



Dr. Shroff's Charity Eye Hospital

Caring for the community since 1922...



NEWSLETTER

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We are all familiar with the age-old proverb, "All work and no play makes Jack a dull boy". The Jack's and Jill's of today's era have to deal not only with the pressures of work, but the hardships of travelling across the city, running a household seamlessly, participating in the activities of their social milieu and also find active time to keep lifestyle diseases at bay.

Burnout in a workplace is defined as a work-related syndrome involving emotional exhaustion, depersonalization and a sense of reduced personal accomplishment. A study among medical practitioners in India, has found burnout in up to 45% of people. Health professionals are perhaps more likely to burnout given that we deal with difficult decisions that can change anyone's course of life, perform high volume surgeries and procedures, have academic and administrative responsibilities as well as deadlines, that we are always chasing.



We here at SCEH are always looking to find balance for our employees and give them reason more than work to come to the hospital each day. We also believe that the

well being of medical professionals directly impacts patient care. In the past we have hosted an evening of poetry recitation called the **"Poems and Coffee club"**, a musical night showcasing the talents of the staff and doctors in singing and shayari, and a badminton tournament for the sports enthusiasts. To keep the momentum of entertainment going, a monthly movie evening is arranged, for everyone to come together and enjoy. SCEH also hosted an Alumni meet that included a talent hunt; dance performances and ramp walk by doctors' of all cadres.

To encourage further work life balance in the lives of our employees we brought in the concept of a **"free**

monthly off" where a member of the staff can take a day off to relax, catch a movie, do some errands or anything they desire on a day of their choice every month. The off was not a part of the designated leave quota.

Lately we felt, that this wasn't enough. Many people were traveling 3-4 hours daily through the brutal Delhi traffic to come to work. It was now time to bring about a change...a revolution.

With the help of a committee of doctor's, the ardent efforts of the roster making team, and the guidance



and persistence of the hospital leaders and the human resource team, we have

been able to bring about a **"5-day working"** week to ensure rest, breaks and downtime for our employees. Now while the each employee will only be working for five days in any given week, the hospital will function all seven days. This is will ensure more time for family, more time for sports and health, more flexibility for running errands and encourage creative thinking.

Even though the pilot has been in effect for only a month, people are already coming to work more refreshed and energetic. The sluggish Saturdays have already transformed into zestful weekends and it is now a win-win-win situation for the staff, administration and patients as well, who can avail services on a Sunday.

While maintaining a good work-life balance is an ongoing process, this is a stepping-stone towards developing a healthier a more satisfying workplace for all...





I joined SCEH in 2009 as an ONA (ophthalmic nurse assistant) student. During my three and a half years of training, I spent two years in the operating theater (OT). When the medical officer (MO) program started, there was need to create a

wet lab for the trainees. I was offered a wet lab position at that time. Absolutely clueless about what my job description will be like, I reluctantly agreed. Dr. Mathur comforted me by saying that **"We will teach you how to teach"**. So, in August 2014, I officially joined the wet lab. However, the number of trainees was less back then and I would often get bored sitting there. I wanted to do more and I approached the OT to give me more work to keep me engaged. That is when Dr. Acharya offered me another position as an eye bank technician. I underwent a two-week course for the same and joined the eye bank as well. Gradually work on both fronts started increasing.

Initially in the wet lab we only performed cataract surgeries, ECCE and SICS. Soon, we started Alcon phacoemulsification training as well. The first penetrating keratoplasty in the wet lab was performed back in November of 2014, and the first trabeculectomy in February 2015. And since then there has been no looking back. We did squint workshops, lamellar corneal surgeries and then our first keratoprosthesis in 2018. On the technology front, we progressed from one microscope to five, from goat eyes to simulators, from a small insignificant room and the lonely end of the hospital to a swanky new location. Recently we also performed microkeratome LASIK in the wetlab, and it was no less than a dream come true.

I think the most pleasurable moment for me is watching the DNB students trained in the wet lab, perform their first independent surgery. Most fellows, who come to SCEH, have some prior surgical experience, but the DNB's are very raw. In the beginning, I have to hold their hands for each step and teach them everything starting from hand eye coordination. When they operate independently, I feel like I am performing the surgery and my chest swells with pride. The wet lab is my baby and each achievement or a new surgery performed is like a milestone for me.

While working in the wet lab is interesting, the eye banking experiences have shaped me into who I am now. An incident that I never forget is my first time in mortality for the first cornea retrieval. The donor was a teenage boy, an only child of his parents, who was murdered by some goons simply because he refused to buy them cigarettes. The whole experience shook me. I spent many sleepless nights after that.



SCEH is a great place to work; I first developed attachment to this place when once my father fell ill, people around me made special efforts to check on me and make me as comfortable as possible. This is not just a work place but also a family where everyone looks out for each other.

The only disheartening thing is that I am seeing a falling trend of wet lab practice in the newest generation of students. While some spend hours practicing, some visit the wet lab fleetingly. Even though it's a personal choice, I recommend aggressive wet lab practice to hone any skill.

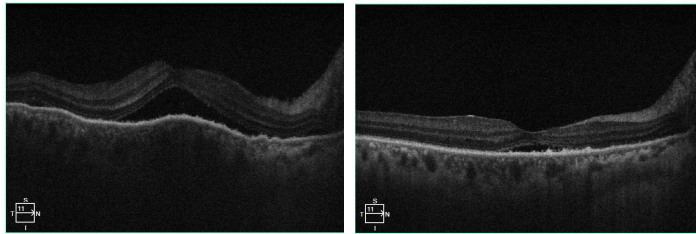
-Sandeep Choudhary
-Wet lab trainer



Dr. Suneeta Dubey, Medical Director and Director of Glaucoma Services, SCEH, gave the keynote address at the second state-level consultation of the ongoing collaborative campaign between Sightsavers India and AbbVie India. She highlighted the advancements in glaucoma treatment, including minimally invasive surgeries.



Our 90th vision center was inaugurated at Khair, Aligarh by Mr. Suresh Sharma, Chairman, Nagar Palika, Khair.



Before

After

Sunil (name changed), a 28-year-old software engineer, came to SCEH after spending months in frustration. He had complaints of decrease in vision and had visited multiple ophthalmologists across the city. However, no one could provide a clear diagnosis or a solution for his progressively deteriorating vision. He was told he has a central Serous retinopathy, and that it would resolve on its own. He couldn't focus on his job and upcoming MBA exams and his hope and patience were dwindling. He was at the verge of quitting.

Devoid of hope, he visited Dr. Tanya Jain, a vitreoretina and uveitis consultant at SCEH. After a thorough

examination, she suspected an underlying autoimmune condition and recommended a series of tests, including blood work, fundus fluorescein angiography, and optical coherence tomography. The tests confirmed her suspicion of Vogt-Koyanagi-Harada disease, a rare autoimmune disorder that affects the eyes, skin, and nervous system. He was immediately started on treatment.

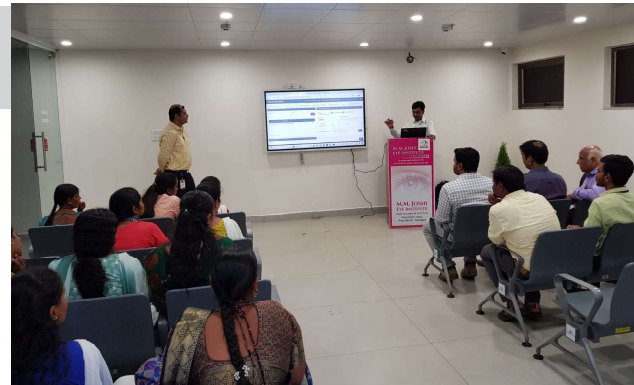
Within days, Sunil began to regain his vision, and his life started to come back into focus. Now, six months into his treatment, Sunil's vision is stable, and he has resumed his job and exam preparation. His story is one of perseverance and the importance of specialized care.

"I would like to express my heartfelt thanks to Dr. Tanya. Her expertise has been truly transformative and made a significant difference in my recovery"

-Sunil

Global Technology Grant

SCEH won Global Technology Grant from Seva Foundation for developing software, VCMS (Vision Center Management System) that is now successfully implemented across 90 vision centers. This innovative solution has streamlined operations, enhanced efficiency, and improved patient care. Following the outstanding performance of this software, our IT team is now offering consultancy services to other hospitals and healthcare institutions.



15 **INDEPENDENCE**
August **DAY**





Cornea retrieval workshop



A workshop titled "Mission Eye Donation" on cornea retrieval training was organized for ten internal fellows and residents. Following the theoretical session, participants engaged in wet lab training, where they practiced the step-by-step approach to cornea retrieval. Dr. Manisha Acharya guided the session with the support of the eye bank and wet lab teams. The candidates underwent RAEPR assessment at the end of training session.

Keratitis workshop @ SCEH Vrindavan



A full day comprehensive keratitis and short corneal procedures workshop was organized at SCEH Vrindavan by the department of Cornea with support from Team Vrindavan and SCEH laboratory team, which was attended by both internal and external candidates. There were didactic lectures by faculty, excellent presentation from fellows and interactive case based discussion. Hands-on training in the wetlab was conducted and procedure was demonstrated along with basic microbiology laboratory training.

Basic eyelid workshop



The department of Oculoplasty conducted the 'Basic Eyelid workshop', comprising didactic lectures, focused case-based discussions, hands-on training on the pig head model and live case demonstration in the OR. It was a two-day workshop, which was attended by internal fellows and four external comprehensive ophthalmologists, looking to upgrade their skills in performing basic eyelid procedures.

Lasik workshop



SCEH conducted a two-day LASIK course with eight external candidates from North India, Nepal, and Mumbai. The course included microkeratome flap creation in the wet lab. This was also the first time LASIK was done in SCEH wet lab. The hands-on surgery was only possible because of the unwavering support from Visual Aids Center, where our novice participants performed cases.

Wet lab training courses

Under the leadership of Mr. Sandeep and Dr. Julie Pegu, SCEH initiated wet lab training courses for external doctors those who are deprived of surgical opportunities. Currently the course is offered for phacoemulsification, SICS, penetrating keratoplasty and trabeculectomy surgeries. We have trained few doctors who are benefited from the course as they were out of practice for so many years. This wet lab training has greatly helped them enhance their surgical skill and will further improve their confidence while operating on human eyes.



Low vision disability training



Through the low vision disability training, we empowered 30 Eye Mitras and government optometrists with essential knowledge on supporting multiple disabled children and Low Vision Aids in Alwar. Our training focused on enhancing referral mechanisms and garnering support for our Low Vision Clinic, proudly supported by the Samagra Shiksha Project (SBI) in Alwar. This collective effort will significantly enhance our capacity to support children with visual impairments and multiple disabilities.

Dr. Arpan Gandhi has been selected as the moderator for Pathoindia and the creative head of their blog for the next three years. Pathoindia is the premier platform for pathologists in India and abroad.



SCEH with the support of Perkins India and SBI foundation successfully trained 154 Angan wadi workers from Mathura district in the identification of Multi-Disabled Visually Impaired (MDVI) children. This training aims to enhance the capacity of Angan wadi workers to identify and refer MDVI children, ensuring timely intervention and support for their development and well-being.



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