



# STEPPING INTO SERVICE

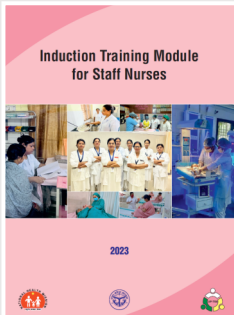
## Empowering Staff Nurses Through Induction Training



### BACKGROUND

The Mission Niramaya initiative by the Government of Uttar Pradesh (GoUP) recognizes the critical role nurses play in improving community health. Acknowledging nursing as both an art and a science essential for patient care and positive outcomes, GoUP has taken a significant step forward by introducing a 12-day foundation training program. This training is designed to enhance the knowledge, skills, and professional behaviours of newly appointed permanent staff nurses at community health centres (CHCs) and district hospitals. The aim is to equip these nurses with the necessary competencies for effective patient care, fostering teamwork with doctors and positioning Uttar Pradesh as a leader in healthcare delivery across India.

### DEVELOPMENT OF THE MODULE



Director General-Training with support of UP-TSU developed and designed a comprehensive training module over a 3-month period. This initiative facilitated multi-stakeholder collaboration, resulting in the creation of a user-friendly job aid tailored for nurses. The module covers a broad spectrum of essential topics, including professional behaviour, soft skills, and a gender-sensitive approach. It also provides orientation across key hospital departments—emergency, OPD, IPD, OT, wards, and HDU—and encompasses vital areas such as safe drug administration, blood transfusion, general nursing care, sample collection, equipment use and maintenance, infection prevention, quality assurance, RMNCH, vector-borne diseases, and national health programs. This strategic intervention equips nurses with the necessary tools to enhance care delivery and foster improved health outcomes across the system.

### FORMAL MODULE LAUNCH

On April 8<sup>th</sup>, 2024, Shri Partha Sarthi Sen Sharma, Principal Secretary, Dr. Pinky Jowel, Mission Director - NHM formally launched the nursing training module at SIHFW. Supported by UP-TSU, this event highlighted the state's commitment to strengthening nursing skills and improving health care delivery.



### 6 DAYS TRAINING OF TRAINERS (TOT)

General Manager, Training, NHM with support of UP-TSU conducted two batches of six-day Training of Trainers (ToT) sessions at the Skills Lab in Lucknow in April 2024. This initiative aimed to prepare master trainers from all four state skills labs to lead trainings at their skills labs which will cater to all 75 districts as per training microplan. A total of 53 participants, including nurses, nursing tutors, and doctors, participated in the ToT. The assessment results indicated a substantial improvement in the trainers' knowledge after the ToT: while none of the participants scored above 80% in the pre-test, 42 out of 53 achieved scores exceeding 80% in the post-test. Nurses' training is expected to begin soon across all four skills labs, further enhancing the state's healthcare capacity-building efforts.

