

REPORT ON FAST TRACK CAPACITY BUILDING PROGRAMME, CHATTISGARH

DAY 1

Session 1: Workforce management

Resource Persons: Dr. Kamlesh Jain and V R Raman

Contents of the session:

- Workforce management issues like recruitment, posting, transfer, skill up gradation.
- Chattisgarh Rural Medical Core
- Workforce motivation
- Supportive supervision

Skill transfer: Holding the meeting, supervision, rationalization of manpower,

Perspectives/ values imparted: Gender, social discrimination, teamwork, parity of regular-contract employees

Remarks: The Session addressed both theoretical and operational issues related to the subject. Dr Jain talked about the current situation and challenges of the work force in the state. He spoke about the challenges like unavailability of skilled man power and the lack of

Dr. Kamlesh also talked about the how one can manage the available manpower effectively. He also informs participants about the new innovation by the state like CRMC and RMA to address the issues of the Work Force.

Mr. Raman spoke about the work force planning and work allocation. He also addressed issues about supportive supervision, motivation and performance appraisal ect. Importance of the meetings and how one can organize effective meeting is also part of the session.

Session 2: District Health Planning

Resource Persons: V R Raman

Contents of the session:

- Issues in District Health Planning
- Process of DHP
- Role of district level and block functionaries in DHAP
- Addressing vulnerability

Skill transfer: Vulnerability mapping and conflict area planning. Convergence planning could not be discussed well

Perspectives/ values imparted: Need and importance of bottom up planning.

Remarks: The session communicated the importance of the bottom up planning and the role of the participants in the process. He spoke about the issues like Vulnerability mapping, conflict area planning and convergence. He also addressed some issues related to financial management and how the resource can manage effectively.

Session 3: Ensuring Child Survival in Chattisgarh

Resource Persons: Dr. Pravin Khobragade

Contents:

IMR trends in Chattisgarh and target of the mission
Ways to ensure child survival

Skill transfer: No such skill was transferred. The deliberation was limited to newborn care and certain child health interventions.

Perspectives/ values imparted: Not specific. Universal coverage

Remarks: The presentation of the by Dr. Pravin started with trends of various indicators like IMR,MMR and breast feeding practices .He explained about the various intervention and innovation for improving the child health .

DAY 2

Session I: Private Sector and Health Care

Resource Person: V R Raman

Contents:

- Role of private sector in health and healthcare
- Types of private players
- Pros and cons of engaging private sector
- Principles of PPP
- Demand side financing- concepts and models
- Health sector partnerships- supply side partnerships, contractual arrangement and social marketing
- PPP- perspectives

Skill transfer: Skill on how should one enters into PPP.

Perspective/Values imparted: Developing a sensitivity of health sector workers towards poor and larger benefit of the community

Remarks: The session focused on role of private and public sector. How strategies of the Public Private Partnership can be effectively implemented .

Session II: Rational Drug Therapy

Resource Person: Dr. Ravi D'Souza

Contents:

- Definition of rational drug, essential drugs and irrational drugs
- Situation in India
- Irrational drug use and its causes
- Consequences of irrational drug use
- Do's and Don'ts of Rational Drug Therapy
- Education of patients
- Tools for RDT

Skill transfer: How to practice RDT

Perspective/Value imparted: Following the medical ethics and going by the call of market. Have a focus for the community at large. Use of drug formularies and Essential drug list while prescribing any drug.

Remarks: The session was very informative and rich in contents. Dr. Ravi covered all the technical aspects about the rational drug therapy how one can practice the same.

Session III: School Health Programme

Resource Person: Dr. Ravi D'Souza, V R Raman

Contents:

- Objectives of School Health Programme
- Health problems of school child
- Components of School Health Programme
- Health education in Schools
- Content of health education in schools
- Incorporation of School health programme in district health planning and management

Skill transfer: Planning for School Health Programme, some skills on convergence

Perspective/Value imparted: The importance of SHP.

Remarks: The session gave a overview about the about the school health participants and tells how it can be implemented well. In the session participants raised so many operational issues related to programme and role of

Session 4: Group work on workforce management

Resource Person: V R Raman

Content of assignment: Given the current HR position of the block, the groups were asked to prepare an organogram and HR plan for the block considering that no extra HR could be recruited. Also some groups were asked to make a supportive supervision capacity building plan.

Skill transfer: Planning on workforce management, designing the organogram.

Remarks: The groups took the task seriously and tried to understand the demands of the assignment. The understanding on workforce placement was good but they were given more inputs on organogram and supportive supervision. In fact, session on supportive supervision should be allotted some more time.

Day 3

Session I: Population Stabilization

Resource Person: Dr. R C Ram

Contents:

- Stages of demographic transition
- Age sex pyramid of developed and developing countries
- Age-sex pyramid of India
- Myths and facts of population growth
- Population Policy
- Health challenges

Skill transfer: Not any as such. Could be briefed on TFR and CPR calculation.

Perspective/Value imparted: Social determinants of population growth, myths related to population growth

Remarks: The session was rich in content. However, the contents were not very organized. Moreover, there was one-way communication which could not draw the attention of participants. No focus on what actions can be taken for population stabilization. Moreover, certain policy level issues were missed out.

Session II: HMIS

Resource Person: C P Santosh

Contents:

- New HMIS introduced by the GoC
- New register for ANMs which would do away the multiplication of registers
- Importance of HMIS

Skill transfer: No direct skill transfer. However, the basic HMIS knowledge were known to all.

Remarks: It is very important to explain first the importance of HMIS and then talk on the practical aspects which happened the other way round. Moreover, there was very less discussion on field level problems.

Session III: Group work on Child Health

Content of the assignment: A situation was given to groups relating to the HR and infrastructure. Based on that groups were asked to prepare plan to:

- Operationalise EmOC in CHC
- Operationalise blood bank in the block
- Operationalise EmOC in PHC
- Establishment of nursery and neo-natal care unit in CHC
- Establish NRC in the district

Skill transfer: Planning for operationalisation of services at facilities

Perspective/Value imparted: Comprehensive planning looking into core as well as peripheral issues

Remarks: There was restricted way of looking at things while planning- participants are not able to think more comprehensively, the focus still remains on WFM. The assignment needs to be designed in a way that there are more specifications on what exactly can be done.

Day 4

Session I: Rashtriya Swasthya Bima Yojana

Resource Person: Dr. Madan Gopal

Contents:

- What is RSBY?
- Why RSBY?
- Benefits of RSBY
- Processes involved in operationalisation

Skill transfer: Nothing as such

Remarks: The session was very informative and interactive and had a lot of participation. However, it was merely confined to the scheme and certain issues related to inclusion, exclusion were left out. Moreover, queries questioning the scheme were discouraged. There was no focus on management at the district level.

Session II: Adolescent Health

Resource Person: Kiran Kalve, V R Raman

Contents:

- Life skill education
- Why ARSH?
- Coverage of ARSH
- Issues in adolescent health
- Probable strategies in adolescent health

Perspective/Value imparted: It was tried. However, resistance was there from among some of the participants to address the issues of adolescent issue.

Remarks: This is one area which is very soft and as such nothing concrete has been done anywhere across the globe except for some small, micro-level initiatives. Gender perspective was not discussed by Kiranji. Her deliberation was restricted to reproductive and sexual health only. Sensitivity that needed to be developed was somewhere missing which to an extent was addressed by Raman. But due to time crunch, the issues like the emotional, social and psychological aspect of adolescent health which needed much focus did not get its due.

Session III: JSY and untied funds

Resource Person: Dr. Sonwani

Remarks: It appeared more to be a review session rather than a session aimed to build perspective on the scheme. Moreover, operational issues and field level difficulties were not even discussed. The session was covered to some extent by Raman on district planning and management. But on the whole the session could not meet its objective.

Session IV: Accounts Management

Resource Person: V R Raman

Contents:

- Budget and its types
- Physical and financial management
- Cash flow
- Prompt accounts management
- Timely audit

Perspective/Value imparted: Accounts management is an administrative task that each level of administration should know and it holds importance for district health planning and management

Remarks: The session gave an overview of what accounts management was. It could help brief participants on this issue and clear the block that this was not under the purview of doctors.

DAY 5

Session I: IDSP and Epidemic Control

Resource Person: Dr. Megha Khobragade

Contents:

- Basic concept of IDSP
- Outbreak management
- Malaria and its control
- Epidemic control

Remarks: It was an interactive and informative session. However, it had no focus on district health planning and management.

Session II: Group work on malaria

Content of the assignment: A situation was given to the groups and the groups were asked to make the following plans:

- BCC plan
- Financial plan
- A comprehensive plan listing the objectives, strategies and activities

Remarks: The participants had taken the assignment seriously and were sincerely doing their task. However, the presentation of group work did not happen.

Session III: Village Health Plan

Resource Person: Avinash Lumba

Content:

- What is village plan?
- Purpose of village health plan
- Contents of village health plan
- Scope of VHP
- Role of block and district level functionaries in VHP

Skill transferred: Data analysis and interpretation, causal linkages

Perspective/value imparted: It helped develop an attitude in the participants on their role in VHP.

Remarks: The session started with a video of Lead India after which the participants were asked to identify themselves with the characters of the video. It resulted in convincing them on attitude change only after which the resource person came on the main issue of discussion. The session was very much enjoyed by the participants and it would help them in developing insights on the issue of decentralized planning. However, things like planning process were not covered.

Day 6

Session I: Management protocols under RCH

Resource Person: Dr. Jayshree Dave and Dr. Alka Gupta

Contents:

- ANC coverage
- Supportive supervision

Remarks: This session was more a review session than discussing on critical aspects in the management of RCH for improving maternal and child health. So the content coverage was poor and diluted the entire issue of district planning and management.

Session II: Valedictory

Dr. Antony, Director SHSRC and Urya Nag, SPM were present who briefly asked the participants to share their experiences and learnings about the whole workshop and gave their inputs also. It was followed by distribution of certificates.

The whole workshop was concluded by Dr. Anjum Soni by vote of thanks.