

Strengthening Human Resources for Health in India

Fact Sheet: January 2017

Partners: Government of India (GoI)/ Ministry of Health and Family Welfare (MoHFW), Indian Nursing Council (INC), State Governments of Uttar Pradesh, Odisha, Madhya Pradesh, Rajasthan, Bihar, Jharkhand, Uttarakhand, Gujarat, Assam, Tamil Nadu, and Maharashtra.

Donors: Norway India Partnership Initiative (NIPI), USAID-Department for International Development, US Agency for International Development (USAID).

Background

The Sustainable Development Goals (SDGs), along with committing to drastically reduce maternal and infant mortality, commit to increase health financing and the recruitment, development, training and retention of health workforce, especially in countries that face great human resources challenges in health, like India. Nurse-midwives comprise around 30% of the total health

care workforce¹ of India and are an integral part of India’s public health system. Recognizing the critical role of the nursing cadre in achieving the Sustainable Development Goal 3 (Ensure healthy lives and promote well-being for all at all ages), and keeping in mind the acute shortage of competent auxiliary nurse-midwives (ANMs) and staff nurses in the country, GoI has prioritized the deployment, empowerment and overall strengthening of the nurse-midwifery cadre through the development of a roadmap.

Jhpiego is working closely with the MoHFW, GoI and the Indian Nursing Council by providing Technical Assistance (TA) for strengthening the nursing cadre in India. This support includes work on improving the quality of pre-service education by strengthening the public and private sector nursing institutions in high focus states, creating an enabling policy environment for nursing, improving the leadership and management capacity of the nursing cadre by formation of nursing directorates at national and state levels and ensuring a greater role for nurse-midwives in clinical and programmatic decision making.



Geographical Coverage						
S. No.	State	Govt. Institute			Private	Total
		ANMTCs	GNM	CoN		
1	Bihar	21	6	1	3	31
2	Rajasthan	27	13	1	-	41
3	Madhya Pradesh	13	21	2	5	41
4	Uttar Pradesh	40	8	3	-	51
5	Odisha	19	8	1	8	36
6	Jharkhand	10	3	1	9	23
7	Haryana	-	-	-	3	3
8	Delhi NCR	-	-	-	4	4
9	Uttarakhand	-	-	1	-	1
10	Tamil Nadu	-	-	1	-	1
11	Gujarat	-	-	1	-	1
12	Maharashtra	-	-	1	-	1
13	Assam	-	-	1	-	1
Total		130	59	14	32	235

¹ D.Krishna Rao, Situation analysis of health workforce in India

Jhpiego, through its Human Resources for Health programs, is not only building the competencies of faculty and students of the nurse midwifery institutions, but also strengthening the capabilities of service providers through onsite trainings and continuous mentoring support.

Major Areas of Work

1. Strengthening Pre-service Education (PSE) for Nurse-Midwives

a. Establishment of Nodal Centers of excellence

Jhpiego is providing TA and support for establishment of nodal centers of excellence for nursing midwifery education at both national and state levels. These nodal centers, besides serving as model teaching institutions, would serve as pedagogic resource centers for the ANM/ GNM schools in their region and also provide support in the concurrent strengthening of these schools.



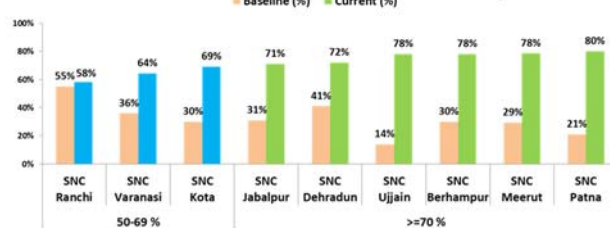
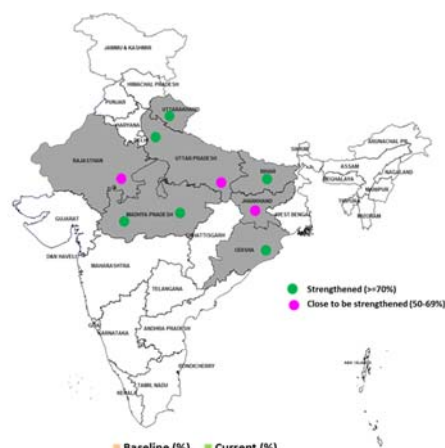
The map depicts demarcation of catchment areas of 5 NNCs

It is envisaged that the National Nodal Centers (NNCs) will be established as the pioneers for PSE strengthening activities at the regional level and will themselves be strengthened by the creation of twinning opportunities with other national and international institutions of repute in the field of research, innovations and leadership. On the other hand, State Nodal Centers (SNCs) will lead PSE strengthening at the state level and will be engaged mainly in improving the quality of nursing

midwifery education in the ANM/GNM schools of their catchment area.

The nodal centers being established are as follows:

- **Five National Nodal Centers** at Government CoN Vadodara, Kasturba Nursing College Wardha, Regional CoN Guwahati, CoN Kanpur and CoN MMC Chennai. All five NNCs are strengthened and 6 week training² has been initiated/ongoing.
- **Nine State Nodal Centers** across Bihar, Jharkhand, Uttarakhand, Odisha, Madhya Pradesh, Rajasthan and Uttar Pradesh have been identified. The map below shows the SNCs strengthened and in the process of being strengthened. 6 Week Training has been initiated/ongoing at SNC Patna, Jabalpur, Ujjain, Berhampur and Dehradun.



Status of strengthening at nine State Nodal Centres

b.



Capacity building through 6 Week Training at SNCs

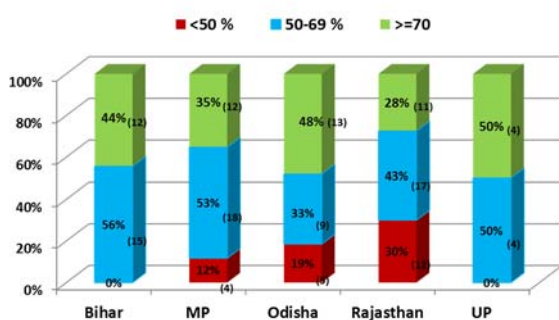
² 6 week training is a specialized training conceived jointly by INC & Jhpiego for improving clinical and facilitation skills and updating the technical knowledge of nursing faculty in key areas of Reproductive, Maternal, Newborn and Child health. It is conducted at the National or the State Nodal Centres.

b. Strengthening of PSE at ANM/GNM schools

Jhpiego provides institution level TA to more than **235 public / private sector nursing institutions** across program states for improving the quality of pre-service education through a standards-based approach. The interventions aim at strengthening the educational processes, clinical-site practices, training infrastructure, overall school management and enhancing the knowledge and clinical skills of faculty, thereby leading to the production of more competent and confident nurse-midwives.



Overall standards (%) achieved in nursing institutions



Progress so far...

- **100% (5/5) of NNCs & 67% (6/9) of SNCs** have been **strengthened (achieved 70% of performance standards)** and have initiated/are ready to initiate 6 week training for ANM/GNM schools' faculty.
- **38% (34/136)** of targeted **public sector ANM/GNM institutions** in five intervention states (MP, Bihar, Rajasthan, Odisha and UP) have been **strengthened with achievement of >70%** of performance standards while another **46% (78/136)** institutions are very close to being strengthened with standards between **50-69%**.
- Of the 136 government nursing institutions across 5 intervention states, **47%** have well equipped **skill labs** and **more than 80%** have well established **computer labs** and approximately **79%** have **functional libraries**
- Improved clinical practices like Active Management of the Third Stage of Labor and establishment of Functional Newborn Care Corner **at >90% of attached clinical sites.**
- **591 nursing faculty members** from high focus states have been trained in 6 Week Training.
- **2821 staff nurses, 605 doctors and 823 nursing faculty** had undergone clinical skill standardization training focused on maternal and newborn health.

Training infrastructure at ANM/GNM schools in five states				
Intervention states	ANM/GNM schools	Skills Lab	IT Lab	Functional Library
Bihar	27	27 (100%)	27 (100%)	27 (100%)
Madhya Pradesh	34	32 (91%)	23 (62%)	14 (41%)
Rajasthan	40	1 (3%)	40 (100%)	40 (100%)
Odisha	27	3 (11%)	24 (89%)	26 (96%)
Uttar Pradesh	8	1 (13%)	1 (13%)	1 (13%)
Total	136	64 (47%)	115 (84%)	108 (79%)

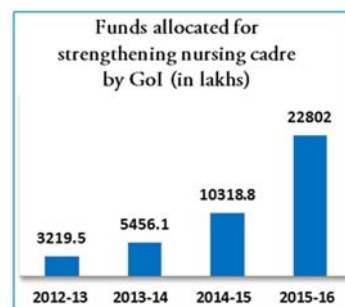


Strengthened training infrastructure in nursing institutions

2. Ongoing Technical Assistance to MoHFW and state governments

Jhpiego provides ongoing TA to the MoHFW and states for:

- Development of guidelines and training manuals
- Standardization of 6 days skill lab (Daksh) training
- Competency based examinations of ANM/GNM students
- Competency assessments of in-service staff nurses and ANMs
- In-service trainings of staff nurses and ANMs.
- Online counselling and admission of nursing students
- Strengthening PSE at scale
- Development and appraisal of Program Implementation Plans (PIPs) for leveraging resources under NHM. Funds of **11082.6 lakhs** allocated for strengthening nursing cadre in FY 2016-17 for six high focus states and five NNCs.



3. Creating an Enabling Policy Environment for the Nurse Midwifery Cadre

Jhpiego is making concerted advocacy efforts at the national level for empowerment of the nurse midwifery cadre through initiatives like:

- Advocacy for enhanced clinical autonomy of nurses through scale up of the NPM (Nurse Practitioner in Midwifery) program and

introduction of Nurse Practitioners in Critical Care and Primary Health Care.

- Increased engagement of nurse-midwives in management of public health programs.
- TA for developing vision documents envisaging the career progression pathways for nursing personnel in the fields of education, clinical practice and public health.

4. Strengthening Management and Leadership Capacity for nursing at National and State Level

- Jhpiego is providing TA for strengthening the leadership and management capacity for nursing at the national level and in targeted high focus states by establishment and operationalization of independent nursing cells/directorates.
- This has been established in Odisha and is ongoing in UP, Bihar, Jharkhand, Rajasthan, MP and Tamil Nadu.
- Support is also being provided to the Nursing and Maternal Health Divisions, MoHFW for effective implementation of the roadmap for strengthening the nurse midwifery cadre.

5. Technical assistance to the State Nursing Councils

TA is being provided to State Nursing Councils of Bihar, Rajasthan, MP and Odisha for the implementation of revised ANM curriculum and examination guidelines as mandated by the INC, initiating competency based practical examinations for nursing students and implementing the performance standards at scale.

6. Leveraging Modern Information Technology for:

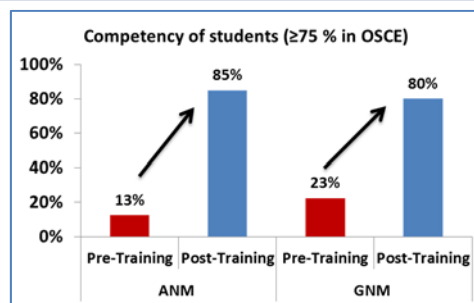
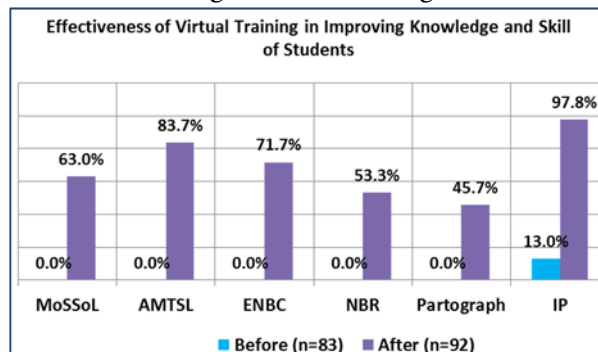
a. Improving the quality of nursing education

To address issues of suboptimal quality of nursing education and shortage of nursing faculty, Jhpiego has established virtual classrooms at all 28 ANM/GNM schools of Bihar in partnership



Snapshots of Virtual Training program in Bihar

with Cisco and Government of Bihar and with support from DFID and CARE International UK. This intervention aims at enhancing the clinical skills and knowledge of nursing students on key components of Maternal and Newborn Health (MNH) through a specially designed 72 hour virtual training package. More than 1200 students from ANM/GNM schools of Bihar have already been trained through virtual trainings.



Effectiveness of virtual training in competency building of nursing midwifery students.

b. Skills enhancement of public health physicians on non-communicable diseases (NCDs)

Jhpiego in collaboration with State Health Society Bihar and support from Boston Scientific initiated a pilot program to sensitize in-service medical professionals on key NCDs and to strengthen their disease management competencies by leveraging the virtual platform established in the nursing schools of the state.



Snapshots of NCD and PFMS Trainings in Bihar

Total of 214 physicians/medical officers posted in the government health facilities of Vaishali and Muzaffarpur underwent one day training on three

modules of NCDs (Diabetes, Coronary Artery Disease and Hypertension).

c. Public Finance Management System (PFMS) Trainings

The State Health Society Bihar leveraged Virtual Classroom of 25 nursing institutions for conducting the PFMS trainings. Jhpiego along with technology partner provided coordination and support to the World Bank officials for conducting these trainings. Around 1,570 administrative officials from over 38 districts were trained in the span of three days. This proved to be a very efficient mode of conducting such trainings with minimal logistics and manpower involvement.

7. Introduction of pre-recruitment competency assessment

TA being given to states for initiating pre-recruitment competency assessment of the staff nurses. Bihar conducted its first pre-recruitment competency assessment with technical support from Jhpiego for recruitment of 304 staff nurses for de-addiction centres in the state and 86 staff nurses at

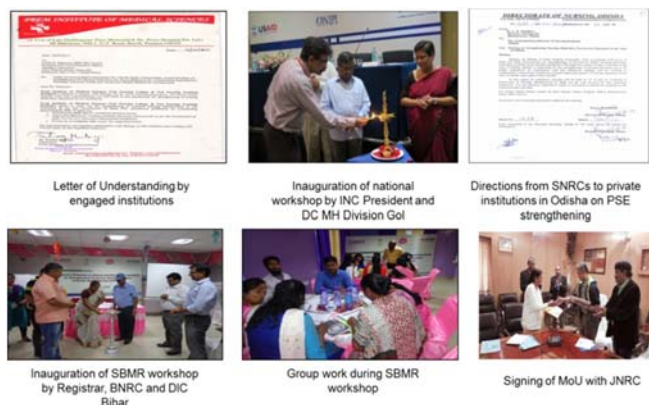
Jhpiego TA to various states in strengthening nurse midwifery cadre



Indira Gandhi Institute of Medical Sciences (IGIMS) Patna. Similarly in the state of Odisha pre-recruitment competency test were initiated for recruitment of staff nurses and ANMs. Jhpiego provided technical support in overall planning and training of assessors for pre-recruitment competency assessment.

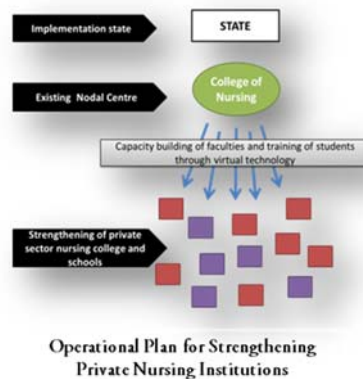
New Initiatives:

- Strengthening 32 private sector nursing institutions across 6 states (Bihar, Madhya Pradesh, Odisha, Jharkhand, Haryana and Delhi-NCR), as private sector contributes to 93% of India’s nursing graduates.



Snapshot of activities undertaken so far for strengthening private sector nursing institutions across 6 states

- Introduction of Competency based examination for nursing graduates in all public and private sector institutions.
- Use of National and State Nodal Centers for faculty development initiatives both for public and private sector institutions.
- Engagement with all State Nursing Councils for implementing PSE performance standards at scale.
- Technical Assistance for establishing a state-of-art “National Reference Simulation Center”.



Updates till Dec. 2016