

6. VMMC Skills Training

VMMC Skills Training

Training for Community Mobilization Partners



VMMC Counseling Training



VMMC Clinical Skills Training



Useful Tools	15 VMMC Standardized Job Descriptions 16 VMMC Counseling Training Package 17 Training Information Management System Forms
Useful International Guidance Documents	7 VMMC Video: Implementing Best Practices 8 WHO Manual for Male Circumcision under Local Anesthesia 9 VMMC Global Health e-Learning Course—Male Circumcision: Policy and Programming

Objective(s): To give VMMC service providers the required competencies to provide a full package of VMMC services, according to the established standards

Description: VMMC service providers need to be competent in the various skills required to provide VMMC services. The standard VMMC clinical training focuses on the competencies required to perform safe VMMC surgery under local anesthesia (see TOOL 16 AND GUIDANCE DOCUMENTS 7, 8, and 9). The clinical training package is based on the expectation that counselors possess a basic level of experience in counseling, and all clinical staff (i.e., doctors, nurses, and clinical officers) ideally have an appropriate background in surgery and/or surgical support. The MOH and/or Ministry of Defense must endorse clear training guidelines and competencies for VMMC staff prior to the start of VMMC service provision.

Any additional training (e.g., counseling, infection prevention, etc.) that may be required among any staff must be completed BEFORE the VMMC clinical skills training. Several countries have developed specific, dedicated VMMC counseling training courses, which provide more in-depth counseling skills.

Key considerations for training:

- When selecting staff to be trained, it is important that they are scheduled to begin performing VMMC immediately following training. This is critical to ensure that medical professionals retain the skills acquired in training and that training resources are used efficiently.
- Clinical staff on rotation may require refresher courses, if they rotate out of VMMC service delivery for an extended period.
- When possible, staff should be trained using instruments that are similar to those they will use on-site (i.e., if they will be using single-use disposable kits, they should use similar

commodities for training). However, even if staff are likely to be using diathermy for hemostasis control, they should also be trained in suture ligation.

- In cases where VMMC services are established in a facility, it is best to establish a Memorandum of Understanding (MOU) with the host facility regarding training standards for VMMC service delivery to ensure that no untrained staff members perform VMMC services.
- All VMMC training must include the use of the emergency supplies in its curriculum. Every person working in a clinical role at the VMMC site should be adequately trained to use the supplies during an emergency.
- Concepts of voluntarism and informed consent should be explained to all staff trained in VMMC. It is a team responsibility to ensure voluntarism throughout all aspects of the program and to ensure that the proper informed consent procedure is conducted during clinical practice (see Section 14).
- It is important to keep an accurate record on file of the names of staff members who took the VMMC training and the date of the training. This information should be added to a database of trained providers and staff, and dates of refresher trainings should be maintained (see TOOL 17).

Suggested Staffing Roles for VMMC Programs

Program Management (Note: These are not site-level positions.) (see TOOL 15)

- Technical Advisor—Ensures the quality of the programs, including voluntarism and informed consent processes; generally one technical advisor per region works as part of the VMMC administrative team and provides oversight in the clinical area
- Data Manager—Oversees all data and data entry staff, oversees data M&E, and ensures data quality
- Supply Chain Management and Procurement Officer—Oversees central procurement and supply chains to all VMMC sites
- Administrative Assistant—Provides administrative support centrally
- Provincial/Regional Coordinator (one per province/region)—Ensures the highest quality service provision that adheres to international and national standards/protocols; provides overall strategic leadership and direction to ensure achievement of program objectives and targets

Clinical Staff (see TOOL 15)

- Site Manager—Coordinates site activities, manages commodities, ensures quality and logistics
- VMMC Provider—Removes foreskin, performs hemostasis and suturing (mattress sutures)
- Nurses—Flexible roles providing services and various roles including theater assistants, counselor, post-operative care, etc.
- Theater Assistant- ‘suture nurse’—Prepares client for surgery, ensures client is consented, assists with procedure, administers anesthesia, performs final stitching, and dresses wound
- Post-Operative Care Nurse—Performs pre-operative assessment counseling and history and physical, ensures that client is consented, provides post-operative care, schedules and conducts client education routine follow-up visits

- Hygienist/Cleaner/Infection Prevention Officer—Cleans and assists with cleaning surgical instrumentation, acts as runner
 - Counselor—Provides VMMC counseling, HTC, client education
 - Expert Clients—HIV-positive individuals who help other HIV-positive clients from the VMMC sites and the community understand, manage, and cope with chronic illness—including linking them to HIV care and treatment services and providing psychosocial support
 - Community Health Workers—Assist with community demand generation and client post-operative follow-up
 - Runner- Delivers supplies, provides varied assistance to staff, ensures equipment rooms are stocked, moves equipment and commodities to essential areas and is an ‘extra pair of hands’ to ensure smooth running operations.
 - Data Clerk—Maintains client records and enters relevant data
 - Receptionist—Receives clients, assists with data management
- Driver (for mobile sites)—Transports personnel and provisions