

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

## 6-Weeks Training of Nursing Faculty

Venue: Kasturba Nursing College

National Nodal Centre Wardha, Maharashtra.

21<sup>st</sup> March-30<sup>th</sup> April, 2016

## Training Report



## **Introduction:-**

Recent policies and programs of the Government of India focused on Maternal, Newborn and Child Health (MNCH) services including the Janani Suraksha Yojana (JSY), Integrated Management of Newborn and Childhood Illnesses (IMNCI), operationalization of 24X7 Primary Health Centres and First Referral Units. These efforts have put an increased emphasis on the role of the basic health worker in the provision of comprehensive Reproductive Health (RH) and MNCH services in the country, especially in rural areas. To respond to this need for development of a basic service provider who can provide quality RH and MNCH services at the grass root level, a comprehensive initiative to strengthen the foundation of pre-service education for ANMs (Auxiliary Nurse Midwife) is being undertaken by the Indian Nursing Council (INC).

Six-week course is designed to strengthen the teaching and facilitation skills of the ANM/GNM faculty in the areas of maternal, new born, child health and family planning. The faculty will be prepared to use these materials while teaching ANM/GNM students in their training centres and integrate them into the ANM/GNM curriculum.

Kasturba Nursing College is identified as one of the National Nodal Centres for **“Strengthening Nursing and Midwifery Pre Service Education in India”** to initiate such training programme.

## **Goals of this training**

- To strengthen the facilitation skills of the nursing faculty and to provide an update on the effective teaching methods.
- To provide an update and prepare faculty to use new government of India learning resources on maternal, childbirth and family planning in existing ANM/GNM curriculum as mandated by the Indian Nursing Council.
- To influence in a positive way the attitudes of faculty regarding the importance of adequate practice and feedback for students, first in simulation and later with clients.
- To orient the faculty on the educational and clinical standards and help them in implementing the standards in their training centers and their clinical practice sites.

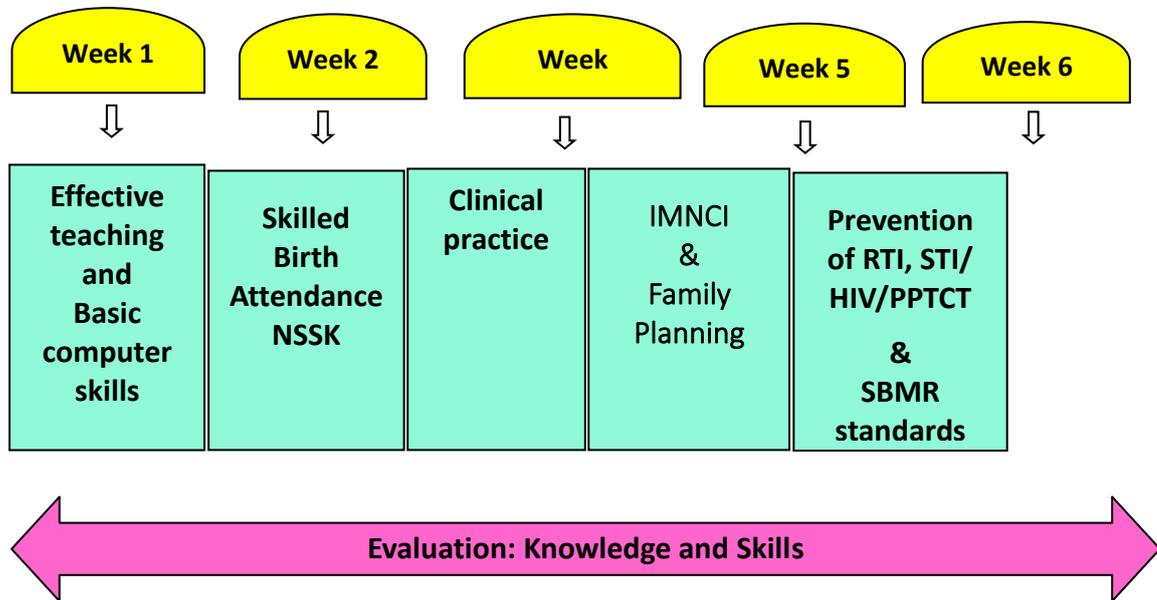
## **Objectives of the training**

To build the capacities of the nursing faculty by updating their knowledge and skills in

- Effective teaching skills
- Skilled Birth Attendance

- Integrated Management of Neonatal and Childhood Illnesses
- Family Planning
- Prevention of STI/RTI, HIV and Parent-to-Child-Transmission of HIV
- Performance Standards

### Course Description:-



### Evaluation Methods

**Knowledge:** A score of at least 85 % on the knowledge assessment

**Skills:** Satisfactory performance of clinical skills evaluated by Objective Structured Clinical Examination (OSCE)

**Practice:** Demonstrated ability to provide quality services in the clinical setting and demonstrated good facilitation skills.

**Week -1(21<sup>st</sup>March – 26<sup>th</sup>March 2016 /6 Days)**

### Effective teaching skills and basic computer skills

The 6 weeks training of nursing faculty for strengthening pre –service education for the Nursing midwifery cadre was started on 21/03/2016. Inauguration of the training program was organized at Sarojani Naidu Hall, Mahatma Gandhi Institute of Medical Sciences Sewagram, Wardha.

Dr. S.K. Jadhav, Joint Director of Health Services, Mumbai, Maharashtra was the Chief Guest, Dr. Sanjay Jaiswal, Deputy Director, Health services, Nagpur was Guest of honour, Dr.

B.S. Garg, Secretary, Kasturba Health Society, Sewagram preside over the function, Dr. K. R. Patond, Dean MGIMS, Sevagram, Dr. Madavi, Civil surgeon, Wardha, Mrs. Ancy Ramesh, Principal, Kasturba Nursing College, Sewagram, HODs of various departments of MGIMS, Matron, KHS, Senior nursing faculties, teaching faculty of Kasturba Nursing College and Kasturba Nursing School, Post graduate students present over the function.



The program started with Prayer song by students and Lighting of the lamp by dignitaries. Principal, Kasturba Nursing College, Sewagram delivered welcome speech and an overview of the training. Dr. B.S. Garg, Secretary, Kasturba Health Society Sewagram, addressed the gathering and explained the importance of 6 – week training, development of skills in clinical areas and need for sustaining the standards in every institutions. In his speech he stressed on GOI initiative for Government of India to reduce the maternal and child mortality rate. He thanked Jhpiego for their technical support and continuous supervision and guidance. He also extended his thanks to Ministry of Health, GOI and Maharashtra State Government for their financial support.

Dr. Sanjay Jaiswal, Deputy Director, Health Services, Nagpur addressed the gathering and appreciated the skill based training program and congratulated Kasturba Nursing College for the initiation taken for this program. Dr. S.K. Jadhav, Joint Director of Health Services Mumbai, highlighted components and significance of MCH care, the role of nurses in achieving the maternal and child health. He assured Kasturba Nursing College, Maharashtra Government will provide all possible support in future. The program concluded with National Anthem.

The Chief Guest inaugurated the skill lab by cutting the ribbon. The dignitaries visited each and every skill stations and get oriented with the functions and use of each mannequins.

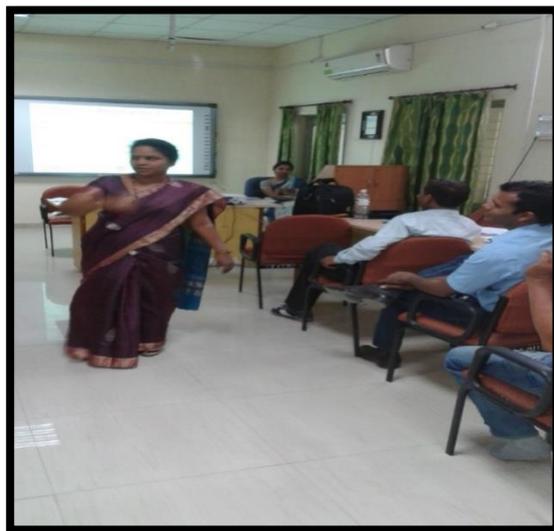


### **Post lunch session**

It begin with the introduction by the participants(Please refer *Annexure 2*). Principal Co-ordinator, other college faculty cum facilitators and both NMTs were present forthe session. Participants were asked to express their expectations from the training and the ground rules were formed jointly by participants and facilitators. Most of them expressed that they want to strengthen their knowledge, skill and develop positive attitude by incorporating new knowledge,information and technologies; thereby enhancing the quality of services – both clinical and educational aspects of MCH.

Mrs. Usha Shende, Lecturer, Kasturba Nursing College reviewed the course schedule, content and training approach. The training package was distributed to all participants and was explained to them in detail. Participants were assessed through pre - course knowledge questionnaire and their clinical experience and individual learning plan (Please refer *Annexure 3*). The first day focused on current maternal health scenario in India, GoI initiative, professional ethics and Midwifery, ICM code of ethics and ANM's role and responsibilities. The day's activity was reviewed by Mrs. Usha Shende.

Throughout the 6 weeks training period, each day was started by recap of the previous day and discussing agenda of the day at the end review of the activities and announcement of the reading assignment for the next day. On day one participants were assigned with their day for presenting agenda, energizer and recap.



On day two **effective teaching skill (ETS)** and **basic computer skill** were discussed. The foundations of pre-service education and core competency in the ANM programme were discussed. Throughout the week, sessions on effective teaching skill were conducted in a systematic manner. Participants were taught about how to develop learning objectives, preparation of lesson plan and AV aids. The topic for facilitation skill was distributed to them (Please refer *Annexure 4*). The checklists for effective facilitation, demonstration and coaching skill were discussed before evaluating their facilitation skill (Please refer *Annexure 5*). With the help of checklist constructive and positive feedback was given to each participant.



Beside facilitation skill, demonstration and coaching skill were reviewed and reinforced. Emphasis was given on how to facilitate group learning by using activities like case study, clinical simulation etc. followed by a practice session on the same. ETS sessions included the evaluation of knowledge and skill of students and each participant learned and prepared tools for knowledge and skill assessment. Throughout the training, almost all sessions were followed by some group activities/exercises. All the participants had done group activity

enthusiastically. In between the sessions participants were energized to make the training more enjoyable.

In **basic computer skill**, participants were first introduced and taken interactive presentation on different computer hardware like laptop, desktop, printer, LCD projector etc. and their operational system. Three main Microsoft applications like Microsoft Office Word, Microsoft Excel and Microsoft PowerPoint and corresponding exercises were practised in IT lab under the supervision. They had also introduced to internet browsing and different websites for accessing the health related informations.

## Week- 2 (28<sup>th</sup> March – 2<sup>nd</sup> April 2016/ 6 Days)

### Infection Prevention and Skilled Birth Attendance

The second week started with the introduction of goals and objectives of SBA training. Participant's knowledge and skills were assessed by pre-course questionnaire and **pre-course OSCE**. Their experience in MCH care were recorded. Pre-course Objective structure clinical examination was done, at eight stations i.e. AMTSL, Management of Antenatal Complication, Management of Intra-Partum Complication, Partograph, Essential Newborn Care, Newborn Resuscitation, Management of Postnatal Complication and Infection Prevention. Time limit to complete each station was 5 minutes. Once the station was completed, participants were rotated to the next station. Thus all participants completed all stations in a systematic way. In post lunch session, Infection Prevention Practices were discussed, followed by demonstration and practice on hand washing, preparation of 0.5% of chlorine solution and biomedical waste segregation.

The 2<sup>nd</sup> day was on **Antenatal Care**- its importance and preparation, detection of pregnancy and tracking of pregnant woman, antenatal history taking, antenatal general and abdominal examination, laboratory investigations and antenatal counselling were important sessions. Each session was followed by demonstration of that skill and opportunity for the participants to practice respective procedure in skill lab.

On day 3<sup>rd</sup> and 4<sup>th</sup> Assessment and care during labour and delivery were discussed including the management of 1<sup>st</sup> stage to 4<sup>th</sup> stage of labour. Special emphasis was given on **plotting and interpretation of Partograph**. It was ensured that each participant learned and completed the case studies on partograph. On day 5<sup>th</sup> Navjiaat Shishu Suraksha Karyakram.

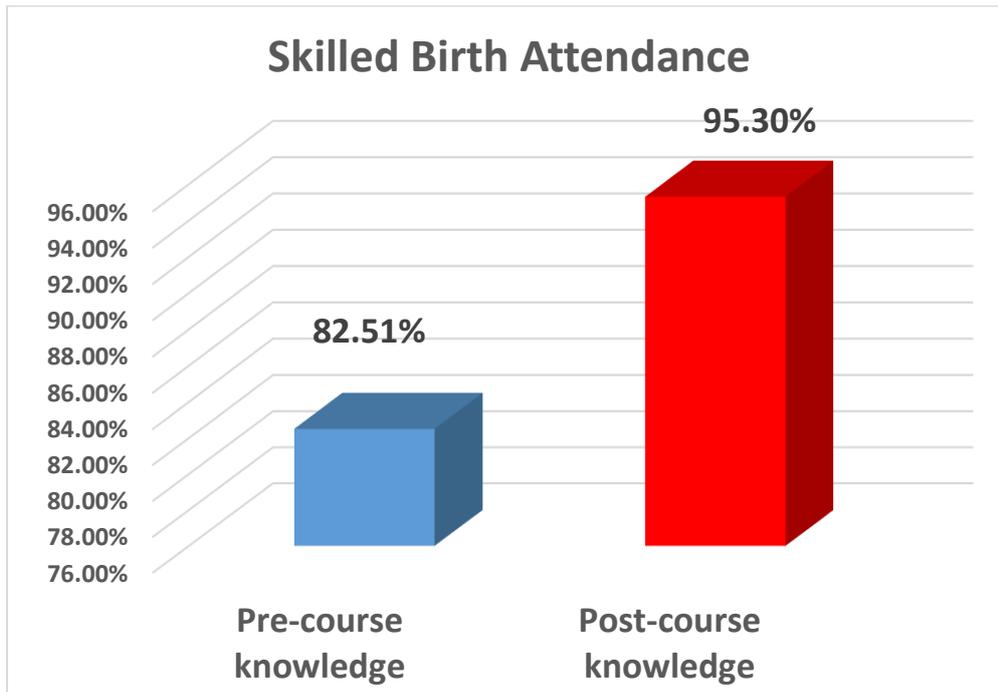
Participants had practised **essential newborn care, newborn resuscitation, Kangaroo mother care.**



The last day of 2<sup>nd</sup> week consist of sessions on complications during pregnancy, labour and delivery and demonstration of some special procedures like **giving IM injection, establishing IV line and female catheterization in skill lab.** After completing the demonstration participant were re-demonstrated and practiced these procedures in skill lab under the supervision of NMTs.



Post-course knowledge assessment was done and it is observed that participant's knowledge score were high as compared to pre-course knowledge assessment score.



### Week 3 &4 (4<sup>th</sup> April – 16<sup>th</sup> April 2016 /12 Days)

As per schedule third and fourth week participants were placed at Kasturba Hospital, Sewagram for their clinical practice. Participants were grouped into 4 groups and each groups were rotated in labour room, antenatal ward, postnatal ward and FP/ANC OPD. Prior permission was obtained by Medical Superintendent, Matron, and Head of the Department of Obstetrics & Gynaecology. Sister-in-charge and staff nurses were informed about the list of trainees, clinical rotation plan, objectives and duration of the posting (Please refer Annexure 6).

The recommended practices to be completed and assessed for competency by each participant according to GoI, SBA guidelines were.

- Antenatal history, general and abdominal examination
- Lab. Investigations (Hb, urine sugar and protein)
- Monitor labor by plotting partograph;
- Conduct delivery with AMTSL
- Examination of placenta, membranes and umbilical cord
- Newborn care including assisting in breast feeding, Newborn resuscitation
- Administer deep IM injection, establish IV line and Catheterization
- Remove products of conception/clots

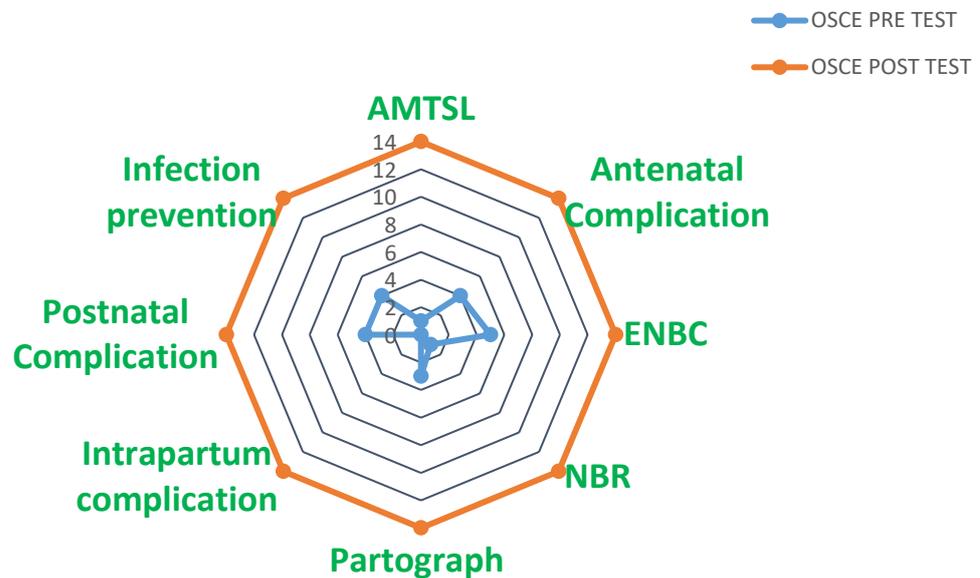


Every Day afternoon session started with post clinical meeting. The participants discussed regarding the activities observed, assisted and performed in their respective areas. The practice session at skill lab was organized daily. The participants conducted normal delivery with AMTSL, NBR, Essential Newborn care, Kangaroo Mother Care, and Catheterization under the supervision of NMTs.



At the end of the clinical week, OSCE was conducted. There was a significant knowledge gain was observed in all 14 participants.

## Objective structured clinical examination



**Week – 5(18<sup>th</sup> April – 23<sup>rd</sup>April 2016 /6 Days)**

### Integrated management of neonatal and childhood illness

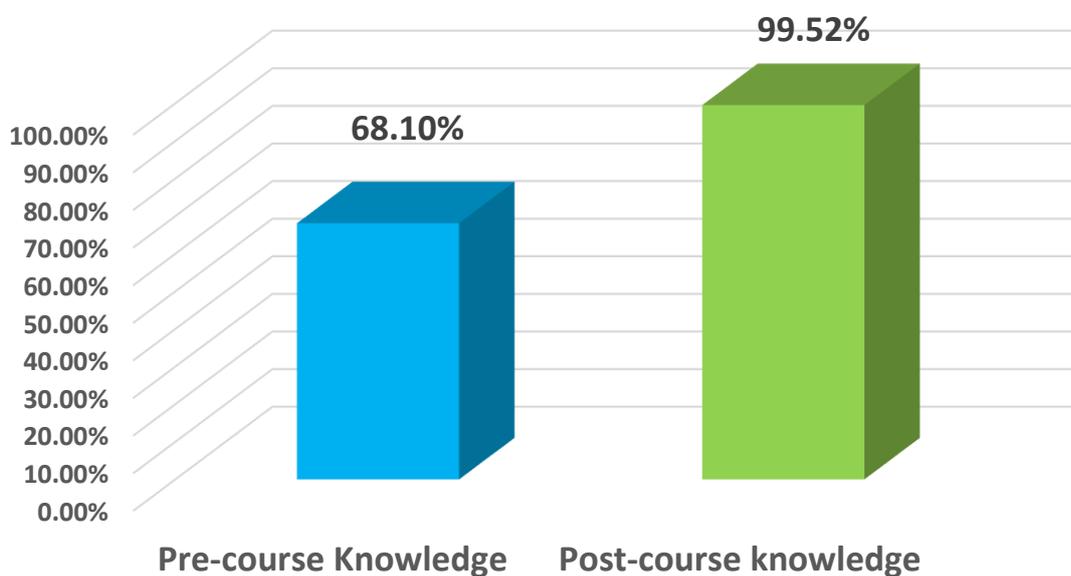
Focus of week 5 was on IMNCI and family planning. Participants were introduced to the goal, objectives and methodology of the course. Components of their learning includes assessment and management of neonates (0-2 months) and children (2 mon-5 years) for bacterial infection, diarrhea/dehydration, feeding problem, cough and breathing difficulty malnutrition and fever were discussed as per IMNCI guidelines and chart booklet. All assessments were supplemented by video demonstration and videoexercises which they had enjoyed and participants actively participated in all exercises.

Clinical session of the IMNCI was conducted in two days (please refer *Annexure 7*). Participants were posted in paediatric ward with the objectives of assessment and management of sick young infants aged up to 2 months and 2 months to 5 years. The participants had an opportunity to practice assessment and management of children by using blank recording form. Post clinical meeting was conducted after the clinical session and participants discussed

regarding activities performed in the clinical area using IMNCI chart booklet. After obtaining prior permission from the concern authorities, on the 3<sup>rd</sup> day of the week, a field visit was arranged to Anganwadi, Warud Sewagram to learn about village health and nutrition day. Participants interacted with Anganwadi worker and collected information on nutritional supplementation, immunization, IFA prophylaxis etc., and clarified their doubts. As per IMNCI guidelines participants conducted the assessment of children at Anganwadi, Warud. Counseling sessions were conducted by the participants for children and their mothers for their concerns.

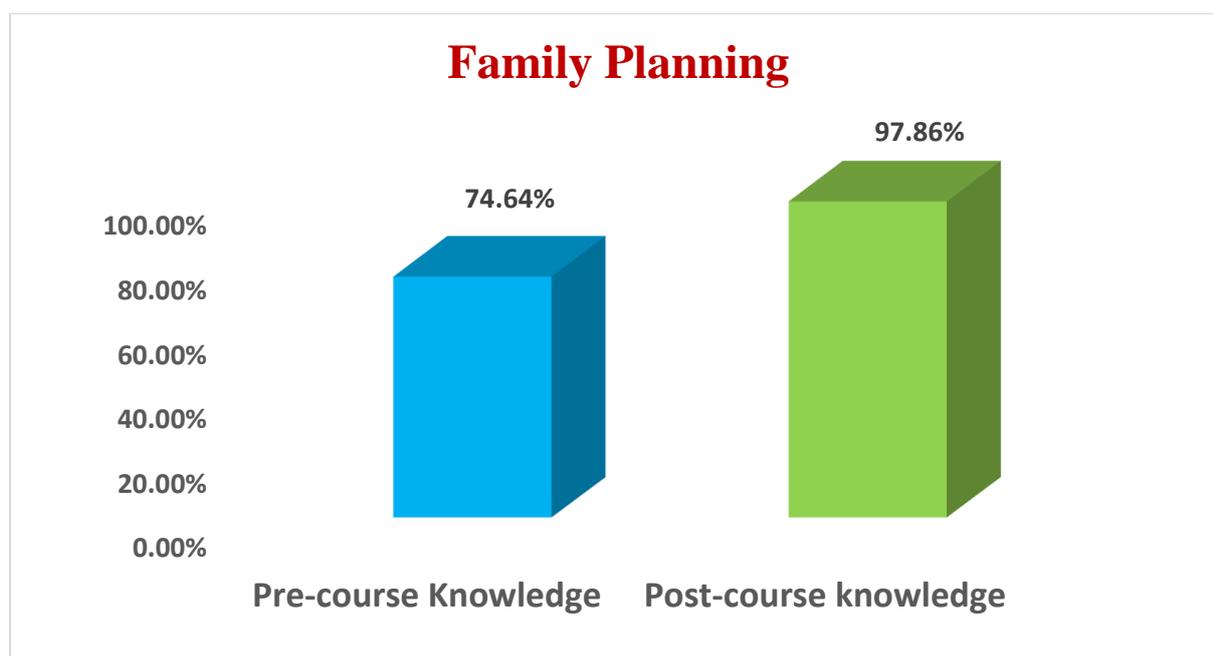


### Integrated Management of Neonatal & Childhood Illness



## Family Planning:-

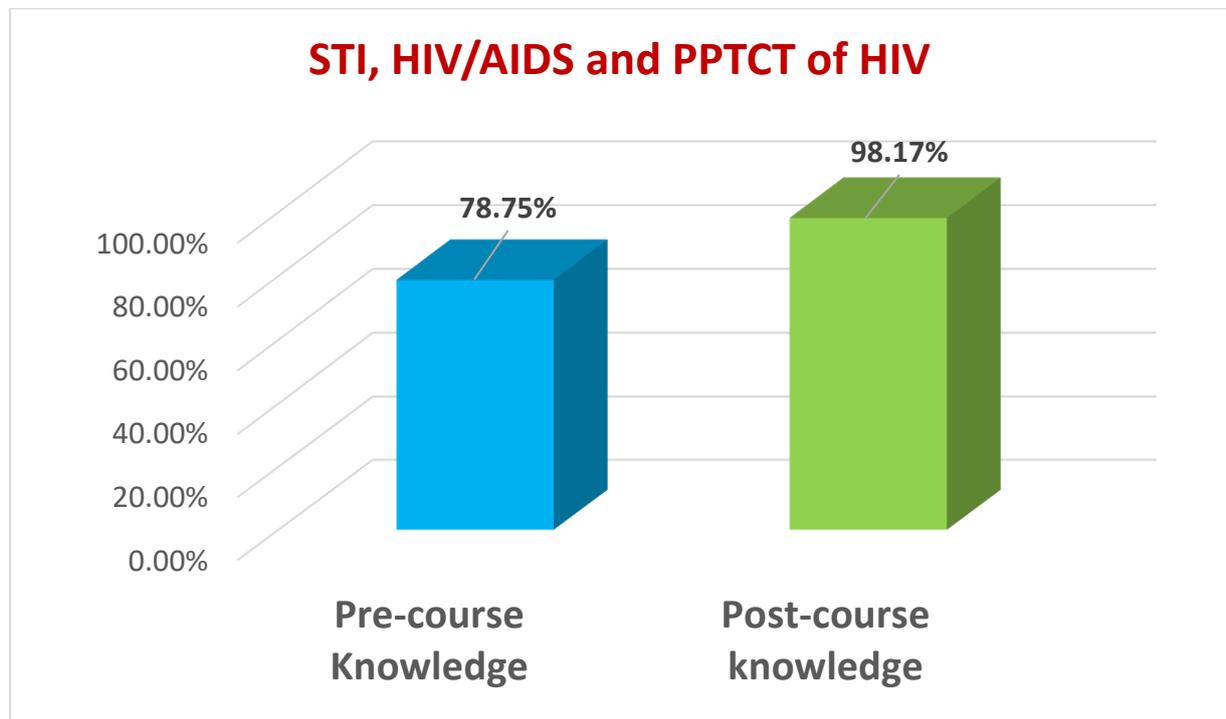
On day 5 and 6 was devoted to learn and discuss about Family Planning Program. At the beginning of the day an overview of course goals and objectives were discussed and pre-course knowledge assessment was conducted. GOI policies for FP service provision. Different FP method and its action, advantage and disadvantage, MEC wheel were discussed with special emphasis given on FP counselling. The participants had performed role plays on FP counselling in an interesting and effective manner. Interval IUCD and PPIUCD loading, insertion and removal was demonstrated in skill lab followed by a supervised practice session on interval IUCD and PPIUCD loading and insertion and removal of IUCD on models.



## Week – 6(25<sup>th</sup>April – 30<sup>th</sup>April 2016 / 6 Days)

### STI, HIV/AIDS& PPTCT OF HIV

First two days mainly focussed on STI, HIV and Prevention of parent to child transmission of HIV. Participants got idea about HIV/AIDS, its magnitude, mode of transmission, prevention, diagnostic modalities, clinical stages and PPTCT strategies. They had also learned about STIs, its link with HIV and Syndromic Case Management with flow diagrams. Participants clarified their doubts on HIV/AIDS, window period and progress of HIV/AIDS.



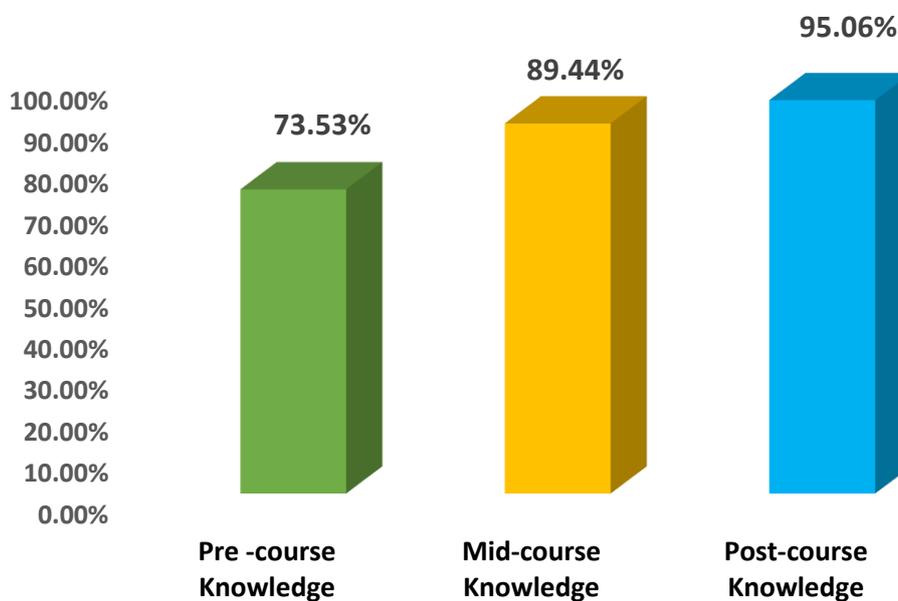
On 3<sup>rd</sup> and 4<sup>th</sup> day a detail discussion was conducted on SBMR process like setting of standards, performance standards for ANM pre-service education, implementation and scoring of performance standards, feedback and preparation of operational plan, cause analysis, selection of interventions, team building, networking and benchmarking, reward achievements, resource mobilization and win-win strategy and reviewed the ANM curriculum followed by group activity was conducted on feedback meeting and plan for base line assessment and next step. Facilitators evaluated the teaching skills of the participant and constructive feedback was given to them.

On the last day of the training a post- course knowledge test was conducted and it was scored. Answer key was discussed with participants after the post-test. Activities on identifying strategies for evidence based information for teaching was conducted in IT lab. Individual progress and achievement of set goals were evaluated with the help of trainers. Course

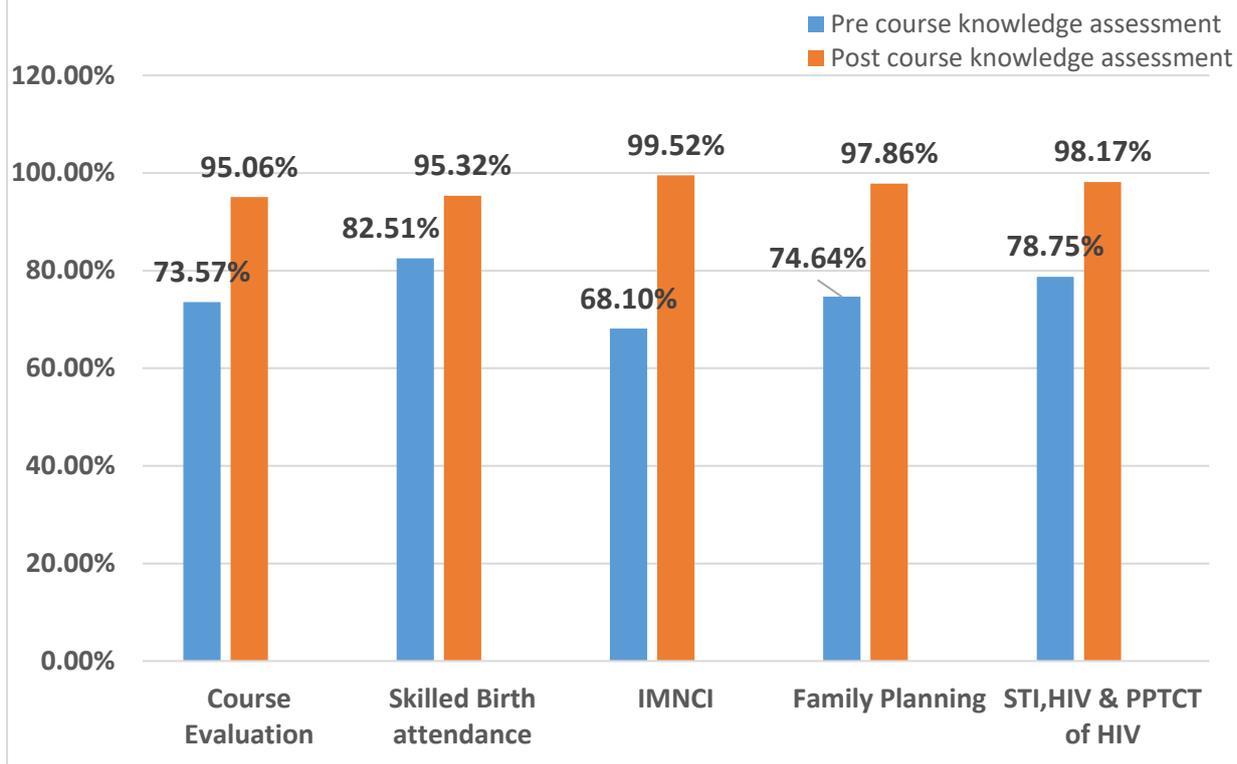
evaluation was done by all participants and participants expressed that their knowledge and skills were broadened and widened from this training programme. As expressed by the participants, their teaching abilities, clinical skills and abilities to work in team were also improved. They expressed their gratitude towards Rajasthan State Government, Government of India, Jhpiego, and Kasturba Nursing College initiating such training programme.



## Course Evaluation



## Knowledge Assessment



The last day ended with a graceful closing ceremony and Valedictory Session. **Dr.B.S.Garg**, Secretary, Kasturba health society Sewagram, **Mrs. Ancy Ramesh**, Principal Kasturba Nursing College, **Mrs. Asha Khobragade**, Vice-principal, Dr. Sheela Shelke, Dr. Netra Kamala, teaching and non-teaching faculties of the KNC, were present in the valedictory session.





Brief report of 6 – week training program was presented by Mrs.Usha Shende and Ms. Arti Wasnik. Mr.Ashish Sharma, Presented the participants report behalf of the participants. Mrs.Ancy Ramesh, Principal, Kasturba Nursing College, briefed about the beginning of this programme and the journey of past one year and congratulated the participants for successful completion of training.

Dr.B.S. Garg, Secretary, Kasturba Health Society Sewagram, distributed certificates and congratulated the participants.He stressed that, participants should utilize the knowledge and skills gained during 6-week training in their respective institutions. He appreciated the leadership of Kasturba Nursing College and hard work of teaching and non-teaching faculty and congratulated the team to become become a Natioanal Nodal Centre and successful completion of 6-weeks training programme. Mrs.Roopa Kale, NMTKasturba Nursing College delivered vote of thanks.



### **Feedback from participants:-**

1. All the participants enjoyed the training.
2. Participants got opportunity to practice the skills in clinical areas.
3. Utilization of skill lab is very effective for systematic learning of procedures.
4. All the topics covered as per the schedule of the training.
5. They learned different method of teaching skills like group discussion, case studies, role play, simulation etc.
6. Participants suggested that recent statistical data should be added in PPT presentation on the topic of HIV/AIDS.

Participants were relieved from National Nodal Centre Sewagram, Wardha, after successful completion of the training. Training certificate were given to all participants.