

## The Nightingales Of KEM

On The Occasion Of International Women's Day 2019  
We At Kem Celebrate Women In Different Roles At The Hospital



### Ms. Shirin Wadia

General Administrator

The KEM Pune in many respects symbolises strong and dynamic women. What started off as a 4 bedded maternity home grew with the vision and determination of the young, dynamic Banoo Coyaji into a multi-speciality hospital. One has to also give credit to her team of dedicated doctors - who were almost all male - who worked alongside her to achieve this vision. They weren't deterred by her gender, they celebrated it. There is clearly a lesson in there for all of us.

This tradition has continued over the years, with KEM seeing many tough and admirable women in various roles.

I'm sure it doesn't go unnoticed that the organisation is mostly made up of women - nurses, technicians, para-medical staff, medical social workers, housekeeping staff, executives and administrators. Some of our departments are run entirely by women.

It is humbling to see the dedication and hard work of women who strive every day to ensure that they deliver their best at work. Not all of them have it easy and almost all of them are juggling two full-time jobs successfully - their roles at work and their roles in the home space - being mothers, partners, caregivers and the axis on which their families revolve.

Being a woman on the KEM team doesn't come without its challenges. While it can sometimes be frustrating to be treated differently based on one's gender, these challenges have helped me grow professionally and personally. They have also made me more determined to ensure that all the women in this workspace are empowered and treated fairly. It gives me a great sense of pride to be part of this team and there is no place I would rather be than here at KEM.



## Dr. Madhur Rao

Sr. Dy. Medical Administrator

Women have always played an important role at KEM. The inspiration behind this has been the vision and values of Dr. Banoo Coyaji. Today women work in all departments and are key members of the hospital. Whether it is nursing, working in finance, HR or as Consultants and Directors of units. They are on par with their male counterparts and have been empowered to determine the future course of the hospital. Where possible, the management gives them the flexibility to balance their family and work commitments. Women will continue to be a pillar of strength for this hospital.

## Mrs. Parveen Bharucha

HOD, Department of Medical Social Work

It is at KEM that I have learnt the true meaning of life. It has been a self-education process learning from people who face all adversities with courage and dignity. Thanks to this Amazing institution and the amazing people I am surrounded by, that I have evolved as a caring, self-reliant, courageous and confident person. But my courage and self-reliance fail when I see Lizards! I have to rely on people to chase them away.



## Ms. Rohini Sahasrabudde

Dialysis & Transplant Coordinator,  
Department of Medical Social Work



I was born and brought up by a set of very evolved, progressive and broadminded parents who educated me in a co-ed school on a diet of equality of sexes and equal opportunities for boys and girls. Being a woman was therefore never made into an issue as it never meant being a favoured person. I was taught to speak the truth and my mind and reared in an atmosphere where values such as confidence and strength of character were deeply

imbibed in me. My college life honed these values and I began my working life in the KEM Hospital in 1980 in a completely 'gender neutral' atmosphere!

I am deeply grateful to the organisation for making me who I am today and feel proud to say that have never been discriminated against. The trust, safety, freedom, respect and position I hold is a reflection of the values KEM instils in women working within its walls. The fact that women in this organisation hold important positions speaks volumes of how KEM views its woman workforce.



## Ms. Vanita Vengurlekar

Sr. Medical Social Worker,  
Department of Medical Social Work

I joined KEM Hospital as a Medical Social Worker in the Social Service Department on 21<sup>st</sup> April 1998 and I am now working as a Junior Executive. I am working here for the last 21 years. It is a safe place to work for women which provides great opportunities. We enjoy working in KEM Hospital as we have been given freedom to work and extend a helping hand towards deserving patients. Because of this, we have learnt to work independently. I have worked in almost all wards and units. Currently, I am working in the Cardiac Unit and Cardiac & Neuro ICU. Due to our hectic schedule, we have learnt time management and working efficiently both at home and work. We have learnt to manage difficult situations related to human and public relations at work in a tactful manner through experience. I have experienced that if one works sincerely with honesty and dedication it is recognized and acknowledged by our seniors and management. The job satisfaction and recognition here is high despite the salary not being that much. Women have two responsibilities, One at home and another at the office, this office is like our second home. Due to my family's support, I am able to work for 8 hours daily without any tension and give my best and maintain work-life balance. The hospital's administration and management are flexible enough to let us handle the problems we face in our personal life smoothly.

Before joining KEM Hospital, I worked at an NGO for Women and Children for 3 years. The job satisfaction there was not that great. With personal experience, I can say that actual social work is done at KEM Hospital. KEM Hospital has helped me in grooming my personality and growing in the field I work in. Some corporate hospitals have offered me job opportunities. Their HR Department offered me a better salary than the one I am receiving here but I felt that actual social work and charity is really done at KEM Hospital and that is the reason for me to continue serving here. Over these years, I got an opportunity to help countless deserving patients due to working in this charitable organization. I got to learn many things related to social work from our HOD Mrs. Bharucha and Ex-General Administrator Mrs. Mansukhani. Our seniors have trusted us and have full faith in our

ability, Hence we could carry out our responsibilities confidently as important members of KEM Hospital.

I am proud to work in this big organization which is known as 'Hospital with a heart' and in a department which is known for its social work all over India and also in some foreign countries.



## Ms. Jyoti Pillay

Sr. Medical Social Worker,  
Department of Medical Social Work

The 25 years that I have been at KEM Hospital and in my department, I always had a strong family feeling. It feels like a Home away from Home. I joined as an absolute raw recruit. I have been moulded to this position where I have gained so much confidence and expertise to achieve three awards for my work. All the credit goes to KEM Hospital. Words and expressions fail me as I try to describe my deep affection and respect for this institution.

## Ms. Saraswati Chaudhari

TDH Lady Attendant

Very satisfied with the support I have received from everyone. All departments have supported without any conflict. The atmosphere is good for ladies, a lot of improvements have been done, TDH department has improved, earlier there was nothing at the time of my joining but now it has improved a lot and I wish it should grow even more.



## Ms. Sara Ingale

Officiating OT Incharge

I have joined on 18<sup>th</sup> December 1985 as a Registered Nurse (Registered Midwife at that time). I am friendly with all the staff, adjustable in working all areas of KEM. I have been handling the emergency calls most of the times.





## Mr. Subhash Shinde

Personnel Manager,  
Personnel Department

Women are the unsung heroes of society. Women here are quite soft-spoken, dedicated, caring towards patients and understand their psychology and treat them accordingly as they might be facing anxiety, stress etc. Earlier days, only Christians were into nursing but now the situation has changed. With the new technologies at KEM which demands competitive academic performance, resulting in ladies with good academic background are now joining the medical field. We have trained and moulded our staff not just to excel in their profession but also to become a better person to serve the society as a result of which we can see many Matrons are working here since many years and dedicatedly serving the patients.

## Mr. Sudhir Bhalekar

Freelancing Associate, Personnel Department

An unfortunate reality is that most of the nursing staff have to perform the role of a singular supporting pillar of their household due to non-performing husbands. KEM Hospital has always understood their problems on the personal and professional level and has been very proactive in creating and maintaining a safe environment for the female workers. Needless to say, KEM hospital has accorded them excellent job stability which unfortunately does not exist in contemporary private hospitals. All these factors contribute to a situation where you will find that people have remained in the organisation with entire dedication for more than 30-40 years.

## Mr. V. R. Yadav

Executive Public Relation

Thank you very much for asking me to give my views about women's working at KEM Hospital being a senior executive. Very glad to say that in our Hospital 60 to 70 % of women are working that too in three shifts. Hats off to them! They are treated as family members at KEM Hospital. We celebrated in KEM Hospital annual day functions and all women are participating and enjoying the same.

On 8th March 2019, we have celebrated women's day at our hospital and the women enjoyed and celebrated in a very happy mood.



## Ms. Sulabha Rao

Accounts Executive

Good work environment, the staff at KEM is supportive. The Department has been renovated which is a motivating factor to work in a better space. Staff is very respectful towards women working at KEM. The environment is a suitable timing for women to manage households along with work.

## Ms. Usha Ohol

Sister Incharge, Male Medical Ward

Myself Mrs. Usha Sunil Ohol, it has been 31 years I am working in KEM Hospital out of which I have worked in General Ward for 28 years and as I am a student from KEM Hospital, so this makes 31 years of services in this hospital. I have been working as an Incharge for three years in Male Medical Ward.

KEM is the best place to work in. It has given me lots of scopes which has increased my work experience. This hospital also trains various employees as per their job requirements. And because of such training, my knowledge is improved and now I can say KEM is the best place. I thank all the administrators, matrons and personnel officers for their support.



## Ms. A. M. Harkare

Matron

Having worked with this hospital for more than 40 years, it has become more like a family to me. Just like any family member, People here have supported me through the rough patches of life. Single-handedly raising three girls definitely wasn't an easy task. Not only just raising them but today they are well respected in their careers too. As a mother, I am extremely proud of three of them. Without KEM's strong support, I wouldn't have survived hurdles in my life. I cherish a lot of happy moments that I enjoyed in 41 years of tenure here. I definitely worked very hard and feel satisfied and content with my journey at KEM.



The kind of respect extended by all the doctors and staff members to us seniors and old members is something keeps us motivated and inspires us to do more and more. They proudly introduce us as senior most members of KEM in their weddings and receptions. And is indeed a respected feeling. I am grateful to all the trustees, administrators, doctors and staff members for their support. I would like to thank

them for being there. I look forward to extending help whenever needed.

Wishing all the hardworking women a positive and successful life ahead!

## Ms. Mangal Mahadalkar

Sister Incharge, Nursing Home Ground Floor

I have completed my nursing course from Solapur. I have joined KEM in 1986. When I joined KEM, that time everything was new for me, slowly I have learned so many things. Now I am working as a Sister Incharge at NHGF. I am giving this credit to the administrator and matron. I am doing my work sincerely with dedication out of a deep feeling of respect towards KEM.



## Mrs. Saroj Kulkarni

Asst. Sister Incharge, EMD

I joined KEM Hospital in the year 1983. I have been working here for the past 35 years. There were a lot of problems related to patients and patient care which we were facing as an EMD Staff Nurse initially. I thank all the administration for their constant support and guidance at they showed towards my department.

I am proud to say that KEM has taught me many things in life. It instilled the qualities of self-respect and patient care deep inside me.



