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Ministry of Health and Family Welfare
Government of India

NHSRC/CP-CPHC/01/Integrated Trg
Dated-23.07.2026

Subject: Preparedness towards the rollout of Regional Training of State/UT Trainers (RToT) for the Integrated Training of primary healthcare team.

Dear All,

Greetings from NHSRC, New Delhi!

As you would be aware, the National Health Systems Resource Centre under the Ministry of Health and Family Welfare is rolling out the Regional Training of State/UT Trainers (RTOTs) to strengthen the competencies of the primary healthcare team at AAM.

In this regard, a series of 8 RTOTs of the ASHA cadre have been planned across the country between August and October 2026. Each batch of the RTOT will comprise of 30-35 trainees, who will be participants from the host state and 3-5 other invited/ neighboring states.

In this regard, it is informed that:

1. The cost of training venue, food, refreshments, and logistics related to venue set-up (stationary, banner, printing etc.) is to be borne by the host state.
2. The cost of outstation travel, local travel, boarding and lodging of the Central Team and National Trainers, will be borne by NHSRC/ MOHFW. Further, honorarium of the National Trainers will be borne by NHSRC/ MOHFW.
3. The cost of outstation travel, local travel, boarding and lodging of participants nominated by the States/ UTs will be borne by the respective States/ UTs.

Budget for the same may be utilized through the funds allocated under the Integrated Training head in the NHM 2026-27 RoP/ PIP.

Further, you are requested to kindly identify a pool of 6 to 10 ASHA trainers that are committed to carrying forward the training in the States/ UTs, as well as 2-4 waitlisted candidates. The team from NHSRC will reach out to the respective State/ UT Training Nodal Officers separately to seek the details of nominated participants.

We look forward to your support and cooperation in making this important capacity-building initiative a success.

With regards,

Yours sincerely

23/7/26

Prof. (Dr.) Pragya Sharma

To,

1. Mission Director, NHM – All States/ UTs
2. Copy to:
    1. Shri Sibin C- Joint Secretary (Policy), MoHFW
    2. Shri Kaustubh Giri- Director, NHM

Integrated Training of Primary Healthcare Team

Trainer Competencies and Requirements for RToT Nominees from States

The State may consider the following competency mix and minimum qualifications while finalizing nominations for RToT trainees:

1. Medical Officer Cadre

CMHO/ Dy. CMOs/ BMOs/ SHSRC/ SIHFW Faculty/ any other specialization MD / any MO PHC with minimum 5 years of Primary health care experience in public facility / State or District Program Officers

If Specialists': preference to - Community or Family Medicine (preferred) / Physician / OBGY/ Surgeon / Pediatrician.

2. Staff Nurse Cadre:

Medical Officers: DH/ Medical College, Nursing Tutors, Matrons (DH), District Programme Officer of respective technical programmes (multi skilled), / SHSRC/ SIHFW Faculty

3. Community Health Officers Cadre:

Any MO PHC with minimum 5 years of Primary health care experience in public facility, Nursing Tutors, Matrons (DH), District Programme Officer (DPO), / SHSRC/ SIHFW Faculty

4. ANM Cadre:

BSc Nursing with min.3 years of experience, MSc Nursing with min. 2 years of experience, / SHSRC/ SIHFW Faculty, any MO PHC with minimum 5 years of Primary health care experience in public facility, Nursing Officers/ LHV/ Retired ANMs

Desirable: MSc in Community Health Nursing

5. ASHA Cadre:

SHSRC/ SIHFW Faculty, Existing State ASHA trainers, Social Science with min. 2 years' experience, any MO PHC with minimum 5 years of Primary health care experience in public facility, Nursing Officers/ LHV/ Retired ANMs

Mandatory Requirement for Trainers

In addition to the above qualifications, the following mandatory requirements are to be ensured for all RToT nominees:

- **Time Commitment for RToT and SToT:** (July 2026–March 2027)

- 12 days (10+2 travel days) consecutive days for ASHA
- 9 days (7+2 travel days) for SN, CHO, ANM/MPW
- 8days (6+2 travel days) for MO

- **Flexibility**: Willing to conduct sessions beyond their core expertise.
- **Mentoring Role**: Available for supportive **supervision and mentoring** of District Trainers. Since this is an important role, we encourage states to select trainers in decentralized manner for state TOT from CHC/PHC and District Hospitals so that these trainers are available for mentoring and supportive supervision.
- **Conducting sessions beyond core expertise (multiskilled training aptitude):** Trainers should be agreeable to deliver sessions in thematic areas beyond their primary expertise. For e.g. A trainer having PG in Pediatrics should be able to take sessions on maternal health / emergency/ NCD/ CD management etc. Each session will have elements of soft skill, hence trainers may themselves be ready to learn and adapt new techniques of training.
- **Trainers can select 3-**4 areas of expertise and then decide to stay 3-4 days at a stretch for conducting sessions. Thus, for any kind of training a pool of 3-5 trainers will be needed. State must keep that in mind and accordingly select the trainers in adequate numbers for each batch.

- Since physical trainings will emphasize skill-based practice, trainers should also review Mission Karmayogi Bharat (MKB) videos to be fully aware of the concepts already covered in the videos, ensuring alignment between the theoretical foundation and practical application. ASHA is an exception to blended training approach and will have only hands on physical training.