

Annual Work Plan of SHRC – 2020-21 (Draft)

1. Health and Wellness Centres: HWCs will continue to be a high-priority area of work for SHRC.

- Facilitating implementation and monitoring of HWCs by placing District level consultants in 20 districts
- CHO Assessment in collaboration with WHO, Identification of Training Needs
- Support to NHM in selection and counseling of CHOs
- Training of RMAs and CHOs, including preparing materials for CHOs
- Training of ANMs, MPWs and Mitanins
- Periodic updates on functioning of HWCs, along with identification of gaps and suggestions for addressing them
- Community and PRI engagement on HWCs

2. Covid-Response: Covid pandemic has posed fresh challenges in terms of controlling the pandemic itself, its impact on routine services and health training etc. Role of SHRC will be focused on:

- Support to directorate in Surveillance strategies
- Studies on Covid prevalence
- Studies on KAP in community, HCWs
- Health Education and Community-mobilisation through Mitanins
- Assessing impact on routine healthcare and health-systems and suggesting strategies for addressing the gaps identified, including addition of capacity, HR, infrastructure, new methods of training etc.

3. Human Resources in Health: HR continues to be an area of concern for Chhattisgarh though market availability of qualified candidates has improved. This is an aspect which often requires budgetary support from state government. In addition, it needs a system for periodic reviews at various levels.

- Follow-up support to directorates to implement recommendations of Health Labour Market Analysis (HLMA) exercise 2018-19, including:
 - Creating entry cadre for Specialists
 - Completing Promotions to Specialist role
 - Revisions in CRMC rates, esp. for Regular MOs
 - Time-bound recruitments of MOs
 - Recruitment of Specialists/MOs from outside the state
 - Clearing backlog of Staff Nurse recruitments
 - Developing Career Pathway for RMAs

- Transition of contractual RMAs to regular posts
- Providing quarterly HRH Updates capturing progress on recommendations.
- Using technical Working Group (TWG) on HRH for regular follow-up.
- Updation of HLMA for 2020

4. Capacity Building: The efforts of SHRC will be focused on the following training:

- Training of CHOs for HWCs: Creating Training Modules for Skill-building
- Family Medicine Diploma course in collaboration with CMC Vellore
- Skill-building of MOs in collaboration with AIIMS
- Training of Pediatricians, MOs and Nurses on emergency-care (ETAT)
- LSAS Anesthesia training for MOs
- Three-month training of MOs on Pediatric-care
- Converting STGs into training modules and training MOs on them
- Training of RMAs on obstetric, skin, CPHC, pediatric skills
- Assessment of Skills of Staff Nurses in Emergency and Critical Care, in collaboration with WHO

One of the unresolved challenges is to create adequate capacity to train sufficient numbers of health staff. Health department employs a large number of doctors, RMAs, CHOs, nurses, ANMs, MPWs, Lab technicians, Pharmacists and other technicians, each of whom require around 5-10 days of training annually. The current training capacity is inadequate, even to meet 10% of the need. The current funds for training are inadequate but even they are under-utilised. The physical distance requirements and Covid related apprehensions are likely to pose fresh challenges. Some of the strategies that can be attempted include:

- Creating Training Cascades to enlarge the number of trainers.
- Identifying good trainers among various cadres including RMAs, ANMs, Staff Nurses etc.
- Increasing involvement of nursing colleges and medical colleges in continued education.
- Online Training systems using Videos, pdf materials, assignments, quizzes, compulsory courses, interactive sessions with experts over zoom etc.
- Week long placements of MOs in various departments AIIMS Raipur for skill training

5. Essential Drugs: Significant reforms have got implemented in this area recently and improvements are visible. The role of SHRC in future will be:

- Periodic Updates on Availability of Important Drugs with Alerts if any of the key items are in shortage
- Training of Pharmacists

- Orientation of MOs on Rational Drug Use
 - Preparing Essential Consumables, Equipments and Reagents List
- 6. Essential Diagnostics:** NHM Chhattisgarh is leading the upgradation of labs in district hospitals. The role of SHRC will be to:
- Carrying out Periodic assessments, including on performance of facilities being upgraded
 - Preparing Draft Essential Diagnostics List and Policy for the state
 - Preparing roadmap to achieving Essential Diagnostics in government facilities
 - Finding solution to gaps in availability of reagents
 - Training of Lab Technicians on tests for NCD
- 7. Dr Khubchand Baghel Swaasthya Sahayata Yojana (DKBSSY):** The role of SHRC will be in the following components:
- Periodic updates on trend of claims in private and public sector
 - Preparing Recommendations for improving coverage and care of critical gaps in healthcare needs where public hospitals are short of capacity
 - Studies on impact on Out of Pocket Expenditure
 - Study on impact on health systems
 - Support in recruitments for State Nodal Agency
- 8. Budget Analysis**
- Analysis of Budget Utilisation in different heads – identifying reasons for low utilisation and areas where more funds are needed
 - Developing State Health Accounts
- 9. Sickle Cell Disease Control Programme:** Technical assistance to State Nodal Officer for Sickle cell programme with an aim to increase the number of centres offering diagnosis and treatment from around 15 currently to over 50. Focus will be on four crucial areas: Training of more doctors, filling gaps in electrophoresis capacity, linking patients to services through Mitans and facilitating the CMHOs to ensure the availability of drugs to sickle cell patients in CHCs and district hospitals.
- 10. Climate Change and Human Health:** PRI training, Studies on air pollution and other risks, Promotion of solutions like Smokeless Chulhas
- 11. Three Main Areas of Focus for work of Urban Mitans:**
- Dengue prevention and control in urban areas through community-participation and inter-sectoral action
 - Hepatitis E prevention in urban areas

- Training and equipping Mitanins to use digital BP instruments and glucometers in order to support follow-up of hypertension and diabetes cases at community level

12. Ongoing Activities to be continued in 2020-21:

- All ongoing activities under Mitanin Programme covering Malaria, Dengue, ARI, water-borne diseases, TB, Leprosy, maternal care, HBNC, HBYC and nutrition counseling, disability
- Training of newly selected Mitanins in small towns
- All ongoing activities of community participation through VHSNCs, MAS and Mitanins, especially on social determinants of health – nutrition and food security, safe drinking water, gender discrimination and violence.
- Monitoring of 104 phone helpline services
- Monitoring of 102 and 108 referral transport service, Rural and Urban MMUs
- Project on improving health status of Baiga PVTG community through inter-sectoral action