



Training Plan

Component -II

Second Health Sector Development Project

Version 5.0

06/Nov/2015

1.0 Introduction

1.1 Background and Scope

Training and skill development is directly linked to the quality service delivery by the staff. Under the component II of the SHSDP project funds are available for capacity development of the staff of the Ministry of Health, MLGPC and Ministry of Finance.

This training plan which mainly focuses on overseas training is developed by the review committee of component II under the direction of DDG(ET & R). The training plans of Ministry of Health, Ministry of Finance and Ministry of Local Government and Provincial Councils are included. This plan was developed after several stakeholder discussions and review meetings and include the priority areas identified at present. As new training needs emerge this plan would be modified accordingly. Also as there are funding constraints it is possible that all the trainings indicated in this training plan would not be realized.

After obtaining approval of the External Resources department and the World Bank the relevant officials will be advised to select suitable officers through an interviewing or a suitable procedure. Then the names will be forwarded to the fellowship committee of the Ministry of Health and Indigenous Medicine and approval obtained. Then the names will be submitted for the Honourable Ministers approval and the approved names would be sent for the concurrence of ERD and World Bank.

After obtaining concurrence the relevant training institutes will be contacted. All effort will be made to send participants to regularly held training porgrammes. If a training is specially designed then action will be taken to obtain ERD and World Bank approval for it and a MoU will be signed with the institution.

Proper approval will be taken to obtain duty leave for the participants. Also tender procedures will be carried out in purchasing air tickets. The subsistence will be paid when needed according to government circular. A fellowship completion report will be obtained from all participants and they will be requested to make a presentation in the Ministry of Health with the participation of all relevant officers to discuss the way forward.

Table: Training Plan

Training need/Programme	Institution/ Unit requesting or suggesting the training	Target group	Expected country of training	Duration	Cost per person	Number to be trained in the first year
Study a financial management system of a second country	Estimate branch (Chief accountant's office)	Accountants of the line ministry, hospitals and PDHSs and RDHSs(Group 1, 2,3,4)	Bangkok/ Thailand (AIT)	1 week		15
Project appraisal mechanism for social sector including health sector	National planning	Officers of NPD		1-2 weeks		5
To gain knowledge and skills in providing preventive and promotive oral health care to school children in resource constrained settings	DDG/Dental Services	Schools dental therapists (2 Involved in Training, 1Supervising Therapist, 1Senior Therapist)	Thailand	5 days		4
Capacity development eLearning platform development	DDG-ET&R	MO-Health Informatics	Singapore	1-2 weeks		6
Accident & Emergency care + Disaster Management	DDG/MS II	Consultants, Grade Medical officers	India (AIIMS)	05 days		15
Sports Medicine training	DDG/MS II	Grade Medical officers	Malaysia	5 days		20
Health Programmes planning and management	Health Information Unit	Middle level managers- National and regional, MO-Planning	Thailand	1 week		10
Modernization of waste management and disposal methods in radiation waste	Teaching Hospital, Karapitiya	Medical officers	Singapore	1 month		10
MR angiograms & venograms	Teaching Hospital, Karapitiya	Radiographer	Netherlands	2 weeks		1

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Safety measures in iodine therapy	Teaching Hospital, Karapitiya	Nursing officers	Thailand	1 week		3
Palliative care for nurses	Teaching Hospital, Karapitiya	Nursing officers	Thailand	2 weeks		2
Pain management techniques	Teaching Hospital, Karapitiya	Gr. 1 nursing officer/sisters /Masters /in charge Nursing Officer	Thailand	2 weeks		3
Handling of Chemotherapy drugs & safety precautions	Teaching Hospital, Karapitiya	Pharmacists	Malaysia	1 Month		2
New dimensions in CT	GH, Ampara	Radiographers	Singapore	2 weeks		2
Donor recruitment & retention organizing blood donation campaign in house, fixed donation clinic organization	GH, Ampara	Blood bank PHI	Singapore	1 week		10
To explore the knowledge of community care model of oral health to promote new approaches to deliver oral health care and best practice models in Sri Lanka	DDG/Dental Services	Consultants in community dentistry (1 Consultant in Community Dentistry and 1 Regional Dental Surgeon)	Thailand	1 week		2
Capacity building for establishment of National Transplant Management Information System	DDG/MS 1	MO-Transplant programme (MOHI), Transplant coordinator	Australia	1 week		2
Accreditation of Healthcare Institutions	DDG/MS 1	High level officers, Middle level (RDHS/PDHS), Hospital Directors	Singapore	5 days		4
Capacity building workshop on Global Burden of Disease analysis for health systems research	DDG-ET&R	Higher level managers of the Ministry and regional level	Greece	10 days		2

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		managers				
New dimensions and good practices of research ethical review process: A study visit by the National Health Research Council	DDG-ET&R	Higher level managers, Members of the NHRC	Australia	05 days		2
Picture Archiving and Communication Systems (PACS) Administrator course	Health Information Unit	MO (Health Informatics)	USA	28 days (Part I + II)	2845.25 USD + 3795.25 USD (Total 6640.50 USD)	6
MSc in Health economics	Health Information Unit	MO (Health Informatics), MO	Thailand	1 Year		2
Training on patient safety (The Amstrong Institute)	D/Healthcare Quality and Safety	Senior level managers (DDG-MS I), D/HQS	USA	5 days		2
Training on hospital accreditation	D/Healthcare Quality and Safety	Senior level managers	Singapore	3 days		2
Training of integrated management of vector control	National Dengue Control Unit	MO, Entomologists, EA	Malaysia	5 days		10
Training of integrated management of rabies	National Rabies Control Unit	MO, PHI, Veterinary surgeons	Indonesia	5 days	2500/person	6
Training on occupational health	E & OH Unit	MO, PHI	Thailand	7 days	3000/person	2
Training on clinical waste management	E & OH Unit	MO, PHI, Environmental officers	Malaysia	7 week	3000/person	5
Training on lymphoedema management	Anti Filariasis Campaign	CCP/AFC, Medical Officer/AFC, Regional MO/RAFU	India	5 days		6
Training on prevention, screening, treatment and rehabilitation of leprosy	Anti-Leprosy campaign	MO	Nepal	6 days	3000/person	2
Training on prevention, screening, treatment and rehabilitation of	Anti-Leprosy campaign	PHI	India	1 week	2000/person	4

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leprosy						
Training on rehabilitation of leprosy	Anti-Leprosy campaign	Physiotherapists	India	1 week	2000/person	4
Training on clinical management of malaria including recent advances	Anti-Malaria Campaign	Medical Officers	Thailand	1 week		2
TOT workshop in malaria microscopy and laboratory management	Anti-Malaria Campaign	Parasitologist	Philippines	2 weeks		1
Training on mosquito taxonomy and DNA bar coding of vector mosquitoes	Anti-Malaria Campaign	Entomologist	Singapore	2 weeks		1
Programme Management and reviews, update knowledge on ART and drug resistant complicated HIV patients	National STD/AIDS Programme	Director/ Consultant Venereologist	Thailand/India	2 weeks		2
Regional field epidemiology training programme (FETP)	Epidemiology unit	MOO/RE	India	3 months		2
Study on alternative approaches in cervical cancer screening	Family Health Bureau	Directors /CCPs/ Pathologists	Australia	5 days		4
Training on biosimilar evaluation	Medical Technology and Supply	D (MT&S), DD (MT&S), Pharmacists	In a regional country	1 week		4
Laboratory management & performance evaluation	National drug quality assurance laboratory	senior management	Singapore, Thailand, Malaysia, India, china, Australia	1 month		2
Supply chain management	National Programme for TB control and chest diseases	CCP/MO/Procurement officer/Senior pharmacist	Malaysia	05 days		2
SAARC regional TOT on probe assay	National Programme for TB control and	Cons. Microbiologist /Senior MLT	Bangalore	05 days		1

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	chest diseases					
Capacity development in electrone microscope handling techniques	MRI	Consultant Pathologist	UK	1 month		1
Management skills	National STD/AIDS Programme	Nursing sisters	Thailand/ India	1 week		1
Essential technical and soft skills to deliver better service to the patients (STD/HIV management)	National STD/AIDS Programme	MO	Thailand/ India	2 weeks		2
International Training Programme on Procurement Management in Healthcare Sector	SAS(MS)	Officers of MoH, MLGPC and any other relevant Ministry	India	1 week		15
Health Standards in terms of physical construction and equipment specifications	NPD	Officers of NPD		1-2 weeks		3
MSc in Health Economics	NPD	Officer of NPD		1 year		1
Waste Management Technique	Ministry of Provincial councils and Regional Development (MPCRD)	Staff Grade Officers	India	1 Week		Small Group
Solid Waste Recycling Technique		Development Officers	Thailand	1 Week		
Project Monitoring Techniques		Assistant Development Officers	Malaysia	1 Week		
Procurement Methodology			Singapore	1 Week		
Project Planning and Community Participation				1 Week		
Environment Administration with Community Participation				1 Week		
Environment	Sri Lanka	Member of		1 Week		15 Officers

Training need/Programme	Institution/ Unit requesting or suggesting the training	Target group	Expected country of training	Duration	Cost per person	Number to be trained in the first year
Administration with Community Participation	Institute of Local Government (Under MPCRD)	Local Government	Japan			
Project Monitoring Techniques		Executive Officers of Ministry of PA, LG, PC, & PC, UC, PSA	Korea			
Project Evaluation			Netherlands			
Project Analyzing Techniques			Australia			
Project Planning and Community Participation			Staff Grade Officers			
Effective Community Participation						
Research Methodology & Statistical Analysis						
Human Resource Management						
Project Monitoring Techniques	Local Loans & Development Fund (Under MPCRD)		Executive Officers/ Staff Grade Officers	Netherlands/ Australia	1 Week	
Project Evaluation		Executive Officers/ Staff Grade Officers	Netherlands/ Australia	1 Week		Small Group
Project Analyzing Technique		Executive Officers/ Staff Grade Officers	Netherlands/ Australia	1 or 2 Weeks		Small Group
Project Planning and Community Participation		Executive Officers/ Staff Grade Officers	Malaysia/ India	2 Weeks		Small Group
Research Methodology and Statistics		Executive Officers/ Staff Grade Officers	Netherlands/ Australia	2 Weeks		Small Group
Environment Management Pollution		Staff Grade Officers	Japan/ Singapore/ Korea	2 Weeks		Small Group
Promotion Environment for Senior Society Community Development		Executive Officers/ Staff Grade Officers	Japan/ Singapore/ Korea	1 Week		Small Group
Waste Management Technique		Executive Officers/ Staff Grade Officers	Japan/ China/ Singapore	1 Week		Small Group
Solid Waste Recycling Technology		Executive Officers/ Staff	Japan/ Singapore/	2 Weeks		Small Group

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		Grade Officers	China			
Environment Management		Executive Officers/ Staff Grade Officers	Japan/ Singapore/ China/ Malaysia	2 Weeks		Small Group
Health Finance and Management	Ministry of Finance	Department of National Budget (NBD)		Less than 1 month		2
Budgeting and Financial Management for Public Sector	Ministry of Finance	NBD		Less than 1 month		5<
Universal health policies and multi sectorial policies	Ministry of Finance	NBD		Less than 1 month		2
Performance based budgeting for the public sector	Ministry of Finance	NBD		Less than 1 month		5<
Masters/Post Graduate Diplomas in Health Economics	Ministry of Finance	NBD		More than 1 year		2
Masters in Health Policy, Planning and Financing	Ministry of Finance	NBD		More than 1 year		2
Masters in Development Economics	Ministry of Finance	NBD		More than 1 year		2
Masters in Financial Economics	Ministry of Finance	NBD		More than 1 year		2