

After a gap of more than two years, HR personnel across Aravind centres were brought together for a retreat at Aravind-Madurai. The retreat provided practical inputs to refine and restructure various systems and procedures of the HR department towards ensuring its effective functioning.

The concept of Total Productive Maintenance (TPM) is relatively new to people at Aravind. It is a strategy that operates according to the idea that everyone in a facility should participate in maintenance of equipment or instruments, rather than just the maintenance team. Recently, Aurolab has implemented it on an experimental basis and seeing promising results, the concept is now being deployed across its departments.

LAICO organised the second session of Kaushalam, the value-based leadership seminar series at the picturesque venue of Tata Advanced Systems Ltd in Hyderabad. News about these and many more features in this issue.

# **Accolades**

Certificate of Appreciation

*Aravind – Tirunelveli, January 26* Aravind Eye Hospital, Tirunelveli received a Certificate of Appreciation for exemplary performance under Chief Minister's Comprehensive Health Insurance Scheme (CMCHIS-AB-PMJAY). Dr. V. Maneksha, Chief – Orbit & Oculoplasty Clinic received the certificate from Thiru. V. Vishnu, IAS honorable District Collector, Tirunelveli during the Republic Day Celebration.

HR Retreat 2023

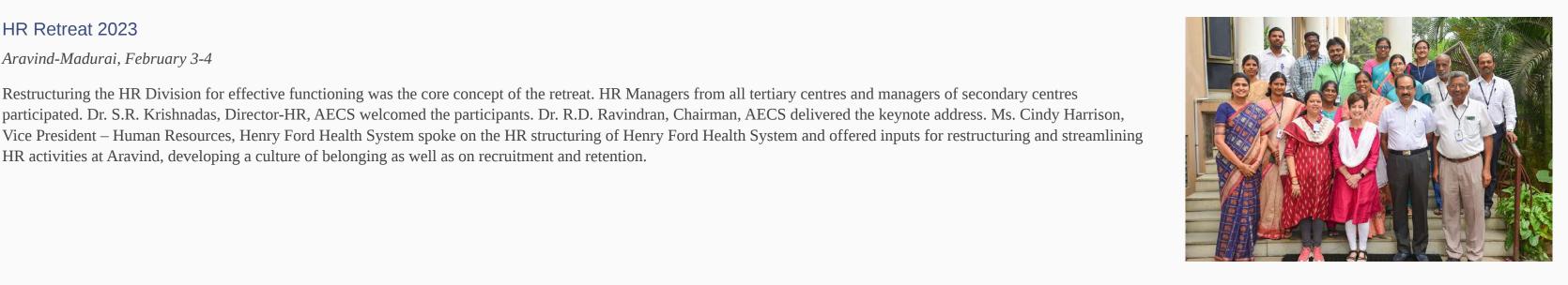
**Aravind Events** 

Aravind-Madurai, February 3-4 Restructuring the HR Division for effective functioning was the core concept of the retreat. HR Managers from all tertiary centres and managers of secondary centres

participated. Dr. S.R. Krishnadas, Director-HR, AECS welcomed the participants. Dr. R.D. Ravindran, Chairman, AECS delivered the keynote address. Ms. Cindy Harrison,

New AOP Supervisors, Tutors and Performers

HR activities at Aravind, developing a culture of belonging as well as on recruitment and retention.



function held in the presence of Ms. Cindy Harrison, Dr. S.R. Krishnadas and Dr. Usha Kim.

*Aravind-Madurai*, *February 2* 

Aravind Eye Hospital, Madurai started the selection process for the positions of Supervisor, Tutor, and Performer in November 2022. There were 137 potential candidates. 360 degree feedback was obtained, personal interview was conducted by Dr. Usha Kim, Director – AOP training, AECS. She and the evaluation team selected five Supervisors, two Tutors, and 23 Performers from the potential candidates. The candidates were given the new position at a special







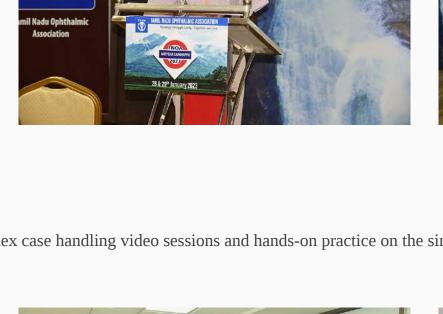


TNOA Mid-year Sandhippu

Courtallam, January 28-29 TNOA Mid-year Conference was held at Courtallam under the leadership of Dr. R. Ramakrishnan, President – TNOA and Advisor, Aravind-Tirunelveli. The conference was well planned and the sessions were organised in an interesting and engaging way. These also included talks on general topics such as work-life balance, financial freedom and independence. Thulasiraj Ravilla, Director-Operations, AECS gave a talk on unlocking the goldmine in private practice. Pattimandram fame Prof. M. Ramachandran gave a special address. Delegates from all over Tamil Nadu participated in the conference.









Cataract services of Aravind Eye Hospital, Madurai organised the workshop which included classroom lectures, complex case handling video sessions and hands-on practice on the simulator. A total of 39 participants from various medical colleges took part. Sessions were moderated by faculty from Cataract Clinic and HelpMeSee.









*Aravind-Madurai*, *January 7-25* teach and spread knowledge to everyone. Several competitions were conducted for the users as part of this:

Library Week

Library Week started off with a Writathon arranged from January 7 to 9. A photo quiz on clinical images was anchored by Dr. Rupa, Medical Officer, Paediatric Ophthalmology Clinic, Aravind-Madurai. She also gave a motivational talk. Dr. Manju Pillai, Medical Officer, Glaucoma Clinic, Aravind-Madurai introduced the online skill test for doctors. Treasure hunt, clue-based competition based on library resources was also conducted. Dr. Madhu Shekhar, Chief, Cataract and IOL Services, Aravind-Madurai distributed the clue puzzles to participants. A debate on Google Vs Librarian was conducted. Dr. C. Gowri Priya, Scientist, Aravind Medical Research Foundation welcomed the participants to the debate. Dr. Usha Kim, Chief, Orbit and Oculoplasty Clinic, Aravind-Madurai was the judge. Dr. Naresh Babu, Chief, Retina Services, Aravind-Madurai anchored a quiz for all the library users. Skill tests for AOP were also conducted.











Pongal CME was organised during January 4 to 11. Mr. Gautham Kumar, Manager-Quality, Aravind-Coimbatore reviewed the incidents and errors in 2022, explained the route cause analysis and corrective and preventive actions. Dr. D. Chandrasekhar, Consultant, Aravind-Coimbatore conducted a general quiz which the participants enjoyed thoroughly.





## Aurolab Day

Aurolab

Aurolab, January 28 After two years, Aurolab arranged a formal function to celebrate its annual day. Dr. P. Ramesh, Founder, Aarthy Eye Hospital was the chief guest and delivered a special talk. Dr. G. Natchiar, Trustee, Aurolab and Director Emeritus, AECS;

Dr. P. Balakrishnan Managing Director Emeritus, Aurolab; and Dr. P. Vijayalakshmi, Chief – Vision Rehabilitation Centre, Aravind-Madurai graced the occasion with their presence. R.D. Sriram, Managing Director, Aurolab offered felicitations. Service awards were distributed to the employees. Students from Madurai Natya Kalalaya performed a dance drama, depicting the life story of the famous Tamil freedom fighter, Veeramangai Velunatchiyaar. Aurolab staff put up a skit

titled, 'Vithi Mathi Vilaiyaadal'. Winners of the various competitions held in Aurolab were given prizes during the occasion.









**TPM Deployment** Aurolab, January 27 Total Productive Maintenance (TPM), a concept originated in Japan, is a strategic method for continual improvement and excellence in all aspects of an organisation. It helps improve productivity, quality, cost, delivery, morale, safety, and

Aurolab, January 13

environment. A hugely successful management strategy tool, it involves everyone in the organisation regardless of cadre. Aurolab has been experimenting with TPM for about a year and the results have been fabulous. To celebrate this and to deploy it formally across the organisation, a special event was organised. Mr. S. Ramasubramanian, Head – Manufacturing System, Sundaram Fasteners Ltd; who has vast experience in TPM implementation and won awards was the chief guest and delivered a special talk. Aurolab's TPM counsellors, Mr.

Yuvaraj, Mr. Sri Karthikeyan and TPM consultant, Mr. Vadamalaiyappan were also present at the ceremony. Dr. P. Namperumalsamy, Trustee, Aurolab and Chairman-Emeritus, AECS; Dr. G. Natchiar, Trustee, Aurolab and Director Emeritus – AECS, and Dr. P. Balakrishnan, Managing Director Emeritus, Aurolab graced the occasion with their presence and presented awards to the best contributors of TPM. A presentation on the 8 pillars of TPM was given by the chairpersons of the respective pillars. R.D. Sriram and Dr. G. Natchiar launched the TPM logo, slogan, and symbol of Aurolab.









**Auro-Pongal Festival** 

Pongal festival was celebrated with great fervor at Aurolab. Senior members and doctors from the Poovanthi Institute of Rehabilitation and Elder Care attended the event. Staff put up traditional performances like Silambattam, Oyilattam and Kummi.









Aurolab participated in the TNOA mid-year conference held at Courtallam in the last week of January and created awareness on its products such as the Aurovue Vivid, Aurovue EV Toric IOL, and Hummingbird lite. It took part in the Annual Conference of Haryana Ophthalmological Society during January 21-22 and provided phaco training for doctors. It also displayed several of its products.

## **LAICO** Visit to Cape Coast Teaching Hospital

Dr. R. Venkatesh, Chief Medical Officer, Aravind-Pondicherry and K.M. Sashipriya, LAICO visited Cape Coast Teaching Hospital to provide inputs on developing the hospital to become a centre of excellence in eye care.

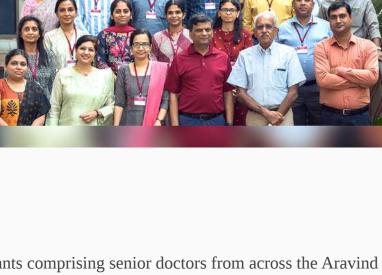
Cape Coast, Ghana, February 5-11

Management Priorities in Eye Care Delivery for Heads of Eye Hospitals LAICO, January 15-21

LAICO conducted the 21<sup>st</sup> batch of the course, Management Priorities in Eye Care Delivery for Heads of Eye

Hospitals in the second week of January. A total of 19 participants from India, Bangladesh and Nigeria participated.





Bengaluru, February 2-3

Dr. P. Sundaresan

*Hyderabad, January* 5-8

Kaushalam

**Conference Attended** Genomics India 2023 Conference

Jan;71(1):215-221. View More

glaucoma. Indian J Ophthalmol. 2023 Jan;71(1):140-145. View More

**Center.** Cornea 2023 Mar 1;42(3):359-364. View More

**Aravind Eye Hospital, Coimbatore, India.** Int Ophthalmol Clin. 2023 Jan 1;63(1):65-77. View More

Tirunelveli

Coimbatore

Salem

Tirunelveli

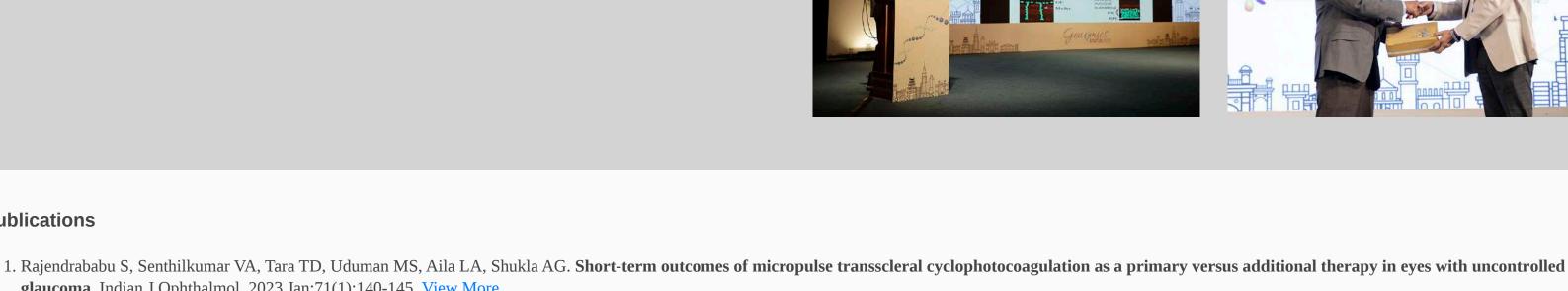
Tirunelveli

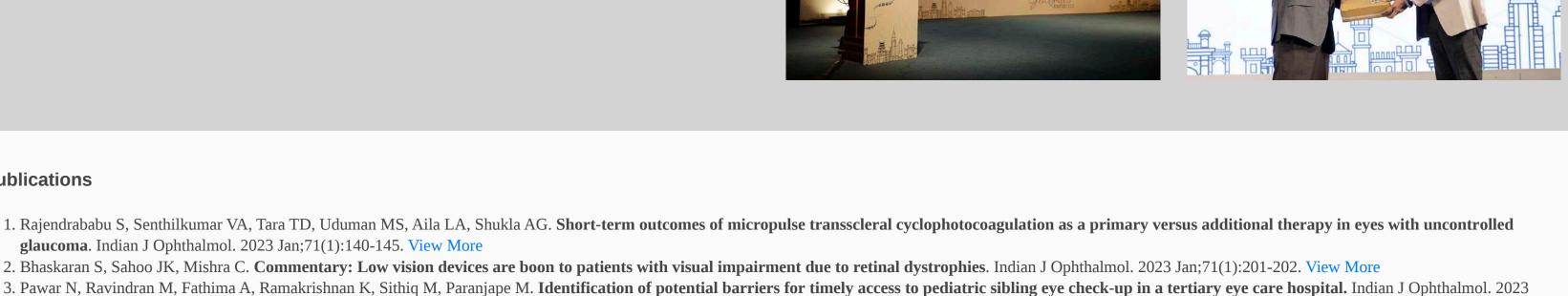
Madurai

Coimbatore

- Gene therapy for an inherited eye disorder and mitochondriopathy

centres as well as senior executives from Aurolab and TASL took part.





IOMICS - LOOKING BACK & MOVING FORWARD

#### 4. Kumar M, Kowsalya A, Narayanamoorthy J, Kumarasamy D, Chitradevi, Balakrishnan H, Chaudhary S. Erythropoietin as a treatment option for indirect traumatic optic neuropathy: A pilot study. Indian J Ophthalmol. 2023 Jan;71(1):235-240. View More 5. Krishnaveni G, Joseph S, Thulasiraj R. **Uptake pattern of training programs over two decades at an International Ophthalmic Training Institute in India.** Indian J Ophthalmol. 2023 Jan;71(1):268-274. View More

**Publications** 

6. Khadia A, Gupta I, Thangaraju D, Assadi FA, Ghosh A, Veena K, Mouttapa F, Venkatesh R. Important signs to check posterior capsule integrity. Indian J Ophthalmol. 2023 Jan;71(1):287-289. View More 7. Chandrakanth P, Verghese S, Shiroya P, Khan AA, Gosalia H, Revathi R, Narendran V. Smartphone co-aided cobalt blue anterior segment with intraocular lens photography. Indian J Ophthalmol. 2023 Jan;71(1):290-293. View More 8. Kogachi K, Lalitha P, Prajna NV, Gunasekaran R, Keenan JD, Campbell JP, Song X, Redd TK. Deep Convolutional Neural Networks Detect no Morphological Differences Between Culture-Positive and Culture-Negative **Infectious Keratitis Images.** Transl Vis Sci Technol. 2023 Jan 3;12(1):12. View More 9. Cole E, Mathenge W, Kiage D, Ravilla T, Mayorga E, Palis AG, O'Banion J, Golnik K, Pettey J, Sun G, Cherwek DH, Edward D, Joltikov K, Chan RVP, MacIntosh PW; American Academy of Ophthalmology Task Force on

Academic Global Ophthalmology. **GO-ing for Gold: Global Perspectives on Creating a Gold Standard for Global Ophthalmology (GO) Education.** Int Ophthalmology. **GO-ing for Gold: Global Perspectives on Creating a Gold Standard for Global Ophthalmology (GO) Education.** Int Ophthalmology. **GO-ing for Gold: Global Perspectives on Creating a Gold Standard for Global Ophthalmology (GO) Education.** Int Ophthalmology. 10. Ehrlich JR, Shantha JG, Mathenge C, Fashina T, Cole E, Al-Khaled T, Ravilla T, Chan RVP, Yeh S; American Academy of Ophthalmology Task Force on Academic Global Ophthalmology. Research Partnerships and Guidance in **Academic Global Ophthalmology.** Int Ophthalmol Clin. 2023 Jan 1;63(1):15-24. Epub 2022 Dec 27. View More 11. Sobhy M, Cole E, Jabbehdari S, Valikodath NG, Al-Khaled T, Kalinoski L, Chervinko M, Cherwek DH, Chuluunkhuu C, Shah PK, K C S, Jonas KE, Scanzera A, Yap VL, Yeh S, Kalpathy-Cramer J, Chiang MF, Campbell JP, Chan RVP. Operationalization of Retinopathy of Prematurity Screening by the Application of the Essential Public Health Services Framework. Int Ophthalmol Clin. 2023 Jan 1;63(1):39-63. View More

12. Gosalia H, Kene RD, Oh M, Shah PK, Campbell JP, Paul Chan RV, Venkatapathy N. Coincidental Ocular Abnormalities Found in Telescreening of Retinopathy of Prematurity Conducted During the COVID Pandemic at

13. Thamizhselvi S, Pooja A, Prajna L, Rameshkumar G, Prajna NV, Karpagam R. Incidence, Clinical Profile – Course and Management of Keratitis Caused by Uncommon Species of Pseudomonas at a Tertiary Eye Care

14. Nunez do Rio JM, Nderitu P, Raman R, Rajalakshmi R, Kim R, Rani PK, Sivaprasad S, Bergeles C; SMART India Study Group. Using deep learning to detect diabetic retinopathy on handheld non-mydriatic retinal images acquired by field workers in community settings. Sci Rep. 2023 Jan 25;13(1):1392. View More 15. Sura AA, Sun Y, Reddy AK, Rathinam SR, Gonzales JA, Thundikandy R, Vedhanayaki R, Kanakath A, Murugan B, Doan TA, Lim LL, Suhler EB, Al-Dhibi HA, Acharya NR; FAST Research Group. Reduced Dose Methotrexate and Mycophenolate Mofetil in Noninfectious Uveitis: A Sub-Analysis from the First-Line Antimetabolites as Steroid Sparing Therapy (FAST) Trial. Ocul Immunol Inflamm. 2023 Jan 26:1-6. [Epub] View More

**Enrolments for February 2023** Course title **Training Centre** No. of enrolments **Long Term Fellowship Programmes – For Ophthalmologists** 1 Madurai

1

1

1

1

1

1

1

## Fellowship in Glaucoma Fellowship in Paediatric Ophthalmology

**Training** 

Fellowship in Cornea

Fellowship in Retina

Fellowship in Orbit & Oculoplasty

Short Term Training Programmes - For Ophthalmologists           Clinical Observership Program In Diagnosis and Management Of Glaucoma         Coimbatore         1           HelpMeSee Simulation-based Training in MSICS         Madurai         1           Short term training in vitrectomy         Coimbatore         1           Phacoemulsification         Madurai         2           Pondicherry         1           Coimbatore         2           Tirunelveli         2           Pondicherry         1           Small Incision Cataract Surgery         Tirunelveli         1           Coimbatore         2           Short Term Training Programs - For Paramedicals           FFA & USG         Madurai         1           Refraction techniques         Madurai         1           OT Techniques         Madurai         1           Ocularist         Madurai         1		
Management Of Glaucoma         Madurai         1           HelpMeSee Simulation-based Training in MSICS         Madurai         1           Short term training in vitrectomy         Coimbatore         1           Phacoemulsification         Madurai         2           Pondicherry         1           Coimbatore         2           Tirunelveli         2           Pondicherry         1           Small Incision Cataract Surgery         Tirunelveli         1           Coimbatore         2           Tirunelveli         1           Coimbatore         2           Short Term Training Programs - For Paramedicals           FFA & USG         Madurai         1           Refraction techniques         Madurai         1           OT Techniques         Madurai         1		
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Management Courses Courses		
Management Priorities in Eye Care Delivery LAICO 13		
Statistics		
Patient Statistics – January 2023		
Hospitals Total Madurai Tirunelveli Theni Coimbatore Pondicherry Tirupur Dindigul Salem Tuticorin Udumalpet CbeCC Ch	hennai Tirupat	ti Kovilpatti
Hospital Out-patient visits		
Paying (New & Review) 220,570 52,302 27,649 8,314 32,177 21,079 4,875 5,944 10,483 5,196 3,621 4,222	30,208 11,91	7 2,583
Free:Direct walk-in (New & 68,962 17,825 6,214 2,537 10,145 6,795 1,790 - 3,832 1,063 1,742 - Review)	8,267 8,135	5 617

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Hospital Out-pa	tient visits	;													
Paying (New & Review)	220,570	52,302	27,649	8,314	32,177	21,079	4,875	5,944	10,483	5,196	3,621	4,222	30,208	11,917	2,583
Free:Direct walk-in (New & Review)	68,962	17,825	6,214	2,537	10,145	6,795	1,790	-	3,832	1,063	1,742	_	8,267	8,135	617
Outreach Out-pa	atients		<u> </u>												
Comprehensive Eye Camps	23,026	5,928	3,213	1,359	4,816	3,621	240	-	979	382	130	_	1,548	810	-
Diabetic Retinopathy Camps	1,288	602	-	270	416	-	-	-	_	-	_	_	_	_	_
Refraction Camp	4,363	529	735	145	2,065	133	-	_	96	_	473	_	187	-	_
Mobile Refraction Unit	1,621	-	-	129	640	_	_	-	852	-	_	_	_	-	_
School Screening	5,674	972	256	141	731	89	_	_	_	_	_	_	810	2,056	_
Paediatric Eye screening camps	835	-	-	337	_	498	-	_	_	-	_	_	_	-	-
RoP Screening	1,846	293	354	178	718	93	_	_	_	_	_	_	187	27	_
Vision Centres	75,668	23,982	14,319	6,036	5,839	11,431	6,450	_	3,933	_	1,727	_	1,951	_	_
Community / City Centres	16,228	8,785	2,637	2,329	_	2,477	_	_	_	_	_	_	_	-	_
Total OP Examinations	420,081	111,218	55,377	21,775	57,547	46,831	13,355	5,944	20,175	6,641	7,693	4,222	43,158	22,945	3,200
Total number of camps	116	22	21	5	22	17	2	-	7	2	1	-	8	9	-
Surgeries															
Cataract	24,120	6,635	2,637	931	3,858	2,649	461	456	1,478	278	588	196	2,485	1,327	141
*Other	18,514	5,384	2,355	403	3,831	2,100	73	127	550	67	68	159	2,395	979	23
Surgeries					7,689	4,749	534	583	2,028	345	656	355	4,880	2,306	164

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February 2023

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