

Welcare TODAY

LIVE RIGHT, LIVE HEALTHY



Giant Steps Forward

Renowned surgeon Dr Bhikhubhai Patel and his team will operate in Welcare... story page 3 & 6

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Lecturing in Malaysia

Dr Mody represents India on the international stage in the field of Joint Replacement Surgery

The Asia Pacific Arthroplasty Society (APAS) is an organisation representing all countries of the Asia Pacific region. Dr Mody has been a founding member and a guiding light of its Core Committee since eight years. APAS is the apex body representing joint replacement surgeons from countries on the Asia Pacific Rim starting from Australia, Japan, Indonesia, Malaysia, China, India, South Korea, Pakistan, and others. It is a platform where the collective intellectual wisdom and thoughts are shared and the next generation of surgeons are trained by the

topmost surgeons from this part of the world.

APAS had conducted their annual scientific conference in Penang Malaysia in August 2016. Dr. Mody was one of the key note speakers and had been invited to lecture on all four days on different aspects of joint replacement. His lectures were well received by the audience consisting of delegates from all over the world.

Above: Dr Mody takes centre stage amongst the faculty; Below: Delegates from all over; Below Right: Dr Mody discussing finer points.



Always an eager learner.... even if he is invited as a learned faculty, Dr Mody always attends other speakers' lectures!



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A Tale of Two Surgeons

Dr Bhikhubhai Patel and his team to operate in Welcare



Dr Mody shows the Operation Theatre facilities to the newly inducted surgeons. L-R: Dr Bharat Mody, Dr Bhikhubhai Patel, Dr Mrunal Panchal and Dr Nilesh Sondarva.

Bharat and Bhikhu joined Baroda Medical College in the same year and both of them graduated on the same day. That was the year 1983.

Both did post graduation in the same college, but they took different streams. Dr Bhikhubhai joined General Surgery and Dr Bharat joined Orthopaedic Surgery. Both finished their post graduation in the same year and began professional practice. That was nearly 27 years ago.

Today both have founded hospitals and made their names in their respective fields.

They are old and close friends; each of them could have gone their own ways and continued their own careers. After Dr Bharatbhai founded the hospital for special surgeries called Welcare Hospital, one day, Dr Bhikhubhai visited the newly built hospital to appreciate all the modern infrastructure. Thrilled by

what his friend had created, he asked "Bharat, can I operate here?" Bharatbhai agreed and that was how Dr Bhikhubhai's team of Dr Mrunal Panchal and Dr Nilesh Sondarva have begun general, abdominal, laparoscopic and bariatric surgeries since August 2016.

OPD Services

Dr Bhikhubhai Patel and his team will offer OPD services in Welcare Hospital everyday. Thus his patients living near Welcare need not travel across Vadodara to see him & team.



Dr Bharat Mody	Dr Bhikhubhai Patel
Joint Replacements	Bariatric Surgery
Arthroscopy	Laparoscopy
Spine Surgery	Endoscopy
Trauma Management	Trauma Management
General Orthopaedics	General Surgeries
Founded Welcare	Founded Sunshine Global

Paediatric Orthopaedic Unit of Welcare Hospital

Rare deformity caused by African disease-treated at Welcare Hospital

Libna was a chubby little bundle of joy for her parents when she was born. It was only when she started taking her first steps that her parents noticed that both her legs were bowed like old aged people. The deformity increased with the passage of time. Eventually she was diagnosed as having Blount's Disease which affects dark skinned children of African origin. The inner half of the leg bone stops growing, whilst the outer half keeps on growing. This leads to bowed legs and a duck like waddling gait. Slowly the deformity becomes severe.

Three Surgeries

Libna went through three operations on both legs by the time she was 14 (two in Africa and one in India). Sadly, none of the three surgeries succeeded. She ended up in an even worse state than before with a complex deformity at the knee in all 3 dimensions.

Dr. Mody had examined Libna when he had visited Mombasa, Kenya. After careful evaluation, Dr. Mody had advised them that this complex deformity with three previous operations area could be treated only with the help of



BIG SMILE is the biggest reward! Dr Mody with Libna after she started walking

a highly specialised method called Ilizarov Technique.

Very few hospitals offer this surgery in India, but the Welcare Pediatric Orthopaedics Team has a wide experience of Ilizarov surgeries. So Libna was brought to Welcare, Vadodara, India, and operated, in August 2016 on the right leg.

Disbelief

When Libna saw her straight leg for the first time after surgery, she could not believe it. Now she sports a happy smile. The left leg will be operated after the right leg has completely healed.

Says the Expert...

Dr Mody says: Children's Orthopaedic diseases and fractures are far different from adults. They suffer what is known as 'Green Stick' fractures where a part of the bone is intact and the other part is cracked. It has to be treated differently, just like most other children's bone diseases. At Welcare Hospital we have set up a separate Paediatric Orthopaedic Surgery Unit to deal with children's bones & joints diseases. We use specialized instruments and infrastructure for that.



L to R: 1. The Ilizarov technique involves fixing the bones with external fixators. Libna will have the rings around her right leg till her still growing bones attain the correct shape. 2. She can walk independently, but she is afraid and hence her surgeons give her moral support!. 3. Compare her right corrected leg with her left defective leg.

Culture is as important as Skill

Many senior employees of Welcare Hospital have completed 15 years of service

Organisational Behaviour

The founders of an organisation have a major impact on its culture. They have the vision; they are not constrained by previous customs or ideologies. Small size of new organisations enables the imposition of the founders' vision into the culture of the organisation. Founders hire and retain only those employees whom they think will follow their way of thinking and working. They continuously train the employees into their way of thinking. The founders' behaviour acts as a role model. When the organisation succeeds, the founders' entire personality becomes embedded in the culture of the organisation.



Above left: Bhanu Parmar and her team in old Welcare Hospital, Right- in the New Hospital. Below left and right- Megha and her scrub nurses in the old operation theatre and her team in the new ultramodern theatre complex.



Every housewife who has employed home help will immediately agree that to have long standing employees helping with the household chores increases the efficiency tremendously! If this is experienced in the working of a house, one can imagine how important it would be to have long serving team members in the working of as complex an organization as a hospital.

Management pundits have clearly stated that institutional memory can only develop if the organization has the ability to retain a critical number of employees for a

long term association. This ensures that the culture, the protocols and the collective skills are transferred to new team members as they join the organization. This is critically important in the wards and operation theatres of a hospital where people like the Chief Nurse should have been part of the organization for a long number of years. This adds tremendous value to patient safety and successful results.

The management at Welcare Hospital recognises this and has ensured that key members of the team remain associated on a long

term basis. A good example are the chief nurses in the wards and in the operation theatre. Bhanu Parmar and Megha Sharma had joined Dr Mody's team as freshly qualified young nurses more

than 15 years ago. Not only are they still a part of the Welcare Team, but now they head their units and ensure that the new nurses who join their teams imbibe the right culture.



Megha Sharma, Chief Theatre Nurse: "For me, Welcare Hospital is not a place of work, it is my home! I care for it just as I would care for my own home and family."



Bhanu Parmar, Chief Nurse, Wards: "I am a deeply religious Christian, and for me Welcare Hospital is as much a place for worship as is my church."

વેલકેર હોસ્પિટલ ઘોષણા કરી રહ્યું છે કે દર મહિનાના પહેલા શનિવારને સ્વાસ્થ્ય અધિકાર દિવસ તરીકે ઉજવાશે



હવે જનરલ
સર્જરીના દર્દીઓની
પણ વિનામુલ્યે
તપાસ

તા. ૩-૯-૧૬ ની રોજ ૧૫૦ દર્દીઓએ નિ:શુલ્ક તપાસનો લાભ લીધો

હવે જનરલ સર્જરીનો પણ સમાવેશ - બપોરે ૧૨:૩૦-૩:૩૦

વહેલા તે પહેલા ધોરણે ફક્ત ૫૦ દર્દીઓનું રજીસ્ટ્રેશન થશે બે સ્વાસ્થ્ય અધિકાર દિવસ પછી ત્રીજા સ્વાસ્થ્ય અધિકાર દિવસે ઓર્થોપેડિક સર્જરી ની સાથે જનરલ સર્જરીના દર્દીઓની પણ નિ:શુલ્ક તપાસ કરી તેમને સલાહ આપવામાં આવશે. (વિગત પાનું નં. ૬)

આ જાહેરાત અંતર્ગત દર્દીઓની નિ:શુલ્ક તપાસ ઉપરાંત એક્સ-રે, કસરત (ફિઝિયોથેરાપી) સહીત અન્ય રોગોનું નિદાન કરી આપવામાં આવશે. હવેથી હાડકાને લગતા રોગો સાથે જનરલ સર્જરીના દર્દીઓને પણ લાભ મળશે. આ સ્વાસ્થ્ય અધિકારનો લાભ લેવા અગાઉથી રજીસ્ટ્રેશન કરાવવું. ઓગસ્ટમાં ૧૨૫ દર્દીઓને રૂ. ૨,૪૧,૦૦૦ની નિ:શુલ્ક સેવા પ્રાપ્ત. હવે પછીનો સ્વાસ્થ્ય અધિકાર દિવસ:

૧ ઓક્ટોબર ૨૦૧૬	૫ નવેમ્બર ૨૦૧૬
૩ ડિસેમ્બર ૨૦૧૬	૭ જાન્યુઆરી ૨૦૧૭

વહેલા તે પહેલા ધોરણે ૧૫૦ હાડકાના રોગોના અને ૫૦ જનરલ સર્જરીના દર્દીઓના નામ નોંધવામાં આવશે. એપોઇન્ટમેન્ટ વગર વિનામુલ્યે તપાસ થઈ શકશે નહીં. એપોઇન્ટમેન્ટ માટે ફોન કરો સવારે ૯ થી સાંજે ૫ સુધી

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