



## Interested in becoming an AYUSH Assessor for NABH?

If you have current experience as a health service professional and are motivated to contribute to improving healthcare quality, consider becoming an NABH empaneled AYUSH assessor. Assessment is a great way to network with other health care professionals and broaden your skills. You will also be better able to assist your own organization with its quality improvement and accreditation activities.

NABH is a constituent board of Quality Council of India, set up to establish and operate accreditation and allied programs for healthcare organizations. The board is structured to cater to much desired needs of the consumers and to set benchmarks for the progress of health industry. The board while being supported by all stakeholders including industry, consumers, government, has full functional autonomy in its operation. NABH is India's foremost health care assessment and accreditation provider.

Suitably qualified professionals who meet the eligibility criteria (stated below) may apply to become an NABH AYUSH Assessor. The Assessors are trained and skilled in Assessment techniques and are able to gather the relevant information to verify the health care organization's achievement in the NABH AYUSH standards and also to create awareness; sensitize people and other stakeholders to work for improving healthcare quality and patient safety.

### Who is eligible?

✓ For clinicians:	<ul style="list-style-type: none"><li>• Bachelor's Degree in AYUSH disciplines (Ayurveda, Yoga-Naturopathy, Unani, Siddha &amp; Homeopathy) with minimum of 8 years of experience of which minimum of 3 years' experience should be in an AYUSH hospital as an AYUSH Practitioner (OR)</li><li>• Post-graduate Degree in AYUSH disciplines (Ayurveda, Yoga-Naturopathy, Unani, Siddha &amp; Homeopathy) with minimum of 6 years of experience (post PG) of which a minimum of 3 years' experience should be in an AYUSH hospital as an AYUSH Practitioner</li></ul>
✓ For administrators:	<ul style="list-style-type: none"><li>• Post-graduate in healthcare management/ administration (Degree or Diploma) or equivalent with minimum of 10 years of experience (post PG) of which a minimum of 3 years should be in healthcare management/ administration in an AYUSH hospital.</li></ul>



## Desirable

- Work experience in an NABH accredited hospital (AYUSH or Modern Medicine)
- Training/Course in Health care quality
- Attendance at three day NABH Program on Implementation course. (AYUSH or Modern Medicine)

## What are the core competencies expected in an assessor?

Assessors are the face of NABH and represent NABH in the field. They are peer reviewers who assess the performance of healthcare organizations against laid down standards and identify opportunities to achieve improved performance.

## Assessor Requirements

- Knowledge of hospital practices
- Understanding of NABH AYUSH standards
- Computer and internet skills: Creating and editing documents, spreadsheets and presentations; e-mail. Familiarity with e-learning methods is desirable.
- Physical and mental stamina

## General Assessor Traits

These apply to all assessors.

Trait	Explanation
• <b>Ethical</b>	fair, truthful, sincere, honest and discreet
• <b>Open minded</b>	willing to consider alternative ideas or points of view
• <b>Diplomatic</b>	tactful in dealing with people
• <b>Observant</b>	actively aware of physical surroundings and activities
• <b>Perceptive</b>	instinctively aware of and able to understand situations
• <b>Versatile</b>	adjusts readily to different situations
• <b>Tenacious</b>	persistent and focused on achieving objectives
• <b>Decisive</b>	reaches timely conclusions based on logical reasoning and analysis
• <b>Self reliant</b>	acts and functions independently while interacting effectively with others

## General Assessor Competencies

1. Team player and inter-personal management skills
2. Communication skills (verbal and written), including listening skills
3. Willing to adapt
4. Planning and organization capability
5. Time management



## 6. Analytical thinking

### What is the application process?

If you meet the eligibility criteria, please complete the Application Form with a brief covering letter along with necessary documents and send it to the email ID provided in the advertisement. Please ensure you are familiar with the Core Competency and Time Commitments before applying.

### What is the selection process?

#### Step 1: Application

Candidates are required to submit the application form with a brief cover letter along with a copy of Curriculum Vitae (CV) in below mentioned tabular format and current job description to NABH at mail ID [rohit@nabh.co](mailto:rohit@nabh.co) before 5 pm, 31 Dec 2016. An initial review of the application form is completed by NABH to determine whether the candidate meets the eligibility criteria, is a good fit with the Assessor Core Competencies and the recruitment priorities. Short-listing of candidates is done based on the review.

#### Format of CV:

Name	Age (DOB)	Qualifications (with year of passing)	Experience year wise after passing Bachelor in AYUSH disciplines/ Post Graduate degree in AYUSH disciplines/ Post Graduate in Healthcare Management or Administration	Office address with phone no. , email id	Residence address with phone no.	Past experience in Quality assurance / accreditation	Sponsored by organization (indicate name) or self	Contact details (email id and phone no.)
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**Course fee:** The fee for the training course is Rs. 25,000/- (plus 15% Service Tax) which include the course material, lunch & tea for 5 days. The fee is to be paid by on line bank transfer in favor of “Quality Council of India” using the following web link [http://nabh.co/Images/PDF/QCI\\_Bankdetails.pdf](http://nabh.co/Images/PDF/QCI_Bankdetails.pdf)

**Only short listed candidates shall be asked to deposit the course fee.**



### ***Step 2: Interview***

Short-listed candidates will be invited to participate in a telephone interview/video interview through a service like Skype for a more thorough assessment of his/her suitability to be an AYUSH assessor. Candidates are encouraged to review the assessor competency requirements prior to the interview.

### ***Step 3: Training***

Following the interview, selected candidates (usually not exceeding 30 per program) are invited to participate in a training programme. The training programme is of 5 days duration and will cover interpretation of the AYUSH NABH standard and impart training on assessment skills. The course will consist of a mixture of lectures, practical workshops, discussions and pre-course study, to build the skills required to be an NABH AYUSH assessor. The selected candidate has to bear the cost of training, travel and stay. The training programme is used to further assess the core competencies. On the last day of the training programme the candidate has to appear for an open book exam and successfully qualify in the exam. Candidates who have successfully completed all elements of the selection and training process proceed to a trainee assessor phase.

### ***Step 4: Trainee AYUSH assessor phase***

The trainee AYUSH assessor phase typically spans over the period of two assessments. During this period the candidate will be assigned to accompany members of the AYUSH assessment team and will be allotted specific roles including conduct of assessment in selected areas under supervision. The candidate will receive ongoing support and advice from their peer assessors during the assessment. At the conclusion of the each assessment, feedback is taken from the assessment team regarding the candidate's performance. At the end of two such assessments, based on the evaluation and feedback, NABH will make a decision about empanelment as an AYUSH Assessor.

### **What is the time commitment?**

NABH assessors are volunteers. You will not be employees of NABH. NABH allocates assessors depending on the number of assessment days and geographic location. Assessors will be paid a modest honorarium.

<b>Activity</b>	<b>Time commitment</b>
Assessor Training programme	<ul style="list-style-type: none"><li>• 5 days</li><li>• It is a 9am to 5 pm training and during training some preparation will be required in the evenings.</li><li>• Travel time to the location (programme is held in various parts of the</li></ul>



	country)
Trainee assessor Phase	<ul style="list-style-type: none"> <li>• All new assessors will participate in at least 2 assessments in which they have an opportunity to observe and develop their assessing skills. During this period you will be assessing a few areas of the hospital under the supervision of a senior assessor.</li> <li>• Assessments are usually of 3 days but may vary in length from 2 to 4 days.</li> <li>• Assessments can happen on Sundays and General Holidays but will never be on National Holidays.</li> <li>• Review documentation prior to assessment. During assessment there is every possibility that the evening will be occupied with report preparation and preparation for the next day's assessment.</li> <li>• Travel time to the location.</li> </ul>
Assessment	<ul style="list-style-type: none"> <li>• Minimum of 12 days of assessments per year.</li> <li>• Assessments are usually of 3 days but may vary in length from 1 day to 4 days.</li> <li>• Assessments can happen on Sundays and General Holidays but will never be on National Holidays.</li> <li>• Review documentation prior to assessment. During assessment there is every possibility that the evening will be occupied with report preparation and preparation for the next day's assessment.</li> <li>• Travel time to the location.</li> <li>• Review of closure reports following assessments.</li> </ul>
Continual Education Program	<ul style="list-style-type: none"> <li>• At least 1 day per year for continual updation of knowledge and skills</li> </ul>