

National Institute of Health & Family Welfare (NIHFW)
New Delhi

Training Needs Assessment for PDC

(To be filled in by Policy advisors/Mission Directors, NRHM; Directors, Medical and Health; Nominating Authorities in the States; Additional/Joint Directors; CM&HO's/Civil Surgeons)

Professional development refers to skills and knowledge attained for both personal development and career advancement. Professional Development Course (PDC) for Doctors was started in 2001 at NIHFW. They are now conducted at 17 training institutes around the country. This 10 weeks residential programme was originally designed for the Doctors with 15 years' service and who are likely to be promoted to district level positions. These courses prepare the Doctors to discharge their managerial responsibilities more effectively as and when they are given the charge of a health facility/programme at block/district level.

It is now proposed to conduct PDC in Distance Learning mode utilising the resource of internet. The course material will be available to the trainee Doctors on electronic platform from NIHFW. In this background, the objectives of PDC were reviewed and revised in a stakeholder's workshop at NIHFW on 06 July 2012. They are as follows:

1. To understand the existing status of policies, public health programs in India
2. To acquire the management skills for effective delivery of health services
3. To identify the changes required in the district health systems to make them result yielding
4. To acquire the skills to prepare and implement district action plan
5. To acquire the skills to use computer software's necessary in managing health services
6. To effectively manage all peripheral health facilities in the assigned district/block
7. To concurrently evaluate the national health programme in the assigned district/block

Further, it is proposed to seek the opinion of wider cross-section of stakeholders around the country on the needs of potential trainees of PDC through distance learning.

Profile of Participants:

PDC addresses the in-service needs of Doctors in the government system with at least 10 years' experience. It is assumed that competent authorities in the State Medical and Health Directorates would be nominating the Medical Officers who are in the forefront to soon occupy district level positions. Officer to be nominated must be skilled in routine computer operations.

Your opinion will go a long way in developing curriculum for PDC which may be of relevance to Doctors working in any state in India. First lot of responses will be compiled on 15 September 2012.

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1. What tasks/activities do you see being assigned to the District/Block level Medical Officers in your State?

- a. Manage the administrative matters of health facilities/staff: yes/no
- b. Supervise the work of Doctors at CHC/PHC: yes/no
- c. Organise Immunization/FP Camps: yes/no
- d. Deploy HW's at Health Sub-Centre: yes/no
- e. Induct ASHA for NRHM: yes/no
- f. Control the disease outbreak: yes/no
- g. Arrange the Medical Attendants at VIP visits: yes/no
- h. Liaison with District Magistrate/Legislators: yes/no
- i. Medical care of Patients: yes/no
- j. Others, please specify

2. In context of your response to item 1 above, please review the objectives 1-7 of PDC on first page and suggest if any revision in objectives is required:

Revision in objectives 1/2/3/4/5/6/7:
Add if you find any objective is missing.

3. knowledge/skills which District/Block levels Medical Officers may require:

S.No	Knowledge/Skills required	Yes/No
1	They are well aware of national state level health indicators	
2	There is a conceptual clarity on National and State Health policies	
3	They have a thorough understanding of the Health systems functioning	
4	There is a conceptual clarity on implementing various National Health Programmes	
5	They can proficiently Monitor the implementation of health programme in their area	
6	They are effectively providing Leadership to the team at CHC/PHC	
7	While supervising the activities of subordinate staff, they fully support them	
8	They skilfully develop District Action Plans	
9	They find it difficult to manage the finances and accounts at CHC/PHC	
10	They can assess the Training Needs of their subordinates	
11	All Doctors at peripheral health facilities possess Computer skills	
12	They can analyze the data computed at their facility to modify interventions	
13	They possess the Communication skills to elicit community participation	
14	While corresponding upwards and downwards, they satisfactorily follow the general administrative and financial procedures	
15	They have a clear understanding on Logistics and inventory management	
16	SOE's and UC submitted by them proves their effective Fund management skills	
17	Doctors at peripheral health facilities possess Documentation skills	

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18	Others specify	
19	Others specify	

4. **Do you think that a complete eLearning course (All course material would be loaded on the net and the candidate does self study after which assessments are done and certificate given) will be well received by Doctors? Yes/No**

5. **If not, specify the reasons:**

6. **How much time do you think the Doctors can take out for self learning in a week?**

<6 hours/7-14 hours/15 hours and more

7. **Would it be possible to carry out a project on District/Block Action Plan as a part of Distance Learning Programme by the Doctors? Yes/No**

8. **If not, specify the reasons:**

9. **How much on the job training is imparted by the immediate supervising Officer to the Doctor**

Regular Guidance/Occasional Counselling/Only Scolding/Total Indifference

10. **A Doctor joining PDC should have at least how many years service experience?**

<5 years/ 5-10 years/ 5-10 years/ >10 years

11. **Please elaborate on issues that seem to be missing here, and you would like them to be incorporated in the Professional Development course through Distance Learning?**

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Date of your Response

Date:

Month:

Year:

Designation

Post

Dist/State:

Number of years working on this post

Age:

Gender: Male

Female

Educational background: Highest education level

Year when you joined Government Service

Have you ever participated in PDC?

If yes, in what capacity (trainee/trainer); also specify the time and name of institute where you participated:

You are free to give your name and contact address at the end of this format