



# Induction Training of Newly recruited ANMs

BUILDING COMPETENCY OF NEWLY RECRUITED ANMs FOR STRENGTHENING QUALITY & COVERAGE OF RMNCH+A SERVICE DELIVERY

In the state of Uttar Pradesh, currently ~26179 ANMs are providing Health services in outreach areas. Considering the population growth and need for health services in unreached populations, new health Sub centers are being established along with the recruitment of Auxiliary Nurse Midwives (ANMs). Accordingly, the UP Government felt that there was a need of a comprehensive and structured induction training program for newly recruited ANMs to ensure delivery of high-quality health services from the commencement of their roles.

*This gap highlighted the need for a comprehensive and standardized approach of ANMs' training to ensure that newly recruited ANMs could deliver high-quality services in their catchment area.*

In FY 2022-23, Under the chairmanship of Shri Partha Sarthi Sen Sharma (Principal Secretary, Medical Health & Family welfare U.P.) and in presence of all respective General Managers in Executive Committee meeting, it was agreed to design an Induction training package for newly joined ANMs to provide quality health services.

Based on joint consultation between Directorate of Medical Health Services and National Health Mission (NHM), with the support of the Uttar Pradesh Technical Support Unit (UP-TSU), a standardized induction training package was drafted and developed and accordingly an Induction Training module was developed. This module is designed to equip ANMs with essential knowledge and skills in critical areas pertaining to Reproductive, Maternal, Newborn, Child and Adolescent Health, Nutrition (RMNCAH+N), Non-Communicable Diseases and use of digital applications- eKavach and U-WIN.

## Objectives of ANM Induction Training Program



Capacity building of newly joined ANMs to strengthen the outreach RMNCH+A, Nutrition and NCD services



Strengthen the accessibility, availability utilization, quality and effective coverage of Health & Nutrition services.



Elevate the quality of services by addressing missed opportunities and ensuring the delivery of high-quality, accessible healthcare to unreached populations.

## Key components covered in ANM Induction Training Package and Module:

A 12 days induction training package was developed, comprising of 6 days of classroom sessions, 5 days of skill lab practice, and 1 day of field exposure. The developed Induction training module covered following key themes:



Key roles and responsibilities of ANM in integrated RMNCH+A service delivery



Quality service delivery at CiVHSND (Microplanning, Information, Education and Communication, Logistics and drugs availability, addressing missed opportunities, Integrated counselling, recording & reporting and CiVHSND Certification)



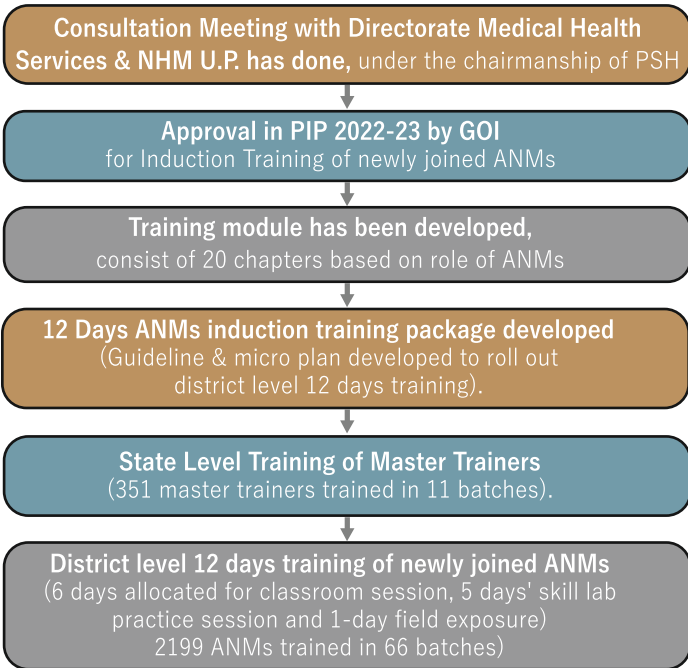
Reproductive, Maternal, Newborn, Child Health and Adolescent (RMNCH+A) health services (Including ANC, High Risk Pregnancy screening, Postnatal Maternal and Newborn care, danger signs identification, adolescent health, Routine immunization, diarrhoea and pneumonia management, Severe Acute Malnutrition screening etc.)



- Maternal Infant Young Child Nutrition (MIYCN) (Maternal Nutrition, EIBF, Exclusive breast-feeding, Complementary feeding)
- Anaemia Screening, Prevention and Management (IFA dosage for different age groups, iron sucrose administration)
- Gender considerations (impact of gender in health service delivery by frontline workers)
- Use of digital Applications (eKavach, U-WIN and UDSP)
- Non-Communicable Diseases (NCD): Screening of Hypertension, diabetes and cancer
- Ayushman Arogya Mandir (AAM): Key services at AAM and Team based incentives based on 15 indicators.



## Process of ANM Induction Training roll out, since June 2022:



## Way Forwards:

For FY 2024-25, induction training for 7,189 regular ANMs is planned in 210 batches across 75 districts from January to March 2025, with an approved budget of ₹80.60 lakhs. A supplementary budget and plan for training 5,000 additional ANMs in FY 2025-26 have also been developed.

## Current Implementation Status:

Newly joined 9489 ANM recruited across the state, where in 2300 were contractual ANMs and 7189 are regular ANMs.

**State TOT for ANM Induction:** The State ToT was inaugurated by the Principal Secretary of Health, who also unveiled the Induction Training Module.

At the state level, 351 Master Trainers were trained in 11 batches of three-day residential ToTs, facilitated by Health officials from Directorate and respective NHM GMs. These master trainers, including Additional Chief Medical Officer - Reproductive and Child Health, Medical Officer In-charge, District Health Education Officer/Health Education Officer, Public Health Nurse Tutors, and development partners (UP-TSU, UNICEF, UNDP), will lead 12-day induction training for newly joined ANMs at the district level.



## District level 12 days training for Newly Joined ANMs:

A detailed induction training program guideline was shared with all CMOs by the Mission Director, NHM UP. In FY 2022-23, 66 district-level batches trained 2,199 contractual ANMs.

## Division-wise pre and post training Knowledge Assessment of ANM (%)

