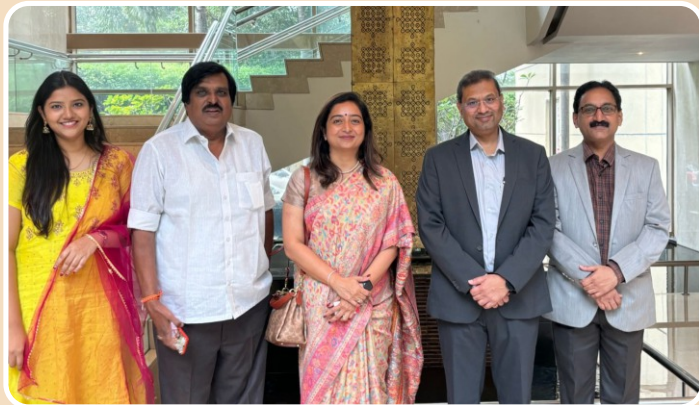
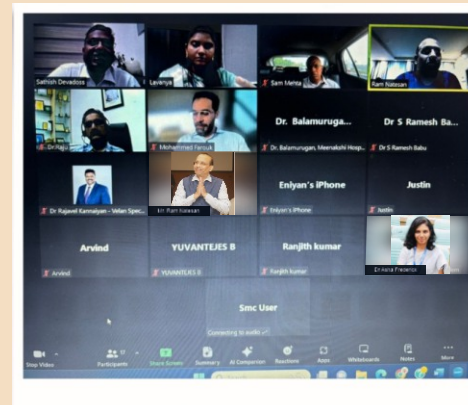




December 9, 2023: **"NURSING SKILL DEVELOPMENT PROGRAM"**
(ANEI/AHPI/NSDP-03) Organized by ANEI and AHPI, Tamil Nadu Chapter at **Dr. Jeyasekharan Medical Trust, Nagercoil.**



The AHPI TN meeting was held at Westin Hotel, Velacherry, on December 2nd. The meeting included Dr. Sathish - President, Mrs. Gayathiri - Treasurer, Mr. Rambabu - Secretary, Government lead - Dr. Raju Sivasamy and Mr. Adel Bennet from Flab Healthcare..



AHPI TN's monthly virtual meet on **21/12/2023** at **4:30 PM** ! We were honoured to have **Mr. Ram Natesan**, VP at Star Health, and **Dr. Asha**, Additional Director RHS & State TB Officer, delivering impactful talks!



Tamilnadu Chapter



Dr. Sathish Devadoss
Devadoss Hospital Pvt Ltd
President AHPI-TN



Mr. Rambabu
Sabarmathi Health Retreat
Secretary AHPI-TN



Mrs. Gayathri Sandeep
Seethapathy Clinic & Hospital
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Dear Members of AHPI Tamilnadu,

I hope this message finds you in good health after the severe weather conditions our state faced recently. As we continue our collective efforts to advance the healthcare industry in Tamilnadu, it is important to address a pressing issue that has been adversely affecting our sector—***the Minimum Wages Act of Tamilnadu***.

The Minimum Wages Act, while well-intentioned, has posed significant challenges for the healthcare industry in our state. The prescribed minimum wages, which were established with the aim of ensuring fair compensation for workers, have inadvertently placed a heavy burden on healthcare providers, particularly smaller establishments and those operating in rural areas. The rigid application of these wage standards has led to increased operational costs, thereby impacting the financial sustainability of healthcare facilities across the state.

As president of AHPI Tamilnadu, it is my responsibility to advocate for the best interests of our members and the industry at large. The adverse effects of the current minimum wage structure on healthcare providers cannot be overlooked. It has led to a situation where many healthcare organizations are struggling to maintain quality care standards, invest in modern medical technologies, and retain skilled professionals—all of which are essential for delivering excellent patient care.

Furthermore, the COVID-19 pandemic has further exacerbated the financial strain on healthcare institutions, making it even more crucial for us to address this issue urgently. Our ability to provide accessible, high-quality healthcare services to the people of Tamilnadu is contingent upon a sustainable and supportive regulatory environment.

On the 1st of December, Dr Sathish Devadoss & Mr Adel Bennet met with the Labour Secretary of Tamilnadu and explained to him the difficulties we face. He was very aware of the issue and assured that, the GO has been kept in abeyance and hospitals will not be harassed for non-compliance. Further , he assured that a revised GO will be passed very soon. This was a very useful meeting and good news for our members. He also asked us to collect minimum wages data from developed states of India and submit to him, which is being processed by us. AHPI Tamilnadu is proposing several potential solutions to address the challenges posed by the Minimum Wages Act and its impact on the healthcare industry in the state. Some of the potential solutions include:

1.Sector-Specific Considerations: AHPI Tamilnadu advocates for the recognition of the unique operational and financial dynamics of the healthcare sector. This includes emphasizing the need for sector-specific considerations when determining minimum wage standards, taking into account the nature of healthcare services, patient-to-staff ratios, and the requirement for round-the-clock operations.

2.Regional Variation: Recognizing the diverse economic landscape of Tamilnadu, AHPI Tamilnadu suggests exploring the possibility of allowing for regional variation in minimum wage standards. This approach would acknowledge the differing cost of living and economic conditions across different parts of the state, thus providing flexibility for healthcare providers to navigate local economic challenges.

3.Incentives for Skill Development: AHPI Tamilnadu proposes the introduction of incentives and support for skill development and training programs for healthcare workers. By investing in the professional development of healthcare professionals, the industry can demonstrate its commitment to fair compensation while also enhancing the quality of care provided to patients.

4.Engaging Stakeholders: AHPI Tamilnadu aims to engage in constructive dialogues with government authorities, labor unions, and other stakeholders to find common ground and develop a balanced approach that supports the welfare of healthcare workers while ensuring the sustainability of healthcare providers.

5.Advocating for Flexibility: AHPI Tamilnadu seeks to advocate for greater flexibility in the implementation of minimum wages, allowing for considerations such as non-monetary benefits, performance-based incentives, and career growth opportunities to be factored into the overall compensation structure for healthcare professionals.

These potential solutions align with AHPI Tamilnadu's commitment to fostering a regulatory environment that promotes the long-term viability of healthcare providers while safeguarding the interests of healthcare workers. Through proactive engagement and advocacy, AHPI Tamilnadu aims to contribute to the development of a sustainable and supportive framework for the healthcare industry in Tamilnadu.

I encourage all members to actively participate in our advocacy efforts and to contribute their insights and experiences to this important cause. Together, we can strive to create a regulatory framework that fosters a thriving healthcare ecosystem while prioritizing the welfare of our dedicated healthcare professionals.

Thank you for your unwavering commitment to AHPI Tamilnadu and our shared mission to elevate the standards of healthcare delivery in our state.

With warm regards,

Dr Sathish Devadoss
President
Association of Healthcare Providers of India
Tamil Nadu Chapter

Coordinators

Coordinator		Hospital Name
Mr. Sameer Mehta	Immediate Past President	Dr. Mehta's Hospitals
Dr. Raju Sivasamy	Government Relations	SIMS Hospital
Dr. Kothandaraman	Government Relations	Prime Indian Hospitals
Dr. Poorna Chandran	Chennai	Kauvery Hospital
Dr. S. Aravind	Chennai	Aravind Eye Hospital
Dr. Sandhya Cherian	Chennai	Frontier Lifeline Hospital
Mr. Venkat Phanidhar	Chennai	Medway Hospitals
Ms. Nithya	Chennai	Kumaran Hospitals Private Limited
Mr. Vijay Kumar	North	Sri Narayani Hospital & Research Centre
Dr. M.K. Eniyan	East	Srikamatchi Medical Centre
Dr. Ravi C.J	East	Sri Naadi Hospital
Dr. Manimaran Jayaraman	West	Kurinji Hospitals
Dr. S. Prabhakar	West	Kalyani Kidney Care Centre
Dr. Arun Palanisamy	West	Kovai Medical Center and Hospital Ltd
Mrs. Rama Rajasekaran	West	Ganga Institute of Health Sciences
Dr. VJ Senthil	Central	GVN Hospital (P) Ltd.,
AY Zahir	Central	Preethi Hospitals
Dr. Mohamed Arafath	South	Shifa Hospital