



Northwest General
Hospital & Research Centre

#BREAKTHEBIAS



Issue: 3

January to March, 2022

Newsletter



Table of Contents

01	NWGH Recognized at Dubai Expo 2020	01
02	The ENT Legend: Prof. Dr. Mohibullah Khan	03
03	International Women's Day at NWGH	05
04	Detect Early, Treat Better #Cancer	13
05	Critical Care in Pregnancy	15
06	Point of Care Ultrasound	16
07	Continuous Quality Improvement Department	17
08	Khuddar: Employable Digital Skills for People with Disabilities	18
09	Protect Yourself and Others	19
10	Inspiring the Next Generation: Early Years Graduation Ceremony at Roots	20
11	Infection Prevention & Control	21
12	Kidney Health for All	23
13	Protection Against Harassment	27
14	A Snapshot of Glaucoma	29
15	Department in focus: Ophthalmology	30
16	Head & Neck Multidisciplinary Team Meeting	31
17	IT Department at NWGH	33
18	Gupshup with Ziarat Gul Kaka (House-Keeping)	34
19	Hospital-Acquired Infections	35
20	International Wheelchair Day at Northwest	36
21	Northwest Nursing College Inspection	37
22	JCIA Progress	39
23	Inclusion of People with Down Syndrome	41
24	Welcoming Spring with a Plantation & Cleanliness Drive at NWGH	43
25	National Nutrition Month 2022	45
26	Welcome Onboard!	47
27	Employee of the Month	49
28	Employee Appreciation	50
29	NWGH Screening Packages	51

NWGH Recognized at Dubai Expo 2020

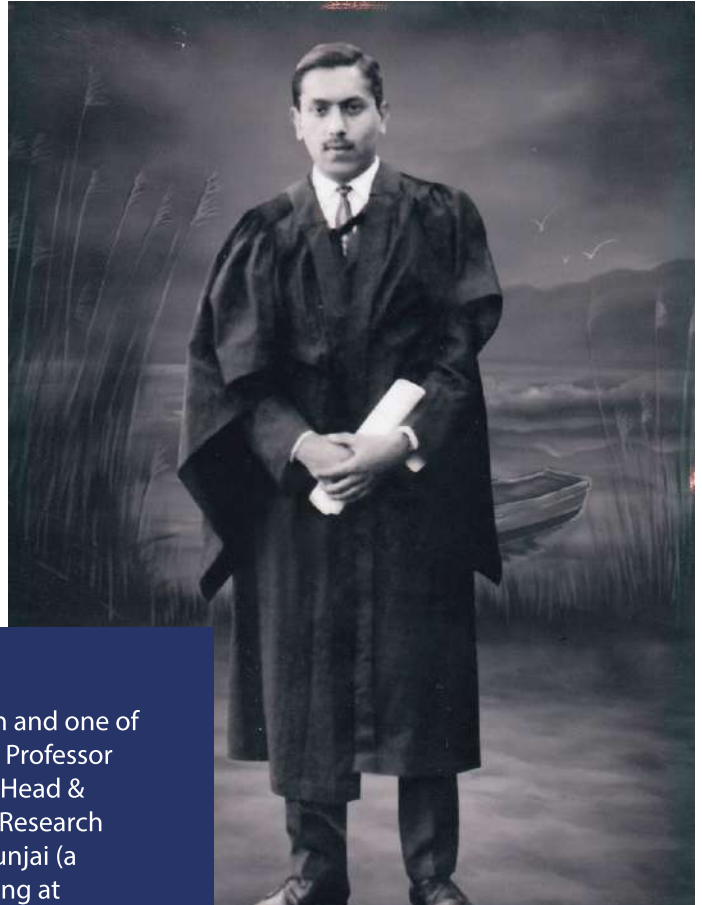
Northwest General Hospital is one of the leading tertiary care hospitals in Khyber Pakhtunkhwa. As a testament to its high-quality medical services, NWGH was acknowledged as a healthcare success story at the recent Dubai Expo 2020. Mr. Taimur Khan Jhagra (Provincial Minister for Health & Finance, Khyber Pakhtunkhwa) presented a shield from the Bank of Khyber to Dr. Zia Ur Rehman (CEO NWGH). At the same time, the audience at the Expo appreciated the commendable services of NWGH. Furthermore, Northwest documentaries showcasing their services were screened throughout the Healthcare Tourism Week at the Dubai Expo 2020.

NWGH is proud to be an internationally recognised healthcare provider. Further to its ISO certification, it is working towards joint commission international accreditation, the standard of healthcare quality.

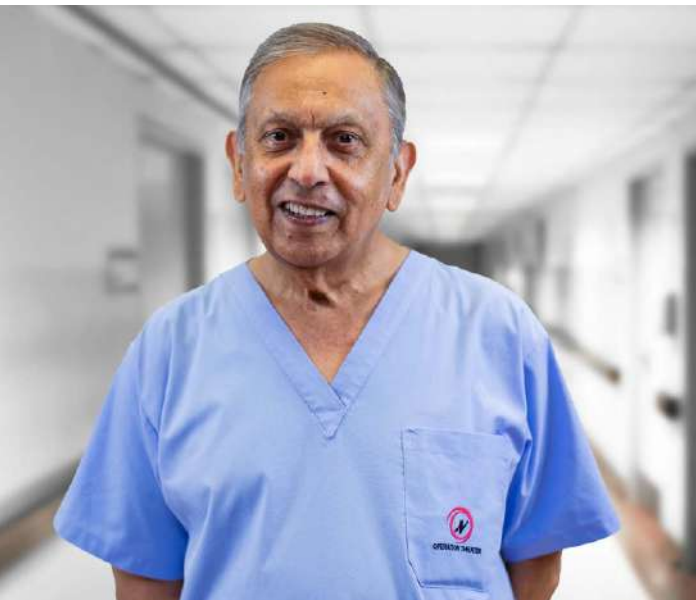


The ENT Legend: Prof. Dr. Mohibullah Khan

Amongst the pioneers of Medicine in the region and one of the most renowned ENT surgeons in Pakistan is Professor Dr. Mohibullah, currently a Consultant ENT and Head & Neck Surgeon at Northwest General Hospital & Research Centre, Peshawar. Dr. Mohibullah belongs to Munjai (a village near Timargara) and did his early schooling at Government School Dargai in Malakand Agency. He later came to Peshawar to pursue higher education at Islamia College. Dr. Mohibullah went to Khyber Medical College for a bachelor's degree in Medicine and Surgery and received a presidential award along with a scholarship to continue Post-Graduate Medical Training in the UK. He successfully completed a Diploma in Laryngology and Otology from the University of London and his fellowship examination (FRCS) from the Royal College of Surgeons of Edinburgh in 1975. He has also been awarded an honorary FCPS degree by the College of Physicians and Surgeons Pakistan (CPSP).



Prof Mohibullah practiced in the United Kingdom in various capacities as a doctor from 1969 to 1976. He completed his higher surgical training in the field of Otolaryngology. On his return to Pakistan, he started working as a Senior Registrar at Lady Reading Hospital (LRH) upon his return to Pakistan. With hard work and dedication, he worked his way up the ladder and became the Head of Department ENT at LRH. In addition to this, Dr. Mohibullah was appointed as the Administrator of Lady Reading Hospital and Dean of the faculty of the College of Physicians and Surgeons Pakistan (CPSP) for Otolaryngology for a period of 8 years. His roles also included being an examiner for CPSP for over two decades. He also served as a member of the Public Service Commission and assisted in medical and allied staff appointments across the province. He has actively participated in undergraduate teaching and examinations for various medical colleges. Until recently, he was the dean of Post-graduate Training at Northwest General Hospital.



In an interview, Prof Mohibullah stated that he came across many moments in his career which has made him immensely proud and honoured to be in a position to help the people of his homeland. While working as a professor, he got appointed as the Administrator of Lady Reading Hospital, which allowed him to improve health care standards in LRH. He was also a part of one of the first units to introduce laser surgery for Head and Neck procedures in Pakistan. One of his most impressive statistics as a doctor was being able to increase the number of patients being seen and treated in ENT outpatients to almost 400 patients daily. Adding to his professional achievements, he was one of the first members of the faculty to commence post-graduate training in Peshawar and the first in the province to start a diploma in ENT for post-graduate trainees. He expressed that one of his biggest professional achievements was to be able to train numerous ENT trainee surgeons who would move on to become successful Otolaryngology practitioners serving the nation.

One of the most memorable moments of his career was when he had to operate on a patient with hypopharyngeal (throat) cancer. The operation was a total laryngopharyngectomy with gastric pull-up. This was the first time he had done this surgery. It took him almost a full day to finish the surgery and was one of the most extensive ones he had done. However, the satisfying part was that he continued to see the patient disease-free for almost three decades after his treatment. Dr. Mohibullah believes that these are the moments that make you humble and, at the same time, fortunate enough to be able to help patients with such medical conditions.

Dr. Mohibullah says that he has been blessed to work in the specialty he has always been passionate about. His loyalty and enthusiasm for his profession are evident from his 54 years of dedicated clinical service. He explains that ENT as a specialty gives you an opportunity to treat patients from all age demographics. At the same time the amalgamation of three anatomical locations keeps life as an ENT surgeon always busy yet very interesting.

Dr. Mohibullah professed gratitude to Allah for allowing him to be in a profession where he could help people in need. He proclaimed his work has been extremely rewarding, successful and respectful with immense satisfaction.



International Women's Day at NWGH

International Women's Day is celebrated every year on 8 March in an effort to create a gender-equal world where no bias, stereotypes, and discrimination amongst the genders exist. This day serves as a platform where individuals gather and celebrate their female counterparts' achievements, hard work, and dedication and discourage any bias that prevents women from growing and prospering. NWGH is an equal opportunity employer and advocates breaking biases that hinder females from progressing.

Northwest General Hospital celebrated International Women's Day at the NWSM Auditorium on 7 March 2022 to acknowledge women's role in society and their achievements in the face of challenging conditions. The event was attended by the Federal Ombudsperson for protection of women against harassment **Ms. Kashmala Tariq**, MPA KP Assembly **Ms. Ayesha Bano**, Provincial Ombudsperson for Protection of Women against Harassment **Ms. Rakhshanda Naz**, FOSPAH Regional Commissioner Peshawar **Ms. Rubab Mehdi**, and Director Program KP Commission on the Status of Women **Ms. Amina Durrani**.

The event kicked off with a warm welcome by **Dr. Shandana Khan** (Consultant Radiologist, NWGH) to all the participants and organisers of the event. **Dr. Nuzhat Nazir Zia** (Consultant Obstetrician & Gynaecologist, NWGH) took the stage to highlight the rights of women and their role in decision making about their health. **Dr. Sylvia Ali Khan** (Consultant Psychiatrist, NWGH) spoke at length about postpartum depression and domestic violence, subjects that are often ignored and shunned in our society.

The esteemed guests appreciated the event, emphasising that women have a leading role to play in today's society and must be supported at all levels to achieve their personal best. Furthermore, the guests expressed their support for women's rights. They informed the audience about the services they can avail themselves of to protect them from harassment at their workplaces, a prevailing social evil.

Dr. Zia Ur Rehman (CEO, NWGH) gave his vote of thanks and acknowledged the contribution of women to society and their resilience to overcome any obstacle faced. Ms. Kashmala Tariq, Federal Ombudsperson for Protection of Women against Harassment at Workplace, thanked the management of Northwest for their support of women and distributed shields amongst the NWGH management as a token of appreciation. The Provincial Ombudsperson, Ms. Rukhshanda Naz, acknowledged the active participation of NWGH Management towards the eradication of harassment of women at the workplace by being the first organisation to comply with the Harassment laws in letter and spirit, as evidenced by their documentation and request for further involvement.



International Women's Day MESSAGES

from Northwest's Leading Women



I am **Dr Shandana Khan**. I work as an Assistant Professor and Head of the Radiology Department at Northwest General Hospital Peshawar. I was raised in Tarbela, where I matriculated from a local school. From intermediate to a fellowship degree, I've experienced an incredible education at inspiring and supportive institutions. I did my intermediate from Jinnah College for Women, University of Peshawar and achieved my MBBS degree from Khyber Medical College in 2003. I chose Radiology as my career and completed my fellowship in 2012. Writing all this is very easy for me, but this entire journey was not easy. Having countless sleepless nights, immense academic pressures and being exposed to city life after spending two decades in a small town wasn't easy.

Being a mother of two lovely daughters, ages 15 and 12, I had to balance my family life and professional responsibilities. Now, when I look back, I realise that I gained courage because the lead was my amazing mother, who, being a working mom, chose to put our family first and pursued her impressive career. She taught me how to stay calm through any storm. I would also admit that a successful woman has supportive men backing her at all times. My father never made me feel any less than my brother. He never compromised on my education. On the contrary, he gave me the wings I fly with today. And then, luckily, I got an equally considerate husband, Alhamdulillah.

Dr. Shandana Khan
Consultant Radiologist

“

The rising number of employed mothers has begun to challenge the dominant discourse that the ideal mother is exclusively bound to the home. Women are now a visible part of the workforce across all professions. We need strong ladies, so the others follow their lead. International Women's Day is an opportunity for us to pause, recognise and celebrate this critical issue in an undeniably male-dominated society. In short, it is possible to be a woman, a mother, and an achiever. Many have done it with help from society, and others have battled endless odds to prove the same.

”



I am **Dr. Nuzhat Nazir Zia**, Consultant of Obstetrics and Gynaecology at NWGH. I have done my matriculation from University Model School Peshawar, where I stood first in the entire province, and my intermediate from Jinnah College for Women, Peshawar, where I achieved 2nd position in the province and 1st amongst all girls. I completed my MBBS from Khyber Medical College Peshawar, where I was a position holder throughout, with a Gold Medal in Obstetrics & Gynaecology and Physiology. I did my MRCOG from London, UK, in 1993 and my FRCOG from London in 2005. I obtained my Fellowship of the Royal Australian and New Zealand College of Obstetricians and Gynaecologists in 2011. I am associated with Adelaide University for teaching and training Medical Students. I have worked as a Consultant in the UK, Saudi Arabia, UAE, Australia and Pakistan.



Dr. Nuzhat Nazir Zia
Consultant Obstetrician & Gynaecologist

“My message to younger girls is to have a dream and follow it with hard work, resilience and honesty, and you will achieve your dream.”

I am **Dr. Almas Fasih Khattak**, a graduate of Khyber Medical College from Peshawar. I immigrated to Canada in 2007 and studied Clinical Epidemiology at McMaster University Canada. I came back to Pakistan in 2018 and joined the Northwest School of Medicine (NWSM), working as Assistant Professor Community Medicine/In-charge Research. I also did my Master in Public Health during this time.

I started working practically ten years after my house job. I had taken a break from my career for kids and family but never stopped improving academic qualifications both on campus and virtually, whenever convenient. I took the bold step of relocating to Pakistan alone with two kids. First, to bring my kids back to their roots and secondly, to give back to the community and profession, which transformed me into an accomplished and confident medical professional.



Dr. Almas Fasih Khattak
Assistant Professor Community medicine
/ Incharge Reserach, NWSM



I am Dr. Roheena Zafar, currently working as a Director of Pharmacy at Northwest General Hospital & Research Centre. I have the honour of being the first female employee at NWGH, joining in February of 2008. I have 22 years of experience and expertise in academics, Hospital and clinical pharmacy setups, including administrative, managerial, regulatory affairs, inventory control and store management systems, pharmacy informatics, medication safety and quality management system of health care setups. In addition, I introduced and established a Drug Information Centre, Quality Control Laboratory and a Total Parenteral Nutrition section at NWGH, which is a first for any hospital in the region.

I am also working as a Team Leader and Trainer for Joint Commission International Accreditation (JCIA) implementation at NWGH and am a certified ISO 9001 trainer. In addition, I am Secretary of the Pharmacy & Therapeutics Committee at NWGH and a member of IRB & EC. I took an active part in establishing a Clinical Trial SITE at NWGH.



Dr. Roheena Zafar
Director of Pharmacy Services

I am **Dr. Bilqis Hassan**, originally from North Waziristan but raised in Peshawar. I did my Matric from Presentation Convent High School and Intermediate from Jinnah College for Women. I completed my MBBS from Khyber Medical College. I am a Community Ophthalmologist and a Medical Educationist, currently working as Head of the Medical Education Department, Northwest School of Medicine. I am also a member of the Board of Directors of Comprehensive Health and Education Forum (CHEF) International, Islamabad, Pakistan, a non-governmental entity founded in 2007 and certified by the Pakistan Center of Philanthropy (PCP). The inspiration behind the establishment of CHEF International is to provide quality healthcare and educational opportunities to the country's underprivileged population, including persons with disabilities, which is one of its prime objectives. In addition, I am also a member of the Public Health Association and part of the teaching faculty at IHPER KMU.

Moreover, I am a mother of three beautiful children, a wife of a supportive man of solid values, a daughter of a loving and caring father and a sister of three siblings. All these roles are demanding and challenging, but I believe all women balance birthday parties, children drop-offs, weddings, and friend's get-togethers, all on top of their regular jobs, commutes and careers. They have a biological edge as super-efficient multitaskers who know the art of management by nature and face challenges courageously. If illiterate women can manage homes so well, imagine how well they will address the nation's issues. Thus, women should be raised with dignity and honour and provided gender-equitable education. Once empowered, we can witness their impact on building strong families, communities and economies.



Dr. Bilqis Hassan
Head of Medical Education Department, NWSM



My name is Aleema Shah, and I am a Microbiologist by profession. I am working as a Senior Scientific Officer in the Molecular and Microbiology Lab at the Northwest General Hospital. I have thoroughly enjoyed my profession in my last five years of working. During the ongoing COVID-19 pandemic, I had the privilege to be a part of the team establishing the COVID PCR lab that I ran as a front line worker.

Aleema Shah
Senior Scientific Officer, NWGH

“

As a professional working woman, my message to my younger females is to join the field of clinical laboratory science as a career, as I see very few females taking this as a career opportunity. This is in contrast to the rest of the world, where a significant percentage of clinical laboratory workers are female. Times are much different than before, and working in a clinical laboratory is no longer a gender-specific activity. Women can play an equal part in the lab compared to their male counterparts.

”



My name is **Dr. Sylvia Khan**, and I have been working in the UK for the past 15 years of my life as a Psychiatrist. My reason for returning to Pakistan has been based on my intention to help people, especially women in Pakistan. I am happy and very grateful to Allah that I have been given a chance to serve women in the KP. Since working here, I have noted common concerns with how mental illness in women has been treated and the lack of psycho-education that may enable them to help support themselves and other women in a male-dominated society.

Dr. Sylvia Ali Khan
Consultant Psychiatrist

“

I would like all women to know that we, the women, are the builders of our nation and pillars of our society. Therefore, we must trust our strength, and we must stand strong.

”





My name is **Rukhsana Tabassum**, and I have been working at Northwest General Hospital as an Assistant Manager of Nursing for the past three years, during which I have completed different tasks with utmost efficiency. However, the most important task given to me recently has been the Nursing Care arrangement in Northwest General Hospital and Northwest Teaching Hospital during the COVID-19 pandemic, especially in the COVID Ward.

Being a woman, I have been multitasking, minding my children, my home and my respective duties in the health care setup. There are no clashes between the female and male staff in my team, and neither do they have any complaints. During my career, I have ensured that there is no discrimination based on gender and that females are treated respectfully, whether they are nursing staff, patients, or patient attendants.

Rukhsana Tabassum

Assistant Manager Nursing, NWGH



My name is **Saima Nasar Ullah Khan**, and I am working as Assistant Manager of Administration at Northwest Teaching Hospital. I look after the Hospital's general administration, and the most important task given to me was amidst the pandemic as administrator for the COVID Ward. During this time, I got the opportunity to work with excellent professional staff on some fascinating health data.

Saima Nasar Ullah Khan

Assistant Manager Administration, NWTH





#BREAKTHEBIAS





Detect Early, Treat Better

#CANCER

Overview

by **Dr. Zulfiqar Qadir**
Consultant Medical Oncologist



1 in 3 people will develop some neoplasm during their lifetime. Thankfully, 80% of these will be benign. Genetics determines which organs or tissues are involved and the benign or malignant nature of these neoplasms. Malignant neoplasms/tumours are commonly known as cancers. In cancer, abnormal cells start growing uncontrollably, going beyond their normal boundaries to involve adjoining organs of the body, and can spread to distant organs. Cancers can be broadly classified as carcinomas, sarcomas, lymphomas and leukaemias.

Cancer is the 2nd leading cause of death, accounting for almost 1 in 6 deaths worldwide (9.6 million) in 2018. Lung, prostate, colorectal, stomach and liver cancer are the most common type of cancer in men, while breast, colorectal, lung, cervical and thyroid cancer are the most common amongst women. This burden is growing globally, exerting tremendous physical, emotional and financial strain on individuals, families, communities and health systems.

Cancer's signs and symptoms are not particularly different from signs and symptoms of other diseases involving the same organ. That is why it is essential to investigate persistent symptoms of any kind. However, we will not find cancers to cause these symptoms in most conditions. When cancers cause these symptoms, timely diagnosis and prompt treatment will save lives, minimise suffering, limit disability, and reduce costs.

Prevention

30% to 50% of cancer deaths can be prevented by implementing existing evidence-based prevention strategies and avoiding/modifying the following key risk factors:

- Avoid tobacco use, including cigarettes and smokeless tobacco.
- Maintain a healthy weight.
- Eat a healthy diet with plenty of fruit and vegetables.
- Exercise regularly.
- Avoid alcohol consumption.
- Practice safe sex.
- Get vaccinated against hepatitis B and human papillomavirus (HPV).
- Reduce exposure to ultraviolet radiation.
- Prevent unnecessary ionising radiation exposure.
- Avoid urban pollution and indoor smoke from household use of solid fuels.
- Get regular medical care.

Management

Effective treatment at an early stage improves survival and reduces morbidity at a lesser cost. Experienced clinicians from wide-ranging specialities at Northwest General Hospital and Research Centre have access to the latest diagnostic tools to help identify cancer early, which is directly related to positive treatment outcomes.

Treatment options include surgery, chemotherapy and radiotherapy administered alone or in combination. At Northwest General Hospital, we take a multidisciplinary approach to recommend appropriate treatment plans based on tumour type, stage, and clinical condition. In addition, informed patient preferences are taken into consideration, as well as socioeconomic factors and the capacity of the health system.

Palliative care, which focuses on improving the quality of life of patients and their families, is an essential component of cancer care. To this end, Northwest General Hospital provides counselling services with trained medical psychologists, a Physiotherapy Department, and an occupational health service. Survivorship care includes a detailed plan for monitoring cancer recurrence and detection of new cancers, assessing and managing long term effects associated with cancer and its treatment.



Critical Care in Pregnancy

It is crucial to consider critical care in pregnancy since if an obstetric patient comes to the ICU, the chances of mortality range between 8% - 20%. When a pregnant patient ends up in intensive care, physicians are often thrown for a loop to prepare for the unlikely but possible scenario. First, the scenario becomes complex since the lives of mother and child are at stake. Secondly, all the patients are relatively young females of reproductive age and younger kids, making the family very apprehensive about the outcome. It is difficult for them to accept the reality of being critically ill. To address 'Critical Care in Pregnancy', a detailed informative lecture was held in Northwest General Hospital's Auditorium on March 15th, conducted by Dr. Muhammad Sohaib (Assistant Professor & Consultant Anesthetist) from Agha Khan University Hospital Karachi.



Ramadan reminds us of
our duties towards Allah. Let's gear up to
welcome Ramadan
by adopting healthy habits.

Point of Care Ultrasound

Point of care ultrasound refers to the practice of trained medical professionals using ultrasound to diagnose problems wherever a patient is being treated, whether that is in a modern hospital or an ambulance. 'Point of Care Ultrasound' is a broader term that encapsulates the many scenarios in which portable ultrasound machines can be used. It reduces the time spent to confirm/reach a diagnosis. Good critical care units across the globe heavily rely on POC ultrasound. Certain units have abandoned the insertion of invasive monitoring lines and drainage tubes without Ultrasound guidance. To address 'Point of Care Ultra-sound in ICU', a detailed informative lecture was held in Northwest General Hospital's Auditorium on March 15th, conducted by Dr. Faisal Khan (Consultant Intensivist & Anaesthesiologist) from Agha Khan University Hospital Karachi.



Continuous Quality Improvement Department

by **Asim Anwar**

Senior Manager Continuous Quality Improvement and Audit



Introduction:

The Continuous Quality Improvement Department at North West General Hospital and Research Centre is a team of dedicated members and is one of the vital departments of the Hospital. It oversees quality management and performance improvement related activities in all areas and functions of the Hospital. The Department's main aim is to continually improve the quality of patient care and patient safety and ensure that outcomes remain aligned with international standards by coordinating with all the clinical and non-clinical departments of Northwest General Hospital.

The Department's mission is to ensure safe and effective care of the highest quality and value to the patients and the community. The Hospital has set exceptional standards for care provision: patient-centred, safe, on-time, effective, efficient and equitable, and the CQI department ensures that all these standards are duly met.

Department Service & Objectives:

Currently, the Department is working on Joint Commission International Certification Standards as the lead team and assisting the Hospital Management in achieving JCI Accreditation. Joint Commission International (JCI) accredits and certifies health care organisations and programs across the globe. Joint Commission International accreditation is recognised as the gold standard for healthcare institutions' quality of care and patient safety.

CQIA department is in liaison with both clinical and non-clinical departments in implementing Standard Operating Procedures and Policies as per JCI standards. Key Performance Indicators (KPIs) have been finalised following the JCI standards of care as performance measures to observe, analyse, optimise, and transform a healthcare process to increase patient and provider satisfaction. CQI Department has also played a vital role in achieving ISO 9001: 2015 for North West General Hospital & Research Centre.

Main Goal:

CQI Department's main goal and priority are to improve our existing services according to international standards. Therefore, we can improve and provide even better services to the patients for achieving higher patient satisfaction and care as per the JCI Standards and ensure a safe working environment for the staff of NWGH/ NWTH.

Team Members:

- **Mr. Asim Anwar** – Senior Manager
- **Dr. Neelum Ali** – Assistant Manager
- **Mr. Asad Ali** – Quality Coordinator
- **Syeda Muzayyan Shah** - Quality Coordinator
- **Ms. Farah Iqbal** – CQI Officer



Employable Digital Skills for People with Disabilities

Certificate distribution ceremony of employable digital skills for the youth of Merged Areas and the official launch ceremony of Khuddar: employable digital skills for people with disabilities were held at Khyber Pakhtunkhwa Information Technology Board on March 29, 2022. Secretary of ST&IT (Science & Technology and Information Technology) Mr. Matiullah Khan attended the ceremony as the Chief Guest. At the same time, Managing Director KPITB Dr. Sahibzada Ali Mehmud, Chairman Trade Testing Board Peshawar, CEO Northwest Hospital Peshawar Dr. Zia Ur Rahman, trainers, the implementation teams and other dignitaries were also present at the occasion.

While addressing the ceremony, Chief Guest Secretary of ST&IT said that the Khyber Pakhtunkhwa Information Technology Board (KPITB), under the Khyber Pakhtunkhwa Digital Policy 2018 - 2023, is empowering youth with in-demand Digital Skills to position the province as a hub of digital skilled workforce through a talent pipeline of youth specializing in in-demand skills and knowledge areas required by local and foreign industry. 'As a step towards achieving this goal and mainstreaming the youth of merged areas in the provincial Digital Economy, KPITB, under the ADP, initiated a project titled, "**Employable Digital Skills for the Youth of Newly Merged Areas**" has trained 870 youth across the newly merged districts of Khyber Pakhtunkhwa with employable digital skills to improve the employment prospects and ensure their inclusion'. He added that the employable digital skills imparted to the youth include Graphic Designing, Word Press Design and Development, Blogging and Content Writing, Social Media Marketing and Mobile App Development.

While addressing the ceremony, MD KPITB expressed his thoughts about KHUDDAR and said that KPITB believes in "Digital Inclusion for All", and under this vision, KPITB is set to launch "Khuddar: Employable Digital Skills for People with Disabilities". He added that under KHUDDAR initiative, a total of 800 PWDs from the province would undergo a two-month robust and tailored curriculum based on market needs. 'These skills will include Graphic Designing, Web Development, Digital Marketing, and Screen Reading Software, and these in-demand skills will help the prospective trainees earn their livelihood from the comfort of their homes'. According to the latest census in Pakistan, 10.5 percent of the total population in the country have various types of disabilities. In addition, these disabled people are facing a lot of challenges and hardships while entering the industry and job market.



To engage these PWDs in different digital sectors, there is a dire need to empower them with employable digital skills to enable them to live their lives independently with dignity. The Chief Guest ST&IT Secretary, officially launched the program and applauded the endeavours for the digital inclusion of PWDs and youth of the merged areas. He also distributed completion certificates amongst the top performers from the employable digital skills for the youth of merged areas.

Protect Yourself and Others

Dr. Khatira Wahid
Assistant Professor Medicine



Vaccines have revolutionised global health. It is one of the biggest innovations in human history, saving millions of lives each year. Vaccination is one of the most convenient and safest preventive care measures available. Some deadly diseases like smallpox have been eradicated, while others like polio are on the verge of eradication. Childhood mortality rates have been slashed, long term disabilities have been prevented, and some malignancies like cervical cancer and liver cancer rate have been reduced. Vaccination also helps stop the spread of diseases. For example, pregnant women are vaccinated against tetanus to decrease the incidence of tetanus in newborns. Similarly, if you are protected against the influenza virus, you have less chance of spreading the disease to your elders, who are more vulnerable to such conditions. The 21st century has proven to be the most successful period of vaccine development due to the fight against COVID. Vaccination significantly reduced the mortality, severity and need for hospitalisation.

The earliest use of vaccines is reported in China in the 16th century, where smallpox scabs were ground up and blown into the recipient's nostril. Over time much progress was made in producing new vaccines against different diseases and making them more accessible to everyone. Vaccines are generally very safe, undergoing years of research before Food and Drug Administration (FDA) approves them. The side effects are usually mild and go away with time.

Vaccines are needed throughout life since we all are at risk of different diseases. Childhood vaccines can wear off over time. Therefore adults need to keep their vaccination up to date.

Some of the essential adult vaccines are as follows:

Covid vaccination / Influenza vaccine:

The best and most important step to prevent the flu is getting a flu vaccine each year. The ideal time is September and October. Centers for Disease Control and Prevention (CDC) recommends that everyone six months of age and older get a flu vaccine each year. This is especially important for those who are over 65 years of age and have other risk factors like diabetes, cardiac disease, asthma and other lung diseases.

Pneumococcal Vaccine:

This vaccine is very effective in preventing pneumococcal pneumonia. CDC recommends that all children under two years and adults over 65 years get this vaccine. Those between 19 to 64 years should get this vaccine if they have certain medical conditions, for example, people with specific cardiac and lung problems.

Tetanus Vaccine:

Tetanus can be lethal, but it is preventable. The vaccination is readily available and inexpensive, and a booster dose is needed every ten years. All adults should be up-to-date on their tetanus vaccination status.

Hepatitis B:

Hepatitis B is standard in our part of the world. Everyone aged less than 60 years should be vaccinated against it. Those over 60 years with risk factors for hepatitis B should be vaccinated too.

Typhoid Fever:

Because of the prevalence of Typhoid in Pakistan, the CDC recommends the typhoid vaccine for those living and travelling here. A booster is needed every two years for the injectable vaccine. This is very important because the bug causing typhoid is now more resistant to common antibiotics.

Other vaccines like hepatitis A, meningococcal, HPV, shingles, rabies, yellow fever etc., depend upon certain risk factors, travelling and exposure. Vaccines against dengue and malaria are available too now.

Good health is a blessing and should not be risked; therefore, everyone should be up to date on their own and their family member's vaccination status. You should review your vaccination with your doctor for further details.



Inspiring the Next Generation:

Early Years Graduation Ceremony at Roots

Roots Millennium School held a graduation ceremony on the 29th of March, 2022. Dr. Zia Ur Rehman, CEO of Northwest General Hospital, attended the ceremony as the Chief Guest. While addressing the students at the Roots Millennium School, Dr. Zia congratulated them for successfully graduating amidst a pandemic and appreciated the parents for encouraging and supporting them. He emphasised equipping children with lifelong skills and grooming them as responsible members of society.



Infection Prevention & Control

by **Dr. Nowsher Yousaf**
Manager OHS&E



Hospital-acquired infections are a major burden on health systems; they can cause irreparable bodily harm, drive the costs of health care up and even result in death. Fortunately, they can be prevented by implementing infection prevention and control practices.

These measures help ensure the hospital environment is as safe as possible for both patients and staff by reducing the risk of the potential spread of disease. These measures include an assessment of how infections can be spread and how they can be stopped as well as implementing infection control programs in the forms of surveillance, isolation, outbreak management, environmental hygiene, employee health, education, and infections prevention policies and management.

Infection Prevention and Control is paramount in healthcare, it protects both patient and workers from diseases. Without controlling the spread of infection, hospitals would become unsafe to go to or visit which would create huge healthcare problems across society.





Kidney Health for All

by **Dr. Shahid Ahmad Khan**
Consultant Renal Transplant Surgeon



Every year on 10th March, world kidney day is observed. This campaign was started in 2006, and it is a global event that highlights the importance of our kidneys to our overall health. On this day, different meetings and seminars are arranged in which the magnitude of kidney problems and their social and economic impact are discussed. In addition, an effort is made to educate the masses on how to take good care of their kidneys to reduce the risk of kidney diseases and their associated health problems.

Living a healthy lifestyle by eating right, being active and not smoking is the key to keeping your kidneys healthy. A healthy balanced diet can reduce the risk of kidney disease by keeping your blood pressure and cholesterol at a healthy level. It is also essential to manage your diabetes and high blood pressure because these are the leading causes of kidney disease. In addition, obesity can increase the risk of diabetes and high blood pressure and the risk of kidney diseases. Maintaining your weight is a crucial point of being healthy. Regular exercise, a diet low in sugar and cholesterol and high in fibre, whole grains, fruits, and vegetables help prevent weight gain. Dehydration, kidney stones and kidney infections are also important causes of kidney failure, which you can prevent by drinking enough water. The daily hydration requirement for an average person is about 2.5 to 3 litres of fluids per day. People working and living in hotter environments will require more fluids. An average hydrated person's urine colour is pale yellow, and if it is dark yellow, one needs to drink more water.

Bridge the knowledge gap
to better
kidney care.

About 15% of the world's population has kidney problems, which means that one in every seven people has kidney disease. Chronic Kidney Disease (CKD) has been recognised as a leading public health problem worldwide. It is more prevalent in the far east countries than in Europe and America. The major causes of kidney failure are diabetes, hypertension, obesity, abnormal kidney structure, smoking, cardiovascular diseases, viral and bacterial infections, stone diseases, obstructive uropathies, and congenital urinary tract abnormalities. An increase in life expectancy is a significant contributing factor, and more and more elderly are being added to the CKD list.

A significant number of patients with CKD are due to over-the-counter self-medication. Pain medication, especially Non-Steroidal Anti-Inflammatory Drugs (NSAIDs), is a common cause of kidney failure, which can be prevented by stopping self-medication. Certain genetic conditions like polycystic kidney disease and autoimmune diseases such as lupus nephritis cause kidney failure. These types of kidney conditions are usually found during routine medical checkups. Regular follow up with the physician is a key to slowing the progress of kidney disease in these patients. Drug abuse, especially cocaine and amphetamines, are also known to cause kidney damage. The only cure is to stop taking these drugs. Drug abuse should be discouraged in all forms. CKD progresses to End-Stage Renal Disease (ESRD); if not treated promptly, needing renal replacement therapy. It is estimated that about 7 million people are suffering from ESRD worldwide.



Kidney failure is of two types; acute kidney failure and chronic kidney failure. In acute kidney failure, the kidney stops functioning due to some injury that is temporary and reversible. When the cause of acute failure is treated, the kidney regains its function. In acute failure, the patient may need a few sessions of hemodialysis. In chronic renal failure, the kidney injury is progressive, and it cannot be reversed, but the process can be slowed down or stopped with proper medical care.

The common symptoms of CKD are fatigue, loss of appetite, nausea and vomiting, disturbed sleep, decreased urine output, hematuria, puffiness around the eyes, oedema feet, weakness, shortness of breath, confusion and seizures. 1-2% of CKD patients progress to ESRD. These patients need renal replacement therapy, which is a considerably complex and expensive procedure. Renal replacement therapy is offered in the form of hemodialysis, peritoneal dialysis and kidney transplant. A kidney transplant is the gold standard treatment for ESRD patients. Living related kidney donors are preferred because of good HLA matching and the need for less immunosuppressive medications. Living Related Kidney Transplant (LRKD) is a planned surgery compared to the deceased donor kidney transplant and has fewer chances of surgical complications and rejections. The graft and patient survival are better in LRKD recipients than in deceased donor kidney recipients.

There is an acute organ shortage for transplants worldwide. About 20% of ESRD patients die annually, and the waiting time for deceased donor transplants is usually 3 to 5 years in different countries. Many of the patients on the waiting list for a deceased kidney die without having a transplant. Some barriers limit the number of living related renal transplants. These include ABO incompatibility and highly sensitised recipients. The kidney transplant community is trying to overcome these barriers by performing ABO-incompatible and paired kidney exchange transplants, but it benefits only a few of patients in need of kidney transplants.

It is the responsibility of every member of society to promote living and after death organ donations to overcome this organ shortage crisis. One kidney is enough to live a good quality of life. Some people are born with a single kidney and have a normal life. It is also interesting that kidney donors' life expectancy is ten years more than the general population. Therefore, we should encourage organ donations to overcome the organ shortage and reduce the economic burden.





Northwest General Hospital & Research Centre
March 11th 2018



World Kidney Day was celebrated with great enthusiasm at the NWGH Auditorium on 10th of March. Doctors, students and management of NWGH participated in the event. The event was kicked off with a warm welcome by Dr. Arbab Nisar Ahmad Khan (Consultant Nephrologist, NWGH), who also shed light on the dangers of neglecting kidney care and the process of Dialysis. Next, Dr. Shahid Ahmad (Consultant Renal Transplant Surgeon, NWGH) enlightened the audience with the benefits of kidney transplants as the ultimate solution for kidney failure or permanent kidney damage. The event also pressed on the prerequisites, laws and rules of organ transplants as regulated by the MTRA.

Towards the end of the session, the audience had a chance to have candid conversations with transplant and dialysis patients. The patients had an opportunity to express and describe their experiences at Northwest General Hospital and how their lives after transplant and ongoing dialysis have changed.



May this **Easter** bring you joy and prosperity.
So fill up your basket with happiness and some
Easter eggs.

Protection Against Harassment

Northwest is a strong proponent of equal opportunities for women in all walks of life and actively supports women in their professional life. Ensuring a Harassment-free work environment is one part of the Hospital's equal opportunities policies. To further strengthen the workforce, NW and Khyber Pakhtunkhwa's Federal Ombudsperson Secretariat for Protection Against Harassment (FOSPAH) arranged awareness sessions at Northwest to highlight the availability of a forum for working women that address issues related to harassment at workplace. Both male and female staff of the Institutions attended these sessions. Regional Commissioner KP Ms. Rubab Mehdi and the FOSPAH team conducted the events.

Ms. Rubab addressed the students and staff members of Northwest regarding the forms of discrimination and harassment in the workplace with the aim to increase awareness amongst the women of a redressal forum for harassment. She emphasised having an inclusive society by abolishing the orthodox concepts of independence and creating an independent natural

environment in the workplace, thus encouraging ambitious females to pursue their dream careers without fear of reprisal. The interactive session covered the problems faced by the working women, the provision of a legal platform, appropriate legislative steps to guard their interests, and the importance of further spreading this awareness amongst their peers and families.

To make every gender realise their natural rights bestowed on them, Regional Commissioner Ms. Rubab Mehdi invited the audience to participate in the activities of FOSPAH through their internship program. These internship programs allow each individual of the society to participate in raising awareness and eliminating the barriers of seclusion amongst the genders. In light of the vision of FOSPAH, she further highlighted the essence of respect and dignity of all the workforce across Pakistan.





Dr. Zia Ur Rehman CEO of NWGH acknowledged and admired the contribution of women to society and their resilience to overcome obstacles in the workplace. He further highlighted the support of NWGH towards inclusion and anti-harassment of women in the workplace to foster equal opportunities. The Management of Northwest expressed its gratitude to Ms. Rubab Mehdi and FOSPAH team for dedicating their time to spreading awareness and enlightening the staff and students.



A Snapshot of Glaucoma

by **Dr. Tajamul Khan**

Head of Department of Ophthalmology, NWSM



Glaucoma refers to an eye disease in which damage occurs to the nerve (optic nerve), which carries sight signals from our eyes to the brain. It generally occurs due to impaired outflow of the clear fluid constantly manufactured inside the eye, i.e. Aqueous Humor leading to high pressure, but it can also sometimes happen despite normal intraocular pressure.

Glaucoma is the leading cause of irreversible blindness worldwide. Around 76 million people were estimated to be affected by the disease in 2020, and the figure is expected to increase up to 111 million by 2040. In Pakistan, there are more than 1.8 million people with Glaucoma and around half of them are blind already due to delays in diagnosis and treatment. Sadly 90% of the population in this country has no awareness of Glaucoma leading to an ever-increasing number of people becoming permanently blind.

A striking fact is that in most patients with Glaucoma, there are no symptoms of the disease until very late, and hence the condition is also referred to as a "Silent Stealer of Vision". It can occur during any stage of life, from birth to old age. Congenital Glaucoma is usually characterised by a larger than normal eye with associated symptoms of watering and intolerance to light in a child. In adults, the symptoms can range from a rapid blurring of vision to coloured haloes around lights and also sometimes presenting as a painful red eye with headache, nausea and vomiting, which signifies an acute episode requiring immediate treatment to prevent permanent visual loss.

Regular eye checkups are essential to diagnose the condition in its early stages. The risk is higher, especially in people over the age of 40 or those with a family history of Glaucoma. Other leading factors causing Glaucoma are previous ocular injury or surgery and long-term steroid use containing eye drops.

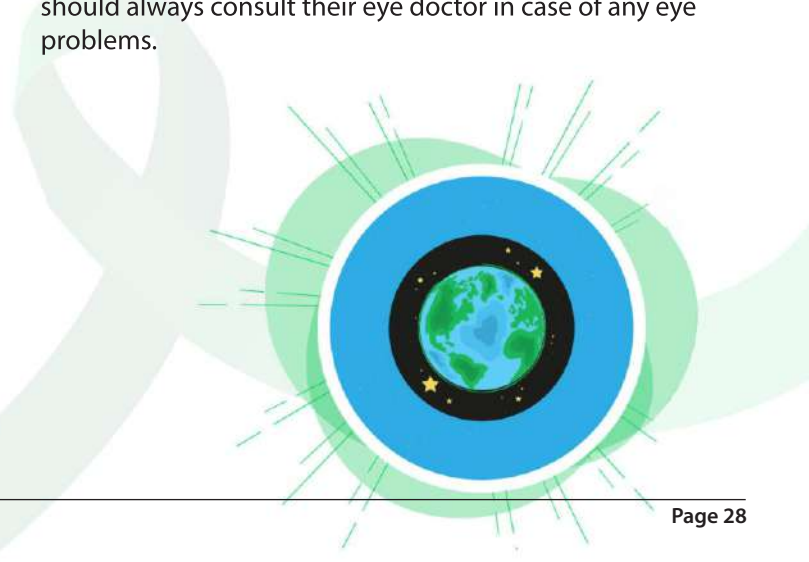
Various investigations have been devised to detect Glaucoma, including intraocular pressure measurement, evaluation of the optic nerve and the assessment of visual fields (peripheral vision). Some other novel investigations calculate the thickness of specific

structural layers at the back of the eye, which are usually reduced in Glaucoma, thus helping early detection.

Once diagnosed, Glaucoma is generally treated with eyedrops initially, especially if the disease is in its early stages. However, it is critical to mention that once started; Glaucoma eye drops are meant to be regularly used for life, just like a blood pressure tablet, unless stopped or changed by an Ophthalmologist. In cases where eye drops are ineffective or intolerable, there are other options like certain laser procedures (SLT/ALT) and surgical options (Trabeculectomy/Glaucoma drainage device). The main aim of the treatment is to reduce pressure inside the eye, thus preventing further damage.

Glaucoma week was recently observed globally from 6th March till 12th, designed to spread awareness and understanding about the importance of early detection of Glaucoma. NWGH & NWSM actively participated in the campaign with banners, placards and verbal communication with patients. It is my pleasure to say that we have a highly qualified staff for Ophthalmology, and our Department is equipped with all essential instruments and machines used to diagnose and treat Glaucoma and is pursuing further excellence. Patients are diagnosed and treated for Glaucoma daily and followed up closely afterwards.

The take-home message is that detecting Glaucoma in the early stages is imperative. People over 40 and those having family members with Glaucoma should get their eyes checked annually by an Eye doctor. The duration of Glaucoma treatment is long, and patient compliance and cooperation are critical regarding the use of eye drops. Glaucoma patients need lifelong regular follow-up and should always consult their eye doctor in case of any eye problems.





Department in focus: **Ophthalmology**

Damage caused by Glaucoma cannot be reversed. However, our Glaucoma specialists may recommend eye drops, pills, and/or laser and surgical operations to prevent or slow further damage from occurring. With any type of Glaucoma, periodic examinations are very important to prevent vision loss. Because Glaucoma can worsen without you being aware of it, your treatment may need to be changed over time.

Northwest General Hospital's Ophthalmology Department is well-equipped and has a well-trained staff that caters to the prevalent Ophthalmologic conditions and diseases such as Phacoemulsification for Cataract Surgery, Laser Therapy for Diabetic Retinopathy, Corneal Topography for Keratoconus, Cron linkage for Keratoconus, Visual Field Assessment for Glaucoma, Pachymetry for Center Corneal Thickness, Squirt surgery, Dacryocystorhino-stomy, Trabscutectomy, Nd-Yag Laser Capsulotomy for After Cataract and Corneal Transplant.

Our Ophthalmology Department is an outpatient clinic where patients are seen and advised of treatment. However, in cases where the patient needs to be admitted, we have a dedicated In-patient ward for Ophthalmology patients. Any patient who has gone through any Ophthalmological procedure that requires follow-up and observation is admitted into the ward until the patient can be discharged.



Head & Neck Multidisciplinary Team Meeting

On the 23rd of February 2022, Northwest General Hospital (NWGH) and Rehman Medical Institute (RMI) collaborated for a Head and Neck Multidisciplinary Team Meeting at the Northwest General Hospital Auditorium. This collaboration was made possible by the efforts of Dr. Imran Mohib Khan (Consultant ENT) from Northwest General Hospital and Dr. Zubair Durrani (Oral and Maxillofacial Surgeon) from Rehman Medical Institute. The event kicked off with Dr. Imran Mohib Khan welcoming all the participants and appreciating the CEOs of NWGH and RMI for making this first of its kind collaboration possible. The MDT discussed four Head and Neck cases and consensually agreed upon their best possible management during the meeting.

Further to the MDT, Dr. Faisal Khan (Principal Investigator, Precision Medicine Lab) shed light on the Genetic Mapping of Head and Neck Cancers. Dr. Faisal further highlighted how teamwork between the hospitals is a win-win for both institutes' growth and hoped for similar collaborations in the future, encouraging other hospitals to get on-board as well. Mr. Shafique Ur-Rehman (CEO, RMI) endorsed Dr. Faisal's view and pressed on how hospitals in a cluster thrive better than individual institutions. In the end, Dr. Zia Ur Rehman (CEO, NWGH) acknowledged the benefits of such collaborations, emphasising that Research & Development was the way forward if organisations wanted to succeed in providing the best healthcare to patients. Dr. Zia further emphasised the need of having MDTs regularly, especially before patient care has begun.





The medical staff of both hospitals, such as Surgeons, Oncologists, Radiologists, Trainees and Allied Staff, attended this MDT, to learn about the management of complex Head and Neck cases, their Pathology and overall patient care. The event also gave all the participants a chance to network for future collaborations and establish terms with individuals working in similar areas of interest.

Northwest General Hospital looks forward to similar academic collaborations with Rehman Medical Institute and other healthcare institutions to raise the healthcare standards and improve patient care in the region.



IT Department at NWGH

by **Nasir Jan**
Manager MIS/ IT



In the healthcare sector, information technology aims to enhance the population's overall health by improving the quality of treatment provided to patients. Northwest General Hospital & Research Centre's IT/MIS Department is responsible for clinical software and other operations that enable medical personnel to maintain patients records and ensure that admissions systems run smoothly. They also serve a crucial role in maintaining the seamless function of medical wards, operation theatres, labour and delivery suites, and the emergency department. Registration, billing, health information management, ordering and receiving test results, and speciality software for departments like Radiology are just a few of these responsibilities. This is in addition to the usual tasks an IT Department performs, such as providing network infrastructure, IT security, server maintenance, software deployments, etc. In addition, the IT Department is in charge of desktop support and the help desk. Supporting staff in this field is not often required to have clinical knowledge, as they maintain the Hospital's computers, laptops, printers, and other devices.

Northwest General Hospital aims to be paperless in its operation, and the IT Department is instrumental in creating this paperless environment. Eliminating all sorts of paper from a hospital is not easy, but it is not impossible. In a paperless hospital, the entire patient procedure is managed online, which means that doctors and other related staff must monitor everything in real-time from the minute the patient is admitted. The Hospital decided to go paperless in 2018, and the IT Department carried out the project in stages (Ward wise, department wise and module wise). In less than two years, the IT department was able to create a completely paperless environment in the Emergency Room, Hospital Admissions, Operating Room, Wards/ICU, and technical areas such as Blood Bank, Clinical Laboratory, and Pharmacy), as well as administrative areas such as Finance and Human Resources (Online attendance system for employees, complete electronic record of employees, Online Leave management system, online recruitment).

The IT/MIS Department has created a mobile application allowing clinicians to view patient information from any bed in the Hospital under any consultant. During these changing times, when every healthcare organisation is moving toward a complete electronic Health Management Information System, the IT/MIS department at NWGH faced various challenges in implementing a paperless environment. These included hands-on training of all medical staff, increasing the number of computer systems within the Hospital, and designing a user-friendly application so that every user can easily use the online application and adapt themselves to it.

For Northwest School of Medicine, the IT/MIS Department has also developed a College Management System/ Virtual Learning Environment software. It allows students to access the application online and view lecture schedules, mark their online lecture attendance, view lecture handouts, and get information about books in the library. Likewise, the teaching faculty can access their lectures schedules, upload lecture handouts for students, and view video recorded lectures. The IT Department has also implemented E-Assessment, through which students can try exam papers online.



Gupshup with **Ziarat Gul Kaka (House-Keeping)**

by **Sana e Zehra Haider**
Media Officer



Since when have you been working with NWGH?

01

I have been part of the NWGH family since May 2009. Even if provided with the opportunity to work somewhere else, I'd choose NWGH every single time because I love working here.

What does your typical day look like?

03

My daily routine starts by arriving at work at around 6:45-7:00 am though my duty starts at 7:30 am, but I like to arrive early to get some extra work done. After settling in, I usually move on to my daily tasks that involve mopping and cleaning the security room, car parking area, garden area and changing the trash bins. I usually wrap up my shift at 3:00 pm.

Do you enjoy working at NWGH?

02

I love working here because everyone treats me with respect. And I am well acquainted with many doctors like Dr. Khushnood, Dr. Irfan Qadir, Dr Amin Jan Gandapur and Dr. Khadimullah Kakakhail. People at Northwest greet me even if they are just passerbys, seems like they have a lot of respect for my white beard.

How are the people at NWGH?

04

Our CEO is a really humble and generous person. Everyone can approach him regarding their problems and crises, and he advises the best solution to them. I remember an event vividly in the past when I was going through some family issue; he addressed the issue on the spot and provided me with a social security card to use for my family. Considering the circumstances back then, I didn't get to use it. However, I still have the option to use it till today.

Northwest wishes everyone a very happy Eid ul Fitr.

May this Eid bring us happiness and peace.

On this day, like every other day, we must not forget those who need our help and support.

Eid Mubarak

Dr Zia ur Rehman, CEO NWGH



Hospital-Acquired Infections

by **Dr. Muhammad Hayat**
Consultant Anaesthetist and Intensivist



Hospital-Acquired Infection (HAI) is among the most common morbidity, and it significantly affects the patient's outcome. In addition, HAI has substantial financial implications and, at times, can lead to the loss of precious life. Therefore, we at Alliance Healthcare pvt limited take meticulous care to prevent and control HAI.

We started our infection prevention and control program back in 2016 by setting up an infection prevention and control committee. Our CEO chairs this committee, and members include two microbiologists, all the clinical leads of the critical care units (both physicians and nurses), a full-time infection control nurse (ICN), Director of Administration and a Head of Nursing. Our IPCP has been evaluated by worthy physicians from Aga Khan University Hospital, and we are trying to further improve on it. We are assisted by National Intensive Care Surveillance (NICS) Srilanka and the Pakistan Registry of Intensive Care (PRICE) in improving and implementing our program.

IPCP module has been incorporated in the orientation program of human resources at the time of recruitment, and continuous education of all our staff is carried out. We also conduct regular audits of our infection control procedures like hand hygiene, cultures, antibiotics prescription etc. In addition, we are in the process of developing our antibiogram.

Salient features of our IPCP education modules are teaching and implementing hand hygiene, universal precautions, contact precaution, droplet precautions and Aerosol precautions. We have incorporated the Ventilator-Associated Pneumonia (VAP), A Central Line-Associated Bloodstream Infection (CLABSI), Catheter-Associated Urinary Tract Infections (CAUTI), Skincare and hub care bundles in our critical care units, which are being documented at least three times a day. In addition, we provide 1:1 nursing care in our ICUs to prevent cross-contamination.

We have installed High Efficiency Particulate Air Filters (HEPA) filters on the ventilation system of operation rooms to reduce the burden of surgical infections, and these are replaced at regular intervals. We have also developed SOPs of international standards for surgical instruments handling, cleaning, disinflation, Sterilisation and Central Sterile Supply Department (CSSD).





International Wheelchair Day at Northwest

International Wheelchair Day has been observed every 1st March annually around the globe ever since its commencement in 2008. The day is celebrated with events and activities that reflect on the physically disabled individuals within our society and how they too can participate as active cogs in the societal machinery without any biases or discrimination through their access to wheelchairs.

Northwest prides itself on being an institution that advocates equal opportunities for each and every individual and discourages any form of discrimination and bias against any member of society. With such a mindset, the Northwest Institute of Health Sciences joined hands with Pak Everbright Development (PEDO) on 1st March 2022 to celebrate International Wheelchair Day to honour those who are differently-abled and how their access to wheelchairs can positively contribute to their realisation of their full potentials.

The organised event was celebrated with utmost enthusiasm and attended by over 980 participants, including students and faculty members from both the host organisations. The intent was to raise awareness among stakeholders regarding the importance of mobility for people with disabilities so they too can become active participants in their respective communities. The programme also highlighted the key challenges faced by physically challenged individuals. It provided a path and a clear vision regarding how mobility can be ensured for such individuals through ease of access to wheelchairs in Pakistan. Moreover, the event stressed recognising the positive impact of accessibility for disabled individuals and how the availability of wheelchairs and the introduction of ramps, lifts and overall more accessible workspaces can lead to access to so much untapped potential and talent that consequently will result in overall societal uplift. Furthermore, the event also paid tribute to those actively engaged in providing care and support for those with restricted mobility.



Northwest Nursing College Inspection

by **Barkat Khan**

Assistant Professor Principal of NWIHS



An inspection team from Pakistan Nursing Council visited the newly constructed campus of Northwest College of Nursing on 14th September 2021. It inspected the physical infrastructure, human resources, financial capacity, availability of laboratories and attached hospitals required to establish and run a Nursing College. This visit aimed to assess the feasibility of the newly constructed building and evaluate our eligibility for the enhancement of seats in generic BS Nursing 4 years programs. The team praised the efforts of Alliance Healthcare (Pvt.) Ltd. with regards to fulfilling the requirement of the Pakistan Nursing Council for uplifting the quality of Nursing education. The top-scoring areas that attracted them were the state-of-the-art purpose-built skills lab, Science lab, Computer lab, Library, and spacious classrooms equipped with audiovisual teaching-learning aids. The team also commended the availability of adequate, well qualified and well-trained faculty members as per the requirement of the Pakistan Nursing Council. Furthermore, the inspection team visited Northwest General Hospital & Research Center and appreciated the availability of all those facilities under one roof required for a quality health care delivery system.

Based on their assessment, the building was approved as the best fit for a Nursing College, and the Council also enhanced the number of seats in generic BSN 4 years programs from 20 to 50.





Northwest College of Nursing is affiliated with Khyber Medical University and registered with Pakistan Nursing Council. After the approval of the newly established building and enhancement of seats granted by the Pakistan Nursing Council, it was mandatory to take approval from Khyber Medical University. The inspection team of Khyber Medical University conducted a visit dated 24th January 2022 and examined the available resources, including human, physical and financial resources. The inspection team appreciated the struggle of the Alliance Healthcare team for establishing a state-of-the-art purpose-built building within the vicinity of Hayatabad Peshawar, which has become a hub for healthcare delivery and health education. They appreciated the availability of all the modalities in skills, science and IT lab, which are required to inculcate student nurses' cognitive and psychomotor skills. KMU inspection team was satisfied with the number of faculty members and our teaching staff's ongoing professional development, making us different from others. Northwest General Hospital and Teaching Hospital was commended for providing a wide range of quality services under one roof. The team considered the student nurses fortunate to learn, practice and grow in a conducive environment.

By the grace of Almighty Allah, with the tireless efforts of faculty members and the consistent support of the administration and higher management, KMU approved the enhancement of seats in the generic four-year BS Nursing programme from 20 to 50.





Progress

by **Yousaf Jamal**
Senior Manager HR



NWGH has made steady progress toward attaining JCIA certification. Following is a recap of the HR activities so far.

As a first step, the current Hospital policies had to be brought to JCIA standards, and new policies were developed along with the Job Descriptions. The task was immense, so it was divided into three steps and deadlines were set.

1. Developing new policies and Job descriptions and updating the old policies and Job descriptions (JDs).
2. Training staff on the policies.
3. Audit of training provided and Implementation of the policies

Developmental Phase

The policies and JDs were developed and updated in the first phase, and HR completed the given task within the deadline.



Training Phase

To provide training to the staff on the said policies and keep track of these training, a very robust training Module was developed in the HMIS system. The deadline for the training was initially 12th February 2022, starting from 17th January 2022 however, due to a surge of COVID-19 cases, the deadline was extended to 18th February 2022. As a result, around 1700 employees were trained on the following topics:

1. HR Topics:

Workplace Violence, Work-Related Injury, Second Victim, Workplace Harassment, Incident Report Handling.

2. OHS&E Topics:

Facilities Management & Safety, Hospital Waste Management, Fire & Safety, Emergency colour coding, Emergency Preparedness and Evacuation.

3. OHS&E Topics - II:

Infection Prevention and Control /CSSD.

4. Patient Relation Topics:

Patient Rights and Responsibilities, Process Realisation Plan Outdoor Patient Department (OPD), managing visitors in the Hospital.

5. Nutrition:

Basic nutrition concepts & nutrition indicators.

6. CQIA Topics:

Admission and Discharge, Patient Acceptance and Registration, Patient Medical Records, Patient Record Retention and Destruction, Safe Prescribing and Transcribing of Medications, Patient Flow, Hospital Nutrition, Patient Resuscitation, Blood Transfusion, Uniformity and Continuity of Care, Anaesthesia and Sedation, Pain Management, Patient Rights and Responsibilities, IPSP 1 Patient Identification, IPSP 2 Effective Communication, IPSP 3 Improve the Safety of High Alert Medication, IPSP 4 Ensure Safe Surgery, IPSP 5 Reduce the Risk of Healthcare-Associated Infections, IPSP 6 Reduce the Risk of Patient Harm Result.

HR Department met the said deadline well in time. At the end of every training session, the Department carried out a written quiz with a threshold of 70% passing marks in each module. The training data shows that most of the employees passed these quizzes, and the results were made available in HMIS and can be easily accessed by every employee through their MIS Profile.



Audits & Implementation

The implementation phase has started along with the audits carried out on a regular basis. The result shows that the training provided has a positive impact, and most of the staff that have been audited have passed the audits.

The planned goals were achieved through teamwork and the support of the Hospital Management.



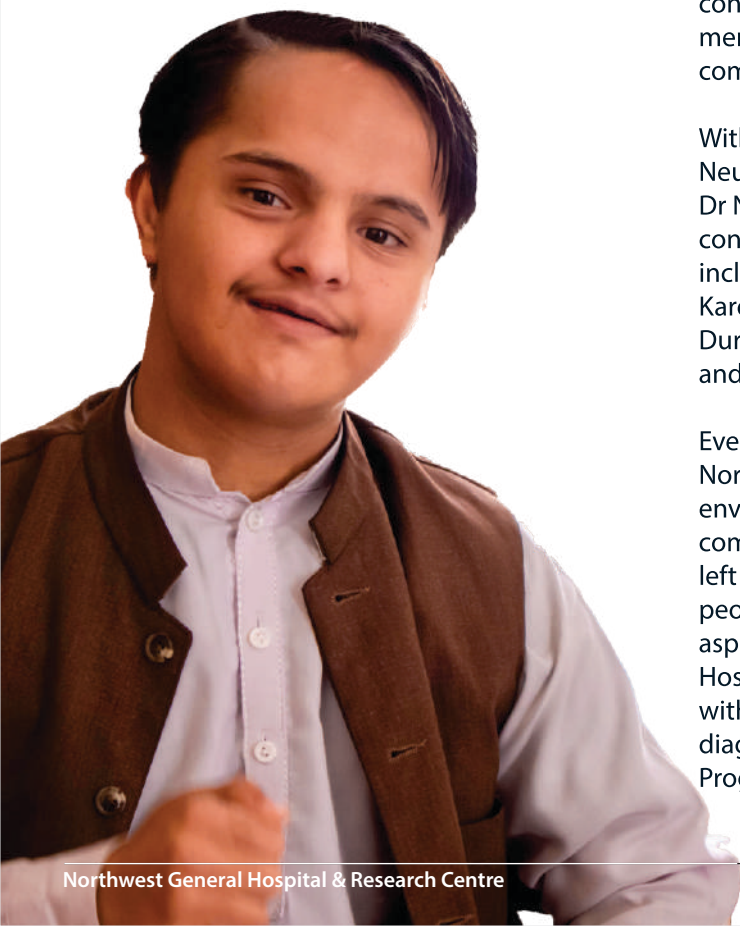


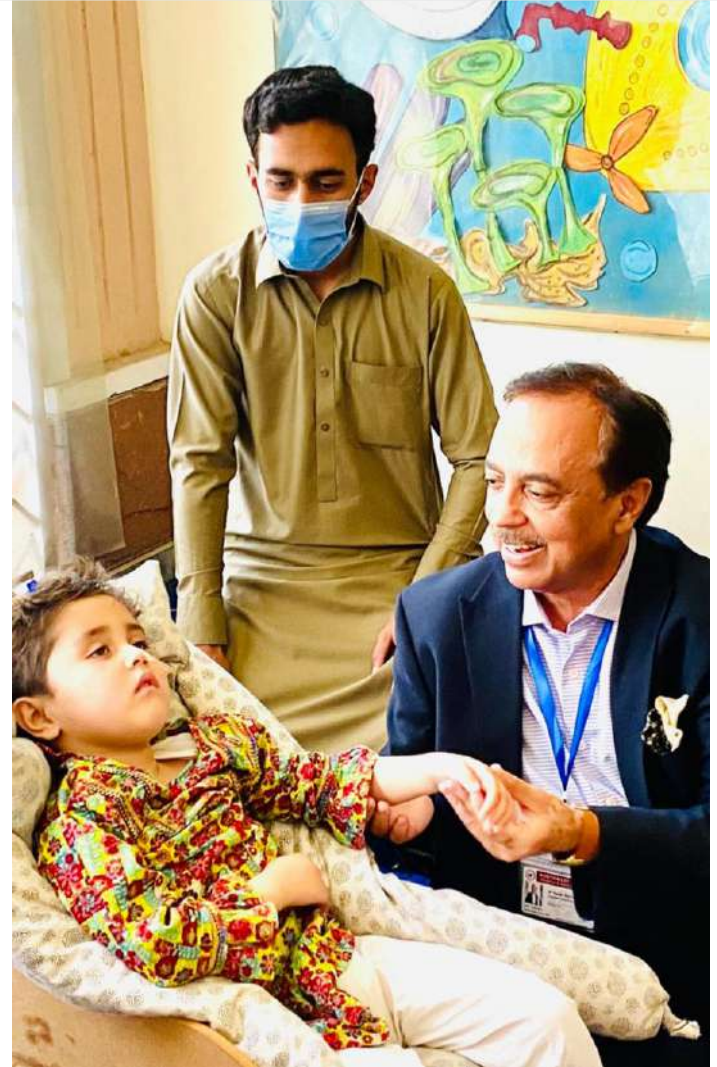
Inclusion of People with Down's Syndrome

21st March is observed as World Down Syndrome Day all over the world. Every year it is celebrated to raise awareness about this genetic condition faced by people and how to ensure that patients with this disability can lead an everyday life. Dr Naeem Ashraf, Consultant Paediatrician Neurodisability at NorthWest General Hospital, shared a public awareness video message through the Hospital's social media platforms on this day to affirm NWGH's stance regarding raising awareness for Down's Syndrome. He explained that Down syndrome is the most common form of intellectual disability globally. It occurs in approximately 1 out of every 1000 babies born and is caused by a genetic abnormality that affects a baby's chromosomes. Dr. Naeem Ashraf further clarified that Chromosomes are specific structures in cells that house thousands of genes. People without congenital abnormalities have 23 pairs of chromosomes, and each pair is given a number between 1 and 23. People with Down syndrome are born with three, rather than two, copies of chromosome 21, which is why it is also termed Trisomy 21. It can be found universally across all racial, gender, and socio-economic lines. The condition causes a delay in a person's physical development and mental growth, hampering the development of their communication and learning skills.

With over 35 years of experience in dealing with patients with Neurodisability in the UK and with the aim to serve his community, Dr Naeem Ashraf scheduled visits to ensure the provision of free consultation and diagnosis of such patients at different institutes, including ALDO (Autism Learning Disability Organization), Akbar Kare Children's Center, and Special Education Center in Peshawar. During his visit to the Special Education Center, he interacted with and gauged activities for children with Down Syndrome.

Every disability has a history of bias against it. However, Northwest's management actively promotes an inclusive environment for all disabilities, including Down's Syndrome. Due to communication difficulties, people with this condition are mostly left isolated. Societies worldwide are promoting the inclusion of people with down syndrome in education and professional aspects. In line with these international efforts, Northwest General Hospital aims to make a more inclusive environment for people with the syndrome and requests the government to include diagnosis and treatment of such disorders in the Sehat Card Program.





Welcoming Spring with a Plantation & Cleanliness Drive at NWGH

Northwest General Hospital is at the forefront in matters of environmental sustainability and recognises the serious implications that are consequential of deteriorating environmental conditions. Over the decades, the increasing population and a shift to urbanisation have resulted in the simultaneous decline in tree cover and significant escalation in overall pollution.

Thus, addressing the prevailing environmental issues, Dr. Zia Ur Rehman (CEO, NWGH) and Capt. (Rtd) Shahbaz Tahir Nadeem (DG, PDA) commenced a Plantation and Cleanliness Drive, marking the start of Spring 2022. The drive focused on overall tree cover restoration by active tree plantation as well as ensuring the cleanliness with the help of participants who volunteered to see the drive to its completion.

The event kicked off with an opening ceremony followed by an awareness brief in collaboration with the Horticulture Department line Peshawar Development Authority (PDA). The awareness session focused on educating the participants of the drive regarding the detrimental effects of deforestation, such as a significant change in the overall climate, global warming, loss of habitat, an escalation in the emission of harmful greenhouse gases and soil erosion. In addition, the decrease in tree cover also results in lesser availability of clean oxygen for breathing. Pakistan homes an amazing wildlife, many of which are in crisis now. Numbers have fallen drastically over the years, and species are going extinct at an alarming rate. We need to reverse this loss of nature and create a future where wildlife and people prosper again. The brief also discussed the harmful and lasting effects of air, noise and water pollution and the steps that can be taken to ensure a clean, green and preserved environment.

The event was attended by Loin's Club Members, students from NWSM, NWIHS & the Department of Environmental Sciences, University of Peshawar.







NATIONAL
NUTRITION
MONTH

National Nutrition Month 2022



National Nutrition Month is an annual nutrition education, counselling and information campaign observed internationally, and the Department of Nutrition at Northwest General Hospital & Research Centre is an active participant in the activities commemorating the month. National Nutrition Month promotes the value of nutrition and its importance to the public and the media. It is a means of providing valuable and credible timely, scientifically-based food and nutrition information.

As a part of our Social Awareness Responsibility, we celebrated National Nutrition month on Wednesday, 30 March 2022, at Northwest General Hospital Peshawar. In this campaign, we did free consultations with various sick patients, prepared healthy diet plans for the patients, focused on the importance of making informed food choices, explained the importance of sound eating habits, and provided different diet plans to patients according to their needs and illness and physical activity habits.

CEO NWGH Dr. Zia Ur Rehman graced the occasion as the special guest and interacted with the participants during the cake cutting ceremony and the event.

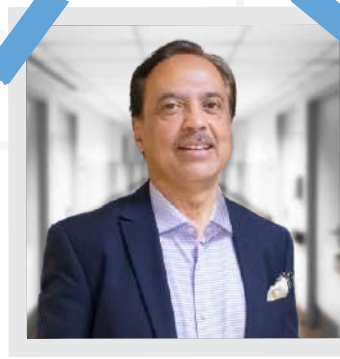


Welcome Onboard!



**Dr. Shahid
Ahmad Khan**
Profile

Dr. Shahid Ahmad Khan has joined NWGH as a Consultant Renal Transplant Surgeon. Dr. Shahid is a Khyber Medical College (KMC) Peshawar graduate and completed his House Job at Khyber Teaching Hospital (KTH). He then completed his Post Graduate Residency in Urology at the Pakistan Institute of Medical Sciences, Islamabad. Before joining NWGH, Dr. Shahid served as a Kidney Transplant Surgery Consultant at Al-Hada Military Hospital and Assistant Consultant, Renal Transplant Surgeon at King Faisal Specialist Hospital & Research Centre, Riyadh. Dr. Shahid has 17 years of Kidney and Pancreas Transplant Surgery Experience. Acknowledging this experience, the Saudi Commission for Health Specialties titled Dr. Shahid as Consultant Organ Transplant Surgeon. Dr. Shahid has several national and international publications to his credit and has expertise in Vascular Access Surgeries, including AVF, AVG, Permacath and Infusaport Insertions.



**Dr. Naeem
Ashraf**
Profile

Dr. Naeem Ashraf has joined NWGH as a Consultant Paediatrician Neuro-Disability. Dr. Naeem is a graduate of Khyber Medical College and has gained over 30 years of experience in the UK. He has extensive experience in Paediatrics with subspecialist Training & Clinical skills in Neuro-disability. Dr. Naeem completed his FRCPCH & Post Graduate Diploma in Paediatric Neurodisability from London and a Post Graduate Diploma in Child Health. He has achieved Clinical Excellence awards for his services to the Children & families of Britain.

Dr. Naeem has devised services for children with complex and special needs like Autism, attention deficit hyperactivity disorder, cerebral palsy, genetic disorders, metabolic disorders, developmental delay and complex ex-graduates of neonatal intensive care. Dr. Naeem returned to Pakistan to give back to the community he belongs to, which aligns with the vision of NWGH. Dr. Naeem aims to provide holistic management, assessments, and comprehensive investigations with appropriate treatment and therapies according to the complex needs of the children and families.



Dr. Muhammad Ali Khan Gandapur

Profile

Dr. Muhammad Ali Khan Gandapur is a Consultant Paediatric Gastroenterologist at Northwest General Hospital & Research Centre. He specialises in Paediatric Gastroenterology and Hepatology and looks after all children presenting with Gastric and Hepatic complaints. Before joining NWGH, Dr. Muhammad Ali was Senior Registrar of Paediatric Gastroenterology and Hepatology at Pakistan Kidney & Liver Institute Lahore. He did his fellowship in Paediatric Gastroenterology and Hepatology from Children Hospital and University of Child Health Sciences Lahore.

Dr. Muhammad Ali completed his MBBS from Khyber Medical College Peshawar in 2008 and moved to Lahore for his Post Graduate Training in Paediatrics. After his training, he practised for 2 years in Ireland as Paediatric Registrar; he obtained his Membership in the Royal College of Physicians of Ireland as well as the Membership of the Royal College of Physicians and Surgeons Glasgow. He further received his fellowship degree from the College of Physicians & Surgeons Pakistan in 2018. Dr. Muhammad Ali is certified by the European Board of Paediatrics.

Dr. Muhammad Ali is well versed in diagnosing and treating children with a wide range of Gastrointestinal, liver and pancreatic diseases. He can do various diagnostic and therapeutic gastrointestinal endoscopic procedures, liver abscess drainage, and percutaneous liver biopsy.



Dr. Asif Saleem Afridi

Profile

Dr. Asif Saleem Afridi is a Consultant Paediatric Intensivist at Northwest General Hospital & Research Centre. Dr. Asif manages all paediatric patients requiring intensive medical, cardiac and post-surgical care. Before joining NWGH, Dr. Asif Saleem Afridi practised as a Paediatrician at Al-Qassimi Hospital Sharjah, United Arab Emirates. Overall, Dr. Asif has worked as a Paediatrician in the UAE for over 10 years in Neonatal and Paediatric Critical Care as well as Paediatric Cardiac Care. Dr. Asif worked as District Paediatric Specialist at THQ hospital Bara and a Paediatric Registrar at Rehman Medical Institute (RMI) before moving to UAE as a Resident at Al-Qassimi Hospital in 2008. In addition, he has trained as a Post Graduate Trainee at Khyber Teaching Hospital Peshawar.

Dr. Asif Saleem Afridi completed his MBBS from Bolan Medical College, Quetta. He then completed his Diploma in Child Health (DCH) from Post Graduate Medical Institute Peshawar, before starting his Post Graduate Training. Dr. Asif holds a fellowship certified by the Arab Board of Paediatricians and obtained his Membership in the Royal College of Paediatrics and Child Health (MRCPCH) in the UK. His expertise also includes Paediatric echo and point of care ultrasound. He has experience in training junior doctors and fellowship trainees in the past. Dr. Asif Saleem Afridi has attended numerous training and courses on Neonatal and Paediatric Life Support and Management. He has carried out Research on Innocent Still's murmur in children in the US and has published several articles in international journals.



Employee of the Month



January

Ms. Nargis
HR Officer



February

Mr. Rahman Ullah
Pharmacy Store Keeper



March

Mr. Muhammad Sajid
Software Developer



Employee Appreciation



Patients and their attendants were full of praise for the nursing staff at NWGH specially Ms. Sameera Khan, Ms. Surayya Rani and Ms. Bushra Shahzeb for the commitment, dedication and extra ordinary care of patient.



Security Guard Mr. Humayun was appreciated and rewarded for his honesty and integrity. Humayun found a bag full of cash, and he located the rightful owner and returned it to him.



Security Guard Ms. Nasreen was appreciated for being vigilant on duty. She seized a handgun in a lady's purse and prevented her from entering the hospital premises with firearm.

Special
Discount
till end of July

START YOUR
HEALTHCARE
JOURNEY NOW
WITH

NWGH **Screening Packages**

Northwest also offers

Home Health Services

- Laboratory Sample Collection
- Pharmacy
- Physiotherapy
- Nursing
- Wound Care

To make an appointment

 **0303 5838800**

Monday - Saturday

 **9:00 AM - 5:00 PM**



Fertility Health Screening

TESTS	BASIC (MALE)	BASIC (FEMALE)	PREMIUM (MALE)	PREMIUM (FEMALE)
FSH	✓	✓	✓	✓
LH	✓	✓	✓	✓
Testosterone	✓		✓	✓
Prolactin	✓	✓	✓	✓
TSH	✓	✓	✓	✓
Free Androgen Index	✓		✓	
SHBG	✓		✓	
Semen Analysis	✓		✓	
Progesterone	✓	✓	✓	✓
Insulin (Fasting)			✓	✓
Estradiol	✓	✓	✓	✓
Anti Mullerian Hormone		✓		✓
Glucose (Fasting)			✓	✓
Cholesterol Total			✓	✓
HDL Cholesterol			✓	✓
LDL Cholesterol			✓	✓
VLDL Cholesterol			✓	✓
Triglyceride			✓	✓
CBC			✓	✓
ESR			✓	✓
Urine Routine Test			✓	✓
Sodium			✓	✓
Potassium			✓	✓
Chloride			✓	✓
Torch Profile				✓
Ultrasound Abdomen & Pelvis	✓	✓	✓	✓
Ultrasound Scrotum	✓		✓	
HSG				✓
Medical Consultation	✓	✓	✓	✓
Total Price (PKR)	28,630	17,230	36,670	42,845
Discounted Prices	24,350	14,650	31,200	36,450

Instructions

- Appointments have to be made at least 1 day in advance.
- Please wear loose clothing and easily removable shoes on the day of checkup. Avoid wearing Jewelry.
- You are advised to reach the hospital at 09:00 am for checkup. The duration of the process can take up to 5 hours in some cases.
- In case of the pregnancy, certain tests like X-Rays may not be conducted.
- At least 8 hours fasting is necessary before the checkup. Water can be consumed.
- Diabetic patients should not take insulin/ anti diabetic medicine on the day of checkup.
- Please bring your medical records, if any. We can provide additional tests or consultations, if required. There will be an additional charge for that.
- Appointments for the health checkups can be made in person or via phone.

NWGH Health Screening

TESTS	BASIC HEALTH SCREENING	ADVANCE HEALTH SCREENING	BASIC HEART CHECK	PRE-CONCEPTION PACKAGE	COMPREHENSIVE HEALTH CHECK	EXECUTIVE DIABETIC CHECK	SENIOR CITIZEN'S Profile (MALE)	SENIOR CITIZEN'S Profile(FEMALE)
CBC	✓	✓	✓	✓	✓	✓	✓	✓
Urea				✓				
Uric Acid		✓			✓			
SGPT	✓	✓			✓	✓		✓
ECG		✓	✓		✓	✓	✓	✓
Blood Group & RH Factor		✓		✓	✓			
Glucose			✓	✓	✓	✓	✓	✓
Cholestrol	✓							
Triglyceride	✓							
Creatinine	✓	✓	✓	✓	✓	✓	✓	✓
Chest PA - View (X-Ray)	✓	✓	✓	✓	✓	✓	✓	✓
Urine R/E	✓	✓	✓	✓	✓	✓	✓	✓
ESR					✓	✓	✓	✓
Lipid Profile		✓	✓		✓	✓	✓	✓
ECHO			✓			✓	✓	✓
ETT			✓					
T3				✓	✓			
Free T4				✓	✓	✓	✓	✓
TSH	✓	✓	✓	✓	✓	✓	✓	✓
Rubella IgG				✓				
HCV Antibodies	✓	✓		✓	✓			
HBS Ag	✓	✓		✓	✓			
PAP Smear				✓				✓
Abdomen & Pelvis US				✓			✓	✓
Ante - Natal Counselling				✓				
Electrolytes		✓			✓	✓	✓	✓
Alkaline Phosphatase					✓		✓	✓
Calcium		✓			✓		✓	✓
HBA1 C		✓			✓	✓		
Urine Micro Albumin						✓		
RBS	✓	✓						
LFT							✓	✓
Stool R/E							✓	✓
PSA							✓	
Mammography (Bilateral)								✓
Physician Consultation	✓	✓		✓	✓		✓	✓
Gynecologist Consultation				✓				✓
Dietician Consultation			✓		✓	✓	✓	✓
Diabetologist Conusultation						✓		
Ophthalmologist Consultation						✓	✓	✓
Cardiologist Consultation			✓			✓		
Physiotherpist Consultation							✓	✓
Total Price (PKR)	10,655	16,550	14,590	20,665	21,250	21,915	27,545	33,175
Discounted Prices	8,550	13,250	11,700	17,600	17,000	17,550	21,100	26,550

Additional Health Screening

TESTS	Drug Monitoring Screening	Vitamin Profile	Bone & Osteoporosis Profile	Inflammatory Arthritis Screening	Obesity Profile	Connective Tissue Disease Screening	Rheumatology Profile	Height Profile
CBC	✓			✓				
ALT	✓			✓				
HCV Antibodies				✓				
HBS Ag				✓				
HIV Antibodies				✓				
RA Factor				✓				
ALP			✓					
Albumin			✓					
Creatinine	✓		✓	✓				
Calcium			✓					
Phosphorous			✓					
ESR	✓		✓	✓			✓	
TSH		✓	✓		✓			✓
Dexa Scan			✓		✓			
CP							✓	
Urine R/E						✓		
Uric Acid							✓	
ANA/ANF Screening						✓	✓	
ENA Profile						✓		
DsDNA						✓	✓	
Anti CCP				✓			✓	
Vitamin D Total		✓	✓				✓	✓
C3 Level						✓	✓	
C4 Level						✓	✓	
Anticardiolipin IGG							✓	
Anticardiolipin IGM							✓	
TTG IGA								✓
TTG IGG								✓
Galidin IGG								✓
Total IGA								✓
IGF-1								✓
Growth Hormone								✓
FSH								✓
LH								✓
X-Ray for Bone Age								✓
Folic Acid		✓						
Iron		✓						
Ferritin		✓						
Vitamin B12		✓						
Lipid Profile					✓			
FT4					✓			
Glucose					✓			
HBAIC					✓			
hsCRP					✓			
Insulin					✓			
Medical Consultation	✓	✓	✓	✓	✓	✓	✓	✓
Total Price (PKR)	3,750	12,300	13,665	15,915	17,300	32,830	32,830	38,205
Discounted Prices	3,200	10,450	11,650	13,550	14,700	27,900	27,900	32,500





Northwest General

Hospital & Research Centre

 /northwestgeneralhospital  /NWGHOOfficial

 www.nwgh.pk  info@nwgh.pk  091-111583880

 Passport Office Road, Phase 5, Peshawar