









- Level of staff motivation
- Mindset

| Pectors influencing | Table 3. Productivity by Emissionmental Factors After Completion of Tisking | | |
|--|---|------------------|---|
| productivity of trained externet purgeous in Africa | Pasariader | Surgeons, No. | Average Producti vity per Trear (20) |
| Governance | Type of keepital title4 legenatite/tiery toopital likel-identic troopital likelon hospital Provid negetal | 22 22 22 22 | 2068-(241.4) 1964-(241.4) 368.2 (261.4) 4158-(251.5) |
| | Stepon staff charsed, AL* | 31 17 40 | 294.8 (291.8) 291.3 (294.9) 491.4 (224.5) |
| Support systems | Cataviant complete sets, No.) Ref: complete 1: categoriete set 2: or manus complete sets | 10 | 1257 (261.4) 171.8(191.6) 415.5 (2004) |
| Policies | Operating mic naixop** Rate Ref working well Functioning | 1 | 90.5.01231 958.2.087.21 205.7.004.0 |
| Use of Car Robeing Rys Care Human Researces Assessment of its Productivity of Categori | KLs and other consumables? Rely on denations Rely on purchase. Rely on purchase. | 34 25 | 281.0-(275.5) 281.6-(285.9) 429.0-(261.1) |
| Surgeons Tabled Is Galler & Blar Pail Coursists, Diffe: Linux Hidgens, Wife: Joseph Wess, Wiled/Cohtt, Joseph Eans, Mile Wife: OPMTRALWOLVOL 124, Mile 2017 | and Sonations Community programs" Rome Vis. Suit none trying codents | 20 | 225.8 (271.8) 225.3 (299.9) |
| 1 | to hospital Yes; molecto tringing patients to hospital | м | 475.4 (280.6) |

| Case Study 4: India | | |
|---|-----------------------|--------------------------|
| Output in a Government A Govt. ophthalmologist in Ori surgeries a month at the gove the same surgeon performs 15 a NGO hospital | ssa perfo rnment f | orms 15 acility while |
| What are the reason for | this? | |
| Conditions: System to get patients Consumables Availability of equipment in working condition | 49 -19 | NGO Hospital |
| Availability of support staff on all working days | x x x | 4 |
| Accountability towards work Enabling policies and processes | x | i |



Case Study: Cataract Surgery in India

Massive Skills upgrade program:

- Training of Trainers
- Training District Ophthalmic Surgeons
- Infrastructure:
 - Equipping the District Hospitals for IOL surgery

 - Equipping the Teaching Hospitals for Training in IOL surgery
- Supplies:
 - Free Supply of IOL's or subsidy to NGO's

Case Study:

Cataract Surgery in India

- Facilitation by the Government of India:
- Duty free imports of IOLs
- Duty free import of Microscopes, Scans, Slitlamps, Lasers, etc.
- Reducing/eliminating sales tax on IOL's
- Mass communication (Radio/TV) Spots) on the benefits of IOL's

Case Study: Cataract Surgery in India

- Facilitation by the Government of India:
- Strong Public-Private Partnership at all stages - Planning, Design & Implementation
- Subsidy to non-govt. Organizations for free cataract surgeries done
- Decentralized management of the
- program

Causes of Blindness

| Overall Blindness Prevalence | 1.49% | 1.10% |
|------------------------------|--------|--------|
| Cataract | 80.10% | 62.40% |
| Refractive Errors | 7.35% | 19.65% |
| Glaucoma | 1.70% | 5.83% |
| Surgical Complications | 4.69% | 1.15% |
| Corneal Opacity | 1.91% | 0.89% |
| Others | 4.25% | 10.08% |









