

JULY - SEP 2022





Volume 1

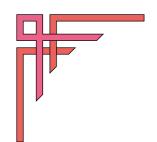
Issue 47

Price Rs. 10/-

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IMA TNSB



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Dr. R. Rengaraj Treasurer NHB TNSB



Dr. R. Anburajan Secretary NHB TNSB



Dear Doctors,

Greetings from NHB IMA TNSB!

We would like to thank everyone for giving us this opportunity to serve you all with this responsibility at NHB IMA TNSB. While resuming this new office and taking on these challenging new responsibilities, we are devoting ourselves to the development of all member hospitals, small, medium or large, prioritizing reducing the burden on our member hospitals.

Since we have taken charge of NHB IMA TNSB Office in January 2022, we have done our level best to settle the issue of our Member Hospitals are facing. We would like to encourage all members of our IMA who own hospitals to become members of the NHB IMA TNSB. Members are also reminded to renew their membership (every 5years) so that they can enjoy all the benefits regularly.

We are getting stronger day by day and all the missed steps are being prepared. Now our membership has been increased to 4899.

During the Finance Standing Committee meetings held in February, May and August 2022, I submitted the financial statements which were audited and found to be outstanding.

On 06.03.2022 we sensitized the existing IMA Office bearers of various branches about NHB in Leadership training program. There was active participation and discussion happened in the training.

Our 125th NHB Zonal Meet for East Zone- 2022 organized by Tanjavur IMA on 22nd May 2022 from 10:00 am to 4:00pm at Tanjavur, Reena Mitra Hall. It is a physical meeting to clarify the doubts of our Members Hospitals Effectively.

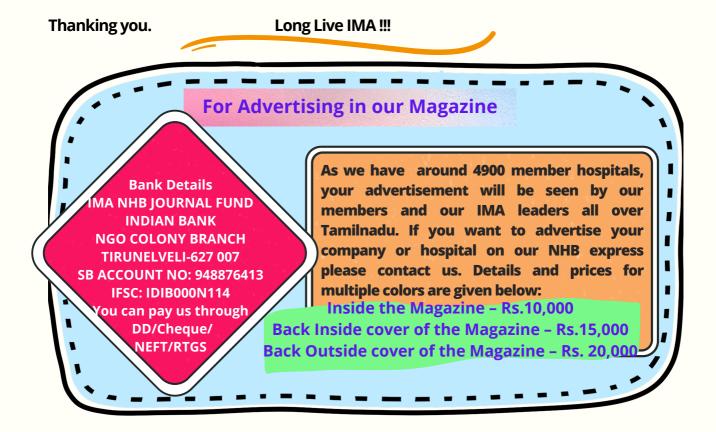
We held our 71st and 72nd Management Committee & GB Meeting on 20th February 2022 at IMA Trust A/C Hall, Erode and on 22nd May 2022 at Reena Mitra Hall, Thanjavur respectively.

We have discussed the following and actions are being taken:

- 1) Minimum Wages Persuading the Government
- 2) Fire Safety Received Latest letter from Health Secretary
- 3) Insurance Insurance conclave
- 4) BMWM & Solid Waste Management What is new?
- 5) Appointment of District Coordinators Rolls & Responsibilities
- 6) Starting NHB Members Groups Email / WhatsApp / Telegram
- 7) NHB Express

We as a team met the Labour Secretary Mr. Kirlosh Kumar on 29.03.2022 and received a positive response from the Review Committee on Minimum Wages. Also on 10.06.2022 we met the Minister of Labour Welfare in Chennai and explained the issues regarding minimum wages.

The long awaited new rules for Fire Safety in hospitals issued recently issued by the Principal Secretary , Health and Family Welfare, Tamilnadu on 25.04.2022 (letter (Ms.)No.138). This is with reasonable modifications to existing hospitals. There are separate guidelines for Tall buildings. They advise us to keep our ICUs and Operation theaters on the ground or first floor for easy evacuation of patients in case of emergencies. Ramp guidelines have been modified. Try to follow as much as possible in old buildings. For those who want to start new hospitals- follow these guidelines. It is published on our website. If you need a copy you can write to us.





Respected NHB Members,

Greetings and best wishes from your state President.It gives me great pleasure to meet you all with this new edition of NHB Express and it gives me great pleasure to contribute my writing to this prestigious magazine. It was started in 1990 and is successful till now, it helps a lot of doctors and they know about their profession and it helps them to improve themselves.

Friends, we are making all efforts to get relief from issues related to the Minimum Wages Act 2018 and Insurance Claims. Hope we succeed in our endeavor. Branch presidents and secretaries should be proactive in adding new members and encourage members to join schemes and wings.

Our State Council meeting was held at the IMA Ramanathapuram branch. It was a grand function and all the members of the State Council got an opportunity to visit the south-eastern tip of Pampan Island, Dhanushkodi, and Rameswaram, and we have taken very good constructive decisions. The State Council has approved the purchase of land on the Chennai-Bangalore highway. Registration will be done after taking legal advice.

The NHB East Zone meeting and Management Committee meeting organized by IMA Thanjavur was well conducted with many fruitful discussions with officials from various departments.

The office bearers of NHB wish you all the best for your efforts in conducting regular zonal meetings and solving the problems faced by small and medium hospitals. Let us all work together to improve our association, its wings, and programs.

One thing is sure Together we will Succeed.

Be Committed to IMA Your Association Your Security,

Long Live IMA





Dear seniors, Friends and Colleagues,

It gives me great pleasure to reach out to you all through the NHB Journal. There are lot of problems in running hospitals and newer ones keep popping up.

- 1. The minimum wages Act 2018, which is in force right now being used all over Tamilnadu by the labour dept. officials to target and achieve their goals or targets. We have repeatedly represented to the Minister, Secretary, Labour commissioner and the dept, officials, but the file for formation of the new committee is being stalled and action on the above issues are being delayed by the Labour Ministry. We are exploring the legal options before us and also taking a tough STAND on this issue publicly.
- 2. The rates for the CMCHISTN and other Govt. schemes are very low and unviable. We had given representations to the Health Secretary, Project Director TNHSP, all the concerned insurance companies, but the increase was a paltry 15% after 10 long years, wherein all our expenses in running a Hospital has increased manifold. Again here too, legal options are being studied or more tougher posturing and publicizing these unlikable rates would make them think a little bit.
- 3. We have received the ramps and fire safety protocols this year which is a lot less than what we originally had, but still needs more tweaking to suit all our needs and possibilities as implementing all this in older hospitals and even newer ones would be a bit difficult.
- 4. There have been a lot complaints about weighing machines being checked and hefty fines being issued by the Govt officials. We have represented this to the Health Minister and hope that there would be early relief in this issue.

We'll be facing all of them and many more hopefully finding solutions as early as possible.

Yours in IMA Service



NHB Journal started by me was successfully run from 1990 onwards till 2008. Then NHB express was published from the NHB Secretary's office from 2007 by Dr.Abul Hassan and continues to be official journal from the NHB Secretary's office.

A journal is a very important source of communication between the Association and the members. Every day there is something happening in the medical field that we have to be aware of. Kindly preserve the journals serially you will find them useful.

My congratulations to the Secretary of the Office Bearers of the NHB for bringing the journal.

Dr. S. Karthik Prabhu
Chairman
NHB TNSB

Dear colleagues,

1

Greetings!

It is our pleasure to meet all of you through this edition of in NHB express. Problems in practice are increasing day by day and IMA & NHB are trying to find the best solutions for a peaceful and safe practice.

Please be update on the current state of affairs and be watchful on the dynamically changing rules which we should bear in mind. Only if you know the rules in depth we will be able to handle the authorities and will have less issues in practice.

I have a chance to present a representation regarding Renewal of the Minimum Wages Revision Committee to the Commissioner of labour and the Joint Commissioner of Labour and have also apprised this issue to the Health.

The representations made earlier in the Committee of Minimum Wages Revision was given it to Dr Umanath IAS in his office and requested him to look into this issue for Renewal of the Committee of Minimum Wages. A written mail request for an

appointment to the Labour Secretary is being given and yet to get it.

Contact NHB office for any queries and try the best to be united to represent in one voice all our issues and to find suitable solutions.

Let us hope things move faster and will update you on subsequent proceedings.

United we stand divided we fall! Long live NHB!

Best Regards

Treasurer's Message

Dr. R. Rengaraj Treasurer NHB TNSB



Dear All,

Greetings!

First I thank my seniors who selected me for this post.

Finance is a tough subject. IMA NHB finance is going strong. We have FD's regularly maintained. We get money through new registration and renewals. The money after the expense is added to FD's. The interest rate for FD's is going down. To improve the finance and general strength we have to add more members. Many new hospitals are coming your nearby. Please motivate them to join NHB. Unless we have numbers we can't lobby with government and other agencies.

About finance strength of individual hospitals. Please concentrate your lab, pharmacy- reduce pilferage. Every year increase your OP, IP, Package and Lab charges discussing with your colleagues. NHB district coordinators can coordinate this. Pay your Income tax and GST(pharmacy) on time to avoid interest which will be a big money which can be saved. If you have surplus money improve your infrastructure and expand your hospital. Also diversify your investment in other opportunities after discussing with friends and financial consultants. Invest, monitor and corrections here and there will make your finance strong.

Have some relaxation for you. Spend time with family and friends, Sports, Sing, Draw, and Dance. Health is wealth.

Many rules will come in future. Update... Upgrade... Digitalise... We will grow together.

We will win.



NURSES SKILLS TRAINING

Upskill your nurses for safe patient care

Helps you to deploy nurses with confidence and have peace of mind.

What is Your Need?	We Have the Solution!
Build training capacity?	Training of Trainers
Induct new staff?	Induction training
Improve bedside skills?	Upskilling existing staff

If you need more information on any of our courses, email us.

Better still call us and we will be happy to talk to you!



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For the period of 2022 to 2023

S.N	DOCTORS NAME	DISTRICT
1	Dr.S.Rajendran	Ariyalur
2	Dr.Chakaravarthy	Chengalpattu
3	Dr.Lavanya Yogi	Chennai
4	Dr.Priyakannan	Chennai
5	DR.Thirumoorthi	Coimbatore
6	Dr.Seetharam	Coimbatore
7	V.T.K.Alaganandan	Cuddalore
8	Dr. Anbazhagan	Dharmapuri
9	Dr.R.Sridhar	Dindigul
10	Dr.S.T.Prasad	Erode
11	Dr.Makudamudi	Kallakurichi
12	Dr.Balagan Raja	Kanyakumari
13	Dr. Manoharan	Karur
14	Dr.M.Senthil	Krishnagiri
15	Dr.V.N.Alagavenkatesan	Madurai
16	DR.AneethJegaraj	Madurai
17	Dr.V.Sugavanan	Namakkal
18	Dr.Ashok	Nilgiris
19	Dr. Raja Mohammed	Perambalur
20	Dr.K.H.Salim	Pudukkottai

S.N	DOCTORS NAME	DISTRICT
21	Dr.A.Siva Kumar	Ramanathapuram
22	Dr.A.Parameshwaran	Ranipet
23	Dr.Ashok	Salem
24	Dr.Rajesh	Salem
25	Dr. Kamatchi Chandran	Sivagangai
26	DR.M.Elangovan	Thanjavur
27	Dr.Sasiraj	Thanjavur
28	Dr.Vinothkumar	Theni
29	Dr. Balaji	Thenkasi
30	Dr.llamparithi	Thirupathur
31	Dr.Marimuthu	Thoothukudi
32	Dr.G.Senthilkumar	Tiruchirappalli
33	Dr.Mukesh Mohan	Tiruchirappalli
34	Dr. Sankaravenkatesan	Tirunelveli
35	Dr.A.M.Palanisamy	Tirupur
36	Dr. Sreekiran	Tiruvallur
37	Dr. Kathiravan	Tiruvannamalai
38	Dr.Sendan	Vellore
39	DR. Thirumavalavan	Viluppuram
40	Dr.G.Sankar	Viruthunagar

Yet to be filled for the following districts:

- 1.Kanchipuram
- 2.Nagapattinam
- 3.Tiruvarur
- 4.Mayiladuthurai

We request the Presidents & Secretaries of concerned branches to nominate interested members for the post.





The minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period.

If cannot be reduced by collective agreement or an individual contract.

WORKING HOURS -

9 - 12 hours with spread over.

CONDITIONS OF PAYMENT

Wages shall be paid on working day within 7 days of the end of wage period (or) within 10 days if 1,000 or more persons are employed.

HOLIDAYS

- The employers shall allow a day of rest with wages to the employees every week.
- Rates of Minimum wages Employment in Hospitals and Nursing Homes
- Not applicable to Government Hospitals & Employers State Insurance Dispensaries.
- The rates of minimum wages varies based on the number of beds available in the Hospital.
- The rates vary according to Zones.

OVER TIME WAGES

- Any work beyond 8 hours in a day & 48 hours in a week attracts over-time wages at double the normal wage rates.
- Display of Abstract of minimum wages Act, 1948 by an employer in a conspicuous place.

PAYMENT OF GRATUITY ACT, 1972

- Applicable to those employing 20 or more persons.
- It makes provision for payment of Gratuity to an employee at the rate of 15 days wages per year of service if the employee resigns or his service are terminated (Provided he has put in at least 5 years continuous service).

PAYMENT OF BONUS ACT, 1965

- Applicable to those employing 10 or more employees.
- Minimum bonus payable under the Act 8.33% of earnings of an employee in the accounting year of Hospital / Establishment.
- Maximum bonus payable 20% of such earning of employee

INDUSTRIAL DISPUTER ACT 1947

If any employee works for more than 240 days in a year, His termination becomes "retrenchment" and he will have to be paid one month is notice & retrenchment compensation at rate of 15 days wages per year of service.

No temporary employee should be engaged for more than 6 months.

THE CHILD AND ADOLECENT LABOUR (PROHIBITION AND REGULATION ACT, 2016)

- No Child below 14 years of age can work in Hospital, if so the employer attracts fine or imprisonment or both.
- Adolescents cannot work in hazardous processes and in non-hazardous works, the employer can employ the adolescents with prior notice to Inspector.

THE MATERNITY BENEFIT ACT

- Women employees are entitled to the benefits of this act.
- A woman must have been working as an employee for at least 80 days within part 12 months.
- Applicable to those employing 10 or more workers
- The abstract of this act should be displayed
- Muster roll Form A should be maintained.

THE TAMIL NADU INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS) ACT, 1958

- According to this act, an employee works on a festival or National holiday, should be entitled to twice the wages or wages for the Holiday and substituted holiday with wages on any other day.
- NFH Holidays includes January 26. May 1, August 15 and October 2.
- The employer who contravenes shall be punishable with fine amount.

EQUAL REMUNERATION RULES, 1976

- It is the duty of employer to pay equal remuneration to men and women workers for same work or of a similar nature.
- Penalty Rs. 10000 or imprisonment of 1 moth or both.



On 4 August 2022 the Labor Department and the Health Department jointly held a meeting in the conference hall at the Secretariat, following a court order issued by the Nurses Association regarding the quality of life of nurses in private hospitals. The Nursing Council registrar explained the requirements for nurses. A JD from the DMS office briefed on the ratio of CEA to nurses. We have strong representation from NHB and need to discuss them in depth requirements. We will get back to them after discussing it in our IMA NHB forum create a consensus and presentation. We have also asked for increased representation of the private sector in the committee.









West zone meet & 71st Management committee@ Erode on 20.02.2022



Leadership training program on 06.03.2022



Star Health Insurance Meet on 29.03.2022



State Council Meeting on 20.03.2022 at Kallakuruchi







NHB EAST ZONAL MEETING @ Thanjavur on 22nd May 2022



Finance standing committee on 1st may 2022

@ JVL plaza Chennai





Finance Standing Committee meeting @ Chennai on 07.08.2022



Clinical Establishment Act was amended by Tamilnadu Act 19 of 2018 to bring all the clinical establishment both private and public under the ambit of the said Act and to prescribed the minimum standards of facilities and services to be provided by them.

This include the recognized system of medicine such as

- Allopathy -> Medical > Dental
- Ayush.

Constitution of District Committee:

Consist of following members namely

- JD Medical & Rural Health Chair person
- Dean of Medical College
- One member nominated by Tamil Nadu Medical Council
- One member nominated by IMA
- One member nominated by Tamil Nadu nurses & Midwives council.

Duties of District Committee:

In addition to the duties and responsibilities specified in the Act, the district committee shall also perform the following duties, namely.

- Scrutinize the application received as directed by the competent authority
- Inspect clinical establishment under the direction of the competent authority
- Examine the complaints, if any received pertaining to the implementation of the Act and refer the same to the Government through the competent authority.
- Any other duties as may be directed by the competent authority or by the Government from time to time

Allopathic Clinical Establishment:

- Only consultation not less than 100 sq ft.
- Clinic
- Poly Clinic
- Hospital
- Maternity Hospitals
- Dental Clinic
- Dental Hospitals







- One qualified doctor for every 30 beds.
- One doctor shall be on call duty up to 30 beds during night & off duty hours.
- One duty Doctor shall be available in the hospital physically for 30 beds & above in general side all the 24 hours.
- If the Hospital is having less than 30 beds, but if an Intensive Care Unit is functioning, then, one doctor shall be available on duty for 24 hours.

Staff Nurses & Nursing Assistant:

One qualified nurse and two trained nursing assistants shall be available for up to 30 beds in a hospital and then for each additional 30 beds one qualified nurse shall be available.

The aforesaid human resource is the minimum requirement irrespective of the fact the availability of any number of trained personal working in the hospital.

CLEANING SERVICES – At least one sanitary worker per 20 beds is the minimum requirements.



Labour Room:

- The Labour room shall be not less than 120 sq ft. well ventilated with sufficient light. Space for keeping the new born baby and for its resuscitation is essential.
- If the Labour ward is in a maternity hospital and deliveries are taking place regularly, a duty doctor shall be available for all the 24 hours. It is desirable to have a paediatrician on call, wherever possible.

OT/ICU

- Minor: Not less than 100 sq. ft.
- Main OT : Minimum 150 sq.ft.
- All Equipments like
- Multi para monitor, Boyles Autoclave and other necessary instruments.

ICU

- If four cots are there, a minimum space of 240sq.ft.is needed. Sufficient space for keeping ventilators and monitors and to be available.
- One Doctor for every 10 beds for day time. If there are more than 10 beds, One additional doctor for every additional 5 beds. Similar provision shall be made for night time.
- One qualified nurse for up to 6 beds for day time. An another qualified nurse for every additional 3 beds. This similar arrangement shall be made for night time.



- Admission and discharge register
- Cash sheets
- Referrals
- Infectious and Communicable disease register
- Immunization particulars
- Family welfare services
- Medico Legal Records
- Maternal Death Record
- Infant Death record
- 1 to 5 years child death records
- Any other record as may be required by the Government, from time to time



- A minimum of space for sample collection, First Aid Room, processing, Report preparation etc, 500 sq feet in Rural, 700 -500 sq feet in Urban should be available.
- There shall be labatories for the patients use at least one shall be available with sufficient water.

The laboratories shall ensure adequate space in relation to the following:

- Patient's reception
- Sample collections
- Isolation for Bio hazardous materials
- Radioisotope related work as per the regulatory Atomic Energy Regulatory Board (AERB) requirement.
- The Biopsy examination and reporting shall be done by a pathologist or by a trained Doctor.
- When culture and sensitivity tests are carried out, Microbiologist either Medical or non Medical shall be available.
- Cytology reports shall be given by a pathologist only.

Qualification for technical staff- The staff performing the technical tests shall have the following qualifications, namely:

- Graduate in Medical Laboratory Technology: or.
- Two years Diploma course in Medical Laboratory: or.
- One year certificate course in Medical Laboratory Technology with two years experience: or.
- Graduate in science with one year experience in Medical Laboratory.



X RAY CENTERS:



- The center shall include all centers of Imaging, Sciences namely, Ultra Sonogram Scan Centers, Computed Tomography (C.T) Scan Centers, Magnetic resonance imaging (MRI) Scan Centers, X-Rays (Radiography) as well as Electro Cardiogram (ECG), Electroencephalography (EEG) and Treadmill Echo cardiograph.
- X ray and imaging centers shall fulfill the "Atomic Energy Regulatory Board" (AERD) norms.
- X-Ray Radiographer with clinical Research Associate (CRA) Qualification.
- Ultra Sonogram- by a qualified Doctor or by a Radiologist or Concerned specialist as per the provisions of the Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 1994.
- Electro Cardiogram (ECG) by an Electro Cardiogram (ECG) Technician trained in Electro Cardiogram (ECG) taking.

Duties of Clinical Establishment:

- Display a copy of certificate open to public
- Maintain records in Electronic form
- Record and preserve all changes in the staff & equipment and intimate same to competent authority i.e. JDHS
- In case of change of ownership or change of system of medicine surrender the certificate and apply for new one.
- On ceasing to function as clinical establishment surrender the certificate.

Application for Registration:

- Application made by online only
- Website: tnhealth.org
- While offering services in more than one recognized system of medicine a separate application shall be made for each system of medicine.

Certificate of Registration:

• Certificate will be given within 180 days from the date of receipt of application. The certificate is non-transferable.

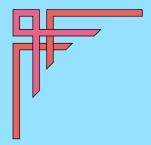
Time Limit for Renewal:

- Applied before 90days before expiry of its validity
- Duplicate certificate: An application with Rs.300/-
- v Address change: Fresh registration is required
- v For all hospitals: Bio-Medical Waste Management, Building stability, Fire Safety certificate and Pollution Control for Air & Water is mandatory.



- All clinical establishment must be registered under the CAE
- Registration process is only online
- The JDHS is the competent authority
- Once applied online the inspection and certificate issue will be within 180 days
- Any discrepancy found would lead to penalty (Rs.5000/- to Rs.50000/-)
- ALL RECORDS TO BE MAINTAINED FOR 10 years









U26554

Secretariat, Chennai-9. Fax No.044-25671253 E-mail: hfwsec@gmail.com

HEALTH AND FAMILY WELFARE (E2) DEPARTMENT Letter (Ms).No.138, Dated 25.04.2022 வர் ஆண்டு – 2053, சுபகிருது, சித்திரை – 12

Dr.J.Radhakrishnan,I.A.S., ncipal Secretary to Government.

To
All Heads of Departments, Health and Family Welfare Department,
Chennai. (with a request to communicate to their subordinates).
The Secretary, National Medical Commission, New Delhi-77.
The Secretary, National Medical Commission, New Department, Chennai-09.
The Member Secretary, Chennai Metropolitan Development Authority, Chennai-8.
The Director, Tormil Nadu Fire and Rescue Services, Chennai-102
The Director, Tamil Nadu Fire and Rescue Services, Chennai-6
The President, Indian Medical Association, Perundhurai Road, Erode-638009.
Tamil Nadu Nurses and Midwives Council, Chennai-04
Tamil Nadu Dental Council, Chennai-107.
The Chief Engineer and Engineer in Chief (Buildings), Chennai-05

The Chief Engineer and Engineer in Chief (Buildings), Chepauk, Chennai-05. The Chief Commissioner for Persons with Disabilities, Ministry of Social Justice and Empowerment, New Delhi-1 All Private Hospitals (through Director of Medical and Rural Health Services, Chennai-6).

Sub: Hospital Buildings – Guidelines for fire safety arrangements in Hospital Building – Revised Guidelines issued.

Interim Orders of Hon'ble High Court of Madras in W.P.No.30367 of 2015, dated 21.04.2016.
 Government letter (Ms) No.185/E2/2016, Health and Family Welfare Department, dated 15.07.2016.
 Government letter (Ms) No.211/E2/2016, Health and Family Welfare Department, dated 30.08.2016.

Welfare Department, dated 30.08.2016.
Interim Orders of Hon'ble High Court of Madras in W.P.No.30367 of 2015, dated 07.04.2017.

G.O.(Ms).No.118, Health and Family Welfare Department, dated 20.04.2017

G. G.O.(Ms).No.328, Health and Family Welfare Department, dated 03.08.2018.

I am directed to state that in the reference second and third cited, guidelines for fire safety arrangements in hospital buildings have been issued.

Based on the orders of Hon'ble High Court of Madras in the reference fourth and fifth cited, the State Level Expert Committee on Fire Safety Arrangements

in Hospitals was constituted to inspect and monitor the fire fighting arrangements in Hospitals and Medical centers both Government and Private in the State of Tamil Nadu. The Committee has submitted its final report and have recommended certain general and specific guidelines to be adopted in all the hospitals.

3. The Government, after examining the recommendations of the State Level Expert Committee on Fire Safety Arrangements in Hospitals have decided to revise the guidelines for fire safety arrangements in hospital buildings already issued in the reference second and third cited and accordingly issues the fresh guidelines as annexed with this letter for strict compliance.

Yours faithfully,

for Principal Secretary to Government.

Copy to:-All Sections, Health and Family Welfare Department, Chennai-09. The Health and Family Welfare (DC) Department, Chennai-09. Stock File / Spare Copy.,

To know more visit our website www.imanhb.org

