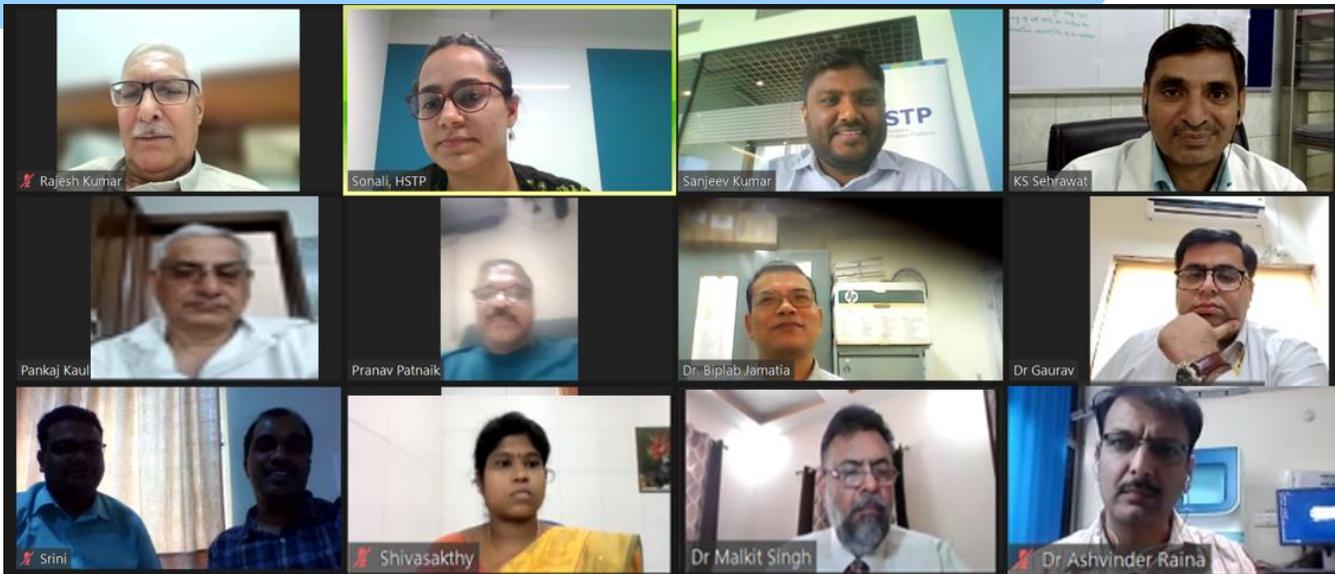




# Report

## Expert Consultation on Developing the Competencies for Primary Health Care Medical Laboratory Technologist

7<sup>th</sup> April 2022



## Contact

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This report has been developed by Health Systems Transformation Platform (HSTP) to share the summary of proceedings of the expert consultation on developing the competencies for primary health care Medical Laboratory Technologist/professionals held virtually on the 7<sup>th</sup> April 2022 from 2:00 to 3:30 PM.

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***Prof Maharaj Kishan Bhan, HSTP's pillar of strength, continues to inspire our work. We are grateful to the HSTP Board for their support & Experts for their contribution. Special thanks to the efforts of the HSTP & IIPHB Teams.***

In 2019, under Odisha Health Systems Strengthening Program, a four-year collaborative effort by the Health System Transformation Platform (HSTP) was initiated with the Government of Odisha, Tata Trusts, Harvard T.H. Chan School of Public Health, and the Indian Institute of Public Health Bhubaneswar. The collaborative effort intended to improve Odisha Health Systems to provide affordable and equitable access to quality care for its population while avoiding significant financial risks and improving citizen satisfaction. The collaborative health systems diagnostic study identified Primary Health Care Provider's competence as an area that is yet to improve.

The Medical Laboratory Technologist is one of the essential members of the primary health care team. Hence, strengthening this cadre competency could play a significant role in improving primary health care performance. Towards that, competency assessment is the first step. To bridge this gap, Health Systems Transformation Platform (HSTP) reviewed the literature to develop a Competency Assessment Framework. A list of literature-based competencies was prepared that required validation from Indian experts in Medical Laboratory Technology/Science. Hence, this expert consultation was organized to refine the literature-based competencies list for Primary Health Care Medical Laboratory Technologist.

The expert consultation was held virtually on 7th April 2022 from 2:00 to 3:30 PM. Rajesh Kumar, Malkit Singh, Kaptan Singh Sehrawat, Gaurav Chhabra, Biplab Jamatia, Pankaj Kaul, Ashvinder Raina, M. Shivasakthy, Srinivas Nallala, Pranab Patnaik, Soumya Ranjan Pani, Sanjeev Kumar, and Sonali Randhawa participated in the consultation. (Annexure I).

The expert consultation was structured as below (Agenda in Annexure-II)

- Welcome Note - Rajesh Kumar, Technical Advisor, HSTP
- Discussion moderation- Malkit Singh, Retd. Lecturer, Medical Laboratory Technology, PGIMER Chandigarh
- Overview of the Project & Primary Health Care Laboratory Technologist Competency Literature highlights - Sanjeev Kumar, Specialist Research, HSTP
- Conclusion- Malkit Singh, Retd. Lecturer, Medical Laboratory Technology, Post Graduate Institute of Medical Education & Research, Chandigarh
- Next Steps and Closing Remarks- Sanjeev Kumar, Specialist Research, HSTP

# Summary

Experts discussed the primary health care Medical Laboratory Technologist competencies needed to perform their assigned work. The summary of the discussion is as below.

- **Human Values and Professional Ethics:** Human Values and Professional Ethics are fundamentally required for Medical Laboratory Health Professionals. Indeed, the professional's ethical practice increases the recognition of their professional and personal conduct to the requirements of the medical laboratory technology profession. The competencies for delivering lab services at the Primary Health Centre in the professional ethics domain are; to understand the human values and ethics in the clinical laboratory; to maintain the confidentiality of healthcare information; to comply with legislation that governs medical laboratory technology; to recognize limitations of own competence and seeks action to resolve; to obtain informed consent before the procedure and respects a patient's right to refuse.
- **Quality Management:** Quality Management is one of the essential domains for delivering laboratory services irrespective of laboratory level. The essential competencies in this domain are; to follow established protocols as defined in policy, process, and procedure manuals; to use simple statistics to monitor and track the acceptability of quality control results; identifies, document, and reports deficiencies that may affect the quality of testing; to document preventive maintenance and calibration according to established protocols.
- **Sample Collection:** Verification of relevant information for test request, phlebotomy, and other common laboratory procedures sharing information about the specimen, collection, transformation, and storage, adherence to established protocols for labelling and traceability of specimens, samples preservation after sample collection till its process are the critical competencies for laboratory professionals working in the primary health care setting.
- **Specimen Preparation:** Under specimen preparation, competencies to identify and process specimens on account of priority and stability, to assess the suitability of specimens for testing, to access specimens into hardcopy or information management system, and to prepare blood, body fluids, and other clinical specimens for microscopic examination, should essentially be available with all the professionals working in Primary Health Care Laboratories.
- **Assessment and Analysis:** Assessment and analysis are critical domains for laboratory professionals working in primary healthcare settings. Application of the principle of routine microscopy, physical and chemical principles of staining, light measuring systems, assessment of results, identification of sources of interference, and initiates corrective action; principles application of card-based immunoassays are critical competencies to deliver the lab services in primary health centres.

Experts also discussed other competency domains, such as **communication and interaction, critical thinking, equipment, instruments and consumables, test requisitions, data and sample collection, specimen preparation, assessment, and analysis, recording and reporting, and laboratory safety and Infection control.**

## Next Steps

Robust skills for program management, monitoring, and evidence-based policymaking is fundamental to ensure successful programs with good outcomes. At the core of this are the practitioners – policymakers, managers, and other medical and non-medical personnel associated with these programs at the national, state, and district levels. We value their contribution to the current understanding of the Indian health systems. To enable transformation and lead the system on the path towards universal health coverage and achieving Sustainable Development Goals, India needs enhanced capacities in the areas of their work and especially in monitoring and evaluation, course corrections using evidence generated from the program and systemic analysis effects that lead to better health systems diagnostics, design, policy, strategy and measuring performance.

HSTP's envisioned program on improving health outcomes through developing competency of Primary Health Care Workers in Odisha is implemented in collaboration with the Indian Institute of Public Health Bhubaneswar and the Government of Odisha. Further work will be undertaken through the following steps.

- A workshop will be conducted in Bhubaneswar to customize the competencies list with the local needs.
- The Medical Laboratory Professional Competencies will be finalized in consultation with the Government of Odisha and will be used to assess the competencies of medical laboratory technologists in the primary health care setting in Odisha.

# Agenda

Video Conferencing Platform  
7th April 2022, 02:00 PM –03:30 PM

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Time	Proceedings
02:00 – 02:05 PM	Welcome Note Rajesh Kumar, Technical Advisor, HSTP (Chair)
02:05 – 02:25 PM	Agenda Setting Malkit Singh, Retd. Lecturer, Medical Laboratory Technology, Post Graduate Institute of Medical Education & Research (PGIMER), Chandigarh (Moderator) Introduction, Housekeeping Instructions Project Brief & Primary Health Care Lab. Tech Competency Literature highlights Sanjeev Kumar, Research Specialist, HSTP
02:25 – 03:25 PM	Discussion on Competencies (Is the listed Competency appropriate for the Indian Setting?) <ol style="list-style-type: none"><li>1. Safe Work Practices</li><li>2. Sample Collection</li><li>3. Specimen Preparation</li><li>4. Equipment, Instruments.</li><li>5. Assessment and Analysis</li><li>6. Recording and Reporting</li><li>7. Infection Control</li><li>8. Quality Management</li><li>9. Critical Thinking</li><li>10. Communication and Interaction</li><li>11. Professional Practice</li></ol> Conclusion Dr. Malkit Singh, Retd. Lecturer, Med. Lab. Tech., PGIMER Chandigarh
02:55 – 3:00 PM	Next Step & Closing Remarks Sanjeev Kumar, Research Specialist, HSTP

S. N.	Name	Designation	Organization
<b>Experts</b>			
1	Dr. Malkit Singh	Retd. Lecturer, Medical Laboratory Technology	Post Graduate Institute of Medical Education & Research, Chandigarh
2	Mr. Kaptan Singh Sehrawat	President	Indian Confederation of Medical Laboratory Science (ICMLS)
3	Dr. Gaurav Chhabra	Associate Professor., MLT Course-Nodal	AIIMS Bhubaneswar
4	Dr. Biplab Jamatia	Associate Professor	School of Health Sciences, IGNOU
5	Dr. Pankaj Kaul	Retd. Lecturer Medical Laboratory Science	Post Graduate Institute of Medical Education & Research, Chandigarh
6	Dr. Ashvinder Raina	Senior Technologist	Post Graduate Institute of Medical Education & Research, Chandigarh
7	Dr. M. Shivasakthy	Deputy Director	Centre of Health Professions Education, Sri Balaji Vidyapeeth, Pondicherry
<b>HSTP Team</b>			
8	Dr. Rajesh Kumar	Technical Advisor	Health Systems Transformation Platform, New Delhi
9	Mr. Sanjeev Kumar	Specialist-Research	Health Systems Transformation Platform, New Delhi
10	Dr. Sonali Randhawa	Research Associate	Health Systems Transformation Platform, New Delhi
<b>IIPHB Team</b>			
11	Dr. Srinivas Nallala	Associate Professor	Indian Institute of Public Health, Bhubaneswar
12	Dr. Pranab Patnaik	Consultant	Indian Institute of Public Health, Bhubaneswar
13	Mr. Soumya R. Pani	Consultant	Indian Institute of Public Health, Bhubaneswar