

Evaluation of Trainings under RHSDP

For

Rajasthan Health System Development Project

Submitted By:



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Executive Summary

Rajasthan Health System Development Project (RHSDP) was launched with broad objective of improving effectiveness and quality of health care delivery system through strengthening of secondary level health institutions in the State.

The project had three main components, in order to achieve project objectives besides other interventions, a number of skill set based trainings were provided over a period of time.

To assess the effectiveness and efficiency of the training programs conducted for capacity building of Health care staff as envisaged under component -2 of the Health systems development project; State Institute of Health & Family Welfare took up the task of evaluating the trainings; with objective of assessing the effectiveness and efficiency of training process, improved knowledge and skills of trainees utilization of this acquired skills and knowledge and identifying the gaps in training if any that prevent to achieve the objective

A data base of 1203 trained manpower (Doctors and paramedical Staff) fewer than 13 training program was made available to SIHFW for the purpose of evaluation study. Evaluation was carried out in 32 Districts of Rajasthan; sample of 121 was selected using appropriate statistical technique.

Questionnaires were developed for data collection and filled by the respondents facilitated by SIHFW researchers at field only. The questionnaires attempted to acquire information on Training process, Hands-on Session, skill utilization and knowledge enhancement.

After undergoing these trainings, a remarkable improvement in professional competencies is perceived by majority of respondents (95.8%).

Both Managerial and Clinical skill enhancement have contributed in improving confidence level, Knowledge expansion, time management and performance of participants which in turn had improved patient satisfaction level and ability to handle increased patient load.

68.3% participants recognized the contribution of training in enhancement of access and utilization of health care services at facility.

Physical facilities and resources of training were rated "good" by majority of trained staff. Training arrangements, Training Hall arrangements and reading material were rated good by 75.8%, 66.7% and 62.5% respectively. Trainings were interactive in nature as accepted by majority of respondents (75.8%), a little more than half (52.4%) of respondents agreed that duration of hands on sessions was adequate.

In critical care management, 88.8% respondents stated that equipment related to Airway management is available at their facility and 95.8 % use it to treat critically ill patients at their health facility.



50% of respondents of Disaster Management training had a hospital disaster management plan, out of which 71.4% agreed that the plan is efficient to deal with any disaster situation. Only 3 out of the 17 respondents' organized the disaster mock drill at their facility after they received the training

Regarding geriatric trainings, all (100%) respondents said their diagnostic skills have improved after the training which in turn has benefited the geriatric patients in their catchment area.

In Managerial training for nursing staff 78.6% trainees were finding it easier to manage patients because of trainings.

Seventy one percent of respondents were able to apply the skills learnt during the trainings. Reasons of non applications of skills learnt included lack of supplies and improper placements.

For anesthesia trainings, respondents were asked about performing any procedure on eleven categories of patients; both the respondents said they did not perform any anesthetic procedures before the training was imparted due to lack of knowledge of the subject. Even after training, they were not able to apply anesthetic procedures on case such as ENT and thyroid surgery endocrinal, liver and kidney disease due to either unavailability of cases at their facility or lack of manpower (ENT, Super specialists).

For Neonatal trainings, 50 % of the respondents reported about performing clinical procedures on neonates whereas they perceived no change in the utilization of skills for the management of different type of neonatal cases before or after training program.

As far as short duration course on clinical pathology is concerned respondents were already performing the skills even before the training was given, and no major difference was found after the training process In laparoscopic surgery trainings, both the respondents were not able to apply learned skills, reason provided was lack of financial resources and infrastructure and scarcity of cases at their respective health facilities.

Visible improvement was seen after the participants were acquainted with the skills and knowledge regarding various procedures in skill utilization of Radio-diagnosis.

As far as trainings on Defibrillators, TMT and Echo are concerned, for defibrillators the skill utilization has increased but in Echocardiography it did not make any significant impact due to lack of equipment. All five respondents of TMT can easily operate the Tread Mill Machine after the trainings.

Maximum recall of knowledge was achieved in Disaster Management trainings (77.5%) followed by Neonatology Trainings (76.5%) and Training on Equipment- Cardiac defibrillator (64.9%).Participants of Six months course on clinical Pathology and Managerial Training for Nursing Staff were among the lowest scorer in recall test .

Overall the trainings have been beneficial for skill up-gradation of service providers which in turn improves health services.