

# “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.

07<sup>th</sup> November – 17<sup>th</sup> December, 2016

## Fifth Batch 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**

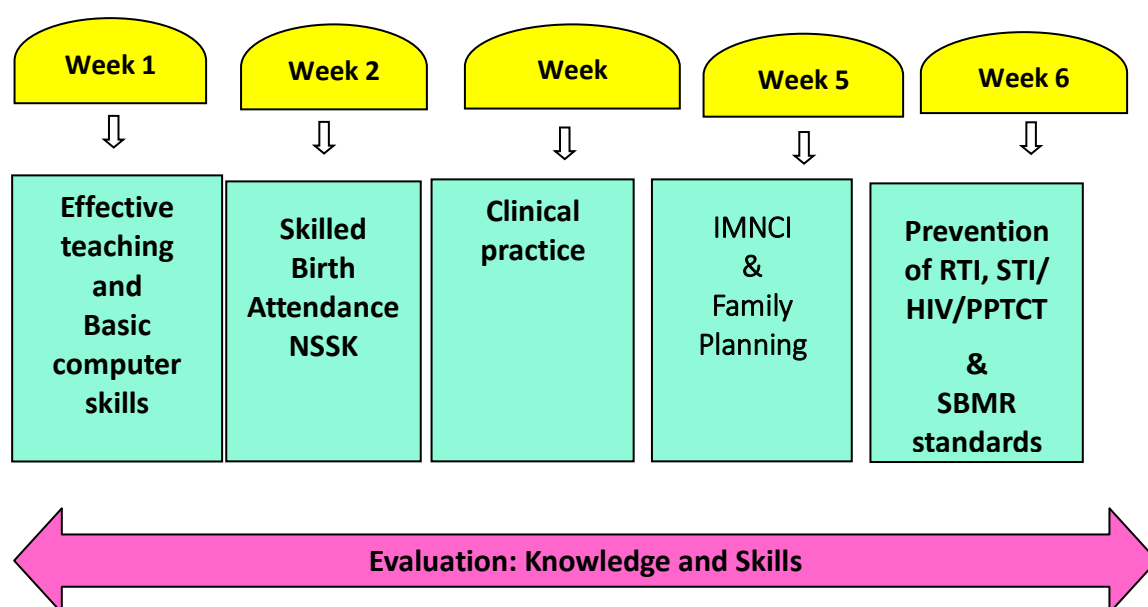
- To strengthen the facilitation skills of the nursing faculty and to provide an update on the effective teaching methods.
- To provide an update and prepare faculty to use new government of India learning resources on maternal, childbirth and family planning in existing ANM/GNM curriculum as mandated 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.

## Fifth Batch of 6-weeks Training on strengthening PSE

Week -1( 7<sup>th</sup> Nov – 12<sup>th</sup> Nov 2016 /6 Days)

### Effective teaching skills and basic computer skills

The Fifth batch of 6 weeks training of nursing faculty for strengthening pre –service education for the Nursing midwifery cadre was started on 07/11/2016. Inauguration of the 5<sup>th</sup> batch of training program was organized at seminar hall.

Mrs. Ancy Ramesh, Principal, Kasturba Nursing College, Sewagram, Senior nursing faculties, teaching faculty of Kasturba Nursing College were present over the function.



The program started with Prayer song and Lighting of the lamp by dignitaries. Mrs. Ancy Ramesh Principal, Kasturba Nursing College, Sewagram addressed the gathering and welcome participants to Sewagram for 6-week training. She explained the importance of 6 – week training, development of skills in clinical areas and need for sustaining the standards in every institutions. In her speech she stressed on GOI initiative to reduce the maternal and child mortality rate. She thanked Jhpiego for their technical support and continuous supervision and guidance. She also extended her thanks to Ministry of Health, Government of India.

Session begin with the introduction by the participants (Please refer *Annexure 2*). Principal Co-ordinator, other college faculty cum facilitator and both NMTs were present for the 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.



Ms.Arati Wasnik, NMT, Kasturba Nursing College reviewed the goals and objectives, course schedule, content and training approach. The training package was distributed to all participants and learning resource package 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, causes of maternal mortality, orientation to Gol's PSE strengthening program, professional ethics and Midwifery, ICM code of ethics and ANM's role and responsibilities. The day's activity was reviewed by NMTs.

Throughout the 6 weeks training period, each day was started by recap of the previous day's activity and discussing agenda of the day at the end of the day 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 home assignments



On day two **effective teaching skill (ETS)** and **basic computer skill** were discussed. Throughout the week, sessions on effective teaching skill were conducted in a systematic manner. The foundations of pre-service education and core competency in the ANM programme were discussed. Participants were taught about how to develop learning objectives, preparation of lesson plan and AV aids followed by group activity was conducted on the same. The topic for facilitation skill was distributed to them (Please refer *Annexure 4*). The checklists for effective facilitation skills, 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 knowledge and skill assessment tools. Interactive presentation was taken on motivation. 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, Microsoft PowerPoint and internet browsing, computer applications etc. 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 information.

## Week- 2 (14<sup>th</sup>Nov – 19<sup>th</sup> Nov 2016/ 6 Days)

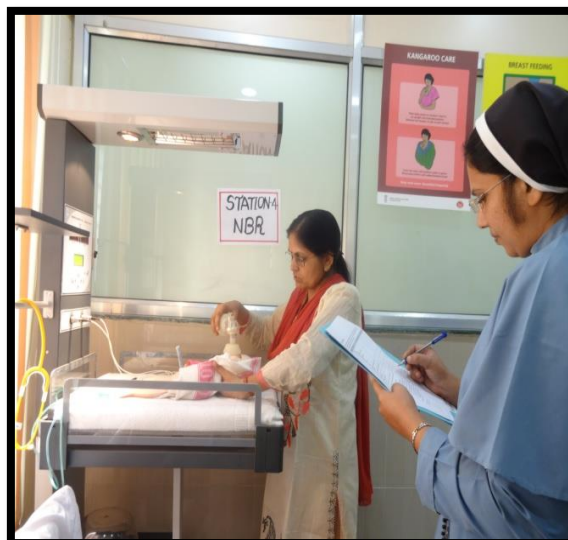
### **Infection Prevention and Skilled Birth Attendance**

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 was 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 New born Care, New born 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, decontamination and high level disinfection, 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 the skill and opportunity for the participants to practice respective procedure in skill lab.

On day 3<sup>rd</sup> and 4<sup>th</sup> day 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

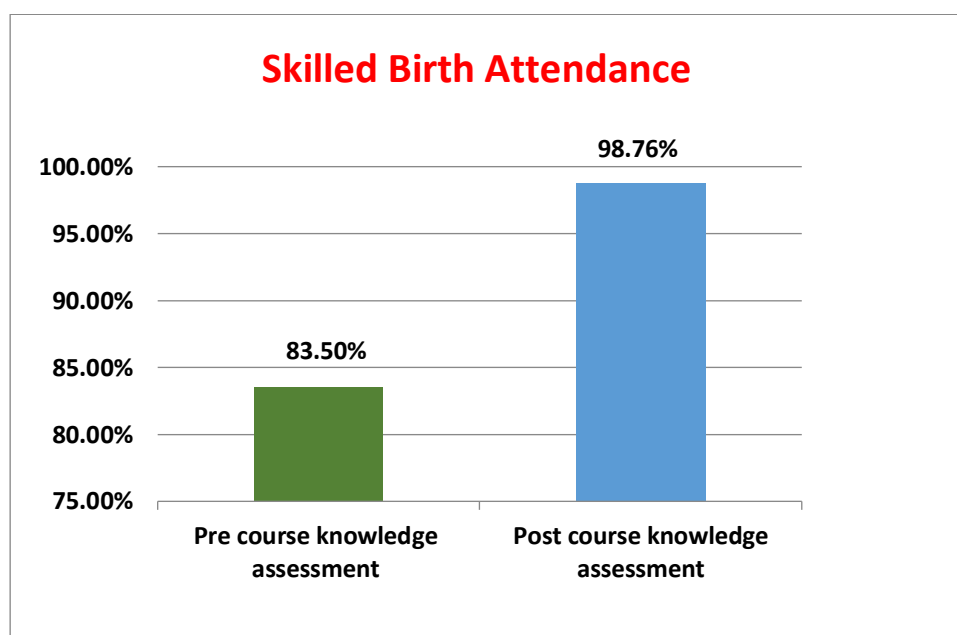
was given on **plotting and interpretation of Partograph**. It was ensured that each participant learned and completed the case studies on partograph. On day 5<sup>th</sup> Navjiaat Shishu Suraksha Karyakram, **essential new born care, new born resuscitation, Kangaroo mother care and mummifying the new born** were discussed followed by that participants had practiced on the same.



The last day of 2<sup>nd</sup> week consist of sessions on complications during pregnancy, labour and delivery, postpartum period 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 (21<sup>st</sup> Nov – 3<sup>rd</sup> Dec 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 (Hemoglobin, 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

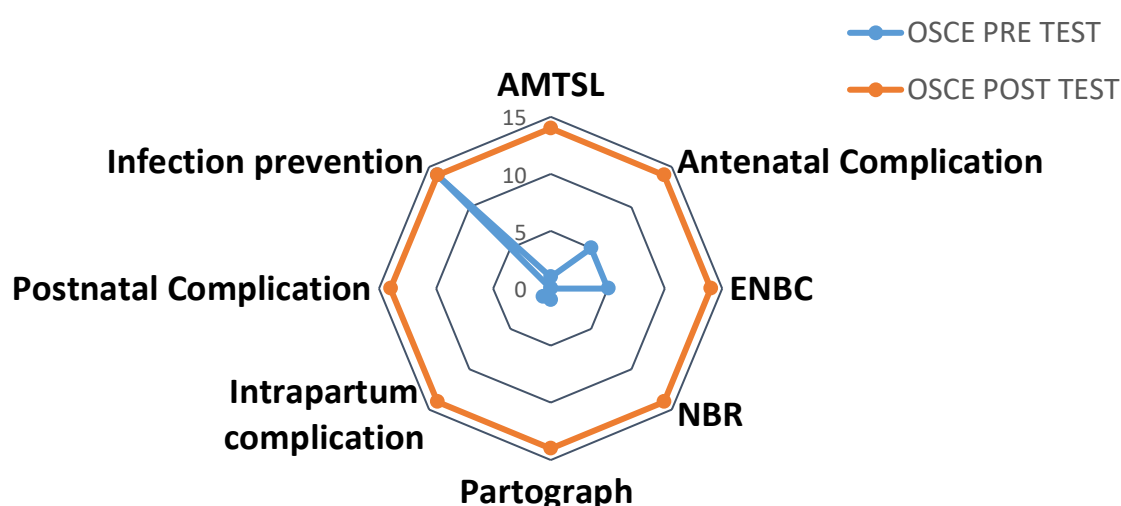


Every Day afternoon session started with post clinical meeting. The participants discussed regarding the activities observed, assisted and performed in their respective clinical areas. The practice session at skill lab was organized daily and assessed coaching and demonstration skills of participants in the skill lab. 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. Significant knowledge gain was observed in all 14 participants.

## Objective structured clinical examination



### Week – 5 (5<sup>th</sup> Dec – 10<sup>th</sup> Dec 2016 /6 Days)

#### Integrated management of neonatal and childhood illness

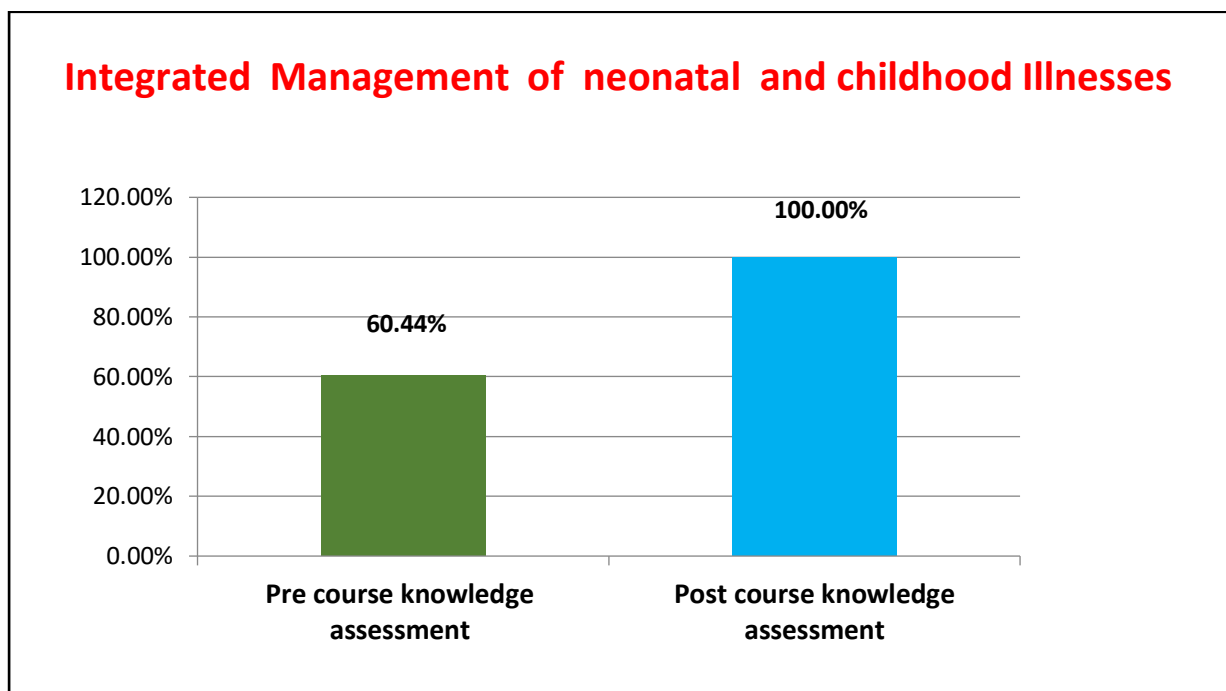
Focus of week 5 was on IMNCI and family planning. Participants were introduced to the goal, objectives and methodology of the course. Components of their learning includes assessment and management of neonates (0-2 months) and children (2 mon-5 years) for bacterial infection, diarrhea/dehydration, feeding 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 video exercises 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.

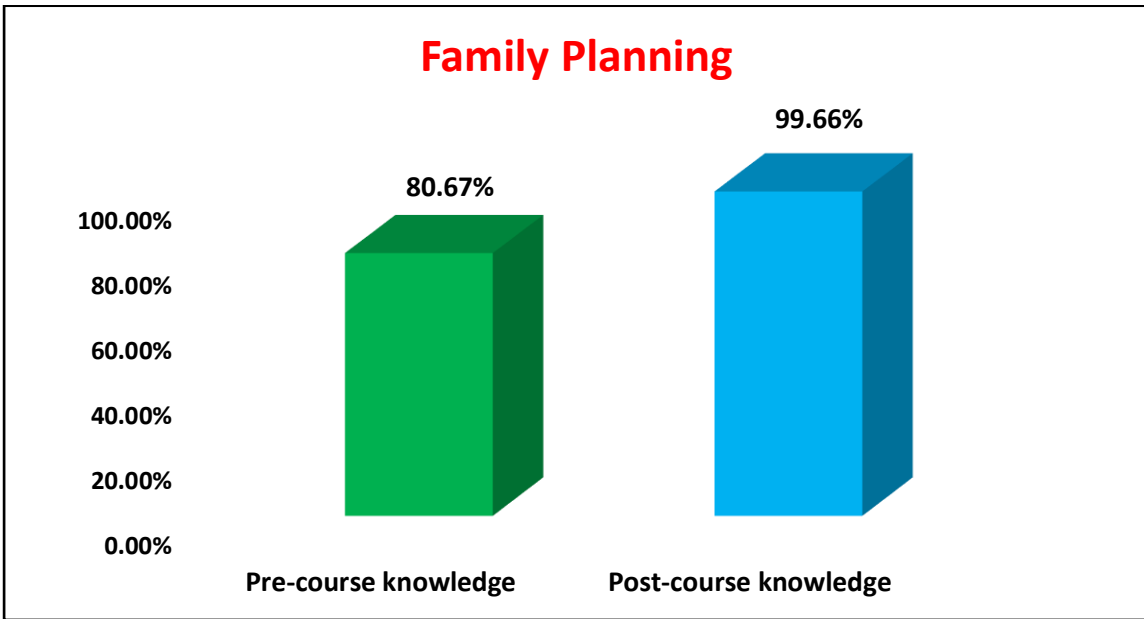
As per IMNCI guidelines participants conducted the assessment of children at Anganwadi, Warud. Counseling sessions were conducted by the participants for children and their mothers for their concerns.





### **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.



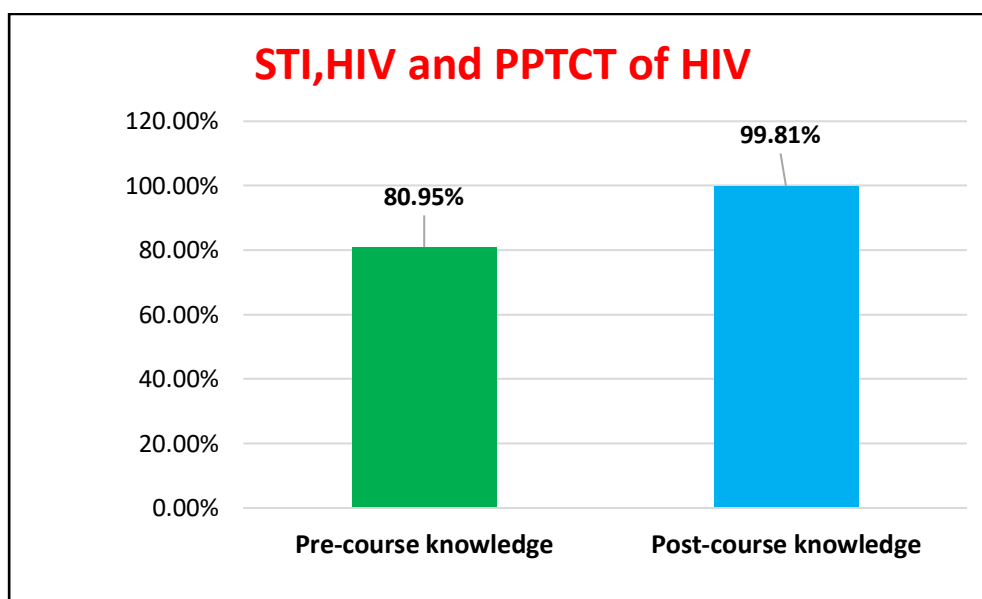
**Week – 6 (12<sup>th</sup> Dec – 17<sup>th</sup> Dec 2016 / 6 Days)**

**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

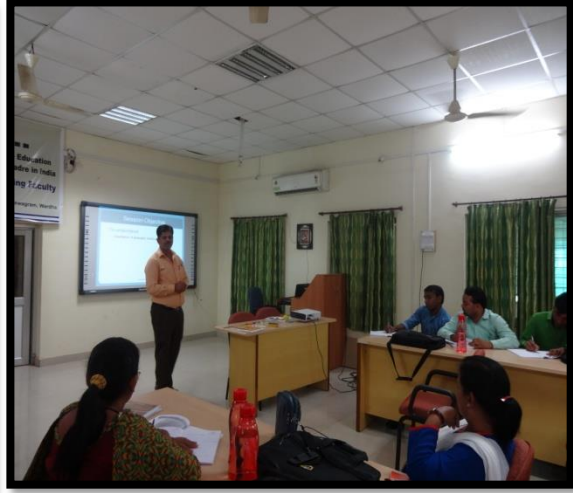
diagrams. Participants clarified their doubts on HIV/AIDS, window period and progress of HIV/AIDS.

N=14



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. Topics were assigned to participants. On 5<sup>th</sup> day participant presented the topics with AV aids and facilitators evaluated the teaching skills of the participant and constructive feedback was given to them. There was an improvement in teaching skills of the participants.

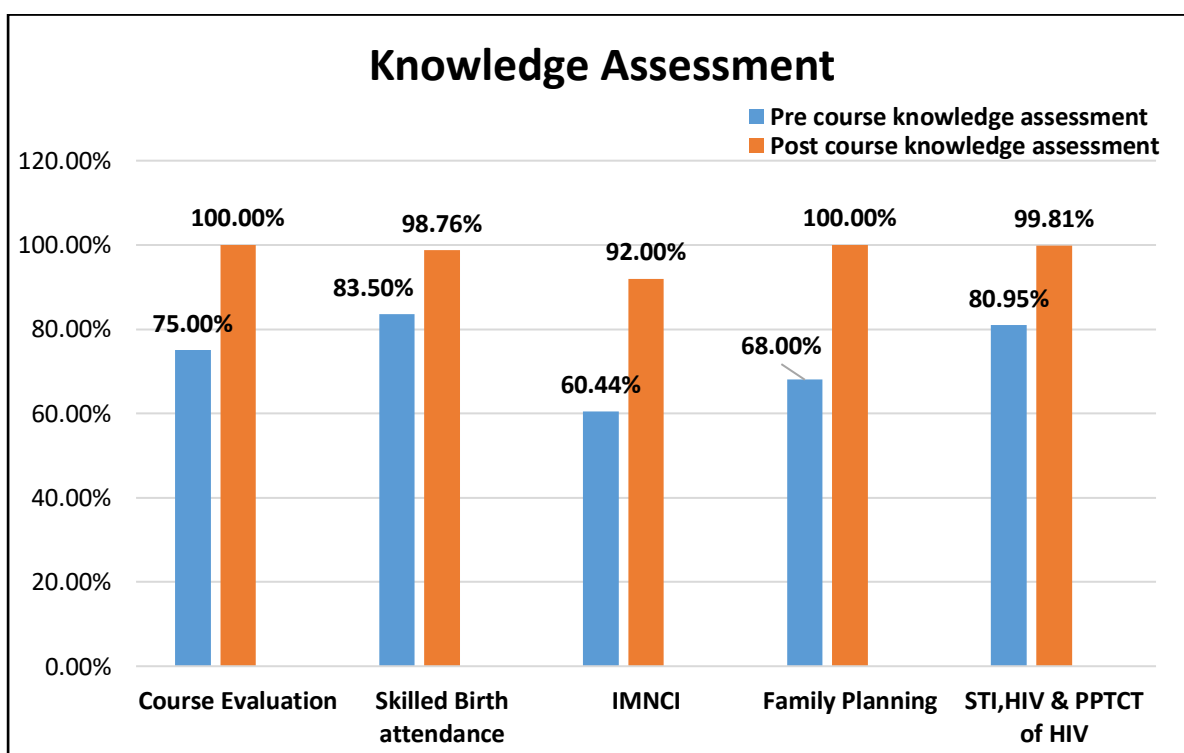
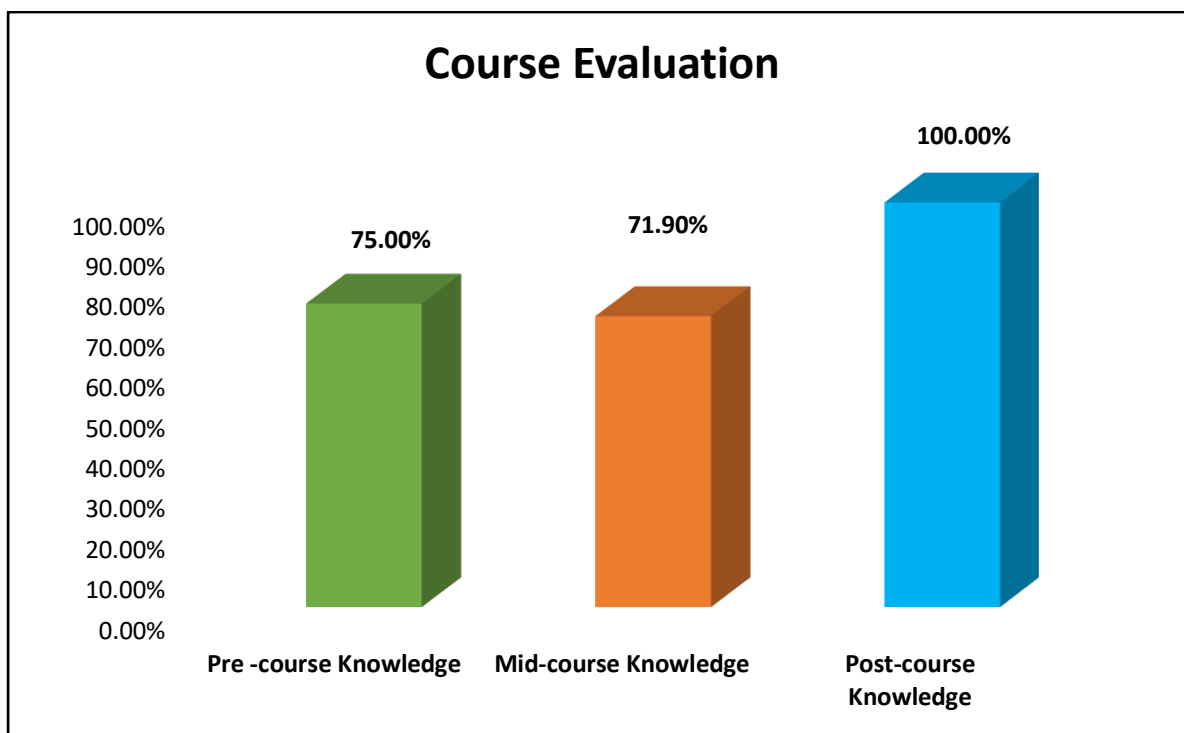




On the last day of the training a post- course knowledge test was conducted and it was scored. Answer key was discussed with participants after the post-test. Activities on identifying strategies for evidence based information for teaching was conducted in IT lab. Individual progress and achievement 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 Maharashtra State Government, Government of India, Jhpiego, and Kasturba Nursing College initiating such training programme.



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, teaching and non-teaching faculties of the KNC, were present in the valedictory sess. Brief report of 3<sup>rd</sup> batch of 6 – week training program was presented by

Ms. Arti Wasnik. Behalf of all the participants, Mr. Jayesh Pandya and Smt. Pradnya Kulkarni, Presented the participants report.



Mrs. Ancy Ramesh, Principal, Kasturba Nursing College, addressed the gathering and congratulated the participants for successful completion of training. She stressed the need for incorporating the learning obtained from training into day to day practice.



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 for successful completion of 5<sup>th</sup> batch of 6-weeks training programme. Mrs.Roopa Kale, NMT Kasturba 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.

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