

NURSING DIGEST

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**OUR NURSES.
OUR FUTURE.**



Happy Nurse Day To All Nurses



To do what nobody else will do, a way that nobody else can do, in spite of all we go through; that is to be a nurse."

– Rawsii Williams



“Message From President, ANEI”



Capt Ajitha Nair
President, ANEI

Dear Members of ANEI,

I write to you today with a heavy heart as we commemorate Nurses Day amidst a tragic incident that has profoundly impacted our nursing community. Two days ago, we lost a young and promising member of our healthcare family, Dr. Vandana Das, in a horrific act of violence at a nearby government hospital. The news of her untimely demise has left us all devastated and grieving. Our thoughts and prayers go out to her family as they mourn the loss of their beloved daughter.

Dr. Das was attacked by an unsuspecting patient brought to the emergency department by the police. It is unimaginable that such an act of violence could occur within the confines of our workplace. As healthcare professionals, we are dedicated to saving lives and providing care to those in need. Yet, the statistics of atrocities against us in healthcare are appalling. Violence has crossed all boundaries, and we must find a way to end these acts within our workplaces.

It is time for hospitals to demonstrate courage and establish clear boundaries. Just as airlines have protocols to deal with unruly passengers, our healthcare institutions must have strict policies to prevent such acts of violence. We must ensure the safety and well-being of our healthcare workers who selflessly devote themselves to saving lives every day, often at their own cost.

Furthermore, the police, the public, and the governance system need to come forward and support us in this fight against violence. We need their assistance in reinforcing the laws of the land and holding those responsible for such heinous acts accountable. We cannot do it alone; we need a collective effort from all stakeholders to create a safe and secure environment for healthcare professionals.

I acknowledge that government hospitals, nursing homes, and smaller healthcare facilities often lack the necessary security and support mechanisms to tackle such incidents effectively. We must work together to address these challenges and ensure that our healthcare staff has the resources and protection to carry out their duties without fear.

On a positive note, I want to remind you that our first in-person conference, ANEICON2023, is just around the corner. Taking place at AIG Hospital in Hyderabad from May 25th to 27th, the conference is designed to focus on "Transformational Leadership - Towards Futuristic Healthcare." This event promises to be a platform for insightful discussions that will shape the future of healthcare in India. We expect the participation of 500 delegates from various leadership roles in healthcare, including clinicians, administrators, nursing heads, educators, human resources experts, and finance and information technology leaders. I invite all esteemed members of ANEI to register and attend the conference, and I encourage you to bring along your colleagues and friends to contribute to this progressive gathering.

As we face these challenging times, let us stand together as a united front. I express my gratitude and appreciation to every member of the ANEI family for your unwavering commitment to the nursing profession. Your dedication, compassion, and resilience make a significant difference in the lives of countless individuals. I extend my heartfelt wishes to all of you as we observe Nurses Week. Thank you for being our association's backbone and exceptional nurses.

Warm regards,

Capt Ajitha Nair
President, ANEI



"Our Nurses; Our Future"



**Ms. Vincy Tribhuvan,
National Secretary, Association of Nurse Executives (India)
Group Head (General Manager) – Nursing,
Sahyadri Hospitals Pvt Ltd, Pune**

Nurses are one of the vital and major stakeholders of the Healthcare industry. We have showcased our intelligence and strength time and again in the face of multiple adversities, and absolutely and very gladly, we are on the way to creating a greater impact in the coming years with futuristic nursing skills. We hope dearly that our competencies might expand beyond quality patient care to the art of using the latest technology for faster and better clinical outcomes, Green initiatives to maintain our Eco system, and of course, to have a strong say and be the Policy Makers.

We should believe in ourselves that we are partners in health delivery and communicate with ethics and core values. Be an advocate for your rights and help to create a positive work environment through a culture of respect. Be consistent in acquiring new credentials and knowledge. Lead by example. Be brave enough to stand against unethical practices and create a courageous culture.

My dear Nurses, Thank you for all the cheers you bring to human lives. You are the true Hero of Patient Care. Come; Let us build our force the strongest, most prosperous and brightest.



”Our Nurses; Our Future”



Capt (Dr) Usha Banerjee
Founder EC Member, ANEI
Group Director Nursing Apollo Hospitals Group

Nurses are an unstoppable force. They are the heroes of our healthcare system, caring for both the sick and healthy across the world—an integral part of society.

Let’s create a future in which opportunities to optimize health are more equitable, which requires disrupting the deeply entrenched prevailing paradigms of health care, which in turn will require enlightened, diverse, courageous, and competent Nurses.

Closing the gap in health care outcomes remains an arduous task.

Barriers include fragmentation of the health care system, high rates of turnover among nurses, difficulties for nurses transitioning from school to practice, and other demographic challenges.

Today, nurses are hailed as the true heroes of healthcare, often placing their comforts after the needs of the patients they care for daily. Today, nurses emulate this by advocating for patients and caring for them with compassion and determination. The pandemic made the nation aware of the contribution of nurses in putting India back on the map when it was torn apart.

They are the soul and human connection of the healthcare ecosystem, from celebrating the miracle of birth to bidding a final farewell...

let’s invest in this workforce as they are our future. From one nurse to another, thank everyone for all that they do.

Happy Nurses’ Day!

“Reflections From An Anesthesiologist”



Dr Anil Karlekar
Ex-Director, Deptt of Anaesthesiology,
Escorts Heart Institute & Research Centre,
New Delhi

Looking back after more than 4 decades long active career as an anesthesiologist and intensivist, one simple piece of advice that I may offer to youngsters is that learning is a continuous, never-ending process and that there are informal teachers all around us all the time in life in general and certainly in our professional journey, and that we shouldn't let our ego obstruct the acquisition and assimilation of the freely flowing lessons around us.

The first time I realized this was when as undergraduate medical students, a few of us friends were sitting around sipping tea, and the topic of discussion was how some of us were from humble backgrounds while some came from affluent families, and the consensus was veering towards a view that while luck played an important role, isn't earning money an art that we need to learn, the café mundu, in his early teens serving us the tea, had obviously overheard our conversation, hesitatingly took permission to intervene and said: “ There is no denying earning money is an art but doctor saab, saving money is a bigger art!”. We were all speechless for a while, trying to absorb the substance of what he had said and ultimately agreeing wholeheartedly. I am sure the whole group of friends wouldn't have forgotten the practical tip offered by an uneducated informal teacher, certainly younger than us at that time. From then on, I have never hesitated to 'learn' from every possible source, irrespective of where it came from.

In our professional life, we generally have had the fortune to be mentored by some of the most renowned teachers, and we shall forever remain indebted to them. Equally so are some of the informal teachers who have contributed immensely to what we claim we know today or to the heights we supposedly have scaled.

There have been innumerable instances wherein one or the other from the clan of the quiet, unassuming, forever on their toes, hardworking nurses have come to my rescue in different ways, from providing me a wet towel to cover my head and face as I had ventured to switch off the mains in an OT side room where a window AC had caught fire to a simple reassuring philosophy of life 'Take it, easy doctor, today may not be your day like it wasn't mine yesterday!'

However, the following instance stands out as the game-changer. We were 'lining up' a patient scheduled for a combined procedure of coronary bypass surgery and a right carotid endarterectomy. I had introduced the sheath from the left jugular vein, secured it with a stitch, and was struggling to float the pulmonary artery catheter, which can be a challenging task quite often since the vein from the left side takes a sharp turn to join the main vein. The anesthesia nurse was watching quietly as she noticed that repeated failures to negotiate the curve were beginning to test my patience. When she felt that I was almost reaching a point of 'giving up', she stepped closer, said 'excuse me', picked up a knife blade and undid the anchoring stitch under the sterile drape I had put on the introducer sheath, pulled it by a few millimeters but kept holding it and asked me to go ahead. Lo and behold, the catheter traversed the remaining track fairly easily.

When I asked her how she knew that the tip of the sheath was probably abutting against the venous wall and obstructing the passage of the PA catheter, she said she noticed the flow of IV fluid into the side arm of the sheath would stop every time the tip of the catheter hit the obstruction. Simple observation, but what a great lesson.... thereafter I have learned not to anchor the sheath till the PA catheter is successfully floated to allow some maneuvering if required! The lesson taught by the nurse is now part of my teaching to the students while floating a PA catheter from the left jugular vein!

And I remain truly indebted to the teacher nurse!





“Nurses Day Message”



Dr. M I Sahadulla
Chairman & Managing Director
KIMSHEALTH

I am glad that the Association of Nurse Executives India (ANEI) is entering its fifth year. It has an excellent vision of empowerment and leadership development in nursing. This is an important step forward for our country since healthcare is developing very fast to an international level in India. At this time, nursing is the most critical player in healthcare delivery, and their empowerment, independence, and improvement in leadership skills is an integral part of the development of our country.

I will also mention that ANEI may focus on the fundamental issues of Nursing Quality. Quality of nursing education, further training and development, and nursing care delivery at the bedside need to be improved. To achieve this objective, we must form national standards and accreditation of Nursing institutions. Our Nurses are always known for their skills. However, our manners, etiquette, and communication can be further strengthened. ANEI should work with State and Central Nursing Councils and other related organizations to achieve this mission.

I wish all success for the association and offer all my support to make this a dynamic movement to take Indian Nursing to an international level in all respects. On the occasion of International Nurses Day, I would like to thank all the nurses for what they do daily to make patient care safer and wish them all the best for a brighter and promising future.

With best regards

Dr. M I Sahadulla
Chairman & Managing Director
KIMSHEALTH



“Nurses Dispense Comfort, Compassion and Caring Without Even a Prescription”



Dr. Garvit Chitkara
Senior Consultant - Breast Surgical Oncology and Oncoplastic Surgery.
Nanavati Max Super Speciality Hospital, Mumbai.

As an oncology surgeon, I have had the pleasure of working alongside some truly exceptional nurses in my career. Nurses play a critical role in the care and treatment of patients with breast cancer. Their expertise, compassion, and dedication are invaluable in helping patients navigate the often difficult and complex journey that comes with a breast cancer diagnosis.

A few examples of such exceptional nurses are Ms. Avishka, Ms. Femy, Ms. Kamini, and Ms. Purnima from Nanavati Max Superspeciality Hospital. It is a pleasure to work with them, as they are among the most dedicated, knowledgeable, and compassionate oncology nurses I have ever had the pleasure of working with.

From the moment they joined our team, it was clear that their commitment to our patients was unparalleled. Their attention to detail, clinical expertise, and compassionate approach to patient care were simply remarkable. They have always been available to answer questions, provide guidance, and lend a listening ear to patients and their families, even in the most challenging of circumstances.

Perhaps most importantly, they have an incredible ability to connect with patients on a personal level. They have always taken the time to understand patient concerns and provide emotional support throughout their treatment journey. I know that many of our patients felt comforted and reassured by their presence.

Overall, I cannot overstate the incredible contributions made to our team and our patients, which are a true testament to the incredible work nurses do daily.

From the moment of diagnosis, nurses work closely with patients to provide education, support, and guidance. They help patients understand what to expect throughout the treatment process. Nurses are also skilled in managing treatment's physical and emotional side effects, such as fatigue, pain, and anxiety.

In addition to their clinical expertise, nurses bring a level of compassion and empathy essential to providing high-quality care. They are often a source of comfort and reassurance for patients and their families, providing emotional support throughout treatment.



”Light Bearers in the Dark: A Story of Resilience and Compassion of Nurses During the Pandemic”



Dr. Mohit Mathur
Associate Director & HOD - Critical Care Medicine
Max Hospital, Gurgaon.

As the news of a surge in COVID numbers is doing the rounds, the memories of the carnage during the earlier waves are inexorably coming back to haunt us. But looking back and reflecting on that period, I realize that there was indeed a silver lining as well. It was the source from which I derived inspiration to overcome my own fears.

I still clearly remember the day when I called for a meeting of the ICU nursing team where I was supposed to motivate them to work in COVID areas. When battling those fears in my mind, I wasn't sure how to do it with conviction. I walked in, expecting a lot of queries, reluctance, and resistance. What I got instead were vibes of sanguineness. Not even a single face exhibited uncertainty. The option of leaving the battlefield was not even discussed. What was discussed were the ways and means to fight the battle.

When I came out of that room, my own fears had vanished, decimated by the collective spirit. I had found my light bearer in the collective spirit of my nursing team, which kept guiding and inspiring me throughout the battle.

My respect for the nurses grew even more when, every day in the COVID areas, I witnessed each one of them caring for the sickest of patients with utmost dedication when no eye was watching over them. I saw them play the role of relatives to those who were dying, separated from their near and dear ones; I saw them crying for those who lost the battle after weeks of fighting; I saw them trying to soothe and comfort the distressed patients struggling on BIPAP support; I saw them reassuring attendants on a video call; and in all of them, I saw the triumph of the human spirit in the worst hour of darkness. I had found my light bearer.



“Reflections From An Intensivist”



Dr Yash Javeri
Director- CCM and Emergency Medicine
Regency Health – Lucknow, India
CII Covid Medical Task Force Member
Dean-The Indian College of Emergency Medicine
Convener – Indian Sepsis Forum

We learned the basics of our medicine during our training years. But, once in the practice of critical care, theoretical knowledge has limited yield. What matters in ICU is care. In critical care medicine- care comes before medicine.

As a budding intensivist, I had very little training or idea about care processes. The nurses care for patients. They taught us how to care with passion and empathy.

One particular skill was the Bipap application. As young residents, we would just put on the mask, switch on the machine and walk away. Compliance for most patients was very poor. Then one day a senior ICU nurse was initiating the Bipap. Observing her mannerism I realized and relearned the art of BiPaP Initiation.

She was continuously talking and reassuring the patient. She asked the patient to hold the mask himself and then slowly took over the mask in her hand. The care was tender and empathetic. She was so observant looking at the monitor and patient simultaneously.

The patient tolerated the mask and machine with great ease. She later secured the mask with the harness.

I realized that day -Science and the art of medicine both are equally important.



“The Rebuke”



Dr. Atul Joshi
Director of Surgery
Fortis Hospital, Mohali

Being reprimanded had been an almost inalienable part of my surgical training. I surely was not the sole beneficiary, though, as almost all my colleagues were equal recipients. The folklore went that our teachers at the institute came through the same grind. They shone so brightly professionally because of the culture of the quest for excellence and the capacity for taking admonition, which made one better. I believe that a large part of my limited success as a surgeon stem from the rigors of my training where no quarters were asked for and no quarters given regarding commitment to the patients. In return, we were tuned in to being censured repeatedly. Not that we did not make mistakes or did not deserve to be disciplined, but surely it was once too often.

I remember four of my friends were partaking in the scolding on one of those gruelling days. Their gaze was firmly fixed at their feet, termed ‘the chappal fixation vision stance’ as a precautionary effort. The attempted exercise to correct them went much longer and louder than usual. Even for a seasoned receiver, it appeared to be out of the ordinary though I watched from a distance. I waited for some time, and since it showed no signs of abating, I shrugged my shoulders and went my way, only to confront one of them later in the day.

“What happened in the morning?” was my pointed but concerned question. He seemed to be totally oblivious of the occurrence. “What had happened?” was his counter query. I persisted, “This morning... outside the resident’s room... in the male surgical ward!”. He was equally nonchalant, probably unsure “Today? Where? When?” His total amnesia to the morning dose probably originated from the rapid frequency of similar deeds bestowed on us. I threw up my hand in exasperation and gave him an understanding glance. I was deeply appreciative of his resilience, though.

That I would stick to the same philosophy once I gained seniority would not be hard to understand. Once in an ICU at my hospital, I took a novice nurse to task for lack of adequate care for a patient. Not satisfied with the verbal barrage in severely scolding her, I instructed her superior nursing officer that none of my patients should ever be entrusted to her care in the future. I was inadvertently but blatantly putting into practice the ‘rebuke culture’ of my training and forgot all about this incident thereafter. That this would come to haunt me many years later, I did not realize.

“The Rebuke”

An exceptionally gifted and competent nurse had put in her papers to move on in her career. I felt saddened to learn about her leaving and wanted to acknowledge her good work. While giving her a farewell gift, I complimented her for their remarkable competence and compassion and wished her well, only to see her teary-eyed. In the moment of catharsis that followed, she politely reminded me that she was the same nurse who had been badly chastised by me many years ago. She added, “Sir, your intentions may be right, but in the future please do not say about anyone, *Mera patient is sister ko nahi daalna*”. In a choked voice, as she thanked me for the gift and appreciation, I suddenly was left standing terribly lonely, deeply reflecting on whether loving understanding is a better tool than a rebuke.





“Learn everything you can, anytime you can, from anyone you can.”



Thankam Gomez
Founder & Ex-President – Association of Nurse executives (India)
Founder CEO – Cygnia Healthcare

“Our Nurses; Our Future”

What else can I offer except GRATITUDE to all nurses who care for the sick every hour, every minute across different healthcare delivery systems? THANK YOU for being a nurse.

As a nurse, I am grateful to this profession for making me who I am today. This association is also born out of my desire and many other leaders like me wanting to make a difference in nurses and nursing in India.

Healthcare is contradictory in its nature of progress. The systems and technology are progressing rapidly. Are the nurses growing at an equal pace? The shortage of nurses is a global problem. India is short of 1.4 million nurses. Add to it our nurses leaving the country for better pastures. Well, this is something we can not help. Nursing will remain a talent drain challenge.

When we discuss the future, we need to focus on innovative solutions for the worsening problem as we celebrate Nurses' Day year after year. India is poised to have 157 new nursing colleges. Great! But where are the faculty ready to take on the responsibility of grooming future nurses?

I hope that the Executive Members of the Association of Nurse Executives (India), including me, will engage with the key stakeholders to plan the future of nurses and nursing in India.

It is time for nurses to be visible and invaluable. Let's together be the change we want to see in our profession.

"We Would
Love To
Hear From You"



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