

Workshop on Eye Care Research Priorities for India, 8-9th October, 2011
Research Ideas for Health Workforce

Uneven Distribution

1. Situation Analysis to study the current distribution of eye care workers and identify areas of need.
2. What services are available where (resource mapping of eye care personnel and services at district level)?

Right Cadre, Right Job

1. Development of guidelines for the staffing of eye hospitals.
2. Situation Analysis on utilization of trained staff in the government system.
1. Which is more effective: paramedics who multi-task or paramedics who focus only on one job?

Training

1. What are the minimum standards required for ophthalmic training?
2. How good are the existing training programs (Independent survey) at all levels?
3. What is the impact of training programmes on productivity and retention?
4. Evaluating the current practices in continuing education for (non-ophthalmologist) eye care personnel and their impact in quality of care.

Task Shifting

1. Can ASHA's be used for effective case finding?
2. Situation Analysis on the competence levels of RMPs to provide basic ocular services

Productivity of Workforce

1. What are the barriers and enabling factors for high productivity among eye care workers at all levels?
2. What is the current productivity level of various workforces at Primary, secondary & tertiary levels & the factors influencing it?
3. How many people are currently not performing the job they are trained to do?
4. What is the impact of various NPCB schemes on the productivity of human resources in different settings?

Motivation and Employee Satisfaction

1. Psychometric assessment of highly productive or long-serving/more effective doctors/technicians
2. Development of a standard tool for assessing employee satisfaction
3. Who works in "non-main" cities and what are their motivations? (requires definition of non-main)
4. How to keep the eye care workforce motivated? How can we create a career growth for lower level staff?

Retention

1. What strategies work for retention and motivation?
2. What retention strategies need to be employed in this new scenario of more corporate hospitals and aggressive recruitment?
3. Situation Analysis of the retention strategies in various states / NGOs for doctors/staff serving in rural areas
4. Situation Analysis on the years of service and retention patterns in various hospitals and within the eye care sector