

Diversity And Inclusion At KEMH Pune

Happiness and belonging make a huge difference in a person's life and their healing.

We are proud to expand our mandate and vision here at KEMH Pune with the launch of our diversity and inclusion initiative. We are sharing this statement of intent with you, our colleagues and stakeholders in this process, as the first step in building a workplace and healthcare environment where everyone can thrive. This will lead to new conversations that may be difficult and uncomfortable; active problem solving on teams, on the floor and in the wards, thus guiding us on to pathways of equal, safe and fair access for all colleagues, patients and visitors at KEMH Pune. We hope and trust that you will take these steps with all of us.



KEMH PUNE

Diversity And Inclusion

Statement Of Intent

KEMH aims to become an equal, supportive and inclusive environment for all and hereby commits to doing so by 2021. We recognise that every person has different abilities to contribute to organisational goals and performance and that affirmative action will be required to give everyone an opportunity to contribute on equal terms. We promote equality and diversity and believe everyone is entitled to being treated with respect and dignity.

We identify characteristics to be consciously protected as –

- Age
- Disability
- Caste and community
- Religion or belief
- Part-time or full-time status
- Sexual orientation and/or identity
- Gender identity and/or assignment
- Gender reassignment status
- Marriage and civil partnership
- Pregnancy, maternity, paternity
- Surrogacy, other fertility issues, adoption
- Child care; especially for children with special needs
- Elder care

No form of harassment, bullying or intimidation will be tolerated. Forms of discrimination include:

1. Direct discrimination, where a person is less favourably treated because of any protected characteristic
2. Indirect discrimination, where a requirement or condition which cannot be justified is applied equally to all groups but has a disproportionately adverse effect on one particular group
3. Discrimination by association, where a person is less favourably treated because they associate or have some connection with another person who possesses a protected characteristic
4. Perception discrimination, where a person is less favourably treated because others think they possess a protected characteristic

We treat cases of discrimination, victimisation or behaviour which is counter-productive to providing an inclusive environment seriously and it will result in disciplinary action. We have robust grievance and disciplinary policies in place which may be applied in such cases.

As our awareness of vulnerable populations and barriers to accessing healthcare for them grows, we are determined to initiate an inclusion strategy to encompass members of all castes, the LGBTI (Lesbian, Gay, Bisexual, Transgender, Intersex) community, gender and sexual minorities who do not identify with the LGBTI community, and Persons with Disabilities (PwDs) who work with us as employees, as well as seek healthcare as patients at KEMH Pune to provide them with a friendly, sensitised, accessible and safe environment.

With this initiative we seek to expand our understanding and take steps to conquer it together as a community. Towards this, we identify the need for action in the following areas:

- 1) Documentation: including the third gender as a category
- 2) Documentation: collecting data on the pertinent needs of employees, as detailed above, by our Mental Health and Psychosocial Services and Human Relations Departments
- 3) Understand the needs of diversity segments in employment
- 4) Understand the needs of diversity segments for our patients and visitors to KEMH
- 5) Formulate an evidence based diversity and inclusion policy and strategy
- 6) Develop a recruitment strategy to recruit from a diverse talent pool, with fair selection procedures based on merit and competence
- 7) Open a dialogue and conduct sensitisation trainings with our employees
- 8) Protect the right of any member of the LGBTI community and sexual minority to maintain privacy or disclose their identity/ orientation in the workplace
- 9) Prevent any bullying, discrimination or harassment that would create an unsafe and unsupportive environment for anyone
- 10) Take cognizance of, and address any complaints of bullying, discrimination or harassment on these grounds by our established employee grievance mechanisms of redressal and/ or the Management, as required
- 11) Make reasonable adjustments to maintain the services of an employee who is or becomes disabled, for example, in training, provision of special equipment and reduced working hours
- 12) As an organisational stakeholder, we will work on finding ways with other stakeholders, where ever possible, through which transgender and intersex persons can be effectively covered under medical insurance

Know Your KEM Colleague

Dr. Rahul Pai



Dr. Rahul Pai
Associate Consultant Department of Medicine

Dr. Rahul Pai was born in Pune. He did his schooling and college in the Vidya Bhavan High School and Loyola Junior College respectively. He did his MBBS from Bharati Vidyapeeth Medical College and pursued his post graduate studies in KEM Hospital Pune securing his DNB & FCPS from KEM Pune. He went on to pursue a Diploma in Critical Care from Ruby Hall clinic. He worked as a Consultant in Critical care for two years in Ruby Hall Clinic before returning to his alma mater (KEM Hospital). He joined KEM as a panel consultant in 2011 and later as an Associate Consultant in the Dept. of Medicine in 2015.

Dr. Pai is very attached and passionate about KEM Hospital, just like his father, the Late Dr. Vasant Pai and feels very proud to be a part of the hospital. In his free time, he loves to read, loves traveling and is always on the lookout for an opportunity to go for long drives with his family as he loves to drive. His other hobbies include photography and watching movies.

Besides KEM he has his consulting rooms in Shivajinagar along with his wife, who is an Ophthalmologist. He is also the Consultant in Medicine in ONP group of hospitals.

Dr. Rahul Pai has an interest in clinical research and has been involved in phase 4 clinical trials with reputed companies like Novartis, Amgen and Kowa.

He is a life member of Associations of Physicians, Indian Society of Critical Care and Cardiology Society of India.

Please Welcome

The following consultants
have joined us this month

Dr. Amit Mulay
DNB (General Surgeon),
DNB (Plastic Surgeon), FCPS
Panel Consultant
Cardiologist Plastic Surgeon

Dr. Ami Date
DNB (Obstetrics &
Gynaecology), FMIS
Panel Consultant
Obstetrics & Gynaecologist

Dr. Vivek Gaikwad
Panel Consultant
Cardiologist

Dr. Chandrakant Chavan
Panel Consultant
Cardiologist

Stress and diabetes is known to have a bidirectional relationship. People with diabetes have a 30% increased prevalence of stress disorders such as depression. Presence of stress disorders interferes with glycemic control and can also influence cardiovascular outcomes. Macro and micro vascular complications such as retinopathy, nephropathy, neuropathy cause disability hence influencing quality of life and can lead to adjustment reactions. Substance use disorders such as alcohol and nicotine dependence is reported to have a prevalence of 10% and significantly influence morbidity and mortality in diabetics. Chronic diabetes can also enhance risk for vascular cognitive impairment leading to memory problems. These are significant unmet needs in the care of diabetic patients.



Consultant:

Dr. Rishikesh V Behere

(Associate Consultant Psychiatry and Wellcome DBT India Alliance Intermediate Fellow in Diabetes Unit, KEM Hospital Research Center, Pune)

Consultants may please refer patients with Diabetes with

- 1) Stress related issues
- 2) Substance use (alcohol, nicotine etc.)
- 3) Memory problems
- 4) Sleep disorders

The clinic is run by a team which consists of a psychiatrist and a clinical psychologist. Management of diabetes includes comprehensive evaluation for psychological issues with medical treatment and counselling for stress management.

STRESS MANAGEMENT CLINIC IN DIABETES

Location

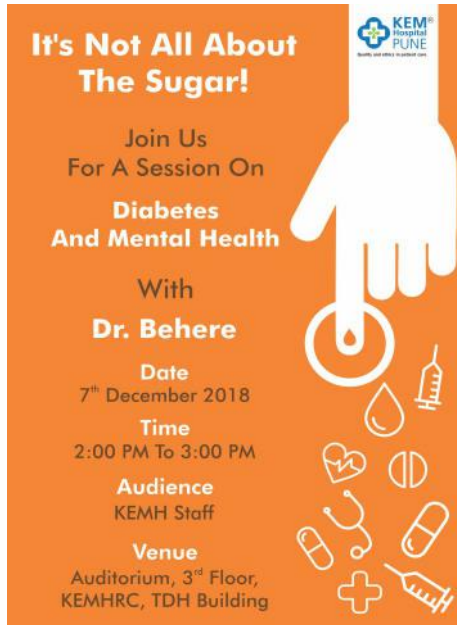
Diabetes Unit OPD, 6th Floor KEM Hospital

Timing

Wednesdays – 2:00 PM to 4:00 PM

Diabetes - It's Not All About The Sugar!

On 7th December, 2018, KEMH Mental Health and Psychosocial Services conducted an awareness session, 'Diabetes - It's Not All About the Sugar!' for all KEMH staff members. Dr. Rishikesh Behere, our consultant psychiatrist, anchored the conversation and discussed the intersection of diabetes and mental health. The audience was very responsive and curious about this common affliction and its management to help improve the quality of life of their loved ones as well as themselves.



It's Not All About The Sugar!

Join Us
For A Session On
**Diabetes
And Mental Health**

With
Dr. Behere

Date
7th December 2018

Time
2:00 PM To 3:00 PM

Audience
KEMH Staff

Venue
Auditorium, 3rd Floor,
KEMHRC, TDH Building

KEMH Hospital PUNE
Health and Well-being together!



Health Screening Programme For Children At Pabal - 03rd January 2019

The health screening programme for school children was held on 3rd January 2019 at Shree Bhairavnath Vidyamandir, Pabal.

Number of children screened: 252

Found hypertensive: 40

This screening camp was possible because of the assistance extended by Dr. Sanjay Juvekar of KEMHRC and field workers Ms. Shalan Mhetre, Mr. Prashant Gaikwad, Mr. Yogesh Pawar and Mr. Nilesh Kadam.



Free Screening Camp For Orthopedic Disabilities

Department of Orthopedics, KEM hospital along with Clubfoot Medical Foundation organised a free screening camp for evaluation and treatment of children with orthopedic disabilities. Dr. Sameer Desai and his team examined 65 children with orthopedic disabilities. The children had come from Jalgaon, Parbhani, Konkan Kolhapur, Pune and other areas of Maharashtra.

The common conditions were clubfoot, cerebral palsy and leg and foot deformities. 10 children have been operated free of cost and surgery of another 10 is planned over the month. Some of these children were from special disabled schools in Jalgaon, whose parents did not have any resources to treat them.





The Royal College of Emergency Medicine

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411045

17 January 2019

Dear Dr. Mohite,

Re: FRCEM Primary Examination – Candidate Number: 494

I am delighted to inform you that you have been successful in passing the FRCEM Primary examination at the 5 December 2018 sitting – congratulations!

The pass mark was **93.65** and the mark you achieved was **101**

All scores have been verified and no further breakdown is available.

Further information regarding FRCEM Intermediate SAQ and FRCEM Intermediate SJP is available from our website at:

http://www.rcem.ac.uk/RCFM/Exams_Training/Exams/Regulations_Info_Packs/RCFM/Exams_Training/Exams/Regulations_Info_Packs.aspx?hkey=bf869f0e-de0b-4464-b82b-77bdece214aa

Applications for the September 2019 sitting will open on **1 April 2019 at 10am (GMT)** and the closing date is **3 June 2019 at 5pm (GMT)**.

Best wishes.

Yours sincerely,

Susannah Grant
Head of Examinations

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Dr. Suchitra Mohite
Associate Consultant
in Anaesthetist and
Consultant in Emergency
Medicine

Starting 1st February, 2019, Cipla Palliative Care and Training Centre will provide free of charge Palliative Care OPD consultation services for cancer patients every Friday from 9:00 AM to 1:00 PM at KEM Hospital. They will also run training programmes and awareness sessions on palliative care at the hospital. Cipla Palliative Care and Training Centre and KEMH are proud to bring you this collaboration, which will be run as an Outpatient Department (OPD) at KEM Hospital. Kindly refer to the contact details below for further enquiry and information.

Cipla

Palliative Care & Training Centre



Advancing Cipla's legacy

Not just making medicines, making a difference

It was to support patients and their families in their most difficult of times, alongside medicines and treatment, that Cipla founded the Palliative Care & Training Centre in **1997** in Warje, Pune. Since then, we have reached out to over **14,000 patients with free-of cost care.**



Unique Family Care Model

A family member stays with the patient at the Centre and is equally cared for by our team. Our service is deeply rooted in the Indian ethos of family and community.



Home Care & OPD Service

Our home care team extends regular free-of-cost care to patients living around the Centre. We also reach out to patients through OPDs at the Centre and at select hospitals across Pune.



Celebrating Life

While medical therapies remain critical, we offer much-needed emotional comfort for patients and their caregivers through engaging activities like art, craft, music and games.



Palliative Care Training

We are the preferred site for several state, national and international level training programmes in palliation for doctors, nurses, social workers and volunteers.