

**Seeking Comments/Feedback from stakeholders on
“Recommendations on Clinical Autonomy for Nurse
Practitioner in Midwifery (NPM)”**

Comments may be furnished through **post** to [Sh B S Murthy, Director – Nursing, 204 D, MoHFW, Nirman Bhawan, New Delhi-11](#) or by **email** at budaraju.sm69@nic.in or section.nursing53@gmail.com

“Consultation on enhancement of NPM’s autonomy in India” held on 31.07.2015

Meeting Minutes

A consultation on enhancement of autonomy for Nurse Practitioner in Midwifery in India was organized on 31.07.2015 which was attended by officials of Ministry of Health and Family Welfare, office bearers of Indian Nursing Council and Gujarat State Nursing Council, representatives of state governments of Odisha, West Bengal, Gujarat, Andhra Pradesh and Maharashtra, academia, representatives of professional associations like TNAI (Trained Nurses Association of India), development partners, physicians and trainers of Nurse Practitioner in Midwifery (NPM) course from West Bengal and Gujarat and practicing NPMs.

The key recommendations arrived out of the discussions and deliberations are as follows:

1. NPM assessment report provides evidence about the effectiveness of NPM as an independent practitioner; so states may consider the option of replacing doctors or addressing the shortage of doctors through deployment of NPMs especially at delivery points.
2. Need to have a well-defined career progression pathway and posts in place before initiating the NPM course in a state.
3. Level of posting (Place of posting) of the NPMs whether primary, secondary or tertiary needs to be defined right from the beginning.
4. Career progression for Nurse Practitioners (NP) should be designed such that their initial postings are only clinical or teaching (with strong clinical component). As their career progresses, their role can include a proportion of administrative and other duties.
5. Competency based career progression for NPMs must be mandated. Promotion to the next level may be based upon assessment of competencies as the sole criterion.
6. NPMs posted in tertiary hospitals may assume a different role of supervision and management. These NPMs may be positioned as Labour Room managers, master trainers, skill lab trainers or clinical supervisors for nursing students.
7. Job description of a NPM should have an optimal mix of both clinical and administrative roles and NPMs may be posted both in rural as well as urban areas.
8. A robust job description and central guideline for every level of posting should be developed for NPMs and this should be uniform and standardized across the country.
9. Continuing professional development (CPD) should be mandatory for the NPM graduates.
10. The states planning to implement NPM course should make provision of having a licensure examination before certification of the NPM graduates may be considered by states to ensure the quality of passing out NPMs.
11. NPMs should be authorized to conduct all 7 BEmOC signal functions.
12. For greater uptake of the NPM course and attracting more of private candidates; the scope of linking the private hospitals deploying NPMs to accreditation schemes or health insurance companies may also be considered.

Key recommendations regarding Cadre, Career and Compensation (3Cs) of NPM cadre:

CADRE	CAREER	COMPENSATION
<ul style="list-style-type: none"> • NPMs can have designations like Junior Practitioner, Senior Practitioner and Specialist with clearly delineated roles and responsibilities • JD of NPMs defined by West Bengal govt. to be used as reference point • Posted in Clinical / Teaching / Administrative • Supervision & Management role for senior practitioners • Quality of NPM training to be focused upon & In –service Trainings must be ensured • Licensure Examination 	<ul style="list-style-type: none"> • Level of posting- PHC/ CHC/ DH but not a teaching hospital in order to enable independent practice by NPMs • Rural as well as Urban postings • Career progression: <ul style="list-style-type: none"> ✓ Clinical posting ✓ Teaching posting with clinical duties ✓ Administrative duties at a later stage in career • Continuing Professional Development (CPD) • Competency based career progression 	<ul style="list-style-type: none"> • Separate pay scale and/or • Provision of Incentives

DRAFT CAREER PROGRESSION PATHWAYS FOR NPMs

