

PDC for Senior District Level Medical Officers

- ★ A unique capacity development programme for in-service Government Medical Officers, with 12-16 years service experience.
- ★ Developed jointly by Ministry of Health and Family Welfare, GOI and European Commission Technical Assistance (ECTA) Team in 2001.
- ★ Declared desirable for promotion of Medical Officers to higher posts, by the Central Council of Health and Family Welfare in August, 2003.
- ★ Adopted as an integral part of capacity building efforts under NRHM/RCH-II and IPHS since 2005 in India.

The Prologue

The comprehensive perception on Primary Health Care, emanated out of historic Alma Ata Conference in 1978, sprang out of a synthesis of observations and public health actions from various geographical regions and marked the dawn of a new strategy to improve health of the people around the world. The PHC's function on several explicit principles and values, within the socio-economic and conceptual dimensions of Primary Health Care.

With the member countries under the WHO banner responding to the aforesaid resolve, India the worlds largest democracy under the sun also initiated all out efforts to realize the objectives of the said conference. In the beginning of the current century it was observed that Medical/Public Health inputs remaining by and large comparable for all states of the country, a few states like Kerala, Tamil Nadu have been showing remarkable progress in health indices viz. MMR, IMR and TFR etc. Rest of the states exhibit responses far from satisfactory.

Meanwhile, yet another historic event ICPD-Cairo, 1994, evolved yet another necessity 'paradigms shift' for consumer satisfaction. India started responding to the said necessity around 1996-97 in some selected districts around the country. While implementing the reform agenda in the Health and Family Welfare Sector in collaboration with the European Commission, it was observed that the most important reason for sub-optimal performance in health sector is inherent lack of managerial attributes amongst district level medical staff. After consultations with Medical and Public

Health Experts, Health Administrators and officers from MOHFW in close consultation with NIHFW, decided to address the situation, by floating a need-based capacity building initiative christened 'Professional Development Course', which was piloted at NIHFW with full technical collaboration from the ECTA, SIHFWs and some Public Health Training Institutes of national repute.

Objectives

The said course is designed to:

- Offer the opportunity of managerial empowerment amongst the in-service senior medical staff;
- Acquaint them with applied aspects of service delivery management;
- Inculcate the sense of financial accountability in respect of the costs involved in Health Service Delivery;
- Recognize the essentiality of bottom up health planning by involving the community;
- Ensure client friendly comprehensive health care at all levels (primary/referral facilities); and
- Effectively implement the NRHM programme.

Course Contents

1. Management

- Basic Management Concepts - Functions and Principles
- Planning, Monitoring and Evaluation
- Human Resource Management
- Materials Management
- Office procedures and disciplinary procedures
- Health Management Information System
- Quality in Health Care

2. Communication

- Organization communication
- Communication with community
- PLA Techniques/CNAA

3. Public Health

- National Rural Health Mission (NRHM)
- Health and demographic indicators
- Principles of Epidemiology

- Surveillance of diseases
- Epidemic and disaster management
- National Health Programmes
- Population/Health Policies and Acts
- Nutrition of vulnerable groups

4. Health Financing

- Basics of health economics
- Financial management
- Alternative financing schemes
- Public-private partnership
- Health insurance
- User fee systems.

5. Health Sector Reforms and Decentralization

Rationale, implications, types and forms of decentralization

- Panchayati Raj
- India's policy with regard to decentralization
- Public-private participation
- Role of District Nodal Officers of NRHM

6. Computer

Basic Operations of computers

- Use of MS Word, MS Excel, Power-Point and Internet
- Preparation of Action Plan on computer

Learning Methods

The course is designed to impart carefully calibrated mix of knowledge and skill pertaining to health care delivery at primary and referral stages with adequate emphasis on bottom up health planning by involving the community, entirely new concept in delivery of Primary Health Care in India. In addition the course involves a complete practical task on preparing District Health Action Plans by each of the participants using computer. Out of 10 weeks course tenure, three weeks are dedicated to hands on practical training at distant rural sites under the guidance of highly skilled faculty members from the respective Collaborating Training Centres (3 such field visits).

Financial Aspects

By a specific order of the MOHFW, GOI, the course has been declared as a fully sponsored capacity building activity under the NRHM/RCH-II with no financial liability to the respective states. The nominations are purely need-based and the prerogative of the state government. The course offers a per diem, per day apart from totally free boarding and lodging throughout the course including fully sponsored field visits (3 locations)

Quality Assurance

Because of its inherent objectives clearly set out by Government of India, all possible efforts are made to assess and evaluate the immediate gain to the participants as also level of enhancement of their managerial capability through pre-course & post-course and structured evaluation process including sessional evaluation on the respective Collaborating Training Institutes. The CTIs are SIHFW-Gujrat, Institute of Public Health-Tamil Nadu, SIHFW-Punjab, AIH&PH-Kolkata, PHI-Nagpur, SIHFW-Orissa, RHFUTC-Madhya Pradesh, SGPGIMS-Lucknow, IIMR-Jaipur, IIFW-Andhra Pradesh, IISW&BM-Kolkatta, SIHFW-Karnataka, SIHFW-Jaipur, IIPA-New Delhi and SIHFW-Kerala.

Evaluation

This is the only course, which has been duly recognized by the 'Central Council of Health and Family Welfare' by which the course has been declared desirable for promotion to higher managerial posts throughout the country. The course since its inception at NIHFW in September, 2001 has already undergone three successive stringent evaluation exercises viz 2003 Evaluation by TATA Institute of Social Sciences, Mumbai; World Bank Institutions, Washington, DC, USA in April, 2006 and the third in the Series by Administrative Staff College of India, Hyderabad, in 2007. All the evaluations indicated the utility of the Course.



About the Institute

The National Institute of Health and Family Welfare is a premier autonomous Institute, funded by the Ministry of Health and Family Welfare, Government of India. It has kept pace with the new thinking and substantially contributed to the health manpower development in the country.

NIHFW serves as an apex 'technical institute' as well as a 'think tank' to promote national health and family welfare programmes in the country through education and training, research and evaluation, consultancy and advisory services, specialised projects, etc.

Location of the Institute

It is situated in South Delhi, near Jawaharlal Nehru University and Munirka DDA Flats. It is easily accessible from both the Indira Gandhi International Airport and the New Delhi Railway Station, approximately 7 kms. and 15 kms. respectively. Pre-paid taxis/auto-rickshaws are available.



Phones: 2616 5959/2616 6441/26714378/2610 7773

Ext. 349, 342, 213

Fax: 91-11-2610 1623

E.Mail: director@nihfw.org, dnandan51@yahoo.com

cha_nihfw@yahoo.co.in,

Web Site: www.nihfw.org

Professional Development Course in Management, Public Health and Health Sector Reforms for District Medical Officers

AN INTRODUCTION



आरोग्यम् सुखसम्पदा

National Institute of Health and Family Welfare
Munirka, New Delhi-110067