



## ABSTRACT

National Health Mission – Tamil Nadu – Implementation of the Midwifery Training Initiative in the State under National Health Mission - Orders –Issued.

### Health and Family Welfare (EAP II-1) Department

G.O(Ms) No.26

Dated : 19.1.2022

Pilava, Thai - 6

Thiruvalluvar Aandu 2052

Read:

From the Chairman, National Health Mission letter Rc.No.8501/NHM/P6/19, dated: 05.01.2021.

### ORDER:

The Chairman, National Health Mission in his letter read above has stated that, the Government of India, Ministry of Health and Family Welfare have taken a Policy decision to roll out the National Midwifery Guidelines in the Country to introduce the concept of "Midwifery Led Care Units managed by Nurse Practitioners in Midwifery at Government Medical Colleges, District Hospitals, First Referral Units and Community Health Centres, to improve the Quality of Care and ensure respectful care to pregnant women and New borns. This concept would in turn pave the way for normal deliveries to be handled by professional midwives to be trained as per Internal Confederation of Midwives standards and complicated deliveries are handled by specialist doctors, thereby strengthening the Midwifery personnel and their services and facilitating their integration into the Health Systems. The requirement of midwives based on the delivery load in the Institutions. Hence the following had been proposed in PIP 2020-2021 and the same was approved by the Government of India as detailed below:-

FMR	Particulars	Government of India Remarks	Approved Budget (Rs.In lakhs)
9.2.3	State Level Midwifery Educators	Approved for Rs.41.36 lakh for training of Nurse Practitioner in Midwifery @ Rs.4136000* 1.	41.36

2. The Chairman, National Health Mission has also stated that, as per the above Government of India's RoP approval the following was placed in 39<sup>th</sup> Executive Committee meeting of National Health Mission, Tamil Nadu.

S.No	Activity	Rs. (in Lakhs)
1.	National Level Training for 6 Master Trainers for Midwifery Educator	22.32

2.	Training of Staff Nurse in Post Basic diploma course in Midwifery 3 months out of 18 months	19.04
	Total – (FMR-9.2.3)	41.36

He has stated that, the 39<sup>th</sup> Executive Committee had suggested that the training proposal has to be relooked as the State of Tamil Nadu has 100% of institutional delivery and all the deliveries are handled by the Trained Birth Attendant. The 39<sup>th</sup> Executive Committee had also suggested that a revised modified proposal may be submitted to address the skill gaps of the existing Staff nurse in the System after holding discussions with the directorates concerned. In continuation to the above, a State level Consultative Committee has been constituted with all the experts of the Directorates and the same was held on 07.10.2020, for deciding the modalities of training of the existing staff nurses in the system and to roll out the midwifery initiative in the State and the following salient observations were made :-

- The Fernandez Institution at Telengana, National Midwifery Training Institute identified by Government of India for Southern States for Training of Staff nurse as Midwifery Educator for a period of 6 months.
- The College of Nursing, Madras Medical College, Chennai, with clinical site at Institute of Obstetrics and Gynecology, Egmore or Institute of Social Obstetrics and Kasturba Gandhi Hospital for Women and Children, Triplicane may be designated as National Midwifery Training Institute by Government of India as this Centre has already been designated as National Nodal Centre by Government of India for Pre service Nursing Education.
- The training of Staff nurse in the Midwifery for 6 months as Master Trainer would encompass and integrate the training of the Staff Nurses into the Health System for Quality Maternal and New born Health Services, which would significantly aid in the reduction of Maternal and Newborn Mortality and Morbidity.
- Further these Master Trainer as Midwifery Educator will train Staff Nurses in Post Basic Diploma for 18 months and the staff nurse who have completed the 18 months course will be deployed at LaQshya certified facilities, where there is high delivery load District Hospital and Community Health Centre.
- The trained staff nurse will handle the low risk case to promote normal deliveries thereby reducing the Caesarean section.
- These trained staff nurses may not be called as Nurse Practitioner Midwife and they may not be recommended to practice Midwifery on Private basis.
- Every Post-Graduate trainee is directed to execute an Indemnity Bond to serve the State Government for a period of 10 years after successful completion of post diploma course in midwifery for a period of 18 months.

3. The Chairman, National Health Mission has further stated that, the above discussion points were placed in the 40<sup>th</sup> Executive Committee meeting held on 18.11.2020 and the 40<sup>th</sup> Executive Committee meeting has given permission to the Mission Director, National Health Mission as detailed below:-

- i. The Midwifery training course may be in line with Government of India guidelines.
- ii. Proposal may sent to Government of India for designating the College of Nursing, Madras Medical College, Chennai as National Midwifery

Training Institute (NMTI) for Midwifery Educator Training through Director of Medical Education, by Principal, College of Nursing, Madras Medical College, Chennai.

- iii. To conduct 6 Months training to 12 Staff Nurse as Midwifery Educator from the College of Nursing, Madras Medical College, Chennai and the Staff Nurses may be sent to National Midwifery Training Institute as and when the Ministry of Health and Family Welfare starts the training .
- iv. To train the Staff Nurse for Post Basic Diploma for 18 months from five College of Nursing identified as State Midwifery Training Institute by the Master trainer trained as Midwifery Educator.

Hence, the Chairman, National Health Mission has requested the Government to issue necessary orders.

4. The Government after careful consideration have decided to accept the above proposal of the Chairman, National Health Mission and issue orders on the following:-

- i. The Mission Director, National Health Mission is permitted to implement the Midwifery Initiative in the State as approved by the State Level Committee in coordination with Directorate of Public Health and Preventive Medicine, Directorate of Medical and Rural Health Services and Directorate of Medical Education.
- ii. The Mission Director, National Health Mission is permitted to nominate 6 Staff Nurses as State Midwifery Educators from the College of Nursing at Madras Medical College and Madurai Medical College to undergo the National Level Training for 6 months at National Midwifery Training Institute- Fernandez Institute, Telengana identified for Southern States and the criteria of selection of Staff Nurse for the training shall be made as per the guidelines in the annexure I to this order.
- iii. The College of Nursing, Government Madras Medical College Hospital is designated as National Midwifery Training Institute to conduct the National Level training for Southern State cost as the same has been designated as National Nodal Centre by Government of India for Pre service Nursing Education
- iv. The Director of Medical Education / Principal, College of Nursing, Government Madras Medical College Hospital is directed to process the application to Government of India for designating the Institute as National Midwifery Training Institute.
- v. The Mission Director, National Health Mission is permitted to train 30 more Staff Nurse in Post Basic Diploma in Midwifery (15 from the College of Nursing, Madras Medical College Hospital and 15 from the College of Nursing, Madurai Medical College) for a period of 18 months by the trained Midwifery Educator (Master Trainers) and the Criteria for selection of Staff Nurse on Post basic Diploma would be made as per the guidelines in the annexure II to this order.
- vi. The College of Nursing in the State is designated as State Midwifery Training Institute and training will be given to the Staff Nurses in Post Basic Diploma for 18 months at State Midwifery Training Institute.

- vii. The Mission Director, National Health Mission is permitted to place the trained Staff Nurses (Post Basic Diploma in Midwifery) in High Delivery Load Institution with the Job function mentioned in the annexure III to this order.
- viii. The Mission Director, National Health Mission is permitted to utilize the funds amounting approved in ROP 2020- 2021 under FMR Code No: 9.2.3 for training the Master trainer in Midwifery for 6 months and subsequently training the Staff nurses in Post basic diploma for 18 months.

5. This order issues with the concurrence of the Finance Department vide its U.O.No.24790/Health-I/2021, dated: 28.12.2021.

(BY ORDER OF THE GOVERNOR)

J.RADHAKRISHNAN  
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Mission Director, National Health Mission, Chennai – 6  
The Director of Medical Education, Chennai-10.  
The Director of Medical and Rural Health Services, Chennai – 6  
The Director of Public Health and Preventive Medicine, Chennai – 6  
The Principal, College of Nursing, Government Madras Medical College,  
Chennai – 3.  
(Thro, the Director of Medical Education, Chennai-10)  
The Pay and Account Officer concerned.

**Copy to**

The Special Personal Assistant to Hon'ble Minister (Health and Family Welfare),  
Chennai-9

The Section Officer, Health and Family Welfare (Data Cell) department, Chennai-9.  
Stock file/Spare copy.

//Forwarded by Order//

*L.P. Uthappa*  
*20/1/2022*  
SECTION OFFICER  
*U.F.*  
*20/1/22*

**Annexure I**  
**(G.O.(Ms)No.26, Health and Family Welfare (EAP II-1) department,**  
**dated: 19.1.2022)**

**A. Selection Criteria for Staff Nurse as Master Trainer (Midwifery Educator) in Midwifery course for 6 months at National Midwifery Training Institute designated by GOI**

- M.Sc. Nursing with specialty in obstetrics and gynaecology with minimum 2 years of clinical maternity working experience;  
or with
- B.Sc. Nursing with 2 years of clinical experience in handling delivery cases Good communication skills;

**B. Competency assessment**

A periodic Competency Assessment (CA) will be done at the time of joining and at regular intervals. CA will be part of annual performance appraisal also.

**C. Renewal of License**

Each Master trainer as Midwifery Educator is responsible for providing a copy of the license or registration to the Head of the Institute every time it is renewed

**D. Roles and Responsibility of MidWifery Educator**

- The Master trainer as Midwifery Educator will train the Staff Nurses with GNM / B.Sc., qualification in Post Basic diploma course in Midwifery for a period of 18 months
- The Master trainer as Midwifery Educator will ensure that trainee midwives are exposed to 40% theory and at least 50% practice in the first year of the programme.
- The Midwifery Educator will follow a set curriculum to provide details of content in theory, practice, and internship along with lesson plans for standardized training.
- The Midwifery Educator will also be in charge of keeping a record of every midwife.
- This will be managed as a joint responsibility to ensure participatory learning.
- Considering the complexities of certain topics in the course curriculum (as part of midwife competencies), an obstetrician or senior doctor will be invited as a lecturer. The trainee Staff Nurses after completion of Post Basic diploma will be placed at High Delivery Load institution / LaQshya and the Midwifery Educator will provide facility based mentoring.
- To maintain competency, each MidWifery Educator will continue to provide midwifery care to women and their infants.
- The MidWifery Educator would be required to continuously update their knowledge and participate in professional development activities relevant to midwifery education.

**J.RADHAKRISHNAN**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

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*L. V. S. S. S.*  
*20/1/2022*  
**SECTION OFFICER**  
*CA*  
*20/1/22*

Annexure II

(G.O.(Ms)No. 26 , Health and Family Welfare (EAP II-1) department,  
dated: 19.1.2022)

**A. Selection Criteria of Staff nurse in Post Basic diploma course in Midwifery :**

- Have a GNM (General Nursing and Midwifery) diploma from a recognized institute/BSc Nursing degree from a recognized university
- Be a registered nurse from the "Tamil Nadu Nurses & Midwives Council"
- Have at least two years of experience of conducting deliveries or experience of working in the concerned field and should be from Government Health Facility ( DMS/ DME / DPH)
- Candidates must pass an Objective Structured Clinical Examination (OSCE) based competency assessment
- To qualify for the Midwifery Training Programme. Detailed guidelines for the competency assessment would be provided by the National Midwifery Training Institute.
- Candidates must pass an aptitude test in order to qualify for the Midwifery Training Programme. Detailed guidelines for the aptitude test would be provided by the National Midwifery Training Institute (NMTI).
- An entry test may be required to assess literacy skills and comprehension, including language
- It is consistent with an ethical foundation for midwifery practice that a student does not have a current health condition that could be transmitted to the woman and her infant during the usual and customary delivery of health care services. Thus, the student shall be physically fit.
- For post basic 18-months residential Midwifery Training Programme, staff nurses from the regular cadre shall be prioritized. While the regular staff is away during the 18-month course work, the replacement with a contractual staff shall be considered so that healthcare services at the level of facility are not compromised.
- The training duration would be of 18 months and it would be a strictly residential training
- These trained staff nurses may not be called as Nurse Practitioner Midwife and they may not be recommended to practice Midwifery on Private basis  
Every Post-Graduate trainee is directed to execute an Indemnity Bond to serve the State Government for a period of 10 years after successful completion of post diploma course in midwifery for a period of 18 months.

**J.RADHAKRISHNAN**

**PRINCIPAL SECRETARY TO GOVERNMENT**

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**SECTION OFFICER**

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20/1/22

### Annexure III

(G.O.(Ms)No.26, Health and Family Welfare (EAP II-1) department,  
dated:19.1.2022 )

#### A. Criteria of placement of Trained staff nurse by MidWifery Educator

1. The trained staff nurse would be placed at would be posted at High Delivery Load Institutions / LaQshya facilities of DMS / DME / DPH so as to provide 24x7 delivery services and after their placement the facility would be named as Midwifery Led Care Unit ( MLCU).
2. Written consent must be obtained from the trained Staff nurses mandating them to join at the place of posting and also mandating that they continue their services for a minimum period of 6 years.
3. These trained staff nurses would only be posted at Medical Colleges/District Hospitals Sub-district Hospitals/ Community Health Centres which are LaQshya certified . After three years of posting at these facilities they may be posted at 24X7 PHCs/ Urban PHCs remote locations with high home deliveries/ for a maximum of 3 years thus totaling to 6 years
4. After above such period, they would be posted back at the Medical Colleges/District Hospitals Sub-district Hospitals/ Community Health Centres
5. While posting midwives at remote rural locations/ Urban PHCs it should be ensured that a minimum of 3 midwives are posted at such facilities. It is re-emphasized that midwives should not be posted individually and should always be considered as a unit.

#### B. Range of Services

1. The trained Staff Nurse facilitates development of gate-keeping mechanism by catering to most of the normal childbirths and referring only the complicated cases to higher healthcare facility.
2. The trained staff nurse should encourage task shifting from doctors to midwives in relation to promotion and conducting of physiological normal births.
3. The pregnant mother identified with complications will be referred to a medical officer or specialists for further management. The trained staff nurse in midwife will follow model of continuum of care to provide services to pregnant mother ranging from family planning, ANC, delivery, PNC to safe abortion services and provide and promote natural birthing process with Respectful Maternity Care. An overview of the scope of practice would include:

##### a. Competency -1 General Competancies

- Provide respectful maternity and newborn care to all women and newborns
- Provide continuum of care for the mother and newborn
- Conduct ANC clinics and counseling.
- Perform triaging in collaboration with obstetrician/specialist
- Promote and manage physiological normal births
- Identify complications, provide emergency care based on established protocols and refer complicated cases to appropriate facility

- Provide RMNCH services
    - Stay by a soon-to-be-mother's side through the labor and childbirth process
    - Look for complications or situations where a medical doctor is required
    - Educate women on birth options and their unique health issues
    - Prepare a mother for what's to come during labor, childbirth and postpartum
    - Teach a mother how to breastfeed and care for their infant
    - Teach and mentor other team members
- b. **Competency - 2: Pre-pregnancy and antenatal:**
- The trained Staff Nurse as Midwives should provide high quality, culturally sensitive health education and services to all in the community in order to promote healthy family life, planned pregnancies and positive parenting
  - The Staff Nurse should provide high quality antenatal care to maximize health during pregnancy and that includes early detection and treatment or referral of selected complications.
- c. **Competency -3: Care during labour and childbirth:**
- The Staff Nurse as Midwives should provide high quality, culturally sensitive care during labour, and promote physiological labour and childbirth. They should manage safe spontaneous vaginal birth and prevent complications, and provide care to the newborn immediately after birth.
- d. **Competency -4: Ongoing care of mother and newborns:**
- The Staff Nurse as Midwives should provide comprehensive, high quality, culturally sensitive postnatal care for healthy women and healthy newborn infant.
  - They should promote breastfeeding, detect and treat postnatal complications and manage the problems in newborn infants.
  - They will ensure that (unless there are contraindications), the mother has skin-to-skin contact with her baby immediately after the birth, and maintains that for as long as she wants.
  - They should also provide family planning services.
  - The Staff nurse as Midwives will work independently and will be supervised and supported by on duty Medical Officer/Specialist when complications are identified.

J.RADHAKRISHNAN  
PRINCIPAL SECRETARY TO GOVERNMENT

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 SECTION OFFICER  
 20/11/2022  
 20/11/22