



Dr. SHIKHA RANJAN

MD (Microbiology), Advanced Management Programme in Healthcare (AMPH-ISB), Looking for a lead role in Hospital Management, Operations, Quality and Administration.

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Key Skills

Hospital Management

Hospital Quality Assurance

NABH Accreditation & Reaccreditation

Hospital SOP Formulation

Internal Audits

Staff Training & Development

RCA & CAPA

Internal Quality Control Measures

CQI Software designing and Implementation

Continual Improvement Program

Profile Summary

- An Enthusiastic medical professional offering over 5 years of extensive experience and sound professional knowledge in Microbiology looking after the infectious disease diagnostics, heading the department of Microbiology, and working with multifunctional teams in the medical laboratory diagnostics industry.
- **Advanced Management Programme in Healthcare from Indian School of Business (ISB)**, which aims to build a strategic mindset, ability to manage finance, design efficient processes along with deep understanding of organisational behavior & change management processes, to achieve the shared goals amongst clinician & administrators with conflicting goals of profitability, high quality, safety & patient satisfaction.
- **Excellent managerial & leadership skills.**
- **Certified Internal Auditor for NABH** by Association of Healthcare Providers (India) and NABH with experience as **Internal Auditor** and **member of Quality Department** in a multi-speciality hospital.
- Appointed as a **member of Ethics Committee** and overlooked the activities related to clinical trials at the hospital
- Been a **member of Advisory board** of the multi-speciality Hospital to provide unbiased insights and ideas about employee benefits, future expansions and various strategies which will aid the growth of the hospital
- Experienced as **Infection Control Officer** handling infectious diseases, control of outbreaks, designed and managed Isolation Ward.
- Skilled in designing, implementing various policies, SOPs, process-mapping & department manuals for the hospital.

Education

- Advanced Management Programme in Healthcare from (ISB) India School of Business in year 2019-20
- Doctor of Medicine in Microbiology from M.S. Ramaiah Medical College & Hospital, Bangalore (2013)
- M.B.B.S. from Rajiv Gandhi University of Health Sciences (RGUHS), Karnataka (2004)

Work Experience



KG Hospital

KG Hospital, Coimbatore

Designation : Head of Dept., Microbiology

June 2014 to April 2019

KG Hospital is a multi and super specialty hospital in Coimbatore which is completely self-contained healthcare institute, equipped with the most sophisticated diagnostic facilities like MRI, the Asia's first 128 Slice Heart CT Scanner, Neuro-navigation system, digital thermogram and painless mammogram, Cath Lab, Sleep Lab and Bone Densitometry. It has earned national recognition as a leader in providing world class healthcare services to the common man at affordable costs.

As Microbiologist

- Reporting of microbiological specimens (correlating with the clinical findings) - Microscopy, Culture and Susceptibility testing (conventional & automated), Serological tests, Parasitological examinations, Fungal elements & cultures, AFB screening by routine microscopy.
- Reporting and supervision of automated instruments used for rapid diagnosis
 - Vitek-2 Automated ID & AST
 - BacT alert- Automated Blood culture system.
 - TB PCR reporting using GeneXpert system
- Supervising quality control practices in various aspects of Microbiology laboratory. Participating in EQAS (External quality assurance scheme), guiding internal QC in Microbiology and Serology sections
- Clinical Discussion with physician regarding empirical antibiotic therapy based on preliminary Identification and guidance regarding appropriate anti-microbial selection from culture reports.
- Alerting the clinical consultants about the significant critical call outs in Microbiology
- Notifying the clinicians about the seropositive cases, guiding the confirmatory tests & emphasizing the need for post-test counselling.
- Coordinating with the clinical consultants for the appropriate & specific tests to be done / outsourced for different infectious diseases.
- Analysis of all the relevant positive cultures on day to day basis for :-
 - Analysis of hospital acquired infections including SSI,CAUTI, CLABSI and VAP with RCA and corrective & preventive action
 - Intimation of all the notifiable infectious diseases to Government zonal office through MRD
 - Microbiological /infection control inputs to all HCWs on various types of precautions based on type of infection
- Formulating antibiogram once a year and generating antibiotic policy along with the DTC committee and all the clinicians
- Promoting Antibiotic Stewardship through antibiotic working group and CME.
- Addressing the various pre-Analytical, analytical & post-analytical issues in these sections as part of quality control
- Attending to client (patients & attenders) queries & complaints pertaining to above sections.
- Out of hours on- call service with regard to various queries by the HCWs & patients.
- Reviewing and updating standard operating procedure on regular basis.
- Continuous medical education for all technicians for good laboratory practices through regular seminars, group discussion sessions.
- Instruct the HCWs with regard to appropriate isolation precautions (Airborne, Droplet & Contact) to be exercised when significant diseases are encountered.
- Monthly case discussions and presentations regarding diagnosis, treatment & follow up with physicians.
- Strong leadership in reducing cost of the tests and improving quality of the report.

As Infection Control officer & Convener of Hospital Infection Control Committee

- Surveillance of hospital acquired infections – CLABSI, CAUTI, VAP, SSI, and VAT.
- Investigations, full RCA and control of outbreaks.
- On-site training of doctors as well as other staff about infection control practices.
- Co-ordinate with other clinical & non-clinical departments regarding infection control & providing strategic guidance.
- Implementation and follow up of effective antimicrobial stewardship programme.
- Daily rounds of critical care units for management of infections in critically ill patients and monitoring antimicrobial policy compliance.
- Formation of HIC team and conducting regular HICC meeting
- Introduction and management of Isolation Ward in the hospital for airborne, droplet and contact precautions patients.
- Conducted a clinical audit in ICU - “To ensure patient receives antibiotics as per surviving sepsis campaign and as per antibiotic policy who are diagnosed with sepsis or septic shock.”
- Review of hospital infection control manual, bio-medical waste management, vaccination and anti-Hbs titre for all the employees, hand hygiene surveillance, monitoring of CSSD, kitchen and housekeeping practices.

As Internal NABH auditor and Member of Quality Department

- Responsible for restructuring and reorientation of the entire team in systematic manner on quality & NABH.
- Responsible for making infrastructural changes, review processes in various departments & get them rectified, redesign many front end and back end stationeries, activities & signage.
- Also responsible for clinical audits, medical record audits.

- Regularly tracking quality indicators & outcomes & implementing systemic / process correction wherever desired
- Conducting internal audit and preparation and presentation of audit report.

As Advisory Board Member

- Review agenda and supporting materials prior to board meetings.
- Provide support and advice to assist in the development of new initiatives, and identify best practice standards.
- Provide unbiased insights and ideas from a third point-of-view (not involved in the operation of the business).
- Encourage and support the exploration of new business ideas that can generate revenue or opportunity.



Courses / Certifications

- Certified Internal Auditor for NABH – Certification by Association of Healthcare Providers (India) (AHPI)
- Training in Implementation of NABH Standards – Certification by Accreditation Board for Hospitals and Healthcare Providers (NABH)
- Certificate Course on NABH Accreditation Standards for hospitals – Certified by Medvarsity and Appolo Hospitals Educational and Research Foundation.
- Certificate Course in Fixing Healthcare Delivery 2.0: Advanced Lean: University of Florida (Coursera)
- Certificate Course in Medicine and Law for Doctors from Institute of Medicine and Law.
- Hospital Infection Control Certification Course in Sankara Nethralaya Academy and Medical Research Foundation, Chennai
- Attended 2nd National Workshop on Hospital Infection Control at JIPMER, Pondicherry
- Certified Professional in Hospital Infection Control (CPHIC) by Consortium of Accredited Healthcare Organizations



Awards and Membership

- **Doctor of Excellence Award** – Bestowed by KG Foundation (2017)
- Life Member : Quality Council of India (QCI)
- Lifetime Associate Individual Member: Consortium of Accredited Healthcare Organization (CAHO)
- Associate Member: International Federation of Infection Control (IFIC)
- Life Member : Hospital Infection Society of India (HISI)
- Life Member : Indian Association of Medical microbiologist (IAMM)
- Member: Infection Control Academy of India (IFCAI)



Research & Publications

- Total no. of Publications: 13
- No. of Publications in Indexed Journal: 8
- Researchgate link for publication: https://www.researchgate.net/profile/Shikha_Ranjan/publications



Training Courses Conducted

- Infection control training for Healthcare workers (HCWs) – on hand hygiene, HCW vaccination, Bio-medical waste (BMW) rule 2016, needle-stick injury, universal precautions, personal-protective equipments (PPE), spillage Management, etc.
- Infection control training for Post-graduates – on Hand hygiene, antimicrobial resistance, isolation precaution, BMW rule 2016, needle-stick injury, HCW vaccination, CAUTI, CLABSI, VAE, SSI, etc.
- Handrub application demonstration with UV light and Visirub- workshop for Consultants, Post-graduates and HCWs.
- Theory and practical Demo on Biomedical waste management 2016 guidelines: Training given to all the consultants, PGs, Nurses, paramedical staffs, internship students of various courses. Has record of training 500 plus employees in a day in seven sessions.



Presentations

- XXXV National Conference of Indian Association of Medical Microbiologists (IAMM), Microcon 2011, Varanasi – Diphtheria like illness due to *Corynebacterium pseudodiphtheriticum*: A new challenge.
- 17th Congress of International Federation of Infection Control, Sao Paulo, Brazil- How do we do it- Investigation of an outbreak (accepted for oral presentation; 27-30th September 2017)



Lectures

- Post-graduate classes on Microbiology and Infection Control Topics
- Biomedical waste Management seminar organized by Youth Red Cross (YRC) for the students of KG college of physiotherapy, KG college of nursing, KG College of Allied Health Sciences, KG school of nursing and the faculties
- ICMR sponsored two days seminar on Recent Advances in Biomedical Waste Management Equipment, Practices and Disposal Techniques- @ SVS College of Engineering, Coimbatore- invited as Chief Guest and delivered lecture on "Biomedical Waste Management- An overview"
- TNSCST (Tamil Nadu State Council for Science and Technology, Chennai) and NCSTC (National Council for Science and Technology Communication, New Delhi) sponsored Hand Hygiene Awareness Programme @ Hindusthan College of Arts and Science, Coimbatore – invited as resource person to give guest lecture.



Others

- CME Organized: @ KG Hospital on 11/10/17- on the occasion of international infection prevention week- talks by – Dr Subramanian Swaminathan, Dr Anusha Rohit and Ms Hannah.
- Won 1st prize in Quiz held at **CMC, Vellore** at 2nd National Conference on Safety in Healthcare, Occupation & Quality.
- Reviewer Board member - Indian Journal of Microbiology Research (Innovative Publication)



References

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| <p>1. Padmashri Dr. G Bakthavathsalam
Chairman,
KG hospital, Coimbatore
Contact number: 9843066666
Email id: drgb@kggroup.com</p> | <p>2. Mrs. Sowmya Shashidhara, Associate Director,
Max Institute of Healthcare Management
Indian School of Business (ISB)
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Personal Details

Date of Birth : 27.10.1984

Languages Known : English & Hindi

Marital Status : Married



IT Skills

- Microsoft Office and Excel.
- Social media
- Internet research
- Email