

## BRIEF DESIGN OF TRAINING

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*Based on the work Experience related to the present research following is the brief Design of Training developed for the medical Social workers in hospital setting.*

**Topic:**

Training course for Medical Social Workers on social casework skills in hospital setting

**Performance Problem:**

Inefficiency of medical social workers in conducting Social casework with patients in Hospital Setting.

**Target Group:**

100 Medical Social Workers working at District Civil Hospitals in Maharashtra.

**Training Needs:**

Basic theoretical knowledge of Social Case work with patients in Hospitals.

- Skill in case study and interviewing technique.
- Counseling Skills.
- Social Case recording.

**Constraints:**

**Trainees:** Trainees belong to different age group from 25 to 55 years of age and with different years of experience.

**Solutions:** 100 trainees could be divided in 4 batches (25 trainees in each batch) depending upon the age group and experience in order to homogenize the group.

**Aim:**

To equip the Medical Social Workers in knowledge and skills of doing Social Case work in Hospital.

**Benefits:**

- Work Output of Medical Social Workers in hospital will increase.
- Cost of Treatment of patients by hospital will be reduced.

- Delivery of good health services will lead to good reputation of Government hospitals in Maharashtra.
- Health status of general population in Maharashtra will increase.

**Entry Behaviour:**

- All the trainees are post graduates in Social Work (MSW) with minimum of two years experience in working with patients.
- Motivation and commitment level is good.

**Assumptions:**

Since they are working in the same field they are already aware about the Social casework method in hospital setting.

**Ways to find Entry Behaviour:**

- A pre course questionnaire will be sent to the participants and their organization in advance to elicit their specific needs.
- During the inaugural session of the course, 'sharing of expectations' will be carried out.

**Plans for Homogenizing Entry Behavior:**

- Dividing into suitable groups
- Discussion within the group

**Learning Units (LU) and Training Objectives (TO):**

**LU-1:** Basics of Social Case work with patients in Hospital setting.

**TO:** At the end of the LU-1, the trainees will be able to explain the basics of Social Case work with patients in Hospital setting.

**LU-2:** Skills in case study and interviewing technique of patients in hospital.

**TO:** At the end of LU-2, the trainees will be able to do case study and interview the patients in Hospital.

**LU-3: Counseling Skills.**

**TO:** At the end of LU-3, the trainees will be able to Counsel the patients in hospital.

**LU-4: Social Case recording.**

**TO:** At the end of LU-4, trainees will be able to maintain social case records.

**Learning Events:**

**LU-1: Basics of Social Case work with patients in Hospital setting.**

**TO:** At the end of the LU-1, the trainees will be able to explain the basics of Social Case work with patients in Hospital setting.

**Enabling Objective (EO) of LU1:**

**EO-1:** will be able to explain importance of Social Case work with patients in Hospital setting.

**EO-2:** will be able to explain the principles of Social Case work with patients in Hospital setting.

**EO-3:** will be able to discuss the theories of Social Case work with patients in Hospital setting.

EO	Content in sequence	Method	Media	Trainer	Time	Performance Aid	Performances Assessment Measure
1	Concepts, Meaning & Importance of Social Case work with patients in Hospital setting.	Lesson	Flipcharts, OHP/LCD	HOD, Medical Social Work dept. TISS, Mumbai	90 min.	Handouts	Formative- Oral through questions
2	Theories of Social Case work with patients in Hospital setting.	Discovery Learning, Lecture	Flipcharts, OHP/LCD	HOD Medical Social Work dept. TISS, Mumbai	45 min	Handouts	Formative- Oral through questions
3	Principles of Social Case work with patients in Hospital setting.	Discovery Learning, Lecture	Flipcharts, OHP/LCD	HOD Medical Social Work dept. TISS, Mumbai	45min	Handouts	Formative- Oral through questions
4	Application of case work method Medical Social Work Practice	Group Discussion	Video Film 'Vyakti' (Person)	HOD Medical Social Work dept. TISS, Mumbai	60 min	Handouts	Formative- Oral through questions

**LU-2:** Skills in case study and interviewing technique of patients in hospital.

**TO:** At the end of LU-2, the trainees will be able to do case study and interview the patients in Hospital.

***Enabling Objectives of LU 2:***

**EO 1:** Trainees will be able to list down interviewing techniques required in conducting Case work with patients in Hospital setting.

**EO 2:** Trainees will be able to explain do's and don'ts in conducting interview with patients in hospital setting.

**EO 3:** Trainees will be able to list down skills required to take case study of patients in Hospital.

**EO 4:** Trainees will be able to explain home visit procedure of patient in studying the case.

EO	Content in sequence	Method	Media	Trainer	Time	Performance Aid	Performances Assessment Measure
1	Concept & Meaning of case study & Skills required to take case of patients	Case Discussion Lesson	Flipcharts, OHP/LCD	Sr. Medical Social Worker, J.J Hospital, Mumbai	90 min.	Handouts	Formative- Oral through questions
2	Introduction to different types of Interview techniques	Demonstration, Lecture	Flipcharts, OHP/LCD	Sr. Medical Social Worker, J.J Hospital, Mumbai	90 min	Handouts	Formative- Oral through questions
3	Do's and don'ts in conducting interview	Role Play Lesson	Flipcharts, OHP/LCD	Sr. Medical Social Worker, J.J Hospital, Mumbai	90 min	Handouts	Formative- Oral through questions
4	Concept, meaning, importance and procedures of home visit in case study.	Lesson	Flipcharts, OHP/LCD	Sr. Medical Social Worker, J.J Hospital, Mumbai	90 min	Handouts	Formative- Oral through questions

**LU-3: Counseling Skills.**

**TO:** At the end of LU-3, the trainees will be able to Counsel the patients in hospital.

***Enabling Objectives of LU 3:***

***EO-1:*** will be able to explain importance of counseling patients in Hospital setting.

***EO-2:*** will be able to explain the principles of counseling patients in Hospital setting.

***EO-3:*** will be able to discuss the theories of counseling patients in Hospital setting.

***EO-4:*** will be able to list the different counseling techniques and ways to practice them.

EO	Content in sequence	Method	Media	Trainer	Time	Performance Aid	Performances Assessment Measure
1	Introduction, Concepts, Meaning & Importance of counseling patients	Lesson	Video film (Sath)  OHP/LCD	HOD, Dept. of Psychological Counseling, Mumbai University, Mumbai	90 min.	Handouts	Formative– Oral through questions
2	Principles of Counseling patients in Hospital setting.	Discovery Learning, Lecture	Flipcharts, OHP/LCD	HOD, Dept. of Psychological Counseling, Mumbai University, Mumbai	90 min	Handouts	Formative– Oral through questions
3	Theories of Counseling patients in Hospital setting.	Discovery Learning, Role Play	OHP/LCD	HOD, Dept. of Psychological Counseling, Mumbai University, Mumbai	90 min	Handouts	Formative– Oral through questions
4	Different counseling skills and techniques, systematic practice of counseling.	(Role Play), Lecture	OHP/LCD	HOD, Dept. of Psychological Counseling, Mumbai University, Mumbai	90 min	Handouts	Formative– Oral through questions



**LU-4:** Social Case recording.

**TO:** At the end of LU-4, trainees will be able to maintain social case records.

**EO-1:** will be able to explain the importance of social case recording of patient.

**EO-2:** will be able to explain the principle of social case recording.

**EO-3:** will be able to list down steps required in social case recording.

EO	Content in sequence	Method	Media	Trainer	Time	Performance Aid	Performances Assessment Measure
1	Introduction, concept, importance of social case recording.	Lesson	LCD presentation	Sr.NGO Consultant, Pune	90 min	Handouts	Formative– Oral through questions
2	Principle of social case recording.	Lesson	LCD presentation	Sr.NGO Consultant, Pune	60 min	Handouts	Formative– Oral through questions
3	Steps and skills required in social case recording.	Lecture and Demonstration	LCD presentation	Sr.NGO Consultant, Pune	60 min	Handouts	Formative– Oral through questions

**Validation Measures:****1. Internal Validation:**

By Trainers through 'Immediate Reaction Questioner' Immediate Reaction Questioner will be given to the participants at the end of the course to elicit their views about the achievement of objectives, content, presentation and sequencing learning events, training methodology, time allotted to individual topics etc.

A post course questioner will be sent to the participants and their organization after about six months to send how far has the training course helped in addressing the performance problem.

**2. External Validation:** External Validation will be done by Organization 'Yashwantrao Chavan Academy for Development and Administration' Pune.

**BUDGET per Training Programme:**

Sr. No	Particulars	Cost	Amount
1	Lodging and Boarding	Rs.500/day/Participant (Rs.500x4daysx25Participants)	Rs. 50,000/-
2	Rent of lecture hall	Rs. 1000/day (Rs. 1000x 3days)	Rs. 3000/-
3	Honorarium and TA of faculty	Rs.1000/- x6 Faculties	Rs. 6000/-
4	Course material	Rs. 250/participant (Rs.250x25participant)	Rs.6520/-
5	Administrative charges	Rs.5000/-	Rs.5000/-
6	Contingency	Rs. 2000/-	Rs. 2000/-
		<b>Total Amount</b>	<b>Rs. 72,520/-</b>