



VISION 2020: The Right to Sight - India

HOSPITAL BASED SKILL ENHANCEMENT PROGRAM

OVERVIEW

Skill enhancement is inevitable in any cadre of service providers to be able to treat all patients ensuring quality and good outcomes. In our recently conducted Google survey, 71% of member institutions felt the need of further enhancement of their existing skills in both clinical and non-clinical cadre. The skill enhancement was expressed for Ophthalmologists, OT Nurses and other paramedics as well as non-clinical cadre that include Human Resources team, Finance team and other managerial team. The Hospital based skill enhancement program is designed to address this gap.

HOSPITAL BASED SKILLS ENHANCEMENT PROGRAM

VISION 2020 India, in an effort to facilitate skill enhancement and build the clinical/non-clinical capacity and improve the much-needed quality of eye care services available in India, is planning to organise Hospital Based Skills Enhancement Program on a regular basis. We are making a pool of faculty members at national level in various sub-specialties.

1. Clinical and Para-clinical skills

VISION 2020: The Right to Sight – India has a pool of doctors/experts specializing in eye care specialties who are dedicated towards serving the society with their time, expertise, knowledge and skills. The plan is to build capacity in a coordinated way by sharing best practices and learning from each other and as a result instilling quality in services delivered and standard followed. The actual program schedule could vary from 3 to 5 days depending upon the organisational needs. As per the requirement, one or two resources persons visit the hospital and conduct this skill enhancement program. The cadre includes primarily Ophthalmologists while others such as Nurses/OT assistants can also take part depending on their needs and eligibility. While the aim is to provide an opportunity to each trainee to undergo all these 3 phases of learning in the relevant area, the trainee may be allowed to choose any of the phases in combination making the clinical skill phase mandatory.

- *Pre-Clinical phase*

This phase comes with leveraging technological advancements platform, Cybersight of Orbis International which provides online training and mentorship for eye health professionals. Trainee from the mentee member hospital will first be linked-up with Cybersight system to learn in the areas of trainee's interest. This phase could be a month or two depending on the area selected for skill enhancement.

- *Clinical skill phase*

After the trainee is ready with basics in the new area, the actual in-person skill transfer will take place at the mentee institution for 3-5 days depending on the clinical/para-clinical area chosen and needs. The skill transfer will happen mainly in the OT with the demonstration of live surgeries of patients available at mentee institution. Procedure repeats until the trainee learns and picks-up the required skill within this duration.

The tentative program of the **Hospital Based Clinical Skills Enhancement Program** would be:

- **Day 1:** Patient screening and case selection
- **Day 2:** Surgery day with teaching (2 hands on trainees) and a team of trainee observers in a classroom
- **Day 3:** Continue surgeries and teaching and training
- **Day 4:** Follow up of patients and CME session with a large audience
- **Day 5:** Follow up and teaching and travel back home

However, the actual program schedule could vary from 3 to 5 days depending upon the organisational needs. The faculty assigned to conduct the program in your organisation will depend upon the availability of the faculty during the period in which the program is to be conducted and this will be facilitated by VISION 2020 India.

- *Post-clinical phase*

While it is expected that the above two phases will largely equip the trainee to deal with patients, this phase is further expected to enhance the skill with more training and/or mentor approach and achieve full potential and ready to treat patients independently. This phase could be a month or two depending on the area selected for skill enhancement.

PRE-TRAINING AND POST TRAINING ASSESSMENTS:

To begin the process you will be required to fill in a 'Pre-assessment of trainees' form which will be shared with the faculty before the start of the course.

To complete the training process the trainees will be required to submit a report on their learning and follow ups required. The format of these forms will be shared with you.

DISCLAIMER: *All the faculties chosen for HBSEP program are experts in their field despite that for the legal cover of the trainer, the trainer should be regarded as assistant to the local surgeon during the surgery and the local surgeon should take the responsibility. It is preferred the local surgeon who is going to take responsibility should have adequate insurance indemnity cover.*

2. Finance, Managerial and Human Resource skills

Experts identified in these areas will guide mentee force in a planned manner as per the actual need expressed. The support would include both online consultations and onsite. Any additional funds required for this activity will be taken from other pooled funds.

ROLE OF THE RESOURCE TEAM

- Conduct the training program as decided above.

ROLE OF VISION 2020 INDIA

- Arrange the Resource team and plan their travel in consultation with the beneficiary institution.
- Pay for onward and return travel.

ROLE OF BENEFICIARY INSTITUTION:

- Arrange and pay the local expenses including stay and food.
- Make pick-up and drop arrangements from & to the nearest airport/railway station.
- Make any other local hospitality arrangements for the Resource team as needed.

If your institution is interested in this program, please fill in the details below (both Part A and Part B) and send it to us at program@vision2020india.org latest by **9 May 2024, Thursday**.

We plan to start the programs from August 2024.

Part A

HOSPITAL BASED SKILL ENHANCEMENT PROGRAM	
Name of the Member Institution	
Contact Person Name	
Email of contact person	
Phone of contact person	
Address of the Institution (including district and state)	
Nearest Airport (mention KMs)	
Nearest Railway Station (mention KMs)	
Preferred date for conducting the program (DD/MM/YYYY)	
Patient Volume per month (OPD)	
Patient Volume per month (Surgery)	
Total staff size	
Total number of departments	

Part B

HOSPITAL BASED SKILL ENHANCEMENT PROGRAM	
Clinical and Para-clinical skills (YES/NO)	
Cataract	
Phaco-emulsification	
Paediatric Ophthalmology	
Vitreo retina	
Diabetic Retinopathy	
Retinopathy of Prematurity	
Glaucoma	
Strabismus	
Low Vision	
Cornea	

Ocular trauma	
Any other? Please specify	
Finance, Managerial and Human Resource skills (YES/NO)	
Human Resource team (specify) Please specify the exact training need and whose capacity needs to be enhanced.	
Finance team (specify) Please specify the exact training need and whose capacity needs to be enhanced.	
Managerial team (specify) Please specify the exact training need and whose capacity needs to be enhanced.	
Any other? Please specify	
