for strengthening pre-service nursing and midwifery education in each state. The participants were divided into four groups covering 2-3 states each. Action plans were developed for the states of Odisha, Uttarakhand, Assam, Jammu & Kashmir, Madhya Pradesh, and Jharkhand.

At the conclusion of the group exercise, representatives from each state presented their respective plans of actions. Dr. Vikas and Ms. Princy facilitated discussion amongst participants on the action plans of each state and provided suggestions for improvement of the action plans.



As a part of the group exercise Dr. Y.N Pathak from Bihar presented the template in which the PSE activities were budgeted in the state PIP.

The meeting was closed with concluding remarks from Dr. Vikas who reviewed key outcomes of the two-day activity, thanked representatives from various states for their spirited participation, and highlighted the importance of taking learnings from the meeting forward in their states and translating them into actions.

Annexure 1: Agenda

“Strengthening Pre-Service Education for Nursing and Midwifery Cadre in India”

Orientation Workshop for State Nursing/Program officers

Venue: Hotel Hilton, Nehru Place, New Delhi

Date: 29-30 Jan, 2013

29-01-2013		
Time	Tuesday	Facilitator Name
9.00-9:30 am	Registration	
9.30 -9:45 am	Welcome and introduction. Goal and objectives of the workshop.	Dr. Bulbul Sood/ MOHFW Representative
9:45-10:15 am	Overview of the initiative of GoI/INC for “Strengthening pre service nursing and midwifery education in India”	Dr. Bulbul Sood
10:15-10:25 am	Address by the President, INC	Mr. T. Dileep Kumar
10:25-10:35 am	Address by the Director, NIHFWS	Prof. J.K. Das
10:35-11am	Programmatic Approach and major steps for strengthening Nursing and midwifery pre-service education in 10 High Focus States	Dr. Vikas Yadav
11:00-11:30 am	Tea	
11.30 – 1:00 pm	Illustrated Lecture and discussion: - Overview of use of performance standards for management and improvement of quality of Pre-service education	Ms. Princy Fernando Ms. Vatsla Sharma
1:00-2:00 pm	Lunch	
2:00-3:00 pm	Illustrated Lecture and discussion : - Overview of use of Clinical Standards to standardize the clinical practice	Dr. Vikas Yadav
3:00-3:45 pm	Illustrated Lecture and discussion: Setting up of NNC/SNC - HR strengthening - Infrastructure :Skills Lab, Computer Lab, Library	Ms. Princy Fernando Ms. Vatsla Sharma
3:45-4.15 pm	Tea	
4:15-5:00 pm	Roadmap for strengthening the PSE –State Specific (Based on OG) Planning	State Representatives (Uttarakhand and Bihar) Facilitated by Dr. Vikas Yadav
5:00-5:15 pm	Review of the day’s activity and close	

30-01-2013		
Time	Wednesday	Facilitator Name

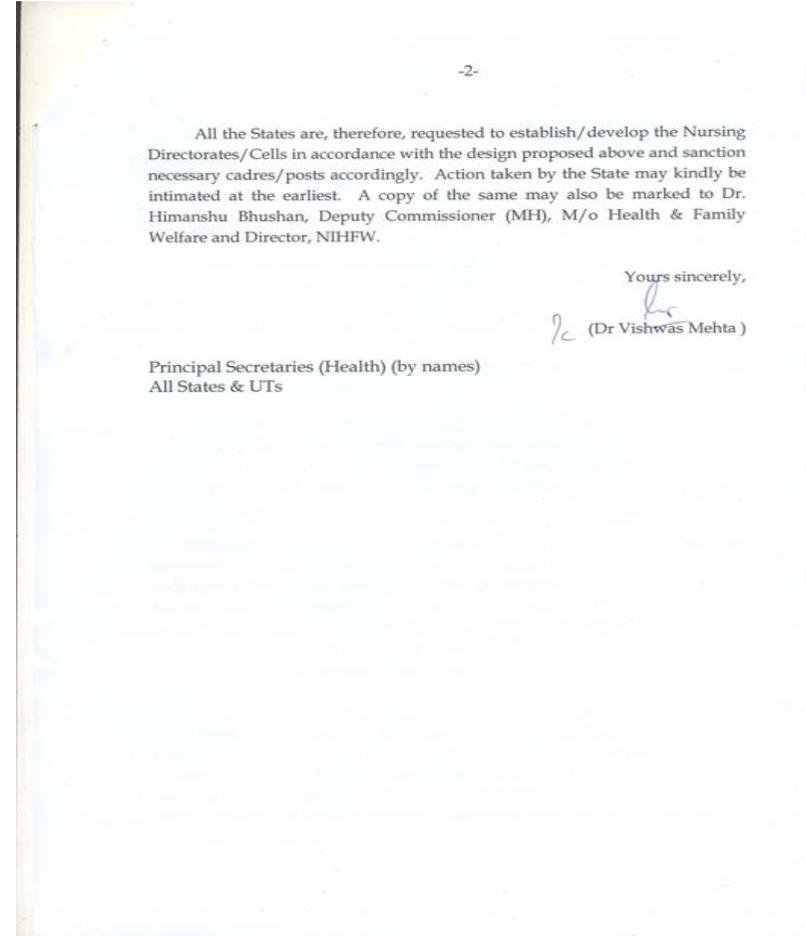
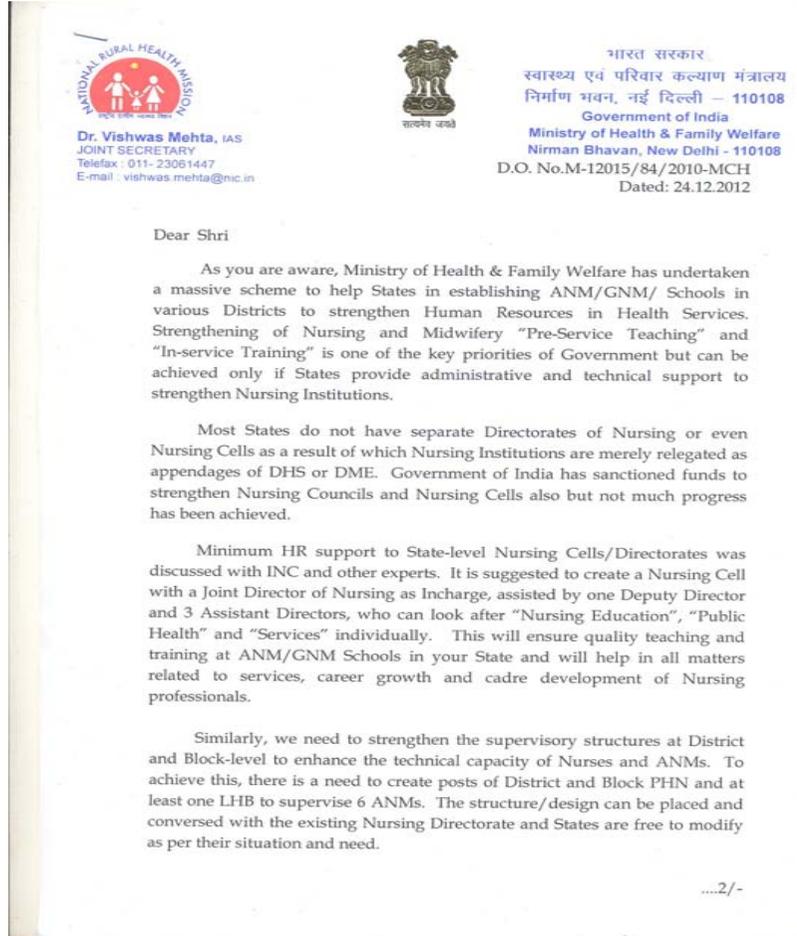
9:45 -10:00 am	Recap and Warm-up	Dr. Vikas Yadav
10:00 – 10:45 am	Presentation and Discussion: Capacity building/Training - SBM-R orientation/Experience sharing workshop - 3days Clinical Skills Standardization workshop - 10 days ToT - 6 weeks Training at NNC/SNC	Ms. Vatsla Sharma Ms. Princy Fernando
10:45 – 11:00 am	State Nursing Cell/wing for strengthening PSE	Dr. Neeraj
11:00-11:30 am	Tea	
11.30-1:30 pm	Small Group Activity: Action Planning for strengthening Nursing and midwifery education including National and State Nodal Centers and ANM/GNM Schools state wise (of the states represented by the participants in the meeting).	Facilitated by Dr. Vikas Yadav
1:30-2:30 pm	LUNCH	
2:30-4:00 pm	Presentation and Discussion: Action Plan for strengthening Nursing (state wise) including National and State Nodal Centers	Participants
4:00-4:30 pm	Tea	
4:30-4.45 pm	Closing Remarks and Adjourn	NIHFW, Indian Nursing Council

Annexure 2: List of participants

S.NO	NAME	DESIGNATION	ORGANISATION	MOBILE NO.	EMAIL ID
1	Mr.Lalit Tripathi	State Consultant	NRHM, Jaipur	9414025190	lalitripathi@rediffmail.com
2	Dr. Y.N. Pathak	State Prog Officer (N)	SHS, GoBihar	9470003829	ynpathak@gmail.com
3	Mr.Sanwar Bharti	Administrative Officer	Govt. of Bihar	9431448254	bhartis1983@yahoo.co.uk
4	Mrs Munmun Mishra	Registrar	Govt. of Bihar	9430602463	-
5	Dr. Umakanta Satapathy	Jt. DMET (O)	Govt. of Odisha	9437410842	uksatapathy@yahoo.co.uk
6	Dr. Sikata Nanda	Dy. DMET (O)	DMET (O),Govt. of Odisha	9437740042	sikatananda@yahoo.co.in
7	Mrs. Kamala Panda	Secretary, Nursing Council	DMET (O),Govt. of Odisha	9437023335	
8	Dr. Sushma Dutta	AD, National Program	Govt of UK	9412055564	
9	Dr. Prem Lal	AD, MCH	Deptt of Health, GoUK	9411330502	admchuk@gmail.com
10	Dr. Mala Goswami	Principal, SNC- State College of Nursing	State College of Nursing, Dehradun	9936424844	mala.goswami50@gmail.com
11	Dr. Manju Kumari	Director	Health Deptt, Jharkhand	9470360486	
12	Smt. Lakhiya Lakara	Registrar	Jharkhand Nurses Registration Council	9955165354	lakra9955@gmail.com
13	Ms. Mamta Toppo	Principal, CoN, SNC Ranchi	RIMS Ranchi	9430102561	kujurmamta@yahoo.co.in
14	Mrs. Anju Bhadoria	Dy DHS (N)	DHS MP Bhopal	9303120818	bhadoriyaanju@gmail.com
15	Dr. Suryabali Pandey	Joint Director (N)	PMHS	9415375566	drsbpandey57@gmail.com
16	Dr. Harjeet Rai	Divisional Nodal Officer PM (MH)	SHS, NRHM, J&K	9419134458	dnonrhmmammu@gmail.com
17	Dr Deepak Kapoor	Divisional Program Officer NPCB	Deptt of Health, J&K	9419191338	kapoordeepak@gmail.com
18	Dr Nighat Yasmeen				
19	Niva Doley	Jt DHS Nursing	Govt. of Assam	9435010071	niva.doley@gmail.com
20	Alpana Deka	Nursing Consultant	Assam Nursing Council, Guwahati	9854799112	alpana.deka123@gmail.com
21	Prof. JK Das	Director	NIHFW	9811121498	director@nihfw.org
22	Dr. Nanthini	Reader	NIHFW	9810334505	nanthini@nihfw.org
23	T. Dileep Kumar	President, INC	INC		

Annexure 3: Policy decision on strengthening the pre-service nursing and midwifery education in India.

Letter No-1- Strengthening of State Directorate/ Nursing Cell/ Supervisory Structure



Letter No.2- Career Path for in-service cadre of ANM/ GNM personnel working in the public health department

 <p>Dr. Vishwas Mehta, IAS JOINT SECRETARY Telefax : 011-23061447 E-mail : vishwas.mehta@nic.in</p>		<p>भारत सरकार स्वास्थ्य एवं परिवार कल्याण मंत्रालय निर्माण भवन, नई दिल्ली - 110108 Government of India Ministry of Health & Family Welfare Nirman Bhavan, New Delhi - 110108</p>
<p>D.O. No. M 12015/84/2010 -MCH Dated: 19th December, 2012</p>		
<p>Subject: Career path for in-service cadre of nursing personnel working in the public health department - Policy decision by Ministry of Health and Family Welfare - Communication - regarding.</p>		
<p>Dear</p>		
<p>ANMs are the most crucial service providers of basic health services at the grass root level. GNMs are critical cadre for facility based services. Under the NRHM task shifting is increasingly being given to this cadre of service providers. However the Career path of this crucial cadre is not yet adequately organized in most of the States. We should not expect a motivated and willing worker without a certain career path.</p>		
<p>In the view of the above, Maternal Health Division, in consultation with nursing Division of this ministry and INC has developed a structured career path for ANMs and GNMs. The following suggested career development plan has been approved and States may like to adopted for strengthening ANM and GNM in service Cadre.</p>		
<p>a) ANM career development as PHN - After five years of service and 6 months of additional training, ANM will be eligible for becoming LHV. - LHV with four years of service and one year of additional training will be eligible for becoming Block PHN.</p> <p>b) ANM career development as GNM - ANM with five years of service and two and half years of additional training will be eligible for becoming GNM.</p> <p>c) GNM career development as Nurse Midwife Practitioner - Any GNM after 1 year training will be eligible for becoming Nurse Midwife practitioner but will be eligible for Block Nurse mid wife practitioner, only after putting in 5 years of service.</p> <p>d) Convergence of ANM and GNM career path - The block PHN and Block Nurse Midwife will be at same level and can be selected as District PHN. This selection will be based on competency and assessment of the same by a committee of professionals at district level.</p>		
<p>.....2/-</p>		
<p>-2-</p>		
<p>To claim each carrier path by the nursing personnel, INC is in process of designing short training programmes with points for all types in service training which the ANM and GNM are receiving during in service.</p>		
<p>It is requested to kindly adopt the path and sanction required post for ensuring it. Action taken by the State may kindly be intimated to me at the earliest. A copy of the same may also be marked to Dr. Himanshu Bhushan, Deputy Commissioner, Maternal Health, MOHFW and Director, NIHF. These shall be shortly put up on the website (www.mohfw.nic.in) of Ministry of Health & Family Welfare, Government of India for further reference.</p>		
<p>Yours sincerely,</p>		
		
<p>(Dr. Vishwas Mehta)</p>		
<p>Principal Secretaries (Health) (by names) All States & UTs</p>		

Letter No. 3- Road Map for strengthening ANM/ GNM training school to improve the quality of nursing and midwifery education

		<p>भारत सरकार स्वास्थ्य एवं परिवार कल्याण मंत्रालय निर्माण भवन, नई दिल्ली - 110108 Government of India Ministry of Health & Family Welfare Nirman Bhavan, New Delhi - 110108</p>	<p>-2-</p>
<p>Dr. Vishwas Mehta, IAS JOINT SECRETARY Telefax : 011- 23061447 E-mail : vishwas.mehta@nic.in</p>	<p>D.O. No. M 12015/84/2010 -MCH Dated: 24th December, 2012</p>	<p>You are requested to please go through these guidelines and follow the road map to strengthen the quality of ANM/GNM teaching and training in your States. These shall be shortly put up on the website (www.mohfw.nic.in) of Ministry of Health & Family Welfare, Government of India for further reference.</p>	
<p>Subject : Road map for strengthening ANM / GNM training school to improve the quality of Nursing and Midwifery education-reg.</p>			
<p>Dear</p>			
<p>The National Rural Health Mission (NRHM) of the Government of India (GoI) has brought back the Focus on delivery of essential reproductive, maternal, newborn and child health (RMNCH) Interventions at the level of Primary Health Centres. The overarching objective of NRHM is to increase the accessibility of these services to the vast rural population of India.</p>			
<p>With the launch of schemes like Janani Suraksha Yojana (JSY), Janani Shishu Suraksha Karyakram (JSSK)etc. have put an increased emphasis on the role of the basic health worker, the Auxiliary Nurse Midwife (ANM), and staff nurses in the provision of comprehensive RMNCH services in the country, especially in rural areas. However the quality of care at the health facilities is not consistent throughout the country. One of the main contributing factors towards this inconsistent quality of care is the sub-optimal competency of the providers, especially the nurse and midwives.</p>			
<p>Therefore, capacity of the states to produce sufficient number of competent and confident nurse-midwives is crucial for the success of the various RMNCH programs being launched and implemented by the GoI. This is all the more important because the staff nurses and ANMs are the providers of basic health Care at the lowest level of the health system and therefore the availability of adequate number of Competent nurse-midwives in the country is a critical determinant to accessibility of quality RMNCH services to the vast rural population in the country.</p>			
<p>To respond to this need a Comprehensive initiative to strengthen the foundation of pre-service education for these nurse and midwives is being undertaken by the MOHFW in collaboration with the Indian Nursing Council. Maternal Health Division of this Ministry has developed a comprehensive road map for strengthening the ANM and GNM training schools. Accordingly a guideline for developing National and States Nodal Centres with ultimate aim for strengthening pre service teaching and training of ANM and GNM schools has been developed and is attached with this letter for your perusal.</p>			
<p>.....2/-</p>			
<p>Yours sincerely,  (Dr. Vishwas Mehta)</p>			<p>Principal Secretaries (Health) (by names) All States & UTs</p>

Annexure 4: Template for Group work for plan for state specific activities to strengthen the PSE for the Nursing and Midwifery cadre.

State Level			
SI #	Activities	Time line	Responsibility
1	Stakeholder Consultation - chaired by Secy health, with MD, DMET, DHS, DPH, DSIHFW, NC, SNC,		
2	Nursing Task Force Meeting- forming TAG (Technical Advisory Group Meeting)		
3	Technical Committee meeting		
State Nodal center			
1	Notification of State Nodal Centre – Identification of College of nursing		
2	Advocacy for inclusion in NRHM PIP		
3	Orientation of faculty on educational and clinical standards		
4	Baseline for SNC using defined indicators		
5	3 day on site clinical standardization training of providers of OG practice wards (MCH areas) - docs, staff nurses, faculty		
6	2 days on site meeting of faculty of SNC for orientation on educational standards and to develop an action plan for the SNC		
7	6 week training for 3-4 faculty NNC (O G/ Community/ Paediatric) from CoN (State Nodal Center)– at identified NNC		
8	Recruitment of additional HR - faculty and data assistant		
9	Support for infrastructure strengthening - use of funds already allotted, projection for additional resources and needs		
10	Strengthening of educational processes - Educational component reaching at least 70% of the standards		
11	Strengthening of clinical practices		
12	Hiring of TCs and Program coordinator - for SNC		
13	Conduct 10 days training for ToTs		
14	External assessment by INC		

ANMTCs and GNM Schools					
SI #	Activities	Time line			Responsibility
		Year 1 (Apr 13-March 14)	Year 2 (Apr 14-March 15)	Year 3 (Apr 15-March 16)	
1	Orientation of faculty on educational and clinical standards				
2	Planning to include in NRHM PIP (at least 20% of ANM /GNM Schools)				
3	Baseline for ANMTCs and GNMTCs				
4	2 days on site meeting of faculty for orientation on educational standards and to develop an action plan for the ANMTCs and GNMTCs				
5	3 day on site clinical standardization training of providers of OG practice wards				
6	6 week training for faculty at NNC (till SNC takes up) and SNC				
7	Recruitment of additional HR - faculty and data assistant				
8	Follow up on infrastructure strengthening - use of funds already allotted, projection for additional resources and needs				
9	Strengthening of educational processes				
10	Strengthening of clinical practices				

