Mid Level Ophthalmic Personnel
MLOP
By
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ARAVIND EYE CARE SYSTEM
Genesis of MLOP program Aravind model

- Started 27 years ago
  - To counter the non availability of the trained personnel
  - To create a cost effective model
  - In house training and job specific model
### Selection Criteria

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Requirements</th>
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<tbody>
<tr>
<td>Education</td>
<td>12th (H.S.C) standard</td>
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<tr>
<td>Age</td>
<td>17-18 years</td>
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<tr>
<td>Experience</td>
<td>Fresh candidates with no work experience</td>
</tr>
<tr>
<td>Background</td>
<td>Rural, low income family</td>
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</tbody>
</table>

Recruitment is done after a written exam and interview.
Focus on Nursing Students

• Learning at School
  – Rote
  – Memorize
  – What teacher says
  – Little direct applications

• Learning as Adults
  – As Needed
  – Practical
  – Job Related
  – Self directed
  – Professional
Aravind Eye Hospital has 25 years of experience in training ophthalmic assistants

(Mid Level Ophthalmic Personnel)
Structure of the Two Years Training Programme

Orientation & Basic Training
(4 Months)

Assessment
(Theory and Skills)

Specialty Training
8 Months
(The students are assigned only to one of the following eleven areas)

Practical Training
Supervised Work in Specialty (6 Months)

Probation
Independent Evaluated Practice (6 Months)

Final Assessment

OP House Keeping
Refraction Ward
OT Reception / MRD
Ward Counselling
OT Catering
Ward Optical Sales
OP Optical Tech.
OT Aurolab

A R A V I N D  E Y E  C A R E  S Y S T E M
Skills

- Patient care
- Assisting doctors
- Human relation skills
- Aravind values
- Medical and ophthalmic emergencies
- Use of instruments
Basic training - knowledge

- Human Anatomy, physiology
- Anatomy of the eye
- Common eye diseases
- Ocular pharmacology, microbiology, biochemistry
- Ophthalmic instruments
Attitude

- Values, culture
- Compassion
- Working habits
Aravind Values & Culture

**Character**
- Acquired through upbringing, family values, societal expectations
- Spiritual basis
- No short cuts
- Sincerity, straight forward approach

**Discipline, decorum:** Dress, Time, Place

- Commitment - Dedication & hard work with simplicity
- Transparency – Sharing of knowledge and Experience
- Team Spirit

- Positive attitude, Ethical
- Punctual
- Honest with Integrity
- Flexible
- Adaptable
- Loyal
- Effective & Unbiased communicator
Teaching Methodology

- Lectures with slide shows
- Clinical demonstrations
- Observation
- Hands-on practice under supervision
- Group Interactions
- Seminars, Workshop
Teaching aids

- Books in house
- Books from outside
- Slide sets with handouts
- Videos
- CD
- Compiled from internet
Evaluation

- Weekly Assessment
- Log books with indicators
- Examination viva, practical performance and clinical spot test,
- Problem solving
Curriculum Development – Design

Objective:

- To train the Ophthalmic Paramedical Personnel to develop various competencies which will enable them to work in clinical areas such as OP, Ward, OT, Refraction, Counselling and support services like Aurolab, Reception, Housekeeping, and Catering.

- To have a standardized curriculum that could be accepted and followed by all Satellite hospitals.
Curriculum Outcomes

• Students become partners in their own learning
• Faculty become better teachers.
• Curriculum is **reviewed**, is **consistent**, and can be **revised** as needed
• Curriculum can be **shared**
Learning Content

- Holistic
- Integrated

<table>
<thead>
<tr>
<th>Theory</th>
<th>What do I Need to Know?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Why do I Need to Know This?</td>
</tr>
<tr>
<td>Practical</td>
<td>What do I Need to do?</td>
</tr>
<tr>
<td></td>
<td>Skills, Application, Performance.</td>
</tr>
<tr>
<td>Attitude</td>
<td>How do I relate to Patients, Doctors, etc.?</td>
</tr>
<tr>
<td></td>
<td>Communication / Values</td>
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</table>

- Student Focused
Estimate of Time Allocation

**Basic (4 Months)**
- Theory: 60%
- Practical: 20%
- Orientation to Aravind: 20%

**Specialty Training (32 Weeks)**
- Theory: 20%
- Practical: 70%
- Attitude: 10%
Curriculum format

Student Manual

Overall Goals (major content areas)

For Each Goal:

- Leaner Objectives
- Content
- Student exercises / practical
- Key points to remember
- Self – assessment (Question, Exercises)
- Reference (For further study)
Accreditation

By JCAHPO Since 1995 for Ophthalmic Assistant Course
Paramedical Transfer Cycle

**Paramedical Training 2003 - 2005**
Candidate `X` First 5 months in the Main Hospital

**CBE, TVL, MDU, THENI, PONDI**

Confirm after 2Yrs & work in each Satellite hospital for 2 yrs

**2Yrs Completion**

Training Discontinue Any reason like illness/marriage

**July - December 2003**
CBE `X`

July - December 2004
PONDI `X`

January - June 2004
TVL `X`
Retention

- Exposure Opportunities within India and abroad
- Congenial environment to work
- Continuous Medical Education – CME
- Stipend during their training period ()
- Motivation through Job rotation
- Yoga & Meditation classes to manage stress
- Recreation through competitions in Aravind hospitals
- Recreation – Exposure to trade fairs, exhibitions, Aurofarm
Welfare

- Provident fund benefit
- Facilities like - Bank, Post office, canteen
- Hygienic food and accommodation
- Employee Welfare Activities
- Subsidized house rent
- Free Lunch, Nutritious porridge & Tea
- Free health check for the paramedics
- Eye care benefit for employee & family
- Skills development through handicraft (free classes)
Out patient department

- Orientation to the eye lids, Lacrimal apparatus, conjunctiva, cornea, lens, glaucoma, retina, Neuro ophthalmology, pediatric ophthalmology, Uvea
- History taking
- Vital signs
- Pre operative preparation
- Administration of drops and ointments
- Visual acuity
- Organizational Behavior
Refraction

- Visual acuity
- Optics and refraction
- Ocular motility and strabismus
- Contact lens
- Visual fields
- LVA
- USG
- Optical dispensing
Operation theatre

- Dress discipline
- Theatre discipline
- Ocular pharmacology

- Sterilization
- Trolley setting
- Assisting in surgeries
- Organizational behavior
Ward

- Orientation to ward set up
- Admission and discharge procedures
- Pre-op preparation and post op care
- Sterilization