

20. Functioning of Health and Family Welfare Training Institutions in Karnataka

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Over the years, a large number of health institutions have been established in the State to provide healthcare services closer to the people. To improve the quality of services provided by these institutions, the skills of health workers need to be upgraded through refresher and specialised in-service training. For this purpose, the health department has established a network of training institutions, namely, State institute of health and family welfare (SIHFW), regional health and family welfare training centre (HFWTCs), LHV training centre (LHVTCs), district training centres (DTCs) and ANM training centres (ANMTCs) in the State to cater to the training needs of medical and paramedical workers at different levels. The functioning of these training centres depends on various factors. The present study tries to understand the nature and functioning of these training centres.

Focus of the Study

The study focuses on the following issues:

- ❖ the infrastructure facilities available with respect to the training centres;
- ❖ the adequacy of the staff position;
- ❖ the nature of training programmes conducted and participation of the staff members;
- ❖ the type of training programmes undertaken and their linkage with service delivery,
- ❖ the implication of training for future work.

Universe of the Study

For the purpose of the study, the State has been divided into two, northern and southern. The southern division of Karnataka (i.e., 13 districts) has been covered for the present study.

Summary

The RCH programme with target-free approach lays emphasis on acquiring better skills and bringing qualitative changes into the functioning of health staff. For this purpose, more and more rigorous in-service training was felt necessary for the health staff working as medical and paramedical workers in different set-up. In addition to the existing health institutions catering to the training services such as HFWTCs, LHVTCs and ANMTCs, SIHFWTC and DTCs have been set up in Karnataka by IPP-IX with World Bank assistance.

The SIHFW aims at improving the total effectiveness of healthcare delivery system by imparting knowledge and technical skills at different levels. For this purpose, the State institute introduced different types of training for medical and paramedical workers, namely, training of trainers (TOT), integrated skills development training (IST) in reproductive and child health, specialised skill development training (SST in RCH),

general RCH programme, etc.

Two rounds of training programmes were conducted during the IPP- IX project period. The first round during 1995–99 emphasised orientation and management. About 37 per cent of the medical officers and 83 per cent of the health staff were trained. During the second round, two new training programmes, IST and SST, were designed and executed. In this programme about 36 per cent of the medical officers and junior and senior health assistants were trained. The plan was to cover 100 per cent of the staff by March 2003 (PRC, ISEC). All the faculties of the training centres have undergone relevant training except a few in HFWTC, LHVTC and DTCs. Nearly 50 per cent of the ANMTC teaching staff are yet to receive training.

RHFWTCS prepares the training manuals in compliance with the regional requirements and provides consultation services to other governmental and non-governmental organisations on healthcare delivery and related training programmes.

Bangalore and Mangalore LHVTCs have been considered for the purpose of the study. Mangalore LHVTC covers eight districts and Bangalore covers nine districts. LHVTCs conduct only promotional training courses. The faculties of these institutions are sufficiently oriented and are of the opinion that the training builds knowledge and is very useful. They also felt that the coverage of topics is relevant and adequate.

DTCs are assigned the task of conducting orientation on training in RCH programmes and skill-based integrated training programmes in health and family welfare services. The training programme started in these DTCs only during 1999–2000.

ANMTCs provide a foundation training course for newly recruited ANMs. The skills imparted during the foundation course include community health MCH, FW, immunisation and motivation. In addition to these, some of the practical experiences such as conducting household survey, home delivery, IUD insertion, ANC/PNC check-up and ORS preparation are included.

Recommendations

The following measures are recommended for the success of the training programme:

- ❖ Provision of own buildings for the LHVTCs.
- ❖ Repair and renovation of HFWTCs and ANMTCs should be undertaken.
- ❖ Sanctioned posts for both teaching and supporting should be filled.
- ❖ Each centre should have a vehicle of its own.
- ❖ Funds should be allocated and distributed at proper intervals.
- ❖ Regular in-service training for the staff at all levels of medical and paramedical should be given.
- ❖ Minimum prescribed qualification for the post of principal of ANMTC should be changed.
- ❖ The ANMTCs felt the need for new office premises and teaching equipment.