

Orientation on Package for Health Care Providers



#COVIDActionCollab

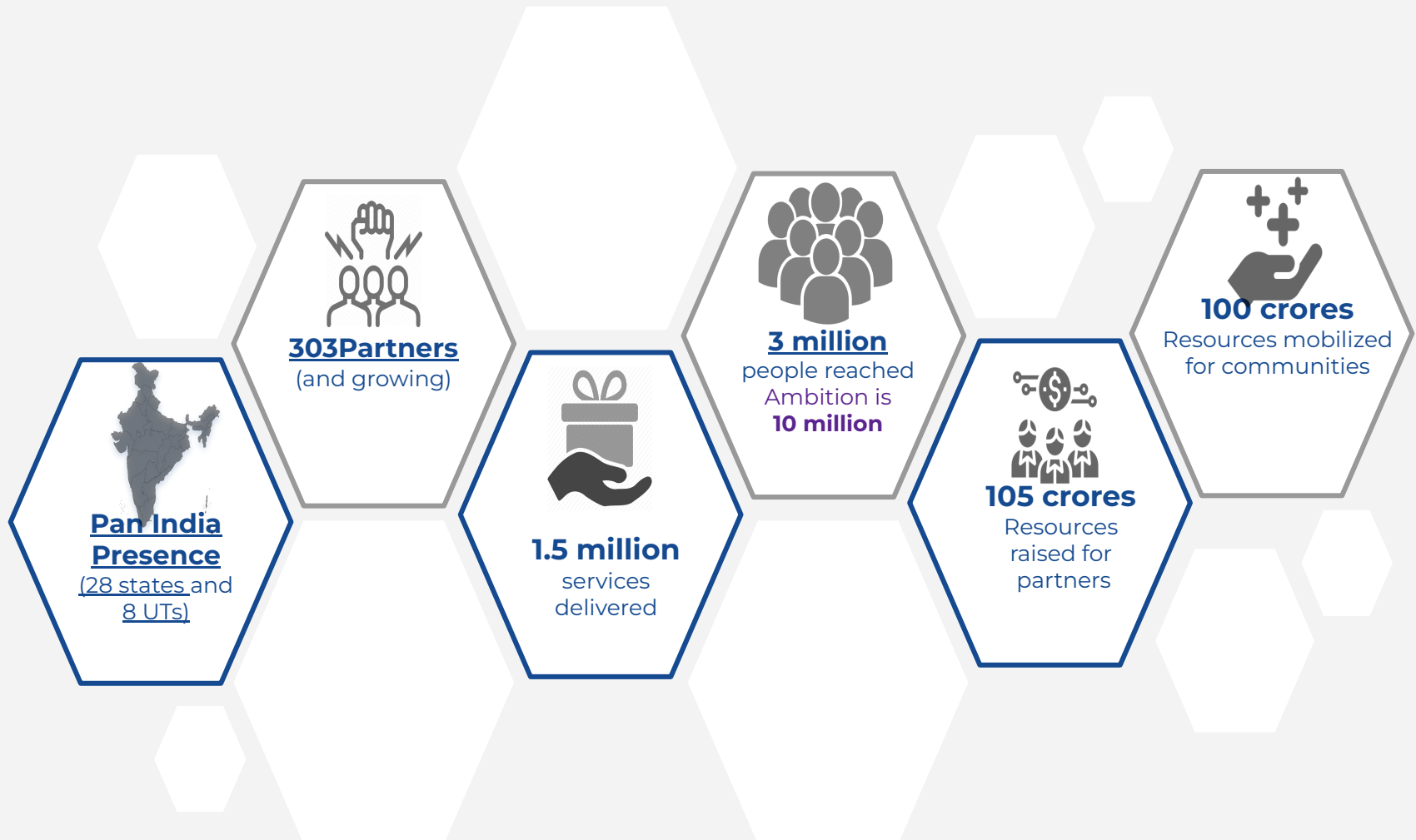
CMS

Ground rules for the virtual training

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#COVIDActionCollab - Where are we now?

#COVIDAction is a **people centric, partnership-led multi-disciplinary collab** that supports the most vulnerable, survive and thrive during humanitarian crises (like COVID-19)



Goal

Goal for the CAC:



- **Long-term goal:** Associations provide support to members in implementing these training packages
- **Short term goal:** At least 2 out of 5 of partners who work with healthcare providers are supported to mainstream this package as part of their outreach.

Objectives

- Participating HCPs report reduced burnout and absenteeism among trainees
- HCPs demonstrate increased awareness of IPC, COVID 19 protocols, hygiene etc (post-test results)
- ➔ HCPs demonstrate improved health seeking behavior, improved self confidence, self efficacy
- This intervention is reported by members as a value-addition of the membership to the association

Purpose of the Package on Services

- A study conducted on nursing staff in public and private hospitals in Gujarat found that close to 40% of the nursing staff belonged to historically disadvantaged scheduled caste(SC) and scheduled tribe(ST) groups while these groups make up only 22% of the state's population.
- A higher proportion(45%-55%) of nursing staff working in the private sector came from SC-ST groups and were also more likely to come from financially constrained households.
- As per the studies, life skills education empowers the workforce in global supply chains to **attain their full potential in their personal and professional spheres.**
- It improves **productivity by 5%** among women workers; reduces workforce **turnover** from 30 to 23 per 100 workers over a given period of time; and can **reduce the gender pay gap** by USD 1.35 or 40%. It leads to an **increased sense of pride in work, teamwork, and problem solving; improves quality,**
- Increases receptivity to women supervisors and reduces acceptance of gender based violence and stereotypes.



Context

The pandemic has put immense stress on health workers at all levels of the health system, not only in terms of physical stress but also psychological stress arising from long hours, fears of safety, delayed salaries, separation from family members and stigma and discrimination.

- ❖ Nurses,
- ❖ Ward personnel,
- ❖ Nursing assistants
- ❖ Paramedical support staff
- ❖ Health care staff that come from varied backgrounds and are

i) Vulnerable to infection and poor health outcomes

ii) If they not adequately equipped and empowered, it leaves the patients and the health care facility more vulnerable to outbreaks

Key Guiding Principles and Outcomes of the Comprehensive Package

Holistic and
need-based

Calibrated-based on needs
and priorities (choice of
technology, timing,
language, etc)

Post-training plan- with outreach
strategy, feedback from participants,
sharing of post test tools & peer
assessment tools along with other
training resources and sharing of
requirements for any further support

People-centric
(valuing people
over processes)

Participatory and
engaging (training
methods)

Life Skills



“These set of life skill when practiced efficiently, the interplay between these skills will produce powerful behavioural outcomes.”

The package:

A set of learning documents based on critical concepts, methodologies and sequencing of “Fundamental skills” that contributes and compliments advancement of Health care providers. It will also include assessment tools and knowledge & awareness materials that will support in build capacities and skills.

Guiding Principles

- **Health Care Providers** are the focus the program
- **Holistic and need-based**
- **People-centric** (valuing people over processes)
- **Calibrated** - based on needs and priorities (choice of technology, timing, language, etc)
- Focus is on their **need, aspirations, vulnerabilities, challenges**
- Bringing stability in the workplace by in terms of
 - Better **workplace conditions**
 - Improved workplace relationships
 - Improved practices **safety, efficacy, efficiency**
- Overall, **wellbeing** at an **individual, family and or community level**



Learning package - the ingredients



Core Modules

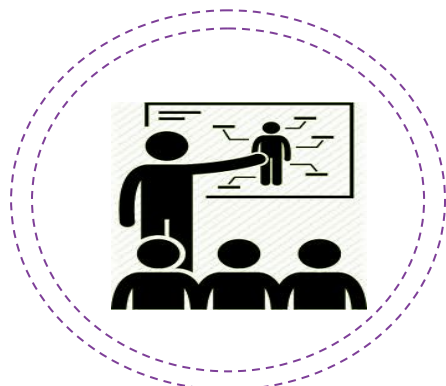
- Personal health, & hygiene during COVID
- Best practices for home or facility level quarantine
- Access to counselling/ mental health services;
- Minimizing and mitigating stigma - COVID/ other infectious diseases
- Infection Prevention and Control
- Self Management - self-exploration, self-esteem, personal strengths & areas of improvement, Personal vision, Managing Self; Personal Health, Emotional regulations, Relationships etc.

Elective Modules

- Communication styles
- Time and Stress Management
- Effective communication and negotiation
- Financial Literacy
- Problem Solving & Decision Making

Training delivery options

Core packages



Training of
trainers(TOT)



Coaching
support



Self-paced training
on a Learning
Management
System

Electives

Training of trainers Topics & Duration

Sl. No.	Training Topics	Training duration
Core modules		
1	Personal health, & hygiene and during COVID times	90 minutes
2	Infection Prevention and Control	90 minutes
3	Self management	90 minutes
Elective modules		
4	Time and stress management	90 minutes
5	Effective communication and negotiation	90 minutes
6	Problem solving and decision making	90 minutes
7	Financial management	90 minutes
8	Total no of hours	6 hrs 30 minutes

Core modules - 9 hour 50 minutes

Elective modules - 11 hour 25 minutes

How will the package help

Expected outcomes

For health care providers:

1. Participating HCPs report reduce burnout and absenteeism among trainees
2. HCPs demonstrate increased awareness of IPC, COVID 19 protocols, hygiene etc (post-test results)



For health care providers association:

This intervention is reported by members as a value-addition of the membership to the association

For workplace

1. Capacitated health care providers who are equipped with skills and knowledge to protect themselves and the workplace
2. Improved health systems/facilities
3. Enabling workplace environment; healthy and positive relationships
4. Gender equity and safe workplaces for women
5. Improved productivity



Learning Tools

Videos

Assessments & tracking

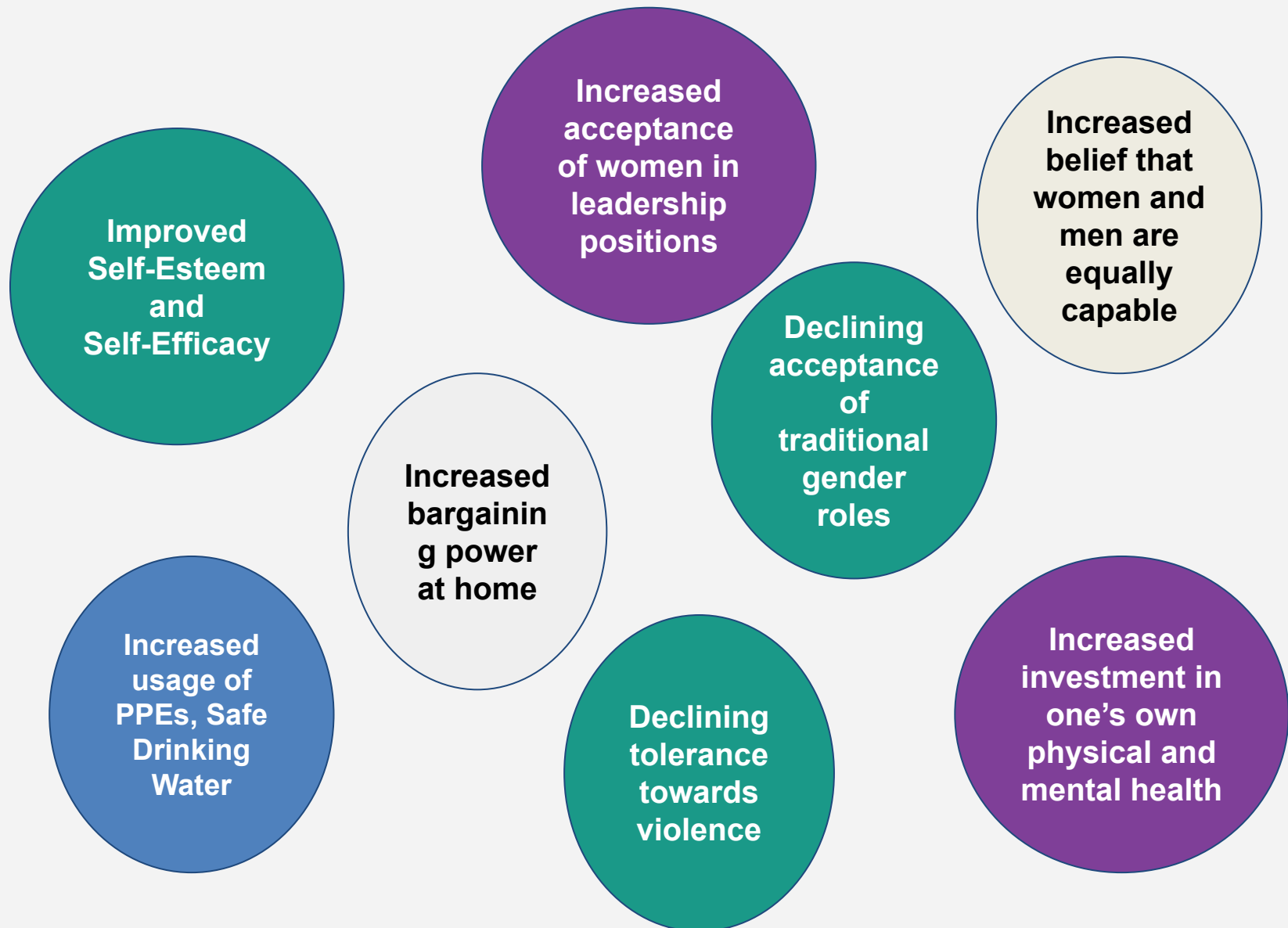
Evidence based programme

Tracking most significant changes

Assessing behavioural and outcome level changes

Studies done by Tuft/ Harvard Universities

Consolidated Findings



Improved Self Esteem & Self Efficacy

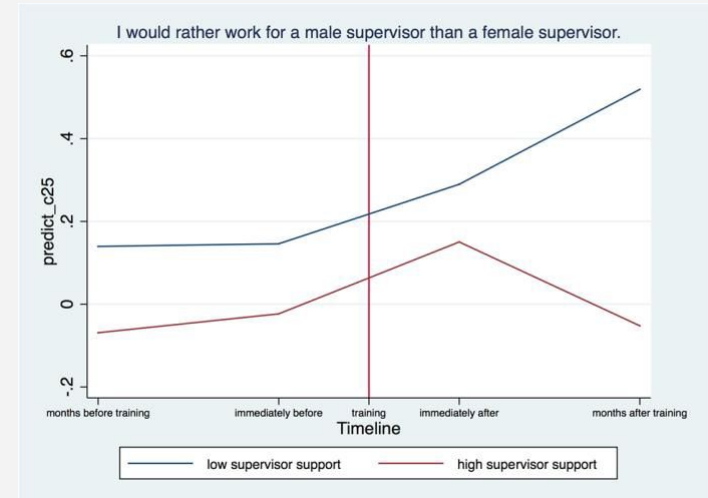


Improved self esteem and self efficacy

Women became more confident in dealing with work and family situations, thought more of the future and felt an improved sense of self worth. They gained confidence in their ability to complete tasks at home and at work.

“After attending the program I felt respected in this place. So what if I am not educated? People respect me for what I am.”

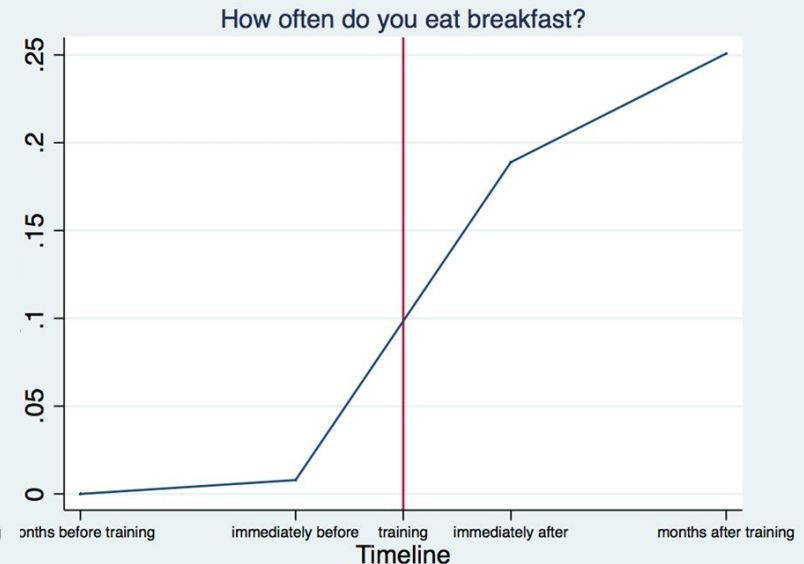
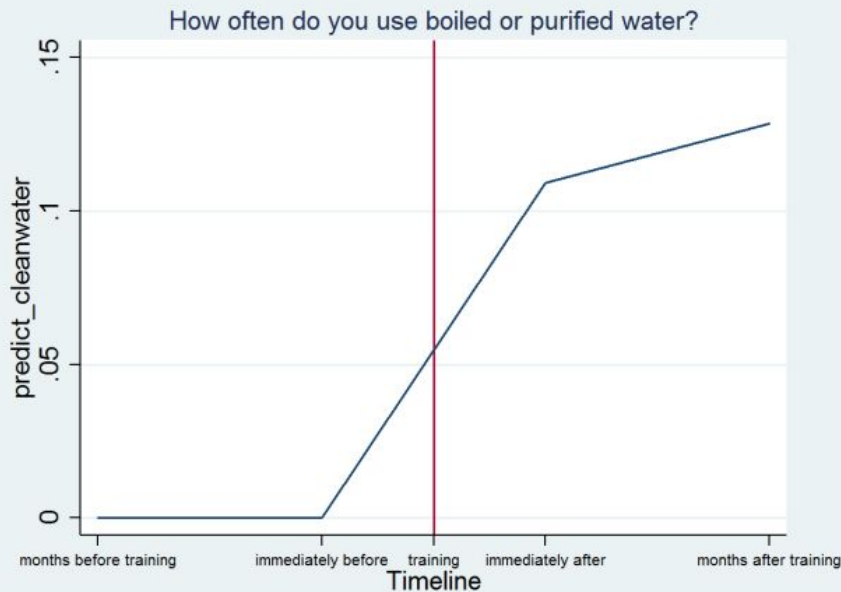
—P.A.C.E. Graduate, India



Improved acceptance of women as Supervisors

The Women in Factories evaluation indicates that when there is lesser verbal abuse, women feel more confident at work and believe that women can be good Supervisors

Improved Health Seeking Behaviour



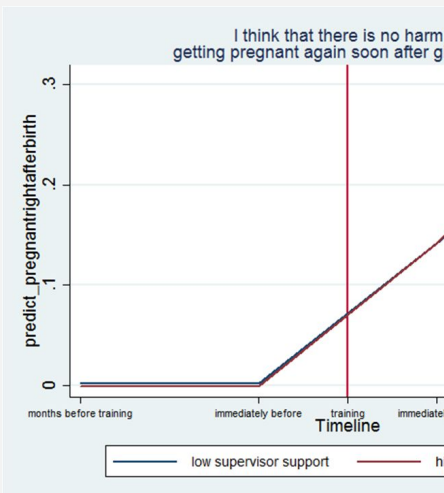
Increased consumption of safe drinking water

Training had a beneficial effect on workers health; workers empowered through the program began to consume boiled or purified water and reported improved health of self and families

Improvement in the habit of eating breakfast

Post the Women in Factories training, workers who ate their breakfast regularly reported better health and productivity in the factory.

Family Planning and Mental health



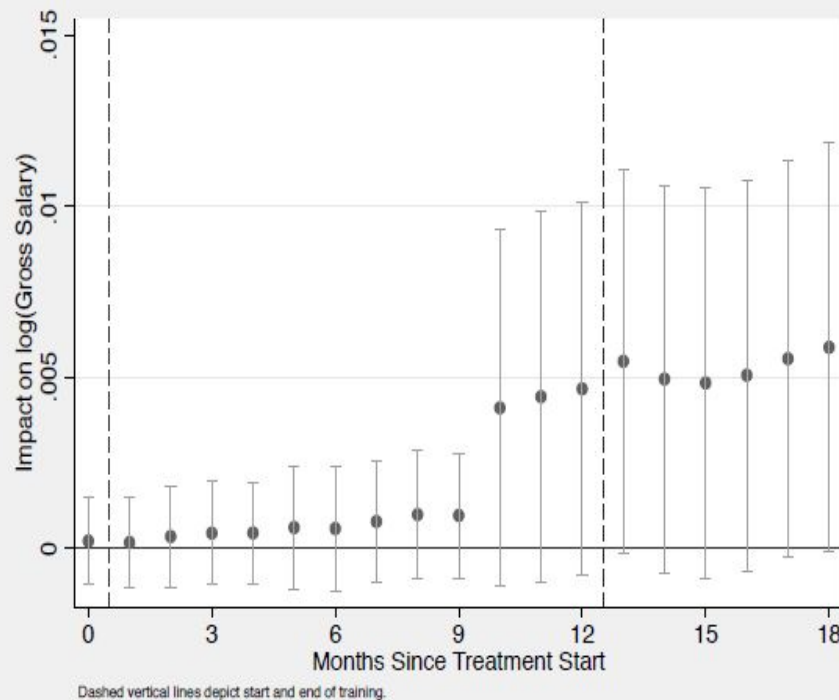
Improved awareness o for spacing children

Training had a significa
workers beliefs on u
planning methods f
childbirth. Women's responses to
the question improved with
training.



the workplace among workers,
resulting in improved mental
health and productivity.

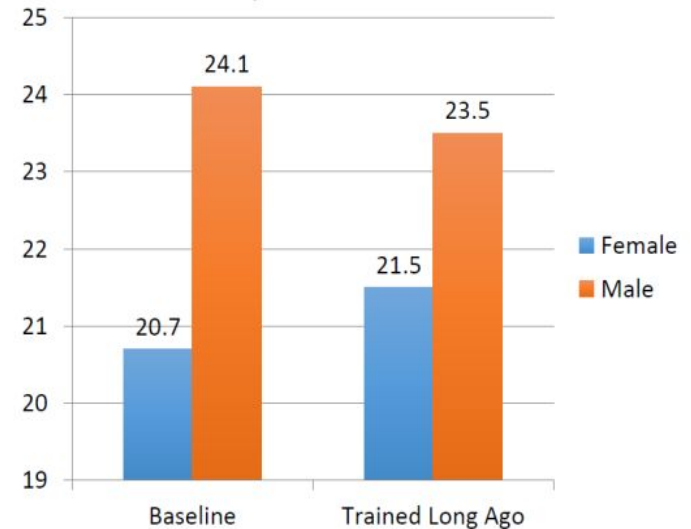
Reduced Gender Pay Gap



Improved Income

Workers trained through P.A.C.E. received on an average, 30 INR or 0.5 USD more per month after completion of the program.

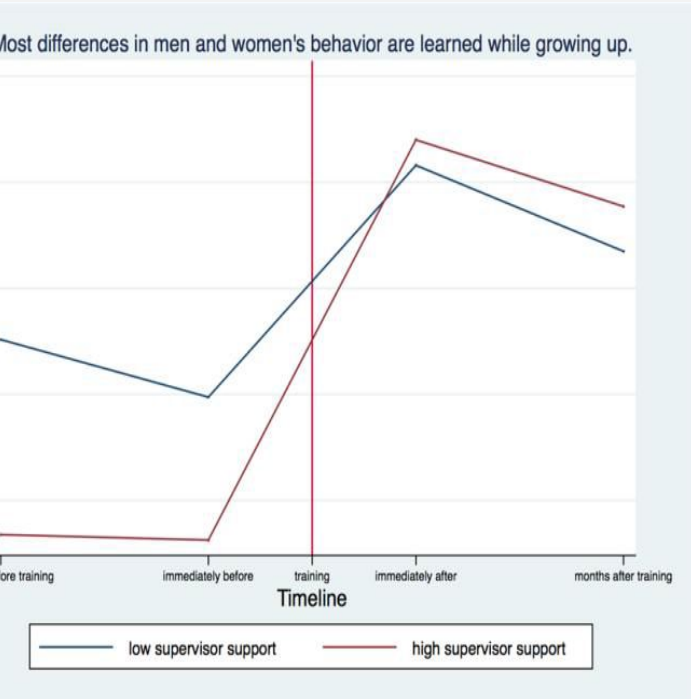
Closing the Gender Gap in Weekly Pay



Reduced Gender Pay Gap

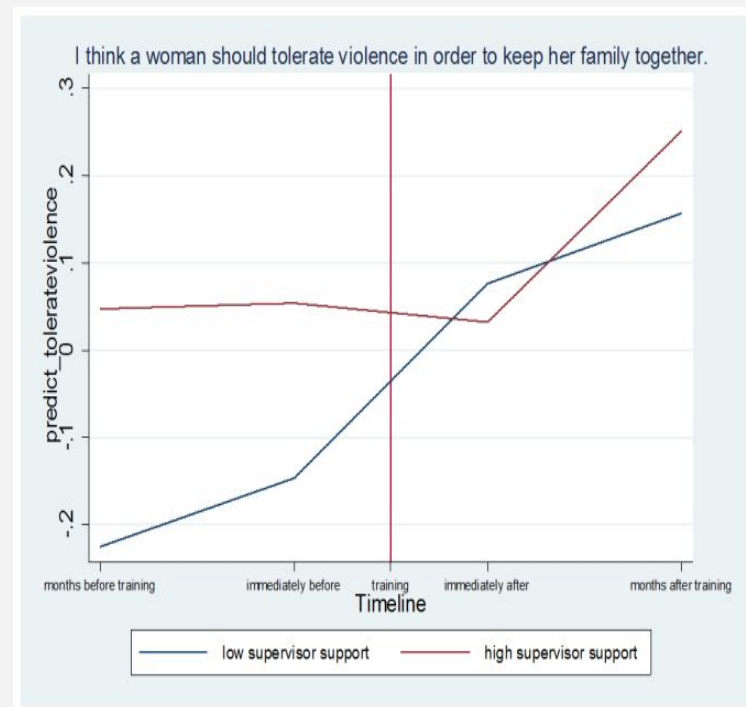
The WiF program reduced gender pay gap by 1.35 USD equivalent to 40% post the life skills training. Increased intrinsic value of work among workers, improved teamwork and problem solving abilities, led to

Gender discrimination and Violence



Improved knowledge on gender stereotypes and violence

The 100 hour Women in Factories Advanced training led to positive changes in women's knowledge about gender stereotypes and violence.



Reduced tolerance to violence

Women exhibited lower tolerance towards violence, and were less likely to tolerate it months after the training.



Q&A

Next Steps

Any Other Expectations/asks?

Questions?

Preps before the session- Pre test tools, participants profile,
Resources list to be shared

**Thank
You**