Strengthening Human Resources for Health in India
Fact Sheet: November 2017

**Partners:** Government of India (GoI)/ Ministry of Health and Family Welfare (MoHFW), Indian Nursing Council (INC), State Governments of Uttar Pradesh, Odisha, Madhya Pradesh, Rajasthan, Bihar, Jharkhand, Uttarakhand, Gujarat, Assam, Tamil Nadu and Maharashtra.

**Donors:** Norway India Partnership Initiative (NIPI), US Agency for International Development (USAID) the World Bank, Project ÅSMĀN, Uttar Pradesh Technical Support Unit (University of Manitoba/BMGF).

**Background:**
The Sustainable Development Goals (SDGs), along with committing to drastically reduce maternal and infant mortality, commit to increase health financing and the recruitment, development, training and retention of health workforce, especially in countries that face great human resources challenges in health, like India. Nurses and midwives comprise around 30% of the total health care workforce of India and are an integral part of India's public health system.

Jhpiego is working closely with the MoHFW, GoI and the Indian Nursing Council by providing Technical Assistance (TA) for strengthening the nursing cadre in India.

This support includes work on improving the quality of pre-service education by strengthening the public and private sector nursing institutions in high focus states, creating an enabling policy environment for nursing, improving the leadership and management capacity of the nursing cadre by formation of nursing directorates at national and state levels and ensuring a greater role for nurse-midwives in clinical and programmatic decision making.

Jhpiego, through its Human Resources for Health programs, is not only building the competencies of faculty and students of the nurse midwifery institutions, but also strengthening the capabilities of service providers through onsite trainings and continuous mentoring support.

**Major Areas of Work**

1. **Strengthening Pre-service Education (PSE) for Nurse-Midwives**

   **a. Establishment of Nodal Centers of excellence**

Jhpiego has provided TA and support for establishment of nodal centers of excellence for nursing midwifery education at both national and state levels. These nodal centers, besides serving as model teaching institutions, would serve as pedagogic resource centers for the ANM/ GNM in the country, GoI has prioritized the deployment, empowerment and overall strengthening of the nurse-midwifery cadre through the development of a roadmap.

**Geographical Coverage**

<table>
<thead>
<tr>
<th>S. No</th>
<th>State</th>
<th>Govt. Institute</th>
<th>Private</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>ANMTCs</td>
<td>GNM</td>
<td>CoN</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Bihar</td>
<td>21</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>2</td>
<td>Rajasthan</td>
<td>27</td>
<td>13</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>Madhya Pradesh</td>
<td>13</td>
<td>21</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>Uttar Pradesh</td>
<td>40</td>
<td>11</td>
<td>6</td>
</tr>
<tr>
<td>5</td>
<td>Odisha</td>
<td>19</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>6</td>
<td>Jharkhand</td>
<td>10</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>7</td>
<td>Haryana</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>8</td>
<td>Delhi NCR</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>9</td>
<td>Uttar Pradesh</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>10</td>
<td>Tamil Nadu</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>11</td>
<td>Gujarat</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>12</td>
<td>Maharashtra</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>13</td>
<td>Assam</td>
<td>-</td>
<td>-</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>130</td>
<td>62</td>
<td>17</td>
<td>52</td>
</tr>
</tbody>
</table>

Recognizing the critical role of the nursing cadre in achieving the SDG 3 (Ensure healthy lives and promote well-being for all at all ages), and keeping in mind the acute shortage of competent auxiliary nurse-midwives (ANMs) and staff nurses

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1 D.Krishna Rao, Situation analysis of health workforce in India
schools in their region and also provide support in the concurrent strengthening of these schools.

It is envisaged that the National Nodal Centers (NNCs) will be established as the pioneers for PSE strengthening activities at the regional level and will themselves be strengthened by the creation of twinning opportunities with other national and international institutions of repute in the field of research, innovations and leadership. On the other hand, State Nodal Centers (SNCs) will lead PSE strengthening at the state level and will be engaged mainly in improving the quality of nursing midwifery education in the ANM/GNM schools of their catchment area.

The established nodal centers are as follows:

- **Five National Nodal Centers** at Government CoN Vadodara, Kasturba Nursing College Wardha, Regional CoN Guwahati, CoN Kanpur and CoN MMC Chennai. All five NNCs are strengthened and 6 week training\(^2\) is ongoing.
- **Nine State Nodal Centers** across Bihar, Jharkhand, Uttarakhand, Odisha, Madhya Pradesh, Rajasthan and Uttar Pradesh have been established.

\(^b\). **Strengthening of PSE at ANM/GNM schools**

Jhpiego provides institution level TA to more than 235 public / private sector nursing institutions across program states for improving the quality of pre-service education through a standards-based approach. The interventions aim at strengthening the educational processes, clinical-site practices, training infrastructure, overall school management and enhancing the knowledge and clinical skills of faculty, thereby leading to the production of more competent and confident nurse-midwives.

![Map depicting demarcation of catchment areas of 5 NNCs](image)

\(^{2}\) 6 week training is a specialized training conceived jointly by INC and Jhpiego for improving clinical and facilitation skills and updating the technical knowledge of nursing faculty in key areas of Reproductive, Maternal, Newborn and Child health. It is conducted at the National or the State Nodal Centers.
2. **Ongoing Technical Assistance to MoHFW and state governments**

Jhpiego provides ongoing TA to the MoHFW and states for:
- Development of guidelines and training manuals
- Standardization of 6 days skill lab (Daksh) training
- Competency based examinations of ANM/GNM students
- Competency assessments of in-service staff nurses and ANMs
- In-service trainings of staff nurses and ANMs.
- Online counselling and admission of nursing students
- Strengthening PSE at scale
- Development and appraisal of Program Implementation Plans (PIPs) for leveraging resources under NHM. Funds of **1108.26 million rupees** allocated for strengthening nursing cadre in FY 2016-17 for six high focus states and five NNCs.

### Training infrastructure at ANM/GNM schools in five states

<table>
<thead>
<tr>
<th>State Name</th>
<th>ANM/GNM schools</th>
<th>Skills Lab</th>
<th>IT Lab</th>
<th>Library</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bihar</td>
<td>27</td>
<td>27 (100%)</td>
<td>27 (100%)</td>
<td>27 (100%)</td>
</tr>
<tr>
<td>Madhya Pradesh</td>
<td>34</td>
<td>32 (94%)</td>
<td>28 (82%)</td>
<td>24 (71%)</td>
</tr>
<tr>
<td>Odisha</td>
<td>27</td>
<td>3 (11%)</td>
<td>25 (93%)</td>
<td>26 (96%)</td>
</tr>
<tr>
<td>Rajasthan</td>
<td>40</td>
<td>1 (3%)</td>
<td>40 (100%)</td>
<td>40 (100%)</td>
</tr>
<tr>
<td>Uttar Pradesh</td>
<td>8</td>
<td>1 (13%)</td>
<td>1 (13%)</td>
<td>1 (13%)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>136</strong></td>
<td><strong>64 (47%)</strong></td>
<td><strong>121 (89%)</strong></td>
<td><strong>118 (87%)</strong></td>
</tr>
</tbody>
</table>

3. **Creating an Enabling Policy Environment for the Nurse Midwifery Cadre**

Jhpiego is making concerted advocacy efforts at the national level for empowerment of the nurse midwifery cadre through initiatives like:
- Advocacy for enhanced clinical autonomy of nurses through scale up of the NPM (Nurse Practitioner in Midwifery) program and introduction of Nurse Practitioners in Critical Care and Primary Health Care.
- Increased engagement of nurse-midwives in management of public health programs.

- TA for developing vision documents envisaging the career progression pathways for nursing personnel in the fields of education, clinical practice and public health.

4. **Strengthening Management and Leadership Capacity for nursing at National and State Level**

- Jhpiego is providing TA for strengthening the leadership and management capacity for nursing at the national level and in targeted high focus states by establishment and operationalization of independent nursing cells/directorates.
- This has been established in Odisha and is ongoing in UP, Bihar, Jharkhand, Rajasthan, MP and Tamil Nadu.
- Support is also being provided to the Nursing and Maternal Health Divisions, MoHFW for effective implementation of the roadmap for strengthening the nurse midwifery cadre.

5. **Technical assistance to the State Nursing Councils**

TA is being provided to State Nursing Councils of Bihar, Rajasthan, MP and Odisha for the implementation of revised ANM curriculum and examination guidelines as mandated by the INC, initiating competency based practical examinations for nursing students and implementing the performance standards at scale.

6. **Leveraging Modern Information Technology for:**

   **a. Improving the quality of nursing education**

To address issues of suboptimal quality of nursing education and shortage of nursing faculty, Jhpiego has established virtual classrooms at all 28 ANM/GNM schools of Bihar in partnership with Cisco and Government of Bihar and with support from DFID and CARE International UK. This intervention aims at enhancing the clinical skills and knowledge of nursing students on key components of Maternal and Newborn Health (MNH) through a specially designed 72 hour virtual training package. More than 1200 students from ANM/GNM schools of Bihar have already been trained through virtual trainings.
b. Skills enhancement of public health physicians on non-communicable diseases (NCDs)

Jhpiego in collaboration with State Health Society Bihar and support from Boston Scientific initiated a pilot program to sensitize in-service medical professionals on key NCDs and to strengthen their disease management competencies by leveraging the virtual platform established in the nursing schools of the state.

Total of 214 physicians/medical officers posted in the government health facilities of Vaishali and Muzaffarpur underwent one day training on three modules of NCDs (Diabetes, Coronary Artery Disease and Hypertension).

c. Public Finance Management System (PFMS) Trainings

The State Health Society Bihar leveraged Virtual Classroom of 25 nursing institutions for conducting the PFMS trainings. Jhpiego along with technology partner provided coordination and support to the World Bank officials for conducting these trainings. Around 1,570 administrative officials from over 38 districts were trained in the span of three days. This proved to be a very efficient mode of conducting such trainings with minimal logistics and manpower involvement.

7. Introduction of pre-recruitment competency assessment

TA being given to states for initiating pre-recruitment competency assessment of the staff nurses. Bihar conducted its first pre-recruitment competency assessment with technical support from Jhpiego for recruitment of 304 staff nurses for de-addiction centres in the state and 86 staff nurses at Indira Gandhi Institute of Medical Sciences (IGIMS) Patna. Similarly in the state of Odisha pre-recruitment competency test were initiated for recruitment of staff nurses and ANMs. Jhpiego provided technical support in overall planning and training of assessors for pre-recruitment competency assessment.

New Initiatives:

- Strengthening 52 private sector nursing institutions across 7 states (Bihar, Madhya Pradesh, Odisha, Jharkhand, Haryana, Uttar Pradesh and Delhi-NCR), as private sector contributes to 93% of India’s nursing graduates.
- Introduction of Competency based examination for nursing graduates in all public and private sector institutions.
- Use of National and State Nodal Centers for faculty development initiatives both for public and private sector institutions.
- Engagement with all State Nursing Councils for implementing PSE performance standards at scale.
- Technical Assistance for establishing a state-of-art “National Reference Simulation Center”.

Data updated till end September 2017