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## Need for Trained Eye Care Personnel and Process to groom them

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## Introduction

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- The Health Care workforce is one of the most important factors in the health care system.
  - Chronic disease conditions that pose the biggest challenge in comprehensive eye care present the need for new approaches and competencies.
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## Human Resources – A Priority

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- Competent, motivated and committed human resources are required to run an effective health system.
  - A functional Eye Health workforce as an integral part of the national health work force needs to be planned, developed and managed, including monitoring and evaluation.
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## Demands on Workforce

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- Recent and on going developments in bio- medical technology have led to advances in diagnostic and therapeutic interventions that require labour intensive services.
  - Spiralling expectations from patients lead to the creation of new demands on the eye health workforce.
  - Emerging sight threatening conditions require more complex management requiring multi disciplinary specialised skills that warrant TEAM WORK..
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## Human Resource Planning for VISION 2020.

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- Evidence based Planning is necessary based on an assessment not only the strengths and weaknesses in existing eye health care delivery systems, with special reference to the workforce but also the overall health workforce.
  - Planning for eye health care must be HOLISTIC and an integral part of the National Health system work force.
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## Desirable competencies

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- Patient Centred Care
  - Communication skills to partner with the patient, and co care providers.
  - Quality improvement
  - Information and communication technology
  - Public Health and community perpective
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## Patient centred care

- Interviewing and communicating effectively
- Assisting changes in health related behaviour
- Supporting self management
- Using a proactive approach

## Partnering

- Partnering with patients
- Partnering with other providers
- Partnering with communities

## Quality improvement

- Measuring care delivery and outcomes
- Learning and adapting to Change
- Translating Evidence to practice

## Information and Communication Technology

- Designing and using Patient registries
- Using computer technologies
- Communicating with partners and the team

## Public Health Perspective

- Providing Community oriented care
- Systems thinking
- Working across the care continuum
- Working in primary health care led systems

## Add ons

- The last five competencies do not replace existing competencies.
- They augment existing knowledge and skills to provide better care for patients with eye health problems.

## Core Principles of Primary Health Care

- Universal access to health care based on NEED
- Commitment to Health EQUITY based on Social Justice
- Community participation in defining and implementing health agendas
- Intersectoral approaches to health through an understanding of SOCIAL DETERMINANTS

## Task Oriented Workforce

