

## Policy decision on Skill courses

### 1. Nomenclature-

- a. All 10<sup>th</sup> Standard entry level workers to be called 'Aide'
- b. All 12<sup>th</sup> Standard entry level workers to be called 'Assistants' unless specified by MoHFW

### 2. NSQF Level alignment recommended based on entry qualification plus training hours

Entry criteria	Total Duration (minimum)	Corresponding NSQF Level
12 <sup>th</sup> pass	1000 hours/ 2 semester/ 1 year	4
12 <sup>th</sup> pass	500 hours/ 1 semester/ 6 months	3
10 <sup>th</sup> pass	1000 hours/ 2 semester/ 1 year	3
10 <sup>th</sup> pass	500 hours/ 1 semester/ 6 months	2

**Note:** Appropriate levels for entry criteria of Diploma and Degree qualified candidates are specific to the course. Hours above include didactic, practical (hands on training) and onsite internship.

### 3. Curriculum

- a. All courses must have a 'Job description' and a 'Never List' of activities in the curriculum
- b. All courses to comprise adequate content on **soft skills** such as communication, code of conduct, team work, inter-personal skills, ethics and professionalism among others.
- c. All healthcare-related courses to comprise of basics of hand washing, infection prevention and control, CPR, patient safety and quality.

### 4. Training infrastructure

- a. All trainings in clinically-related courses involving patient contact, must be conducted in direct conjunction with **District Hospital/ Government/ Recognized Private Medical Colleges/Hospitals affiliated with NBE/secondary or tertiary-level hospitals, preferably with NABH accreditation or ISO 9001 certified hospitals under NABCB accreditation, and their associated clinical departments/sites.**
- b. All trainings in non-clinical/clerical/administrative courses must be conducted in direct conjunction with **at least a CHC level facility OR 30-50 bedded private hospitals/nursing homes with minimum of 50% average bed occupancy.**

5. All Trainers/faculty to have **demonstrated teaching/training experience of at least 2 years duration, validated graduate and above qualification relevant to the specialty area** and as specified in the training modules for each course.

6. Training Providers (Institutes) that do not have affiliation with any University as approved under **UGC/deemed university/ autonomous institutes/INI or not recognized by an appropriate health care statutory body**, to be accredited by appropriate mechanisms under the **National Accreditation Board for Certification Bodies (NABCB under QCI)**. Evaluation and certification after training will be **independent and competence-based**.

7. All training institutes to have **formal affiliation/partnership provision with clinical sites as specified in the point 4 above: 'Training Infrastructure'**.

### **Courses approved with changes (changes and policy decision as per Table A)-**

1. **Phlebotomy Assistant**
2. **Diabetes Assistant**
3. **Diabetes Educator (MoHFW curriculum standards to be used)**
4. (a) **Dietetic Aide**  
(b) **Dietetic Assistant (Course approved based on IGNOU MoU)**
5. (a) **General Duty Aide**  
(b) **General Duty Assistant (Course approved based on IGNOU MoU)**
6. (a) **Home Health Aide**  
(b) **Home Health Assistant (Course approved based on IGNOU MoU)**
7. **Geriatric Care Aide (MoHFW curriculum standards to be used)**
8. **Geriatric Care Assistant**
9. **Emergency Care Assistant**
10. **EMT-B (MoHFW curriculum standards to be used)**
11. **Medical Equipment Technology Assistant (MoHFW curriculum standards to be used)**
12. **Medical Records Assistant**
13. **Hospital Front Desk Coordinator (HFDC)**
14. **Patient Relations Associate (PRA)**
15. **Assistant Duty Manager (ADM)- Patient Relations Services**
16. **Duty Manager - Patient Relations Services**
17. **CSSD Assistant**
18. **Vision Assistant (MoHFW to finalize the standards)**
19. (a) **Sanitary Health Aide (MoHFW to finalize the standards)**  
(b) **Sanitary Health Assistant (Course approved based on IGNOU MoU)**
20. **Dispensing Optician (MoHFW to finalize the standards)**

### **Courses NOT APPLICABLE to skills-based training/Must have minimum Diploma-level qualification based on existing MoHFW standards- as per Expert comments (Table B)**

1. **Medical Laboratory Technician**
2. **OT Technician**
3. **Radiology Technician**
4. **Dialysis Technician**
5. **Radiation Therapy Technologist**
6. **Cardiac Care Technician (MoHFW to finalize the standards)**
7. **Vision Technician (MoHFW to finalize the standards)**

### **Courses to not to be considered based on regulators'/ technical comments from DGHS (Table B)**

#### **Based on Regulator's comments**

1. **Dental Assistant/ Technician (DCI)**
2. **Pharmacy Assistant (PCI)**
3. **Speech Audio Therapy Assistant**

#### **Based on DGHS/NHM/Expert comments**

4. **CSSD Technician (minimum assistant level skills necessary for CSSD)**
5. **Refractionist (role merged as part of other eye professionals)**
6. **Blood Bank Technician (included as part of Lab tech diploma)**
7. **Histo-technician (included as part of Lab tech diploma)**
8. **Anesthesia Technician (included as part of OT tech diploma)**
9. **X-Ray technician (included as part of radiology diploma)**
10. **EMT-Advanced (Graduate level course of Paramedic)**
11. **Frontline Health Worker (existing established program in NHM)**

**Table A: LIST OF APPROVED COURSES WITH OTHER STANDARDIZED DETAILS**

Sl. No.	Course level	Entry criteria	Aligned Course Nomenclature	Course duration (in hours)			Total Duration (in hours)
				Didactic	Clinical/hands on experience	Onsite clinical internship	
1.	Level 4	<b>12<sup>th</sup> with Science or Home Science</b>	Diabetes Assistant	<b>600</b>	<b>300</b>	<b>600</b>	<b>1500</b>
2.	Level 5	<b>Graduates in Public Health, Nutrition, Nursing, Pharmacology, Occupational and Physiotherapy etc.</b>	Diabetes Educator	<b>100</b>	<b>100</b>	<b>300</b>	<b>500</b>
3. (a)	Level 3	<b>10<sup>th</sup></b>	Dietetic Aide	<b>300</b>	<b>180</b>	<b>520</b>	<b>1000</b>
3. (b)	Level 4	<b>12<sup>th</sup></b>	Dietetic Assistant	<b>200</b>	<b>300</b>	<b>500</b>	<b>1000</b>
4.	Level 4	<b>12<sup>th</sup> with Science</b>	Phlebotomy Assistant	<b>148</b>	<b>355</b>	<b>497</b>	<b>1000</b>
5. (a)	Level 3	<b>10<sup>th</sup></b>	General Duty Aide	<b>100</b>	<b>140</b>	<b>760</b>	<b>1000</b>
5. (b)	Level 4	<b>12<sup>th</sup></b>	General Duty Assistant	<b>200</b>	<b>300</b>	<b>500</b>	<b>1000</b>
6. (a)	Level 3	<b>10<sup>th</sup></b>	Home Health Aide	<b>100</b>	<b>140</b>	<b>760</b>	<b>1000</b>
6. (b)	Level 4	<b>12<sup>th</sup></b>	Home Health Assistant	<b>200</b>	<b>300</b>	<b>500</b>	<b>1000</b>
7.	Level 3	<b>10<sup>th</sup></b>	Geriatric Care Aide	<b>165</b>	<b>360</b>	<b>475</b>	<b>1000</b>
8.	Level 4	<b>12<sup>th</sup> with Science (preferably Biology)</b>	Geriatric Care Assistant	<b>293</b>	<b>347</b>	<b>860</b>	<b>1500</b>
		<b>ANM</b>		<b>293</b>	<b>107</b>	<b>100</b>	<b>500</b>
9.	Level 4	<b>12<sup>th</sup></b>	Emergency Care Assistant (ECA)	<b>400</b>	<b>600</b>	<b>500</b>	<b>1500</b>
10.	Level 5	<b>BSc. Graduate</b>	EMT- Basic	<b>173</b>	<b>211</b>	<b>616</b>	<b>1000</b>
11.	Level 4	<b>10<sup>th</sup> with ITI Diploma and min 3 years of experience post ITI or Diploma in technical subjects (electronic/mechanical/ electrical/ computers/ any other related field)</b>	Medical Equipment Technology Assistant	<b>318</b>	<b>640</b>	<b>542</b>	<b>1500</b>

Sl. No.	Course level	Entry criteria	Aligned Course Nomenclature	Course duration (in hours)			Total Duration (in hours)
				Didactic	Clinical/hands on experience	Onsite clinical internship	
12.	Level 4	<b>12<sup>th</sup></b>	Hospital Front Desk Coordinator (HFDC)	<b>155</b>	<b>145</b>	<b>700</b>	<b>1000</b>
13.	Level 5	<b>Graduate/ NSQF Level 4 HFDC*</b>	Patient Relations Associate (PRA)	<b>155</b>	<b>145</b>	<b>200</b>	<b>500</b>
14.	Level 6	<b>Graduate/ Level 5 PRA or servicemen Armed Forces/Defence*</b>	Assistant Duty Manager (ADM)- Patient Relations Services	<b>500</b>	<b>200</b>	<b>400</b>	<b>1100</b>
15.	Level 7	<b>Graduate/ Level 6 ADM or servicemen Armed Forces/Defence*</b>	Duty Manager - Patient Relations Services	<b>500</b>	<b>200</b>	<b>400</b>	<b>1100</b>
16.	Level 4	<b>12<sup>th</sup> with Science</b>	CSSD Assistant	<b>370</b>	<b>630</b>	<b>580</b>	<b>1580</b>
17.	Level 4	<b>12<sup>th</sup> with Science</b>	Medical Records Assistant	<b>750</b>	<b>250</b>	<b>500</b>	<b>1500</b>
18.	Level 4	<b>12<sup>th</sup> with Science</b>	Vision Assistant	<b>450</b>	<b>300</b>	<b>750</b>	<b>1500</b>
19. (a)	Level 3	<b>10<sup>th</sup></b>	Sanitary Health Aide	<b>335</b>	<b>445</b>	<b>220</b>	<b>1000</b>
19. (b)	Level 4	<b>12<sup>th</sup></b>	Sanitary Health Assistant	<b>300</b>	<b>300</b>	<b>400</b>	<b>1000</b>
20.	Level 3	<b>10<sup>th</sup></b>	Dispensing Optician	<b>250</b>	<b>350</b>	<b>400</b>	<b>1000</b>

**\*For higher order/ level the curriculum content may vary as appropriate.**

**Table B COURSES TO BE CONSIDERED FOR DIPLOMA QUALIFICATION / NOT APPROVED BY REGULATORS OR DGHS and EXPERTS (On the basis of comments received from Experts and DGHS)**

<b>Sl. No.</b>	<b>Course name</b>	<b>Comments</b>	<b>Status/ Next steps</b>
1.	Dental Assistant/ Technician	Under DCI purview – disapproved	To be dropped and discontinued based on comments received by regulator
2.	Pharmacy Assistant	Under PCI purview – disapproved	
3.	Refractionist	Duplication of role with Optometrist	To be dropped and discontinued based on overall eye care policy issues already under consideration by DGHS and NPCB
4.	Vision Technician	To be considered only for Diploma program	Diploma course standards to be set by MoHFW
5.	Frontline Health Worker	Not approved by NHSRC and DGHS	ASHA certification already underway by NIOS and as there is no employment in private sector; no need for the FHW course.
6.	Blood Bank Technician	Not approved by DGHS - Duplicate roles and minimum Diploma qualification essential	<p>May be dropped and discontinued- <u>considered for higher level qualification (Diploma)</u></p> <ul style="list-style-type: none"> <li>• Minimum Diploma level course is essential to attain the clinical knowledge and skills</li> <li>• No clinical activities/ handling can be permitted to non-qualified workers</li> <li>• Ample production of Diploma holders, no need for further dilution</li> <li>• General nursing orderlies/ General Duty Assistants can be trained in handling administrative activities in such departments</li> </ul>
7.	Histotechnician		
8.	Medical Laboratory Technician		
9.	Anesthesia Technician		
10.	OT Technician		
11.	X-Ray technician	Not approved by DGHS - Duplicate roles and minimum Diploma qualification essential	
12.	Radiology Technician		
13.	Dialysis Technician		
14.	Cardiac Care Technician		
15.	Radiation Therapy Technologist	Not approved by DGHS - minimum Diploma qualification essential	
16.	CSSD Aide		
17.	EMT-Advance	Role duplication with CSSD Assistant	Maybe dropped and discontinued
18.	Assistant Physiotherapist	Highly clinical specialized course	Only at graduate level; no skill level course needed
19.	Speech Audio Therapy Assistant	Physiotherapy is a highly clinical specialized course, must be kept out of the purview of certification course. If an assistant is required, existing GDA can do the work across different departments of a hospital.	Only at graduate level; no skill level course needed
19.	Speech Audio Therapy Assistant	Under purview of RCI	May be dropped and discontinued at present