

Institutional Development Plan (IDP)

GMERS MEDICAL COLLEGE & HOSPITAL NAVSARI



At-Khambhalav, Po-Sultanpur, Via-Abrama,
Ta. Jalalpore, Dist. Navsari, Gujarat

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सत्यमेव जयते

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Standard Format for Institutional Development Plan (IDP)

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EXECUTIVE SUMMARY

- **GMERS Medical College, Navsari** managed by the **Gujarat Medical Education and Research Society (GMERS)** and is affiliated with **Veer Narmad South Gujarat University, Surat**.
- The college is well connected, with **Surat Airport located approximately 50 km** away and **Navsari Railway Station about 10 km** from the campus.
- The campus includes **the medical college building, teaching hospital facilities**, neighborhood, and **central library houses** with rich collection of standard and latest medical textbooks.

EXECUTIVE SUMMARY

- **Residential facilities for doctors, nursing staff, resident doctors, separate hostel accommodation with food facilities is available for both boys and girls, playground, and other supportive facilities spread over a lush green campus of 30 acres.**
- **The campus maintains a ragging-free environment and strictly follows the Prevention of Ragging Regulations, 2009.**
- **GMERS Medical College, Navsari is associated with GMERS Hospital, Navsari formerly known as MGG General Hospital, Navsari, a multi-specialty hospital operational since 1964.**
- **The college is supported by an adequate number of qualified faculty members.** Teaching is imparted through theory lectures, interactive practical sessions, live demonstrations, and integrated clinical teaching to ensure comprehensive medical education.

EXECUTIVE SUMMARY

- The **first batch of 100 MBBS students** was admitted in the academic year **2022–23** and currently almost 400 MBBS students are studying in campus.
- The total duration of the MBBS course is **5½ years**, comprising **4½ years of academic training** followed by **1 year of compulsory rotational internship**.
- **First MBBS (12 months):** Anatomy, Physiology, Biochemistry, Community Medicine
- **Second MBBS (12 months):** Pathology, Pharmacology, Microbiology, Forensic Medicine, Community Medicine and Clinical subjects.
- **Third MBBS (30 months):** Medicine, Surgery, Obstetrics & Gynaecology, Orthopaedics, Ophthalmology, Pulmonary Medicine, Psychiatry, Anaesthesiology, Skin & VD, ENT, Radiology, and Dentistry (including 1 month of electives)

INSTITUTIONAL PROFILE

- Year of Establishment: **2022**
- Type of institution: **Self Finance**
- Affiliations: **Veer Narmad South Gujarat University, Surat**
- Programs offered: **MBBS(Bachelor of Medicine & Bachelor of surgery), DNB by NBEMS** (National board of examinations in medical sciences)
- Faculty strength: **145**
- Student demographics: **398**

SWOC ANALYSIS

□ Strengths:

- Government-supported GMERS institution
- Dedicated faculty and modern infrastructure

□ Weaknesses:

- New institution with limited PG programs

□ Opportunities:

- Expansion of PG courses and research

□ Challenges:

- Faculty retention and funding constraints

VISION, MISSION AND CORE VALUES

- We endeavor to bring world class Medical Education, Research and Healthcare services to the greater community and develop into a center of excellence at national and international level.
- Providing our patients, the quality and personalized medical care at an affordable cost, while keeping our self abreast of the state of the art technology.
- Providing our students, an environment conducive for excellent learning so that they become health care professionals of the highest caliber, sensitized to the health needs of the less-privileged and equipped to carry out ethical and value-based practice.

VISION, MISSION AND CORE VALUES

- Delivering the community need - based health programs that lead to improvement in the health standards of all and conduct innovative and interdisciplinary research relevant to the community striving always to improving health standards and practices.
- Providing our staff, the work culture that promotes a sense of belonging and accountability, leading to overall growth and development, both of individual and the institution.

STRATEGIC GOALS & OBJECTIVES

□ Short-term (1–2 years):

- Strengthen UG academics
- Improve infrastructure

□ Medium-term (3–5 years):

- Start PG courses
- Enhance research output

□ Long-term (5+ years):

- Become center of excellence
- Improve the quality of Clinical Services

KEY FOCUS AREAS

- Academic Excellence of students

University Topper

Table/////

MOHAMMED AFRAZ MANSOORI - **-2023-24 (Physiology)** in VNSGU
examination **year 2025-26 (Forensic Medicine Dept)** in VNSGU
examination

PREYAS MADHANI - **year 2025-26 (Forensic Medicine Dept)** in VNSGU
examination

- **Research and innovation:**

This institute motivates faculties and students to do more and more research. Students with their faculty mentors are associated with ICMR for research under STES.

KEY FOCUS AREAS

- Faculty Development:

Medical Education Unit of college is organising various Faculty Development Program like BCME (Basic Course in Medical Education) and other seminars for faculties at regular intervals.

- Student support:

Students are getting academic supports by various committees like

- ✓ Anti ragging committee
- ✓ Internal committee- Gender Harassment Committee
- ✓ Mentor – mentee programme
- ✓ Hostel management committee
- ✓ Mental Health Committee
- ✓ Equal Opportunity Cell
- ✓ Student Grievance Redressal Committee

KEY FOCUS AREAS

- **Sustainability and Green Campus Initiatives:**
Activities are being organized by Campus development committee
Tree plantation is done in collaboration with Forest Department.
- **Internationalization:**
This college is having WDMS (World Directory of Medical Schools) and
ECFMG (Educational Commission for Foreign Medical Graduates).
- **Promotion of knowledge of India:**
By Local language promotion
By Family Adoption Program
By Cultural activities for faculties and students

KEY FOCUS AREAS

- Digital transformation:

As per initiative by Government this institute has adopted e-Sarkar platform for communication with higher authority communication

All teaching – non teaching staff and students daily attendance has been digitalised by biometric machines

- Faculty shortages:

By implementing a strategy of **timely recruitment by local level and by CEO office**, institutions can ensure that open positions are filled quickly.

ACTION PLAN & IMPLEMENTATION STRATEGY

Strategic objective	Activities	Responsible person/ department	Timeline	Estimated budget (in Rs.)	Key performance indicators	Review intervals
Academic Excellence	Guest Lectures, Seminars, Symposium by external experts	Dean/ HoDs of all departments	On going	up to 25,000	University exam result, NEET PG Score	Yearly
Research	Research Methodology workshops, Faculty sensitisation	Dean/ HoDs of all departments/ IRIS/ IEC-HR	On going	25,000 to 50,000	number of research publications/ paper & poster presentations	Yearly
Physical and mental health	Promotion of sports week, cultural week, mental health program	Dean, Student Union, Gymkhana committee, Mental health committee	On going	1,00,000 to 1,50,000	number of sports events and participations. Number of mental health related complaints, incidents and resolutions	Yearly

KPIs (key performance indicators)

- **Healthcare data:**

Total **annual** workload: **256,670 OPD** and **17,675 IPD** cases. Overall case mix: **OPD 93.6%, IPD 6.4%**. Hospital has **395 beds with ~60% average bed occupancy**. High OPD load with moderate inpatient utilisation—scope to optimise admissions, specialty beds, and staffing for balanced institutional planning.

Clinical laboratories handled ~1.35 million investigations/year (~112,700/month), indicating very high diagnostic demand. Hematology and Clinical Pathology form the bulk workload. Consistently high volumes support planning for automation, manpower scaling, reagent budgeting, quality systems, and extended lab hours to match clinical service load.

mortality and morbidity data -----

MONITORING & EVALUATION

- **Tracking Progress**

Mechanisms combine online and offline tools for real-time oversight of IDP milestones, for research output and infrastructure upgrades, supplemented by quarterly offline audits and progress reports submitted to IQAC. Digital platforms enable automated alerts for delays, while physical logbooks and site inspections verify offline metrics like lab utilization rates.

- **Mid-Term Review**

Annual or biennial reviews assess progress against baselines using data analytics, incorporating feedback loops via surveys and workshops to refine strategies, such as reallocating funds from underperforming areas like skill training to high-impact research clusters.

MONITORING & EVALUATION

- **Stakeholder Involvement**

Engage students, faculty, hospital staff, district health authorities, and industry partners through structured forums like IDP committees and town halls, ensuring inputs shape evaluations via participatory metrics like satisfaction indices and joint audits. Transparent reporting via annual public dashboards fosters trust and collaborative ownership, enhancing outcomes like employability and accreditation scores.

RISK MANAGEMENT

- Identification of key risks:

Risks need to address are clinical, operational, infrastructural, and human resource risks. Patient safety incidents top the list, including medication errors, hospital-acquired infections, and sentinel events like surgical mishaps due to overburdened systems and inadequate training.

- Mitigation strategies:

Strengthen structural safety via compliance and regular drills like tabletop exercises quarterly, evacuation drills annually, fire safety culture via leadership commitment, no-blame reporting, community networking, and third-party audits for ongoing compliance.

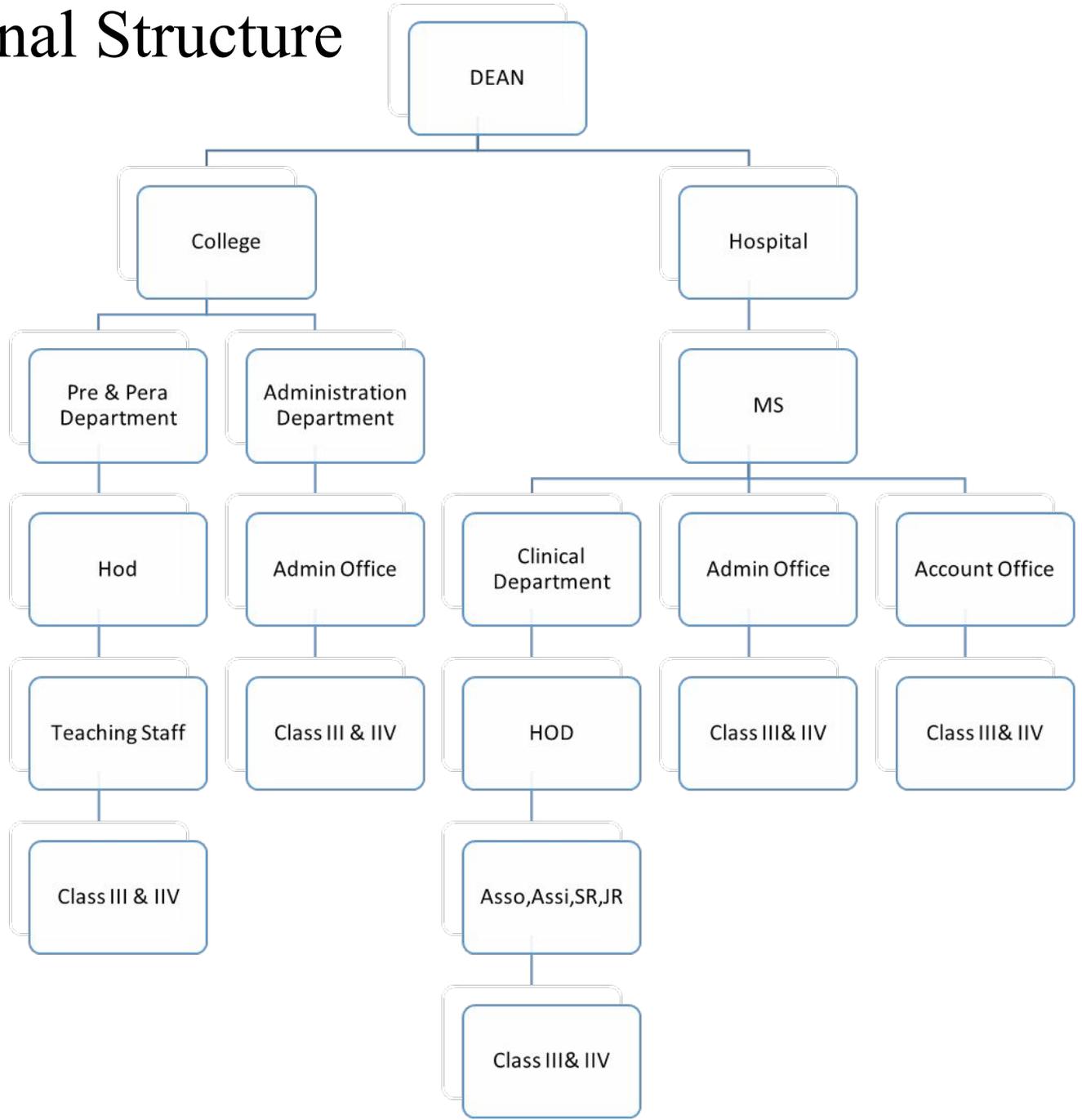
BUDGET & FINANCIAL PLAN

- Detailed financial requirements and Source of funds:
The central and Gujarat state government offer various grants and schemes to promote sustainable practices and environmental management.
- Sustainability plan
This institute focus on reducing environmental impact while enhancing operational resilience, aligning with national guidelines like those from the National Programme on Climate Change and Human Health (NPCCHH). These plans emphasize energy efficiency, water conservation, waste management, and green infrastructure to lower costs and support India's net-zero goals. Implementation involves audits, retrofits, and staff training tailored to resource-limited public institutions.

ANNEXURES

- Supporting documents- Committees
- Organizational Structure To be prepared
- Policies- *As per NMC, New Delhi rules and regulations.*

Organizational Structure



ANTI RAGGING COMMITTEE

No.	Name of the staff	Designation & Department	Status	Contact No.
1	Dr. D.P. Pandit	Dean, GMERS Medical College, Navsari	Chairman	9923318553
2	Dr. Subodh Kanchi	Professor & Head, Department of Pharmacology	Member Secretary	993479892
3	Dr. Dharmesh Gamit	Professor & Head, Department of Biochemistry	Chief warden	9925331937
4	Dr. Vicky Gandhi	Associate Professor, Department of Microbiology	Member	9904791220
5	Dr. Komal Makwana	Associate Professor, Department of Physiology	Member	8128652118
6	Dr. Dipti Patel	Associate Professor, Department of Pathology	Member	9913310095
7	Shree P.A. Aarya	Police inspector, Police Department	Member	9825486829
8	Shree K.G. Vaghela	Nayab Collector, Collector Kacheri, NVS	Member	9825200106
9	Mr. Mahendrabhai Patel	Journalist, Lokmanthan	Member	9898614989
10	Shital S.Patel	NGO Worker, Gujarat Urja nigam	Member	9687681551
11	Dhairya Shukla	Student, Boys Student Representative	Member	9016746594
12	Kristee Sharlin Josephbhai	Student, Girls Student Representative	Member	6352215353
13	Mr. Mukesh Pancholi	Parent, Parents Representative	Member	9408519092

Gender Harassment committee

Sr.No	Name	Designation	Department	Status	Mobile No.	Email
1	Dr. Komal Makwana	Associate Professor	Physiology	Chairmen	8128652118	drkomalmakwana@gmail.com
2	Dr. Subodh Kanchi	Professor & HOD	Pharmacology	Secretary	9930478992	rksubodh@gmail.com
3	Dr. Richa Patel	Associate Professor	Anesthesiology	Member	9879305556	drricha2087@gmail.com
4	Dr. Jatin Dhanani	Associate Professor	Pharmacology	Member	8128662891	dr.jatindhanani@gmail.com
5	Dr. Parimal Patel	Associate Professor	Orthopedic	Member	9904523270	parimal7825@gmail.com
6	Dr. Payal Soni	Assistant Professor	Microbiology	Member	9427916440	drpayalsoni@gmail.com
7	Daxaben K. Patel	Nursing Superintendent	Nursing	Member	-	-

Internal Committee

(As per the provisions of the Prevention of Sexual Harassment of Women at Workplace Act, 2013) (POSH)

No	Name	Designation	Position	Mobile No	Email ID
1.	Dr. Payal Soni	Assistant Professor, Department of Microbiology	Presiding officer	9427916440	drpayalsoni@gmail.com
2	Dr. Jatin Dhanani	Associate Professor , Department of Pharmacology	Member (Teaching Staff)	8128662891	dr.jatindhanani@gmail.com
3	Dr. Komal Makwana	Associate Professor & HOD, Department of Physiology	Member (Teaching Staff)	8128652118	drkomalmakwana@gmail.com
4	Dr. Rashmita Patel	AHA, GMERSMC, Navsari	Member (Non-Teaching Staff)	9727713170	Rashpatel83@yahoo.com
5	Mrs. Nitaben Gadara	Nursing Superintendent	Member (Non-Teaching Staff)	9978962071	nitagadara@gmail.com
6	Mr. Dhairya Sukla	Student	Member	9016746594	dhairyavs20@gmail.com
7	Mr. Alay Pansuriya	Student	Member	8866131710	alaypansuria@gmail.com
8	Miss. Astha Sangwam	Student	Member	8003388290	asthasangwan7@gmail.com
9	Shital Shashikant Patel	Non-Government organizer- Shree Dutt Charitable Trust	External Member	9687681552	shridutt280459@gmail.com

Hostel Management Committee

Sr.No	Name	Designation	Position	Mobile No.
1.	Dr. D.P.Pandit	Dean	Chair Man	8980038071
2.	Dr. Dharmesh Gamit	Professor & Head Department of Biochemistry	Chief Warden	9925331937
3.	Dr. Komal makvana	Associate Professor Department of Physiology	Assistant Warden Girls Hostel	8128652118
4.	Dr. Jatin Chhaya	Assistant Professor Department of Community Medicine	Member	9978998810
5.	Dr. Payal Soni	Assistant Professor Department of Microbiology	Member	9427916440
6.	Dr. Satyen A. Patel	Assistant Professor Department of Anatomy	Member	9428383998
7.	Dr. Dhaval P. Bharati	Junior Resident Department of Biochemistry	Assistant Warden Boys Hostel	9824022337
8.	Dr. Falguni A. Patel	Junior Resident Department of Biochemistry	Assistant Warden Girls Hostel	9978296755

Grievance Redressal committee

Sr.No	Name	Designation	Position
1.	Dr. D.P.Pandit	Dean, GMERS Medical, Navsari	Chairmen
2	Dr. Bhadresh Vaghela	Professor and Head, Department of Anatomy	Coordinator
3	Dr. Dharmesh Gamit	Professor Department of Biochemistry	Member
4	Dr. Subodh Kanchi	Professor & HOD Department of Pharmacology	Member
5	Dr. Richa Patel	Associate Professor Department of Anesthesiology	Member
6	Dr. Komal Makwana	Associate Professor Department of Physiology	Member

Equal Opportunity Cell Committee

Sr. No	Name	Designation	Position
1	Dr. D.P. Pandit	Dean, GMERS Medical College, Navsari	Chairperson
2	Dr. Bhadresh Vaghela	Professor & Head, Department of Anatomy	A Senior Faculty (Member)
3	Dr. Dharmesh Gamit	Professor & Head, Department of Biochemistry	Liaison Officer (Member)
4	Dr. Komal Makwana	Associate Professor, Department of Physiology	Member (Women Representative)
5	Dr. Vicky Gandhi	Associate Professor, Department of Microbiology	Director of IQAC (Member)
6	Dr. Pratik Mistry	Assistant Professor, Department of Anatomy	In-charge of ICC (Member)
7	Ms. Niyati Kamdar	Student	Students' Representative (Member)
8	Mr. D.R. Patel	Administrative Officer	Member Secretary

Mentor – mentee

MBBS Students 2022-23, 2023-24, 2024-25, 2025-26

Department	Designation	Name of faculty Members	Roll No.
Anatomy	Professor	Dr. Bhadreshkumar Prafulbhai Vaghela	1 to 3
	Assoc. Prof.	Dr. Jigneshkumar L Patel	4 to 6
Psychiatry	Asst.Prof.	Dr. Radha Maheta	7 to 9
Anatomy	Asst.Prof.	Dr. Satyen Amrutlal Patel	10 to 12
Physiology	Assoc. Prof.	Dr. Komal Khimajibhai Makwana	13 to 15
	Asst.Prof.	Dr. Archana Patel	16 to 18
Psychiatry	Assoc. Prof.	Dr. Kiran vaghia	19,20,24
Gynecology	Professor	Dr. Pratiksha Chaudhari	21 to 23
Biochemistry	Professor	Dr. Dharmesh Gamit	25 to 27
	Assoc. Prof.	Dr. Gaurav S Kansara	28 to 30
	Asst.Prof.	Dr. Diptibahen S Karbhari	31 to 33
Pharmacology	Professor	Dr. Subodh Ranganath Kanchi	34 to 36
	Assoc. Prof.	Dr. Jatinkumar Veljibhai Dhanani	37 to 39
	Asst.Prof.	Dr. Brijalkumr S Patel	40 to 42
	Asst.Prof.	Dr. Khushbu P. Rathod	43 to 45
Pathology	Professor & Coordinator	Dr. Kailash Kumar Inaniya	46 to 48
	Assoc. Prof.	Dr. Chandrika Gaurang Algotar	49 to 51
	Assoc. Prof.	Dr. Dipti R Patel	52 to 54
	Asst.Prof.	Dr. Pallavi Arvindbhai Chaudhari	55 to 57
	Asst.Prof.	Dr. Yogita Patel	58 to 60
Microbiology	Asst.Prof.	Dr. Mitun Mayani	61 to 63
	Assoc. Prof.	Dr. Vicky Pravinchandra Gandhi	64 to 66
Microbiology	Asst.Prof.	Dr. Payal Soni	67 to 69
	Asst.Prof.	Dr. Indravadan Parikh	70 to 72
Microbiology	Asst.Prof.	Dr. Jayasukhbhai D Mangukiya	73 to 75
Forensic Medicine	Professor	Dr. Gaurang Nathubhai Algotar	76 to 78
	Assoc. Prof.	Dr. Nishith K. Chaudhari	79 to 81
Community Medicine	Professor	Dr. Padmaja Subodh Kanchi	82 to 84
	Assoc. Prof.	Dr. Vaibhav Gharat	85 to 87
	Assoc. Prof.	Dr. Krunal G Varia	88 to 90
	Asst.Prof.	Dr. Hitesh Bhabhor	91 to 93
	Asst.Prof.	Dr. Jatin Chhaya	94 to 96
Community Medicine	Asst.Prof.	Dr. Neha Patel	97 to 99
	Professor & Dean	Dr. D.P. Pandit	100