



Training Course on Counselling TB patients by DOT providers



Training curriculum

Counselling TB Patients by DOT providers

Training Course
On
Counseling TB patients
By
DOT Providers

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Abbreviations

ACSM	Advocacy Communication and Social Mobilization
CTB	Challenge TB
DR-TB	Drug resistant tuberculosis
DS-TB	Drug susceptible tuberculosis
HCW	Health care worker
PPT	PowerPoint
TB	Tuberculosis
TOT	Training of trainers

Background

Two patient centred TB job aids are available to counsel Drugs susceptible (DS) and Drugs resistant (DR) TB patients and their family members to start and adhere to TB treatment. These job aides will be used by DOT providers working at community level and in private and public health facilities. The DOT providers will be trained to use the job aides appropriately during patient education and counselling. The trained DOT providers will be more competent in counselling TB patients so that patients will be better informed about TB and their treatment. Moreover the patients dare to ask questions and share their concerns with the DOT providers. All this will contribute to patients' well-being, their willingness to start and adhere to treatment. In addition, the DOT providers, having appropriate TB counselling tools, will be more satisfied with their job.

The TB patients counselling training package includes:

- The training curriculum
- The facilitators' manual to guide the trainers in facilitating the training course "Counselling TB patients by DOT providers".
- The manual for DOT providers, as appendix to the job aids, supporting the DOT providers in their TB health education and counselling activities.

Target audience

The training is developed for HCWs (DOT providers, both Government and private, paramedics in DOTs clinics, shasthya sebika community volunteers and village doctors) providing health education and counselling to DS and DR-TB patients at community level and in private and public health facilities.

Each training includes 12 Health Care Workers (HCWs), who are supervised by the same supervisor.

Facilitators

The training course will be facilitated by the TLCA/PO/UH&FPO who are mainly the DOT providers' supervisor.

The DOT providers' supervisors will be trained in the "Counselling TB Patients by DOT providers" Training of Trainers (TOT).

Venue

The training takes place in the meeting room at the health facility, or the office room of the respective NGOs.

Course duration

The training course has duration of two times half a day with working hours from 9.00 – 13.00 Hours. We advise to have 2 – 4 weeks between the first and the second training day.

Goal and objectives

Overall Goal

By the end of this training course the participants are able to use the TB Job aids appropriately during patient education and counselling.

Specific Objectives

By the end of this training course the participants are able to:

- 1) Provide relevant and correct information to the DS / DR-TB patients
- 2) Counsel the DS/DR-TB patients to start and adhere to treatment
- 3) Discuss with patients the stigma they experience and patients' rights and responsibilities
- 4) Use the TB Job aids appropriately in the communication with the patients.

Sessions

The training course includes the following 6 sessions:

Day 1:

Session 1: Welcome and introduction

Session 2: The TB Job aids

Session 3: Questions and Answers (Q&A) on Tuberculosis, prevention and care

Day 2:

Session 4: Sharing experiences so far

Session 5: Counselling TB patients

Session 6: The course evaluation

Training Course Agenda: Day 1

Time	Session
09.00-09.30	Session 1: Welcome and introduction
09.30-11.00	Session 2: The TB Job aids
11.00-11.30	Break
11.30-13.00	Session 3: Asking questions and active listening

Training Course Agenda: Day 2

Time	Session
09.00-09.30	Session 4: Sharing experiences so far
09.30-10.45	Session 5: Counselling TB patients for treatment adherence (1)
10.45-11.15	Break
11.15-12.30	Session 5: Counselling TB patients for treatment adherence (2)
12.30-13.00	Session 6: Evaluation of the course

Course Language

The course materials are in Bengali and the course will be conducted in Bengali.

Training methodology

This is a practical training program in which the participants will work with the TB Job aids and the Manual for DOT providers, so that they will familiarize themselves with these tools. We use subgroup work, role-plays and group discussions to promote active participation and allow participants to develop their skills.

At the end of the first training day, the participants get homework, which will guide them to practice what they have learnt.

Course Materials

The course materials consist of this Facilitators' Manual, the DR-TB and DS-TB job aids, the Manual for DOT providers, Course Evaluation Form and a certificate of attendance.

Certification

At the end of the training course the participants will receive a certificate of attendance.

Evaluation of the course

At the end of the course the participants will fill out the course evaluation form (annex 1).

The evaluation results will be used for the course evaluation report (annex 2).

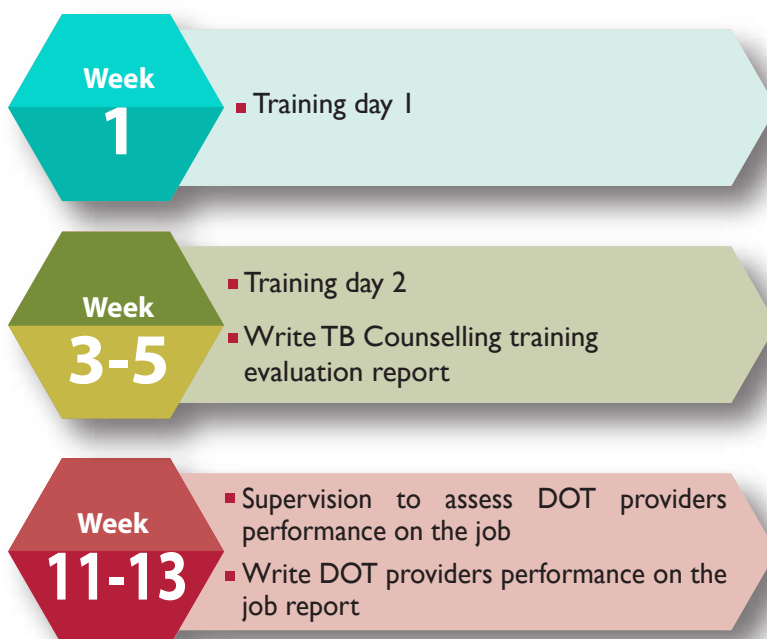
Two months after the course the supervisor will assess each participant's counselling performance, using the "DOT providers' performance on the job checklist" (annex 3).

The DOT providers' "performance on the job results" will be assessed, analyzed and used for the Performance on the Job evaluation report (annex 4). The report will be used to assess the impact of the training and the need for further mentoring.

Mentoring/Supportive supervision

After this training course the trainer (supervisor) will provide supportive supervision to support the participants in applying what they have learnt, making use of the **DOT providers' performance on the job checklist (annex 3)**.

Timeline



Logistics and organization

Preparing for the training

Six weeks prior to the training: The NTP or NGO that initiated the training

Agrees with the health facility on:

- The dates for the training
- The venue
- The training budget.

Four weeks prior to the training: The DOT providers' supervisor (facilitator)

- Invites the participants for the training
- Orders the course materials at the Central level.

One week prior to the training: The DOT providers' supervisor (facilitator)

- Prepares himself/herself for the training, making use of the facilitator's manual
- Checks the training equipment
- Checks the training venue.

The day before the training: The DOT providers' supervisor (facilitator)

Prepares the training room with adequate equipment (chairs and tables, flipchart and markers).

The morning of the training: The DOT providers' supervisor (facilitator)

Ensures the course materials are available

Materials and equipment

The following materials and equipment are required:

General	Per participant	Per facilitator
Flip charts and one stand	Pen + Note book +Colored VIIP card + A4 paper to make name card	Facilitators' manual
10 Markers (different colors)	DS-TB Job aid OR DR-TB Job aid	DS-TB Job aid DR-TB Job aid
Sticky tape	Manual for DOT providers “Counselling TB patients by DOT providers”	Manual for DOT providers “Counselling TB patients by DOT providers”
Pin wall or Board	Evaluation form (one per two participants)	Evaluation form
	Certificate	15x DOT providers' performance on the job checklis

Pre-requisites for classroom

The classroom should accommodate 15 people.

The classroom set-up: Groups of tables with 4 participants for each table. The tables and chairs should be moveable in order to accommodate group work. Adequate space is needed at the front of the room for the projector, board and other equipment and for role playing.

After the training course:

1. The secretary or the facilitator processes the evaluation forms.
2. The facilitator (DOT provider's supervisor) writes the training evaluation report and sends this to the Challenge TB project team (CTB), the respective NGOs and the divisional TB expert (NTP).

After the supportive supervision visits:

1. The facilitator (DOT provider's supervisor) compiles the performance results of the DOT providers trained.
2. The facilitator (DOT provider's supervisor) writes the **Performance on the Job evaluation report** and sends it to the Challenge TB project team (CTB), the respective NGOs and the divisional TB expert (NTP).

Annex 1: Course Evaluation Form

Could you give your feedback on this course so that the facilitator can learn from this and improve if needed?

Discuss in two's the questions below, write your answers on this evaluation form and hand it in.

1. Would you advise another DOT provider to do this course? Yes or No?

What will you tell him or her about this course?

2. Did you appreciate the training methods?

Yes: because

No: because

3. What could we improve in this course?

Annex 2: Training Evaluation Report Template

Training evaluation report Counselling TB patients by DOT providers

Dates of the course: --/--/---- + --/--/----

Health Facility: _____

Participants:

Total number of participants	Number of male participants	Number of female participants

Facilitator: _____

I. Participants' evaluation results

a. Do participants advice other DOT providers to do this course?

- Number of participants that answer yes:
- Number of participants that answer no:

b. What will participants tell others about the course?

What they like about this course:

What they don't like about this course:

c. Do participants appreciate the training program and methods?

- Number of participants that answer yes:
- Number of participants that answer no:

d. Suggestions given by the participants give to improve the course:

2. Facilitators's feedback

a. Learning results

How do you rate participants' performance, at the end of the course, on the different skills?

4= Excellent, 3= Very good 2= Satisfactory 1= Not satisfactory

Score	4	3	2	1	Average score
Number of participants and score on the skills below					
Participants are able to provide relevant and correct information to the DS/DR-TB patients					
Participants are able to counsel the DS/DR-TB patients to start and adhere to treatment					
Participants are able to discuss with patients the stigma they experience and patients' rights and responsibilities					
Participants are able to use the TB job aids appropriately in the communication with patients					

b. Training program and methodology

How do you rate the quality of this training course on the following topics - - - -

4= Excellent, 3= Very good, 2= Satisfactory, 1= Not satisfactory

Topic	Score		Remarks/suggestions
Training program			
Duration of the training course			
Training methodology			
Training materials (Facilitator's Manual, Job Aids and Manual for DOT providers) DOT providers)			

c. Logistics and organization

How do you rate the logistics and organization of the training course?

4= Excellent, 3= Very good, 2= Satisfactory, 1= Not satisfactory

Topics	Score	Remarks/suggestions
Was the training room appropriate?		
Were participants informed timely about the training?		
Was the facilitator informed timely about the training?		

d. Any suggestions to improve the training course?

Annex 3: DOT providers' performance on the job checklist

DOT providers' performance on the job checklist

To assess DOT providers' counselling skills on the job and give DOT providers feedback to further develop their counselling skills.

Scores: 1 = poor/ 2 = adequate/ 3 = good/4 = very good /0 = have not observed

Nr	Counselling skills	Score	What do you observe?	What do you advise the DOT provider?
1	Does the DOT provider have a patient centered attitude ?			
2	Does the DOT provider build trust ?			
3	Does the DOT provider provide correct information to the patient ?			
4	Does the DOT provider provide relevant information to the patient ?			
5	Does the DOT provider use the TB job aid appropriately ?			
6	Is there two-way communication ?			
7	Does the DOT provider listen actively to the patient ?			
8	Does the DOT provider ask open questions ?			
9	Does the DOT provider answer the questions appropriately ?			

Procedure for using this checklist

When: Two months after the training

Who: The DOT providers' supervisor

How:

- The supervisor observes the DOT provider when counselling two or three patients and fills in the checklist.
- After the patients counselling: the supervisor shares his/her observations and gives suggestions for improvement.

Annex 4: DOT providers' performance on the job report template

Report DOT providers' performance on the job

Name of Health Facility:

Name of the supervisor:

Date of submission of this report: ---/--/----

Dates of the course: --/--/---- + --/--/----

Dates the supervision visits took place: First visit: --/--/---- **Last visit:** --/--/----

Number of DOT providers supervised:

Scores: 1 = poor/ 2 = adequate/ 3 = good/4 = very good /0 = have not observed

	Score	1	2	3	4	0	Average
	Number of participants and their score on the skills below						
1	Does the DOT provider have a patient centered attitude?						
2	Does the DOT provider build trust?						
3	Does the DOT provider, provide correct information to the patient?						
4	Does the DOT provider, provide relevant information to the patient?						
5	Does the DOT provider use the TB job aid appropriately?						
6	Is there two-way communication?						
7	Does the DOT provider listen actively to the patient?						
8	Does the DOT provider ask open questions?						
9	Does the DOT provider answer the questions appropriately?						

Main observations

Mention here the priority strong skills of the group of DOT providers.

What are the skills need to be developed further?

How do you plan to do that?

