



Strategic Plan 2018-2023

Sri Manakula Vinayagar Medical College and Hospital

Puducherry



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Strategic plan 2018-2028 to equip Sri Manakula Vinayagar Medical College and Hospital for the challenges of modern day medical education and health care scenario.

Medical education and health care services are evolving at tremendous pace in the modern era, with newer technologies adopted in these fields, increase in demand due to increase in morbidity of diseases, large number of newer and emerging diseases, population explosion, ever increasing need for health care professional etc. To be able to cope with this ever evolving field of medical education along with health care provision, such institutions as medical colleges or tertiary care teaching hospitals as we sometimes refer them, should be evolving and developing at a much higher pace. This is essential for such institutions if they don't want to be left behind in this field.

Core Values

Excellence in Health care and Education: Our institution is committed to excellence in all spheres of its activities; health care and education being the prime important ones in this. We aim to achieve it by following the highest standards in health care and education; through monitoring and evaluation by means of internal and external reviews and simultaneously striving to achieve the recommended standards and by means of continuous improvement. Our institution aims to recognize exceptional work of our employees through awards and honors as well as monetary incentives by which we plan to promote our journey towards excellence in health care and education.

Respect for life and health: Our institution considers that human life and health are the most valuable things in the world and we aim to act with highest respect to human life and health, by keeping them above any monetary benefits and other goals.

Integrity: An environment of justice, honesty, equality and equity is one of our most important core values. Health care provision shall be carried out honestly, impartially and without any bias. We are bound by our values to have and maintain honesty and transparency in medical education. Our health care activities and educational as well

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as scientific research will always adhere to the highest standards of human, animal or bioethics in every means possible.

Academic freedom, freedom of speech and the right to differ: We will ensure that our academic and professional spheres of activities will always ensure freedom of speech and action and right to differ with management and authorities.

Tolerance of diversity and respect for different ideologies: We at SMVMCH, will be committed to ensure tolerance and respect of diverse opinions, ideologies, views and thoughts in professional and educational fields and will always endorse the acceptable and beneficial ones among them.

Openness, transparency and democratic decision making: At our institution we will promote an environment of openness, transparency, and democratic decision making.

A service-oriented and community-directed philosophy: Our work environment will always be governed by a service-oriented and community-directed philosophy

Accountability: Our institution will be accountable to uphold and achieve vision, mission and core values and also to the welfare and development of its immediate stakeholders including students, staff, faculty, alumni, and most importantly to the patients, their care takers and the community.

Our institution with a truly great vision, mission and aspirations for the present and the future, is blessed with a management dedicated and open to ideas and changes. We wanted to approach this issue in a professional way as prescribed by and practised by successful management agencies from the past.

So our strategic planning for a stipulated period of time (2018-2028) was agreed to be based on the **ABCDE** model, where the four core questions mentioned by the stalwarts of management namely **“Where are we now?”** (Assessment and **B**aseline), **“Where are we going?”** (Components), **“How will we get there?”** (**D**own to specific measures) and **“How are we doing?”** (**E**valuate) comes into play.

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There is an “Administrative and management Committee” in our institution, and a special meeting was organized to discuss the formation of a strategic plan for the future. The above mentioned three pronged approach was discussed and approved by the committee and we got a formal nod to go ahead with our endeavor to form a strategic plan.

Our college had already got its vision and mission formulated by the founders of our institution in collaboration with the above said committee. The vision of our college is “To impart holistic, evidence based medical education, quality patient care and ethical research to become globally recognized centre of excellence.

The core aspects of our mission are i) to provide free and accessible basic or essential medical care to all sects of our community ii) to provide health care to those people who are having least access to it, iii) to facilitate cost effective and economical tertiary level health care provision to the masses; irrespective of socioeconomic status, cultural and geographical aspects, religion and traditions etc. iv) to provide a favourable and promotional environment for the students and faculty for ensuring optimal academic and professional development and achievements v) to facilitate the optimal level of research in medical field along with health care and education so as to benefit the scientific world and community as a whole vi) to nurture and ensure the development of medical graduates in to scientifically sound, professionally capable, but at the same time socially responsible and humane medical professionals who will serve our community efficiently and with pride vii) to ensure maximum patient welfare and satisfaction through commitment towards care, communication and comfort.

SWOC Analysis:

Strengths:

1. Skilled and dedicated faculty.
2. Experienced senior faculty members and trained in Medical Education
3. Adequate case load for hands-on experience.
4. Supportive and appreciative administration.
5. Good reputation about patients care and management.
6. Affordable treatment costs.
7. Well-maintained infrastructure.

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8. Regular audits and assessment for continuous quality improvement.
9. Eco friendly premises.

Weaknesses:

1. Non availability of research funds due to lack of DSIR
2. Less research publications
3. Less number of innovations
4. Lack of super-specialty courses / fellowships
5. Awards and recognitions of faculty.
6. Weak alumni network

Opportunities:

1. Utilizing government schemes for patient's benefit.
2. Implementation of Muthulakshmi Reddy scheme.
3. Conducting more medical camps to enhance outreach.
4. Partnering with private practitioners.
5. Expansion of hospital infrastructure.
6. Establishing MoUs with national and international institutions.
7. Scope for up-gradation to regional centre

Challenges:

1. Not easily accessible due to weak public transport system
2. Government policies and permissions.
3. Competition from new medical colleges.
4. Government collaboration for funding.
5. Attrition among junior faculty and staff.
6. Availability of skilled nursing and paramedical staff.
7. Transforms and updates in the curriculum and technology

Strategic Plan

Based on the SWOC analysis and keeping in mind our vision, mission and core values and the need to develop and update to keep ourselves ready for the modern day medical care and education; we discussed the issues and prospects in the "Administrative and management Committee"our College and Hospital. After

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detailed discussion we came to a consensus on what our plan of action should be to equip ourselves to the future challenges by 2018.

Ten Pillars of our strategic plan

Our strategic plan is to be based on the following 10 broad areas of action:

- 1) Infrastructure (Administrative Officer)
- 2) Human resources (HR manager)
- 3) Outreach and Community based activities (Deputy MS)
- 4) Health care Technologies and Facilities (Purchase Manager/Biomedical Engineer)
- 5) Patient welfare (RMO)
- 6) Academics (Dean Academic)
- 7) Research (Dean Research)
- 8) Continuing Medical Education (Medical Education Unit Coordinator)
- 9) Collaborations (The Director)
- 10) Accreditation and Certification for Quality of health care and academic excellence (Medical Education Unit Coordinator)

(In parenthesis are mentioned the authorized personnel in-charge of the specific area)

Procedure

The specific goals or targets for 2023 are assigned under each of these thrust areas. Each thrust area is assigned a Senior Faculty or Administrative Person responsible for its overall achievements. Under him/her, each target or goal also are assigned in-charge officials. These officials along with the area in charge are to coordinate with faculty, staff and management to get the tasks done within stipulated time period. They are to report about the progress to the “Administrative and management Committee” as well as the ‘Head of the institution’ on an annual basis. Specific needs or resources for accomplishing targets/goals has to be acquired by writing request or intent to the Director after getting appropriate hierarchic approval.

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Targets under each broad thrust area

2018-2023

I. Foundation and Accreditation


1. Develop a comprehensive curriculum that integrates holistic medical education, patient-centered care, and ethical research practices.
2. Identify and establish partnerships with accrediting bodies for hospital and laboratory accreditation.
3. Begin the process of obtaining accreditation for the hospital and laboratory facilities.
4. Launch mentorship programs to support students' development of clinical skills, professionalism, and medico-legal responsibilities.

II. Quality Enhancement and Skill Development

1. Obtain accreditation for hospital and laboratory facilities, ensuring adherence to high-quality patient care standards.
2. Strengthen the mentorship programs and simulated learning experiences to enhance students' clinical skills and professionalism.
3. Implement continuous quality improvement initiatives to refine patient care processes based on data-driven insights.
4. Establish managerial and leadership training programs for students to develop essential non-clinical skills.

III. Research Advancement and Collaboration

1. Promote a culture of research by providing resources and incentives for faculty and students to engage in innovative research projects.
2. Create research centers focused on clinical and basic science research areas aligned with improving patient outcomes.



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3. Formulate partnerships and sign MoUs with national and international institutions to foster collaborative research and knowledge exchange.
4. Monitor and evaluate the impact of research projects on patient care, and adjust strategies to maximize research outcomes.

2023-2027

Center of Excellence and Global Recognition

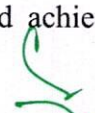
1. Continue to strengthen research collaborations and expand partnerships to establish the institution as a global center of excellence.
2. Showcase research outcomes through publications, conferences, and symposia, raising the institution's global recognition.
3. Develop specialized training programs for faculty and students in cutting-edge medical technologies and techniques.
4. Evaluate the effectiveness of managerial and leadership training programs and make necessary refinements.

Sustainability and Continued Growth

1. Establish an endowment fund and seek philanthropic support to ensure the sustainability of research initiatives and educational programs.
2. Launch outreach and community engagement programs to contribute to the local healthcare ecosystem.
3. Continue refining the curriculum and educational approaches based on continuous feedback and evolving healthcare trends.
4. Monitor and benchmark the institution's progress against global centers of excellence and make strategic adjustments as needed.


Throughout the 10-year period:

1. Regularly assess and report on the institution's progress toward achieving the vision and mission.


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2. Foster a culture of continuous learning, adaptation, and improvement among faculty, staff, and students.
3. Utilize data analytics to inform decision-making and identify areas for enhancement.
4. Maintain open communication channels with stakeholders, including students, faculty, patients, and partners, to ensure alignment and shared commitment to the strategic plan.

By diligently following this strategic plan over the course of 10 years, the institution will be well-positioned to achieve its vision of becoming a globally recognized center of excellence in holistic medical education, patient care, and ethical research.



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