



ABSTRACT

Tamil Nadu Health System Reform Program – Tamil Nadu - Quality Enhancing Structured Training (TAN-QuEST) – Approved and Adopted – orders - Issued.

HEALTH AND FAMILY WELFARE (EAPI-1) DEPARTMENT

G.O.(Ms).No. 158

Dated: 24.03.2020
Thiruvalluvar Aandu – 2051
Vihari, Panguni – 11

Read :

From the Project Director, Tamil Nadu Health System Reform Program, letter No.2881/TNHSRP/2018, dated: 20.03.2020.

ORDER:

In the reference read above, the Project Director, Tamil Nadu Health System Reform Program has stated that Tamil Nadu Health System Reform Program is being implemented by Government of Tamil Nadu with funding support from World Bank. As per the loan agreement the project will be funded under Program for Results mode, that is, the funds will be disbursed based on the achievement of pre-defined Disbursement Linked Indicators (DLI) in respect of the project activities. The following are the activities which are linked to disbursement for year one of the Project.

- i. To carryout Gap Analysis and to work out the Facility Improvement Plan for 300 Primary Health Centres, 75 Secondary care Health facilities and 7 Medical College Hospitals for obtaining NQAS/NABH accreditation.
(Disbursement eligible US\$ 7,125,000)
- ii. To develop and adopt a "TN State Health Policy/ Strategy for Vision 2030" Document
(Disbursement eligible US\$ 4,000,000)
- iii. To develop a "Quality of Care Strategy" for Government Primary, Secondary and Tertiary Care institutions.
(Disbursement eligible US\$ 4,000,000)
- iv. "TN Non-Communicable Diseases Strategy" - to be developed and adopted.
(Disbursement eligible US\$ 4,000,000)
- v. Tamil Nadu - Quality Enhancing Structured Training (TAN-QuEST)
(Disbursement eligible US\$ 3,000,000)

- vi. To develop a conceptual Note and Operational plan for Strengthened HMIS
(Disbursement eligible US\$ 6,000,000)
- vii. Conceptual Model and operational plan for strengthened HMIS
(Disbursement eligible US\$ 6,000,000)

2. The Project Director, Tamil Nadu Health System Reform Program has stated that Tamil Nadu Health System encompasses a large workforce of medical and paramedical personnel, which serves to be the backbone of Tamil Nadu's achievements made so far in health sector. The quality of Human Resources for Health (HRH) depends on continued Capacity Building and sustaining human resource quality by providing them adequate opportunities to upgrade their knowledge and skills.

The Goal

This enshrines that Human Resource for Health (HRH) should be encouraged and incentivized to update their knowledge and skills as per new standards, methods and technology and to deliver all services in compliance to existing National and State regulations. To achieve this goal, "**Tamil Nadu Quality Enhancing Structured Training (TAN-QuEST)**" is proposed by the Tamil Nadu Health System Reform Program.

TAN-QuEST

TAN-QuEST will enhance the professional competencies, work satisfaction and morale of the workforce of all human resource for health through a comprehensive training approach which will improve the quality of care.

Objective

To provide impetus to adopt best practices in public and private health facilities, and to provide greater fillip to professionalism of Human Resources for Health (HRH).

Aims

1. To sensitize quality health care
2. Constantly update Technical knowledge and skills
3. Acquire competency in communication and behavioral skills,
4. Update usage of modern information and research methodology tools.

TAN-QuEST policy Framework

This policy framework recognizes the importance of in-service Health Care Provider professional development and also the essentiality to provide training for all cadres of health care providers. A holistic governance structures shall involve the Government, all the Directorates, Tamilnadu Medical Council and all the public and private hospitals.

TAN-QuEST - Health Care Provider Professional Development and Capacity

Building

TAN-QuEST will be a technology centered, personalised learning process and will adopt all modern learning techniques. The training modules would focus not only on lecture-based, didactic sessions but also include other methods such as e-TAN-QuEST (an online Massive Open Online Courses (MOOC) portal), hands on training, skills lab and simulation sessions, participation in collaborative endeavors, performance improvement projects (learning-by-doing) and team-based modules. The training module will be classified as classroom training, hands on training, tele-mentoring and online courses through e-TAN-QuEST web portal (in line of Swayam / Coursera/ MOOC portals).

Implementation Framework:

The policy as proposed shall be implemented in six phases with 3 separate implementation linked outcome indicators. The six phases shall be as follows:

Phase 1: Legislation Provision of Policy Framework, TAN-QuEST Health Care Provider Training Augmentation Framework and TAN-QuEST Health Care Provider Training Capacity Building Framework.

Phase 2: Implementation of Administrative framework as provisioned for in the TAN-QuEST Health Care Provider Training, Capacity Building and Professional Development Framework, Training and Course Correction.

Phase 3: TAN-QuEST Health Care Provider Training, Capacity Building and Professional Development - Govt Health System, Preparation of TAN-QuEST MOOC portal, Preparation and validation of learning modules, Preparation of Online registry system for participation, preparation of training schedules, assessment schedules, accreditation schedules and circulation of schedules, Goal setting and preparation of development / implementation GANTT charts.

Phase 4: Implementation of TAN-QuEST Health Care Provider Training Capacity Building for Government Health System, Implementation, Monitoring, Audit and Feedback Course Correction and Impact assessment.

Phase 5: Implementation of TAN-QuEST Health Care Provider Training Augmentation, Preparatory assessment, Implementation, Monitoring, Audit and Feedback, Course Correction and Impact assessment.

Phase 6: Based on the experience of rolling of TAN-QuEST in the public sector health facilities, partnerships with the private sector would be initiated to implement TAN-QuEST in selected private health facilities in a phased manner. Over a time period of ten years, it is envisaged that TAN-QuEST would encompass the entire health system in Tamil Nadu.

Monitoring framework

TAN-QuEST aims at becoming a model in-service professional development programme for health care providers. The monitoring framework will include indicators in Tamil Nadu's Quality of Care Strategy, including scorecards at different levels of facilities. In addition, it will include additional indicators on quality of care as

well as on regulatory reforms, institutional arrangements, provider knowledge, skills, motivation and satisfaction.

3. The Project Director, Tamil Nadu Health System Reform Program has therefore requested the Government to issue orders for approving and adopting the draft Tamil Nadu-Quality Enhancing Structured Training (TAN-Quest).

4. The Government after careful examination have decided to approve and adopt the Tamil Nadu-Quality Enhancing Structured Training (TAN-Quest) Strategy as annexed to this Government Order.

(BY ORDER OF THE GOVERNOR)

**BEELA RAJESH
SECRETARY TO GOVERNMENT**

To

The Project Director, Tamil Nadu Health Systems Project, Chennai-6

The Accountant General, Chennai-18.

The Pay and Accounts Officer (South), Chennai-35.

Copy to:

The Finance (Health-II) Department,

The Health and Family Welfare (Date cell) Department, Chennai-9

SF/SC

//FORWARDED BY ORDER //


SECTION OFFICER

