



**N.K.P. Salve Institute of Medical Sciences & Research Centre and  
Lata Mangeshkar Hospital**  
Digdoh Hills, Hingna Road, Nagpur – 440 019

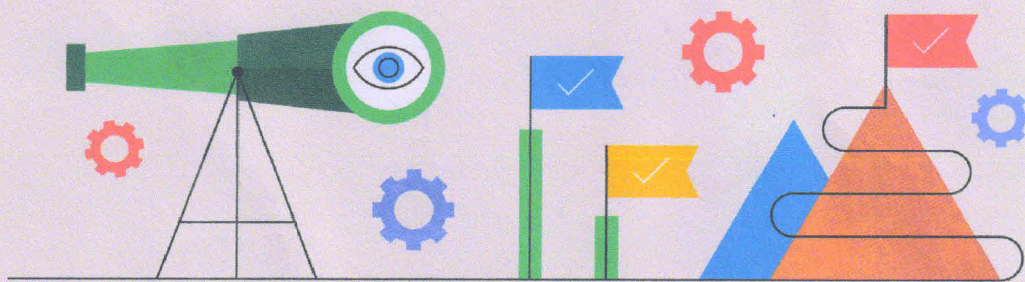
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## **Strategic Plan Document 2021-26**


Strategic planning is a process in which an organization's leaders define their vision for the future and identify their organization's goals and objectives. The process includes establishing the sequence in which those goals should be realized so that the organization can reach its stated vision.

Strategic planning typically represents mid- to long-term goals with a life span of three to five years.

### **What is a strategic plan?**



A strategic plan is a tool to define **where your organization wants to go and what actions you will take to achieve those goals.**

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## Strategic Planning Process Model



### INSTITUTION VISION

To establish NKPSIMS & RC and LMH as a globally competent and leading health education institute providing equal opportunities of becoming competent health professionals through quality medical education, promote need-based research and provide comprehensive yet affordable health care service to the society, preserving ethics and values of the institute.

### **INSTITUTION MISSION**

- NKPSIMS & RC and LMH, through value driven leadership, shall strive to develop confident, compassionate, and globally competent health professional who are sensitive to the needs of the society and who will make a positive difference to lives across the globe.
- It shall rely on modern teaching technology with holistic approach to impart quality higher education using competency based, enquiry driven active learning principles to produce competent health professionals.
- It shall engage in conducting meaningful research with relevant local, national and global partnership that will foster quality health care in the community.
- It shall commit to deliver preventive, promotive and curative health care services to both rural and urban population of the society and create health awareness amongst masses through its outreach activities.



***N.K.P. Salve Institute of Medical Sciences & Research Centre and Lata Mangeshkar  
Hospital, Nagpur***

The institution is spread over 68 acres of land on the periphery of the city, and sits amidst open natural settings. From a single storey structure, it now annexes groups of buildings housing the varied departments. Recognized by the NMC (National Medical Commission), it has an intake of 150 UG seats. It was earlier affiliated to Nagpur University but is now affiliated to Maharashtra University of Health Sciences, Nashik. Having started with under graduate courses it has in due time attained recognition for PG courses in all subjects and also MCh, PhD and Fellowships in certain subjects. Additional courses are in the offering to generate qualified manpower in requisite specialties and other paramedical subjects that are needed.

The Pre and Para clinical departments are located in the spacious double storied building complex. The clinical departments are housed in the spacious well equipped hospital adjoining the college. The hospital is 1255 bedded and is attached to the college.

All the departments are fully equipped as per the norms laid down by NMC. The lecture halls are well furnished with availability of audio visual aids (Smart Boards & Touch Boards) in each of them. The college auditorium 'Matoshree' has a seating capacity of 1000.

Additionally, the hospital is equipped with modern facilities and diagnostic procedures including CT scan, MRI, DSA, Mammography and Endoscopy. The Blood Bank Centre of NKP SIMS & RC and LMH is the only such facility in the Hingna area providing 24 x 7 services to the rural population for blood and blood components.

The campus is eco-friendly. It produces 800 kW of Solar Power, which takes care of the major electricity requirements of the campus. It has a Phytoremediation based Sewage Treatment Plant (STP) and Effluent Treatment Plant (ETP), which recycles lakhs of litres of water every day, which is used for gardening, construction and other purposes. The campus has lush green vegetation all around and it has an aesthetically designed green amphitheatre. All buildings are fire safety compliant.

The state-of-the-art Clinical Skills Lab is recognized by American Heart Association to undertake Basic Life Support (BLS) & Advanced Cardiovascular Life Support (ACLS) workshops, IAP recognized BLS workshops and AAFP recognized Advanced Life Support in Obstetrics (ALSO) and Basic Life Support in Obstetrics (BLSO) workshops. The institute is a NMC and MUHS approved center for conducting Faculty Development Program for institutional teachers and for faculties of health sciences respectively. It is also a MUHS recognized center for conducting Research Methodology Workshops (clinical research) for teachers across Maharashtra.

The Medical Education Unit of the institute has an indexed journal '*Journal of Education Technology in Health Sciences*' and also publishes a biannual news bulletin '*Reflections*' where each issue is based on a theme related to education technology. '*Splash*' is a newsletter of MEU which is published thrice a year and it covers the college activities, academic, cultural, sports, etc. During COVID-19 pandemic, webinars were organized for the teachers, training them on online teaching-learning methodologies and Online Assessment. '*Panacea Journal of Medical sciences*' is the indexed Research journal of the institute.

The result of all quality initiatives is visible through the achievement of accreditations by various accreditation agencies like NABH, NABL and EQAS in certain departments.

Moreover, the Institution is well aware of its Strengths, Weaknesses, Opportunities and Challenges. The Strategic Plan has been structured bearing in mind the areas requiring improvement and the opportunities, which are available. It is therefore a concerted effort to build on the strengths and devise mechanisms to address and mitigate the shortcomings in order to improve and achieve the goals set out for the betterment and welfare of the society at large and the local community in particular.

The Strategic Plan will be put in action to achieve the vision and mission of the Institution under the following heads:

**A. Curricular aspects**

- a) Strengthening of the feedback mechanism
- b) Incorporating value added courses in the curriculum
- c) Starting academic courses in Allied Health Sciences

**B. Teaching-Learning and Evaluation**

- a) Expanding ICT capabilities for creating a platform that helps delivery of the core academic activities
- b) Developing and maintaining the quality and availability of learning resources that support excellence in education and research as integral component of the system.
- c) Implementing the policy related to identification of 'slow performer' and 'advanced learner' and reviewing it periodically and taking appropriate action for the betterment of the learners

**C. Research, Innovations and Extension**

- a) Developing a forward-looking Research Policy
- b) Creating and fostering a research eco-system for the students and faculty
- c) Creating thematic research areas in tune with the National guidelines and the institution's strengths and expertise
- d) Making efforts to engage nationally and internationally with renowned research Institutes and universities to establish Centers of Excellence in identified research activities in the college.
- e) Fostering IPR related activities

- f) Starting clinical research programs
- g) Making efforts to increase extra mural funding
- h) Initiating steps to get the in-house journals indexed by Scopus
- i) Exploring areas to start interdepartmental and interdisciplinary projects

**D. Infrastructure & Learning Resource**

- a) Strengthening the infrastructure as per NMC norms for 250 UG seats
- b) Increasing usage of platforms like 'SWAYAM' and 'MOOC'
- c) Strengthening the IT infrastructure
- d) Planning to start a separate wing in the Hospital to offer Super Specialty services to the needy at affordable rates
- e) Making the college and hostel buildings more 'Divyangjan' friendly
- f) Modernizing the classrooms
- g) Creating a Studio/Media Room to prepare academic content for the learners
- h) Upgrading the Skill Lab

**E. Student Support and Progression**

- a) Taking steps to broaden the scope of the Placement Cell and making it more vibrant resulting in positive outcomes
- b) Creating a separate Training Cell to groom students in soft skills, enhance communication skills, prepare them for placement, provide career guidance etc.
- c) Engaging more with the Alumni for the academic and overall development of the Institution
- d) Creating a 'Student Services Centre' to foster mental and physical well-being of the learners
- e) Starting of local language classes for students for effective communication with the patients

**F. Governance**

- a) Vision, Mission development & their articulation in every key position
- b) Evaluating Institute's performance and benchmarking
- c) Periodic reviewing by IQAC to ensure timely progression of the Strategic Plan

- d) Preparing and monitoring an Annual Calendar of activities such as FDP, Workshops, Scientific Events, Conferences, Seminars so as to include the activities of all the departments

**G. Institutional Values and Best Practices**

- a) Continuing the values of serving the needy with tertiary level of treatment at affordable rates
- b) Augmenting transport facilities for the patients so that they can avail the medical care
- c) Rainwater Harvesting

**Markers to monitor progress**

- Increase intake capacity for UG and PG programs
- Start super-specialty courses like DM, and MCh in more subjects
- Start super-specialty services to serve the needy at affordable rates with advanced and latest technologies
- Starting Allied Health Science courses
- Adoption of more villages to provide comprehensive healthcare to the patients
- Starting organ transplant services
- 100% training of students, faculty and non-teaching employees in Basic Life Support
- Participation in accreditation and reaccreditation processes from agencies such as NAAC, ISO, NABH, NABL, UGC, NIRF Ranking and other such National and International agencies
- Increase in extra-mural research funding from Government, NGOs and other sources
- Increase in number of publications in indexed journals especially in SCOPUS by faculty and students
- Increase in research output in the form of Patents and Copyrights
- Establishment of Collaborations and Linkages with reputed National and International Institutions
- Attracting more NRI students to the Institution
- Appointment of Adjunct faculty in specialized areas

### Departmental plans

Sr. no.	Name of Department	Summary
1	Anatomy	<ul style="list-style-type: none"> <li>• Strengthen Body Donation Awareness Program[2021-22]</li> <li>• Procurement of Virtual Anatomy Dissection Table [2022-23]</li> <li>• Upgradation of Museum[2023-24]</li> <li>• Starting of Genetic Counseling Center [2023-24]</li> <li>• Starting of Cadaveric Skill Lab [2025-26]</li> </ul>
2	Biochemistry	<ul style="list-style-type: none"> <li>• Upgradation of Automated Machine for Hormone Analysis [2021-22]</li> <li>• Starting new Tests as per requirement of Research Activities of other Departments[2021-22 onwards]</li> <li>• Setting up of investigations related to Molecular laboratory in association with Genetic Laboratory of Anatomy Department [2023-24].</li> </ul>
3	Physiology	<ul style="list-style-type: none"> <li>• Upgradation of Lifestyle Modification Centre [2021-23]</li> <li>• Neurophysiology Lab Upgradation [2022-23]</li> <li>• Establishment of Exercise Physiology Lab [2024-25]</li> </ul>
4	Microbiology	<ul style="list-style-type: none"> <li>• Starting Certificate Course on Infection Control for Nursing Staff [2021-22]</li> <li>• Starting Certificate Course on Antibiotic Stewardship for PGs [2022-23]</li> <li>• Participating in AMR National Surveillance Program [2022-23]</li> <li>• Technical upgradation by Purchase of VITEK for MIC [2022-23]</li> <li>• Starting collaborative projects with NEERI and</li> </ul>

		<p>Nagpur Veterinary College [2022-23]</p> <ul style="list-style-type: none"> <li>Organizing Regional Conference for Lab Technicians [2024-25]</li> </ul>
5	Pharmacology	<ul style="list-style-type: none"> <li>Enhancing Clinical Trial Facility [2021-22]</li> <li>Updating IEC - Workshops on Good Clinical Practices [2022-23 &amp; 2024-25]</li> <li>Conducting Workshop on ADR monitoring [2022-23 onwards]</li> <li>Conducting regular training on Prescription Writing [2022-23 onwards]</li> <li>Upgrading Herbal Garden [2022-23]</li> </ul>
6	Pathology	<ul style="list-style-type: none"> <li>Conducting screening for Anaemia and Thalasemia [2022-23]</li> <li>Procurement of Liquid Based Cytology [2022-23]</li> <li>Procurement of IHC with automation [2023-24]</li> </ul>
7	Forensic Medicine	<ul style="list-style-type: none"> <li>Starting value added courses for PGs [2021-22]</li> <li>Establish Virtual Autopsy Lab [2022-23]</li> </ul>
8	General Medicine	<ul style="list-style-type: none"> <li>Establishing an ART Centre [2021-22]</li> <li>Establishing Cath Lab [2021-22]</li> <li>Establishing a Geriatric Clinic [2022-23]</li> <li>Starting Adult Vaccination Clinic [2022-23]</li> <li>Publication of Handbook of Common Medical Emergencies [2023-24]</li> <li>Starting of MUHS (University) Fellowship Courses [2023-24]</li> <li>Publication of Treatment Protocol of Tropical Infectious Diseases [2024-25]</li> </ul>
9	Ophthalmology	<ul style="list-style-type: none"> <li>Conducting State and National level academic activities [2021-22 onwards]</li> <li>Starting Eye OT at Katol [2021-23]</li> <li>Starting Tele-Ophthalmology [2023-24]</li> </ul>

		<ul style="list-style-type: none"> <li>• Starting Glaucoma Fellowship[2023-24]</li> <li>• Participating in International, National and Multidisciplinary Projects[2024-25]</li> </ul>
10	Psychiatry	<ul style="list-style-type: none"> <li>• Starting Transcranial Magnetic Stimulation [2022-23]</li> <li>• Starting Rehabilitation services in Rural area</li> <li>• Development of Brain &amp; Mind Museum [2023-24]</li> </ul>
11	ENT	<ul style="list-style-type: none"> <li>• Entering into collaboration with RST Cancer Hospital for Head-Neck Malignancy [2021-22]</li> <li>• Starting universal neo-natal screening for hearing assessment [2022-23]</li> <li>• Starting Cochlear Implant Surgery program [2024-25]</li> </ul>
12	Radiodiagnosis	<ul style="list-style-type: none"> <li>• Upgradation of DSA Machine to state-of-the-art Cath Lab [2021-22]</li> <li>• Upgradation of Ultrasound &amp; Color Doppler Machines [2022-23]</li> <li>• Starting Certificate Courses in Fetal Echo &amp; Color Doppler [2022-23]</li> <li>• Women's Wellness Imaging Program [2023-24]</li> <li>• Starting Fellowship / Certificate Courses in Interventional Radiology [2023-24]</li> <li>• Starting Fellowship / Certificate Courses in Fetal Medicine [2023-24]</li> <li>• Developing a Digital Library for Teaching and Interesting Cases [2022-25]</li> <li>• Upgradation of CT Scan &amp; MRI [2025-26]</li> </ul>
13	Anaesthesiology	<ul style="list-style-type: none"> <li>• Design basic ventilator modules for interns [2022-24]</li> <li>• USG Guided Block- Regional Training Centre[2022-24]</li> <li>• Indian Resuscitation Council BLS training center</li> </ul>

		<p>[2023-24]</p> <ul style="list-style-type: none"> <li>• MUHS approved Anaesthesiology Technician Course[2024-25]</li> </ul>
14	Dermatology, Venerology and Leprosy	<ul style="list-style-type: none"> <li>• Upgradation of Skin Laser Machines [2021-22]</li> <li>• Capacity Building of PG Students in Clinical research in Dermatology [2022-23]</li> <li>• Developing a state-of-the-art Aesthetic Dermatology Unit [2023-24]</li> <li>• Fellowship / Certificate Courses in Dermatology [2024-25]</li> </ul>
15	Orthopaedics	<ul style="list-style-type: none"> <li>• Getting Funded Research Projects [2022-23]</li> <li>• Starting Casting and Splinting Training Center [2021-22]</li> <li>• Implementing DOPS program [2022-23]</li> <li>• Implementing of Portfolio / Digital Logbook for Assessment [2022-23]</li> <li>• Starting MUHS / Other Fellowships in Joint Replacement; Paediatric Orthopaedics and Spine [2025-26]</li> <li>• Upgrading Technology to Start Navigation System for Surgery [2025-26]</li> </ul>
16	Community Medicine	<ul style="list-style-type: none"> <li>• Establishing Wellness Centre at UHTC, Jaitala [2021-22]</li> <li>• Implementation of Research Projects to Intern [2021-22]</li> <li>• Adopting new villages for Healthcare [2022-23]</li> <li>• Collaboration with MUHS Regional Centre for 'Research Training' [2022-23]</li> <li>• Collaboration with Public Health Foundation of India for Research, Capacity Building, Projects on Community Outreach [2022-23]</li> </ul>

		<ul style="list-style-type: none"> <li>• Collaboration with the Public Health Department of Government of Maharashtra for projects [2023-24]</li> <li>• Arranging Screening Camps for Non-Communicable Diseases in Rural &amp; Urban Field Practice Areas [2022-23]</li> <li>• Starting a Certificate Course on Research Methodology</li> </ul>
17	Paediatrics	<ul style="list-style-type: none"> <li>• Starting of Paediatric Cardiac Interventions [2022-23]</li> <li>• Establishment of Human Milk Bank in association with Rotary Club [2023-24]</li> <li>• Upgradation of existing NICU Services – Targeted Hypothermia in Birth Asphyxia and starting POCUS (Point of Care Ultrasound) [2025-26]</li> <li>• Starting of DM Neonatology Program [2025-26]</li> </ul>
18	Obstetrics and Gynaecology	<ul style="list-style-type: none"> <li>• ALSO and BLSO Training for Private Practitioners of Nagpur and Paramedics [2021-22]</li> <li>• Implement Respectful Maternity Care[2021-22]</li> <li>• Establishment of Department as Centre of Excellence for vaginal surgeries and as a Training Centre for same [2022-23].</li> <li>• Establish Fetal Medicine Unit In Department[2023-24]</li> <li>• A Centre for Advanced Gynaecological Endoscopy [2023-24]</li> </ul>
19	Respiratory Medicine	<ul style="list-style-type: none"> <li>• Establishment of Smoking Cessation Clinic [2021-22]</li> <li>• Funded Research Projects with National Tuberculosis Elimination Programme [NTEP] [2021-23]</li> <li>• Starting facility of Medical Thoracoscopy [2022-23]</li> <li>• Interdepartmental Clinical Meetings with Pathology</li> </ul>

		<p>and Radiology periodically [2022-23]</p> <ul style="list-style-type: none"> <li>• Collaborative Research with Pathology and Radiology [2023-24]</li> </ul>
20	General Surgery	<ul style="list-style-type: none"> <li>• Starting Fellowships in Laparoscopic Surgery &amp; Endoscopic Surgery [2022-23]</li> <li>• Upgradation of facilities in Laparoscopy, Proctology, Urology and Neurosurgery [2022-24]</li> <li>• Starting of Renal Transplant Services [2022-23].</li> <li>• Developing a Level I Trauma Centre in collaboration with Emergency Medicine Department and other allied Departments [2023-24].</li> <li>• Starting of Liver Transplant [2025-26]</li> </ul>
21	Plastic Surgery	<ul style="list-style-type: none"> <li>• Capacity building for microvascular surgery [2022-23]</li> <li>• Starting aesthetic procedures [2024-26]</li> </ul>



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