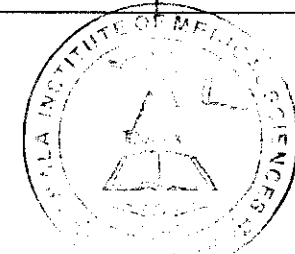


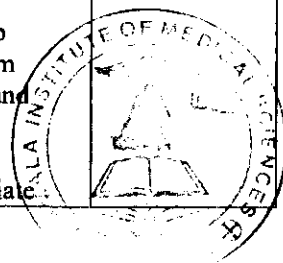
Strategic Plan (2023–2033) - Amala Institute of Medical Sciences, Thrissur

Strategic Goal 1: SHASTRA – Centre of Excellence

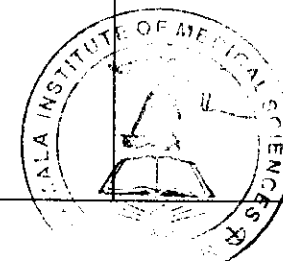
Sub-Goal	3-Year Plan (2023–2026)	5-Year Plan (2023–2028)	10-Year Plan (2023–2033)	Remarks
Ranking & Accreditation	<ul style="list-style-type: none"> • Achieve NAAC, NABET, NIRF, KIRF and NMC Accreditations. • Complete NABH 5th Edition in 2025 • Maintain NABL, ISO, IAP, Ayur Diamond and Nursing Excellence • Initiate JCI PRIME • NABH in Radiology • Complete 2nd cycle of NABH Blood center accreditation. 	<ul style="list-style-type: none"> • Secure top NAAC, NABH, NABET, NIRF, KIRF, NMC Accreditations • Complete NABH 6th edition in 2028 • Maintain NABL, ISO and Nursing Excellence. • Achieve JCI PRIME • Achieve MIS accreditation • Complete 3rd cycle of NABH Blood center accreditation. • NABH for BMT • Initiate ICMR centres of excellence (Ayurveda, Oncology, Gastroenterology, Cardiology, Pulmonology, Ortho oncology, Dermatology, Pathology) • External team for Quality Assessments 	<ul style="list-style-type: none"> • To-be in top 20 rank in national level • Nodal centre 	
Status of Institution	<ul style="list-style-type: none"> • College affiliated to KUHS with QAS A+ and initiate NAAC Accreditation 	<ul style="list-style-type: none"> • Achieve NAAC ++ • Initiate Autonomous College Status 	<ul style="list-style-type: none"> • Initiate Deemed-to-be University Status. 	

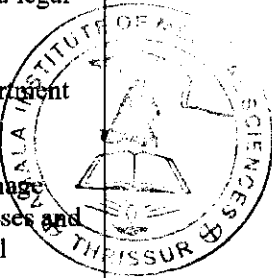


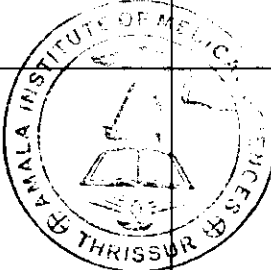
<p>Medical Education</p>	<ul style="list-style-type: none"> • Regional Center for MEU • Reinforcement of the already implemented CBME Curriculum in our institution • Implement CBME fully; Active Institutions Innovation Council & Young Innovators; Peer & small group learning, Empower Young Innovative Program • To train maximum faculty members in the NMC Faculty development program such as basic course in medical education (BCME), Curriculum implementation support program (CISP), Advance course in medical education (ACME) • Early clinical exposure /Clinical clerkship/To Strengthen Mentorship programs. • Empower AETCOM Training sessions for doctors • To organize seminars, workshops, and conferences in medical education • To achieve International and National Collaborations • Initiate Allied Health Science courses • Amala Conference (state /International) in the field of medical education. 	<ul style="list-style-type: none"> • To organize NMC Faculty development program in our MEU and train members from other medical colleges. • Seat Increase: 250 for MBBS & 200 seats for nursing • To motivate our faculty members for PhD in Medical education and FAIMER scholarship • To Motivate our faculty members to do research work and projects on Medical Education • To publish this scientific work in Journals on Medical Education • Host national-level academic meets. • Launch new courses in medical education. • Increase International and national Collaborations • Launch online certification and value-added programs in medical education • Starting fellowship courses in medical education. • Certificate Courses for Students and Faculty in medical education. • More faculties in academic bodies 	<ul style="list-style-type: none"> • Expand offerings with fellowships/diplomas; Consistently high university ranks • Receive national/international accreditation and awards. • To provide relevant data on the implementation of CBME curriculum and propose new innovative and interactive teaching learning methods to the national body in medical education (NMC). • Modules on Medical Education for training and empowering Faculty in medical colleges. • Amala Certification course in medical education (Online/Offline) • Post graduation course / MD in medical education • Clinical clerkship exchange program between Amala and National and International Universities. Initiate
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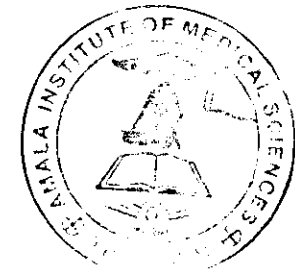
			international student exchange programs.	
Skill Enhancement	<ul style="list-style-type: none"> • Expand skill lab; ICT classrooms in use • Launch simulation lab • Conduct AI related workshops • Expand computer labs & library <ul style="list-style-type: none"> • NSDC programs to create job opportunity skill development • Central Government Approved Courses <ol style="list-style-type: none"> 1. BSc In Dialysis Technology 2. BSc In Operation Theater Technology 3. BSc In Endoscopy Technology 4 BSc In Pharmacy Assistant 	<ul style="list-style-type: none"> • Fully tech-enabled smart campus • Simulation equipment for the skill lab, especially for surgery. 	<ul style="list-style-type: none"> • Certification program conducted through the Skill Lab for the public and school students. 	



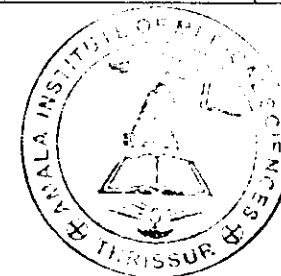
	<p>5. BSc In Central Sterile Supply Department Technology Course (Ccssd)</p> <p>6. Customer Care Associate (Cca)</p> <p>7. House Keeping</p> <ul style="list-style-type: none"> • State Government Approved Courses <p>1. Diploma in Medical Laboratory Technology (Dmlt)</p> <p>2. Diploma in Radiodiagnosis and Radiotherapy Technology (Drtrt)</p>			
<p>Research</p>	<ul style="list-style-type: none"> • Integrate the Research Wing (AIMRD) and establish a centralized coordination center for all research activities. Appoint more qualified scientists and research staff to strengthen the research infrastructure. • Initiate the establishment of an IPR Cell to support patent filing and innovation protection. • Upgrade the institutional journal to an indexed journal with regular publications. 	<ul style="list-style-type: none"> • Attain DSIR License for Amala Research Center • Increase the number of IPRs and copyrights filed from the institution. • Expand the indexation with International Research Databases. • Ensure all faculty members meet the minimum requirement of indexed publications. • Increase the number and quality of Government and Non-Government funded 	<ul style="list-style-type: none"> • Establish the Amala Research Centre for high-impact, interdisciplinary, and international research initiatives. • Set up a dedicated IPR/Copyright Department offering consultancy and legal assistance. • Launch a Department for Research Publications & Journals to manage editorial processes and improve journal impact. 	

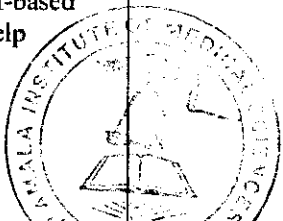
	<ul style="list-style-type: none"> • Encourage and mentor faculty to publish in indexed national and international journals. • Facilitate participation in Government and Non-Government funded research projects and clinical trials. • Identify and approve more PhD guides from within the institution. • Conduct workshops on research methodology, scientific writing, and grantsmanship. • Introduce internal seed funding schemes to promote pilot studies and early-stage research. • Implement a performance-based incentive system for research and innovation. • Collaboration with foreign Universities • Study to amalgamate ACRC & Amala Research • 	<p>research projects and clinical trials</p> <ul style="list-style-type: none"> • Launch institution-supported interdisciplinary research clusters. • Organize annual research summits/conferences to • showcase faculty and student research. • Facilitate external research collaborations with reputed academic and research institutions. • Establish a centralized research repository and analytics dashboard for institution research tracking and reporting. • Industrial Collaboration • Updated Clinical Research Policy Formulate and implement a revised clinical research policy that prioritises the efficiency, innovation, and advancement of clinicians, aligning research directly with patient care. 	<ul style="list-style-type: none"> • Achieve recognition as a top-tier institution for the highest number of indexed publications per faculty. • Become a leading institution in terms of Government/Non-Government project funding and implementation. • Develop joint research programs with global universities and funding bodies. 	
				

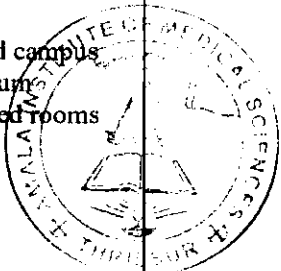
Strategic Goal 2: KSHEMA – Welfare of Patients, Staff, and Students				
Sub-Goal	3-Year Plan	5-Year Plan	10-Year Plan	Remarks



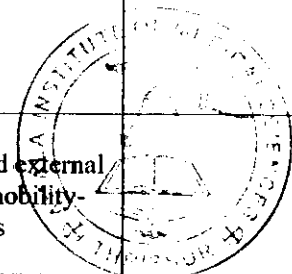
<p>Faculty & Staffs</p>	<ul style="list-style-type: none"> • Revise recruitment policy; Equal pay framework; Growth policy • Amala Care initiative for Faculty & Staff. • Amala extended family care program • Launch employee insurance and annual health checkups • Initiate staff tours, counseling sessions, and family gatherings • Discounts in canteen, pharmacy, and hospital • Improve canteen facilities • Daycare & child wellness camps • Competitions & wellness programs • Seed money and publication incentives to encourage faculty • Institutional & Merit Awards • Structured feedback mechanisms • Introduce MedLearn hours & in-house CMEs • International Women's Day & Amala Talent Hunt • Healthcare card for ambulance drivers • Conducting Medical Education Program for faculty • Wellness Dept 	<ul style="list-style-type: none"> • Build a dedicated Staff Welfare Cell • Expand student mentorship and peer-support systems • Link CME credits to promotions • Integrate Medical Education and skill training 	<ul style="list-style-type: none"> • Launch "Kshema App" for benefits, services, and feedback • Institutionalize annual welfare audits • Recognize best practices in welfare • Become a model for holistic stakeholder welfare • Establish Amala CME Academy with national participation • Establish a regional education center.
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<p>Students</p>	<ul style="list-style-type: none"> • Launch student insurance & health checkups • Amala Care for students • Discounts in canteen, pharmacy, hospital • Scholarships and Sponsored freeships • Competitions & wellness programs • Merit Awards • Grievance redressal portal • Structured feedback mechanisms • Maintain NEET-based selection • Women's Day & Amala Talent Hunt • Conduct regular wellness sessions for students and staff. 	<ul style="list-style-type: none"> • Expand PG seats in key departments 	<ul style="list-style-type: none"> • Increase number of PG seats to 200 • Increase super-specialty seats 9 to 20 	<ul style="list-style-type: none"> •
<p>Patients</p>	<ul style="list-style-type: none"> • Wig Fiesta initiative • Amala Mother & Child Healthcare project • Home delivery of medicine • Home physiotherapy service • Home Lab Services • Initiate patients' welfare schemes • On-demand bystander provision • Valet parking service • Establish more day care centers. 	<ul style="list-style-type: none"> • Launch community-based mobile care units 	<ul style="list-style-type: none"> • Establish Amala Patient Care Trust • Model for integrated patient & bystander services • Implement AI-based patient self-help systems. 	

	<ul style="list-style-type: none"> • Extend home care to chronic illness & palliative care • Buggy car for patient transportation • Providing bystander services • Provide Patient Relations Executive • One Amala Blood Donation challenge in alternative weeks • Free home care services in 5 km radius • Wellness motivation classes to patients & bystanders • Provide lodge facilities for day care patients. 			
Alumni & Stakeholders	<ul style="list-style-type: none"> • Amala Care for alumni • Structured alumni feedback • Day observations • Medical screening camps 	<ul style="list-style-type: none"> • Alumni app for networking and welfare support • Stakeholder forums for regular dialogue 	<ul style="list-style-type: none"> • Establish Amala Stakeholder Council • Alumni endowment programs for student aid 	
Infrastructure	<ul style="list-style-type: none"> • Renovation of Hospital and Medical College 	<ul style="list-style-type: none"> • Bring better upgradations in Infrastructure 	<ul style="list-style-type: none"> • Wifi enabled campus with maximum airconditioned rooms 	

Strategic Goal 3: GRAMA – Social Outreach Programs				Remarks
Sub-Goal	3-Year Plan	5-Year Plan	10-Year Plan	
<ul style="list-style-type: none"> Healthcare in Villages 	<ul style="list-style-type: none"> Monthly camps in 3 villages; Talks in schools & PHCs Distribution of Health magazine Providing discounts and special consultancy options Free Mammogram screening, mobile mammogram unit 	<ul style="list-style-type: none"> Research hub & hub of outreach programs (medical camp, screening, awareness class, interactive sessions) LSG collaborated project (Grant project) 	Converting our all-Rural Centre into Centre of Excellence	
Other Activities	<ul style="list-style-type: none"> Conduct ABBA, Arch Camps with local partnerships 	<ul style="list-style-type: none"> Customised outreach projects based on village needs 	<ul style="list-style-type: none"> Long-term MoUs with Panchayats & NGOs 	
Strategic Goal 4: AROGYA – Inclusive & Holistic Healthcare				
Sub-Goal	3-Year Plan	5-Year Plan	10-Year Plan	
Clinical Excellence	<ul style="list-style-type: none"> Hridhayasparsham program Introduce Yes Amala Concept Publish health magazines. Organize regional healthcare exhibitions and public forums. Antibiotic Stewardship Policy Disease Treatment Policy Introduce new super specialty Paediatrics department Initiate transplant unit 	<ul style="list-style-type: none"> Upgrade Neurology department – DBS, epilepsy unit, sub specialty clinics Trauma care unit Expand advanced critical care service Expand Oncology department – Molecular Oncology, Gynec Oncology Develop mother and child health unit – Neonatal Unit, dedicated pediatric surgery unit, upgrade PICU Support Overseas Training Facilitate opportunities for clinicians to pursue advanced training and specialization in foreign institutions, with grants supported by Amala Management 	<ul style="list-style-type: none"> Recognized national model for holistic care 	
Physical Infrastructure	<ul style="list-style-type: none"> Increase ward spaces Upgrade pharmacy Extension of clinical services. Palliative & Geriatric unit 	<ul style="list-style-type: none"> New OT complex, ICU Build external centres & accessible buildings Staff Quality, pharmacy college, physiotherapy college 	<ul style="list-style-type: none"> Fully equipped external centres with mobility-friendly access 	



		<ul style="list-style-type: none"> • New medical college with 250 seat capacity 		
Feedback Mechanism	<ul style="list-style-type: none"> • Collect & review patient feedback quarterly 	<ul style="list-style-type: none"> • Digitized feedback analytics 	<ul style="list-style-type: none"> • Use feedback to drive annual patient care quality improvement 	
Strategic Goal 5: ABINAVA – Technological Advancement				Remarks
Sub-Goal	3-Year Plan	5-Year Plan	10-Year Plan	
Clinical & Training Tech	<ul style="list-style-type: none"> • Launch AI-enabled systems in administration. • Develop structured internal software for HR, academics, and patient care. • Launch new apps for event management upgrade students app. • Establish simulation labs for medical training. Pneumatic system • Introduce autonomous robots to enhance hospital operations and patient care. • Amala Medical AI lab & Safe Rx Doctor Decision Assist App • Introduce soft & hard tissue Robotic surgery for different department. • Therapeutic Drug Monitoring • Electronic Medical Record 	<ul style="list-style-type: none"> • Develop web/mobile apps; Use AI in services / Develop an app for patients to book bystander assistance—from home pickup to OP support and drop-off • Achieve paperless operations in administration and HR. 	<ul style="list-style-type: none"> • Robotics-enabled care; National tech innovation hub • Ensure every Amala service is accessible at patients' fingertips through an interactive app. • Pursue JCI accreditation to ensure international standards in patient care and hospital management. 	
Sustainable Resources	<ul style="list-style-type: none"> • Implement for steps for waste segregation & energy-saving steps 	<ul style="list-style-type: none"> • Expand green buildings, water recycling 	<ul style="list-style-type: none"> • Fully green-certified sustainable health campus 	

Conclusion:

This strategic plan sets a phased roadmap for Amala Institute of Medical Sciences to transform into a Centre of Excellence through quality education, cutting-edge research, compassionate care, inclusive ~~welfare~~ ^{wellfare} and technological innovation.

Betsy
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