



HRDC's wide training educates staff about skills and knowledge they need to achieve the HRDC's target being within the mission, vision and goals. Highly skilled staff can provide better patient experiences and engage with patients, families and carers for longer periods.

Staff trained in patient based values and communications skills benefit patients, families, carers and the HRDC through their commitment, loyalty and engagement of patients.

Building the capacity of HRDC staff is an essential part of program implementation. Basic training and induction for all staff cover guiding principles, goals and activities of FoD's HRDC program and inform staff members about specific methods.

Building capacity enables and supports staff to more fully incorporate patient based care principles into day-to-day activities and practices. The provision for education and training equips HRDC staff to tackle problems, think of solutions and sustain advances that are patient based. This approach recognizes the importance of staff in effecting and sustaining change. It challenges thinking, defines and aligns goals and values of staff with the FoD's HRDC; it embraces long lasting behavioral change by building strong internal capacity that will enhance the services within HRDC.

The fund used for various conference costs for doctors, further academic purpose of staff that required for HRDC's research and regular work.

A staff member from Training & Education Department has been sent for his further study i.e. MPh. This is require to enhance and further gear up of research activities at HRDC. As per the National Health Research Council (the government research authority), to gear up the research activities, it is one of the criterions to have a member with Mph qualification. Upon completion of the MPh, research activities will be speed up to meet the research pace.

Staff from Physiotherapy Department also required further upgrading of skills, hence a senior physiotherapist with adequate skills and knowledge with higher academic qualifications hired to train all the physio staff of HRDC to enhance their skills and knowledge. This is more cost effective in comparison to send individuals to the different institutions.

A staff member from Prosthetic and Orthotic (P&O) Department also sent to Bangalore for completion of the remaining portion of further training. The staff already acquired one year technical degree between July 2002 and June 2003. In order to recognized this qualification required further 6 (six) months training and accordingly the staff sent to Mobility India, Bangalore for further six months. With this training the staff been accredited as certified Orthotic Technologist. This enhanced the Prosthetic & Orthotic department's performance as well.

In addition to trainings for all staff, specialized staff received targeted training to meet their key responsibilities (e.g. training on case management, clinical care, exposures etc.).



**Details of the expenses**  
**MIROS/GROS FUND 2015-2016**

Date	Descriptions	Amount	Participants
17-Feb-15	Handout for training materials	21,980	Mr. Arjun Adhikari
24-Mar-15	Global Orthopedics Books	80,500	Purchase of books for training and education
15-Apr-15	Hand Conference at Singapore	51,500	Dr. Shilu Shrestha & team
6-Oct-15	Education fee for MPH in India	667,200	Mr. Prakash Yadav (Training In-charge)
5-Aug-15	Handout for training materials	1,840	Mr. Arjun Adhikari (statistic assistant)
16-Sep-15	Arthroplasty Conference at India	158,924	Dr. Bibek Banskota (medical director)
Apr to Sept '015	Resource Persons fee for physiotherapy department at HRDC	108,000	Ms. Taranum Siddhique (physio trainer)
3-Mar-16	Orthocon conference at Nepalgunj	18,685	Dr. Ansul Rajbhandari
17-Mar-16	Orthocon conference at Pokhara	122,346	Team of doctors
25-Jun-16	Orthoscopic Conference Registration fee	26,000	Team of doctors
Jan-Jun '016	Mobility India	42,200	Orthotic Technologist (Mr. Ram Shrestha)
<b>Total Expenditure NRs.</b>		<b>1,299,175</b>	



ABC Demonstration FCHVS by HRDC Doctors



NHRC TRAINING



Training on Physio



HRDC Staff at Mobility India Banglor during the training



Annual Planning Workshop Nepalgunj



PRT Training at HRDC



Ponseti Workshop



Child Protection Workshop



CBR Workshop