MANPOWER PLANNING OF STERLING HOSPITAL BHAVNAGAR

DISSERTATION SUBMITTED FOR THE PARTIAL FULFILLMENT OF REQUIREMENTS FOR THE AWARD OF

POST GRADUATE DIPLOMA IN HEALTH AND HOSPITAL MANAGEMENT

BY

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IIHMR

About Sterling

Sterling Hospital was originally known as Addlife Medical Institute Limited. However, now known as ‘Sterling Hospitals’. The company is promoted by Paras Pharmaceuticals Limited. Sterling Hospital, owned and managed by Sterling AddLife India Ltd., is the leading hospital chain in Gujarat.

SPECIALITIES OFFERED at STERLING AHMEDABAD

- Cardiology surgeries,
- Neurology and Neuro- surgeries,
- Nephrology and Kidney Transplant,
- GI Medicine and Surgeries,
- Hematology,
- Oncology and Onco-surgery,
- Critical and Emergency Care, Trauma and Orthopaedic,
- Neonatology
- General Medicine and Surgeries.

STERLING HOSPITAL BHAVNAGAR

- A multi speciality tertiary care hospital
- 155 bed capacity
- Initially to be operational only 78 beds incl.

Endoscopy &Obs.Gynae Recovery 2 beds each.

Emergency & Dialysis 5 beds each.

Cath Recovery 4 beds.

ICU Beds-25 incl.13(MICU),8(CCU),4(NEO NAT.)

Floor beds 29 incl.General,Single,Double and Deluxe Rooms.

SPECIALITIES TO BE OFFERED

- General Medicine
- General Surgery
- Gynae.&Obtetrics
- Paediatrics.
- Radiodiagnosis
- Pathology
- Orthopaedics

METHODOLOGY

- Planning is very vital part for any project.
- Should be done well in advance and appropriately .
- Steps of planning to be pretty clear in the mind of planner.

PLANNING CYCLE

1.Analysis of opportunities

2.Identify the aim.

3. Explore options

4.Select the best option.

5. Detailed planning.

6.Evaluation of plan

7. Implementation of plan.

8. Closure of plan.

Again Feedback is monitored and is implemented for good in the future projects.

- Method used is **Forecasting Demand** and specifically '**Managerial judgement** .'
- Environmental scanning was done.
- Workload projections were observed.
- Standards kept in consideration.
- Budgetary constraints and will of top management of hospital given priority.

CATCHMENT AREAS

- PRIMARY
  - Shihor
  - Talaja
  - Mahuva
  - Gadhda
  - Ghogha
  - Valabhipur

- SECONDARY
  - Dhandhuka
  - Botad
  - Palitana
  - Alang

STANDARDS KEPT UNDER CONSIDERATION

For Nursing Manpower.

Guidelines of Trained Nursing Association Of India(TNAI) and Indian Nursing Council(INC).

For other Manpower

IGNOU Module Clinical and Diagnostic Services Part 1-4.

WORKLOAD PROJECTION OF OPD AT BHAVNAGAR

As per market mapping cunducted by Project Team Sterling Hospital Ahmedabad.

- On average an OPD consultation is taking 15 minutes.
- Time to run OPD at the place is usually 08:00 am – 03:00 pm.
- **At 100% utilization of OPDs**

  1 hour = 4 OPD cases

  8 hours = 32 Cases

  Total 8 OPDs are planned to be started initially..
- **Total OPD cases in a day = 32*8 = 256**

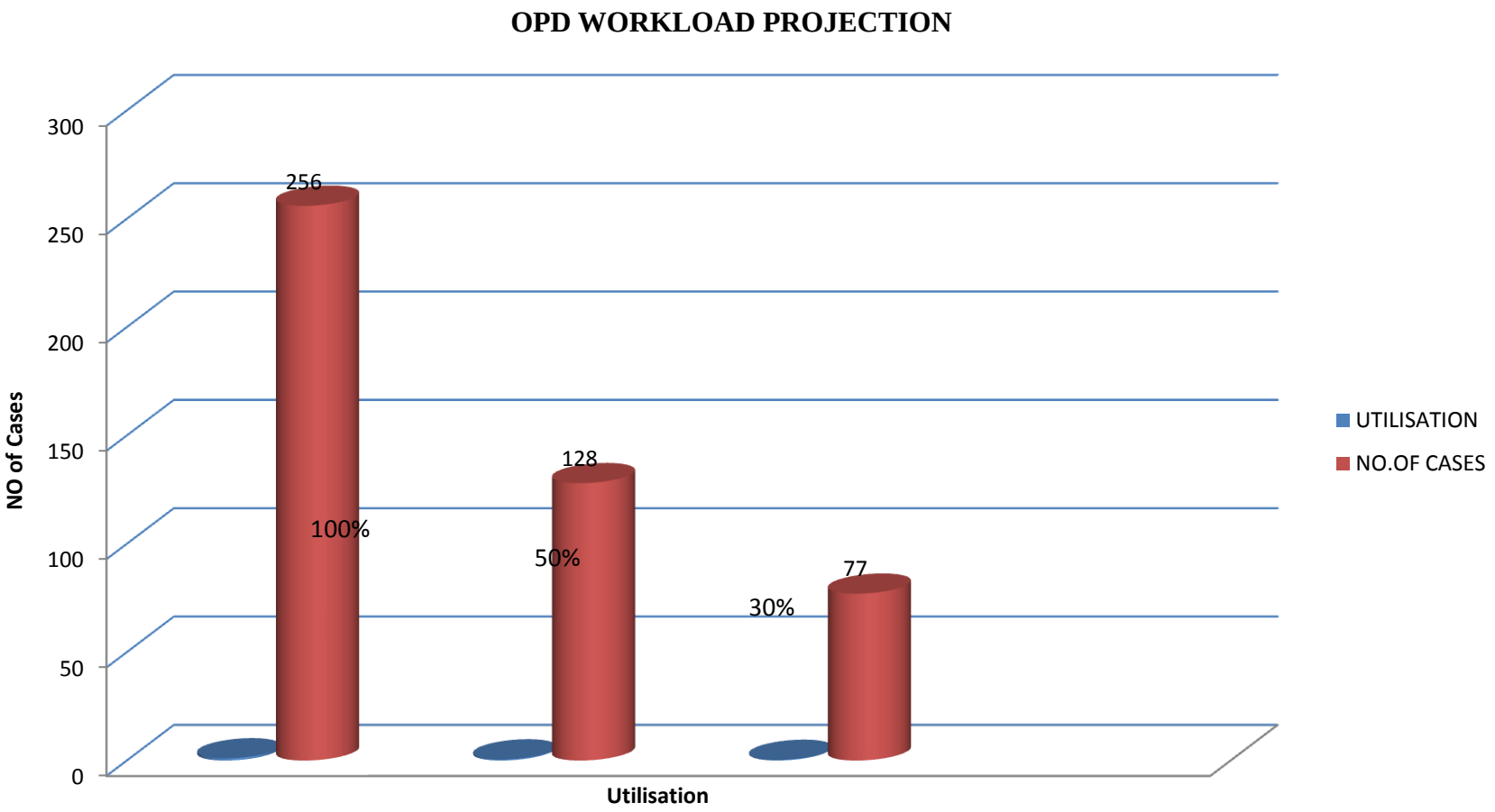
  On the basis of data it is expected that only 50% or 30% utilization will be there of OPDs.
- **At 50% utilization of OPDs**

  =256*0.50

  =128 cases
- **At 30% utilization of OPDs**

  = 256*0.30

  =76.8(77 approx.)


OPD WORKLOAD PROJECTION
300
250
200
150
100
50
0
NO of Cases
256
100%
128
50%
77
30%
Utilisation
UTILISATION
NO.OF CASES

WORKLOAD PROJECTION OF MAJOR SURGERIES AT BHAVNAGAR

- Total 6 OTs are present (4 major,2 minor)
- Initially only 3 major OTs will be started.
- Timings for OT will be 08:00 am – 08:00 pm.
- **At 100% utilization of OT**

  3 hours engagement of an OT = 1 Major surgery

  12 hours = 4 major surgeries in 1 OT
- In 3 OTs

  4*3 = 12 major surgeries a day
- Initially it is expected that only **30% utilization of OT** will be there on the basis of market survey ;

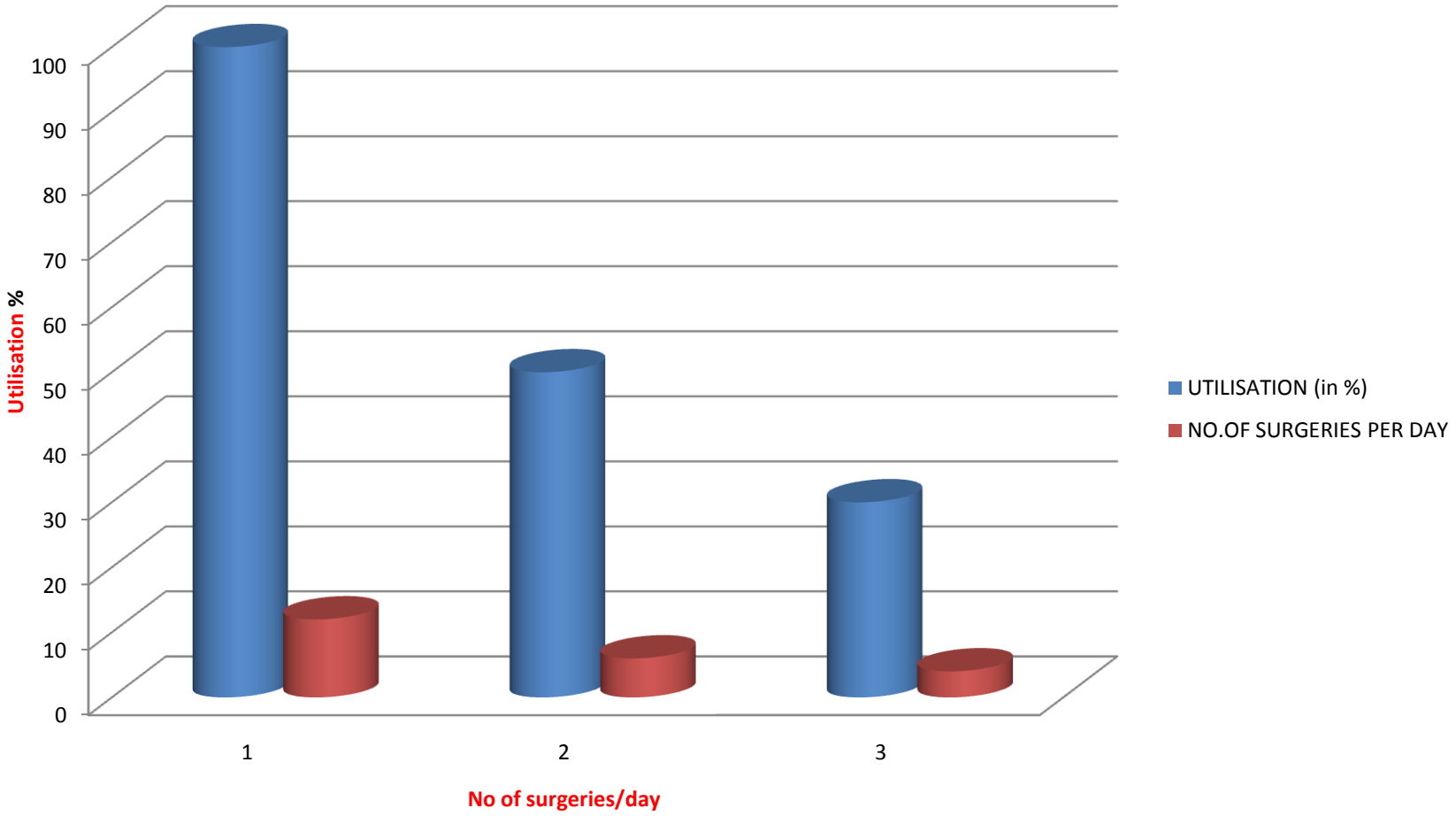
  =12*0.30

  = 3.6 (4 surgeries approx.)
- **At 50% utilization**

  =12*0.50

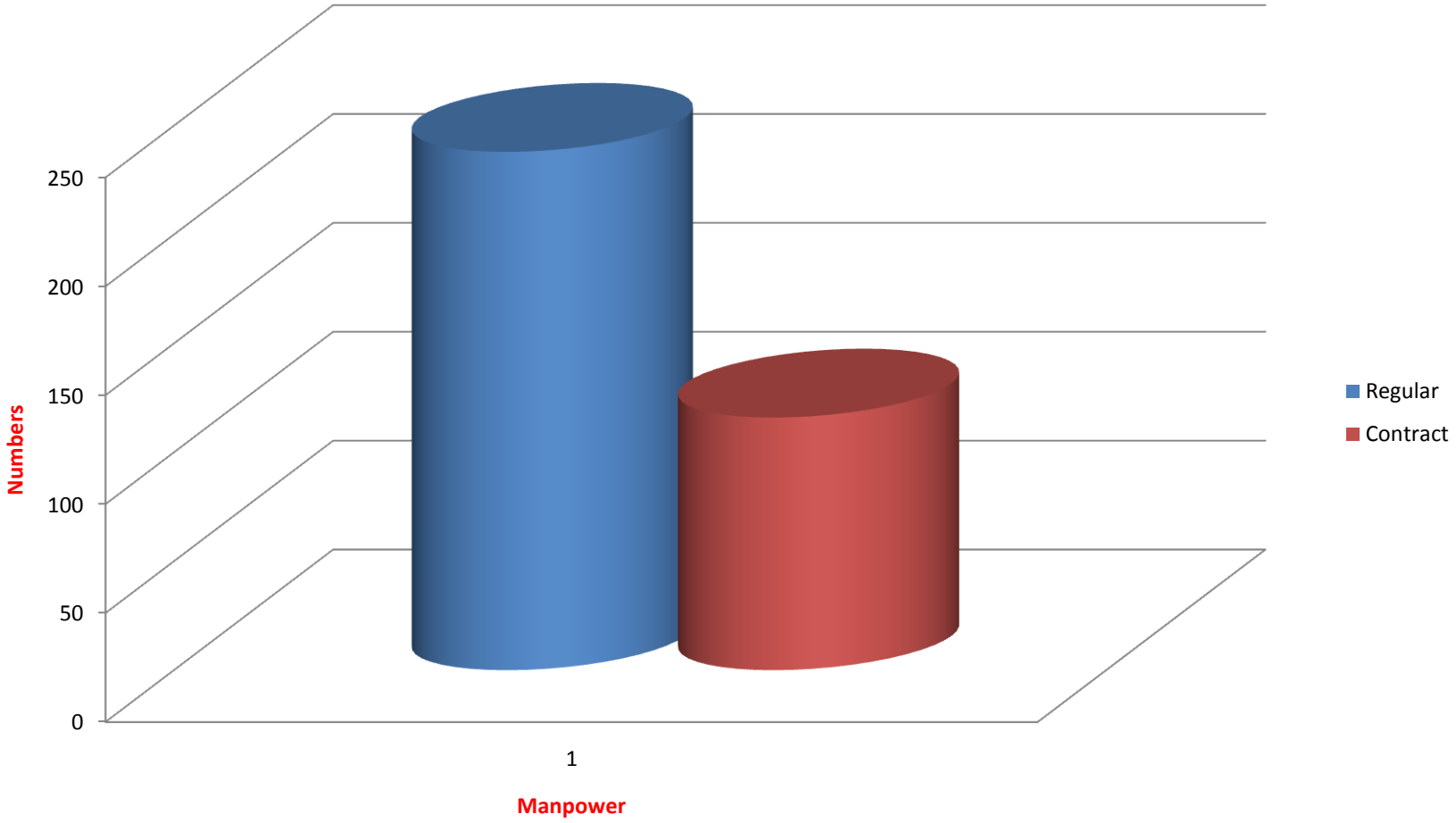
  =6 surgeries

MAJOR SURGERY WORKLOAD PROJECTION



STAFF CATEGORY	78 BEDDED HOSPITAL
Regular	238
Contract	116

STAFF CATEGORY



thank you