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**Vision 2020**  
**(A Developmental Plan with Long Term Perspective)**

**Of**

**Indian Society of Anaesthesiologists**

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By

-Dr P F Kotur, *Past President, ISA*

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## Foreword

After long rather delayed deliberations, finally the Vision 2020 document - the Future Developmental Plan of ISA with Long Term Perspective is out. I am extremely happy to present the same to our esteemed members, to sensitise and stimulate them to contribute their share of Wisdom, Knowledge, Expertise and Ideas for the growth and development of our esteemed organization. Contributions from each and every member round the year in any form, be it a suggestion or advice or a criticism shall be essential for our society to excel.

I am sure our members will not disappoint me.

I am thankful to the Governing Council 2008 and the General Body-2008 for approving this document

28<sup>th</sup> December 2008

Dr Anjan Datta  
Hon Secretary  
ISA HQ, Kolkata

## Prologue

Every organization or a society needs a vision statement which stirs the imagination and motivates all the stake holders to greater effort. It is an essential step in building a constructive consensus ( be an academic one or a community service oriented one) on a broad development strategy, which encompasses, inter-alia, the roles and responsibilities of all those involved in the functioning of the organisation.

It must identify the potential risks and bottlenecks and their possible solutions in order to mobilise efforts in a focussed manner.

It is clear, therefore, that to meet these objectives, the vision statement of ISA has to operate at several levels of generality and specificity. In order to address these issues, the Governing Council has to function as a '*Planning and Monitoring committee*' for the Vision 2020 plan (A sub committee of the GC may also be constituted for the purpose) and provision has to be made in the ISA Byelaws by suitable amendments if necessary, which shall define the plan of action to accomplish the reflections of Vision 2020 for ISA.

*Quality Education, Standard Patient care and Research* are the three main thrust areas of this document.

Greater coverage and better quality education at all levels are the essential prerequisites for raising the Health care standards of the country as per the national policy.

Research is quite essential for the growth and development of any science and needs to be encouraged at all levels.

The Planning and Monitoring Committee shall for crystallizing the vision will reflect members' aspirations, and monitor all the efforts needed to fulfill this vision.

It is indeed very important that the ISA lays its Master Plan for progression taking into account the views of as many chapters /branches (both state and city) and the individual members.

The vision of any kind requires whole hearted contribution from every member, particularly; the city and state chapters must get themselves aligned to the requirements of the national body as per the Master Plan.

The most important thing is that, visionary plan, once accepted and frozen should not diluted or tinkered by any subsequent authorities for any reason lest the efforts and resources are wasted and the members feel frustrated.

I must thank the Governing Council for entrusting me, with the responsibility of preparing this vision document. Every effort has been made to incorporate each and every suggestion those have come from every corner of the country.

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**Committee for Vision 2020 for ISA**

Dr. KRN Tagore, *President ISA*.....Chairman

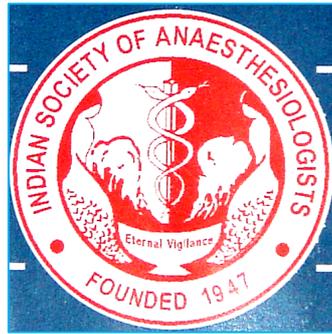
Dr Anjan Datta, *Past Secretary*.... ...Member

Dr S S Harsoor, *GC Member*.....Member

Dr Bhimeshwar, *GC Member* .....Member

Dr P F Kotur, *Past President, ISA*..... Convenor

## The Emblem and the Flag ....



The emblem was designed by Dr. Badola from Lucknow. The design was accepted in 1964 and has been used as the logo since then. The emblem signifies "The patient's safety through unconsciousness" steered by anaesthesiologists represented as mythical mermaids who have human intelligence and the skill of dolphin in swimming. The waves represent unexpected emergencies, that arise in anaesthesia practice. The dark and light shades represent the sleep and awake states. The mission commitment of the society is described as 'Eternal Vigilance' whether day or night further symbolising with alternate shades. The serpents and rod represent the medical profession in which Anaesthesiology is broad based

### History... The adventure begins

In the year 1944, the Anaesthesiologists attending a surgical conference at Mumbai (Bombay) thought of forming a common platform for exchange of scientific views, which was consolidated in 1946 following "Ether Day" celebrations in October of that year. With the continued efforts of leading Anaesthesiologists of India, the Indian Society Anaesthesiologists was born on 30th December 1947.

The Society started as joint organisation with the Surgical-Obstetric Society of India. The founder members of the Society were Dr. Ambardekar G.S. (Bombay), Dr. Bhargava V.B. (Bombay), Dr. Mehta J.G. (Bombay), Dr. Talwalkar G.S. (Bombay), Dr. Barat H.G. (Calcutta), Dr. Chatterjee S.K. (Calcutta), Dr. Sur P.B. (Calcutta), Dr. Bakshi S.K. (Delhi), Dr. Dhameja P.D. (Delhi), Dr. Satyendra Singh (Delhi), Dr. Chandrasekhar N. (Madras), Dr. Prasad N. (Patna) and Dr. B.N.Sircar (Bombay). The torchbearers of the office were Dr. M.N.Desai (President), Dr. B.N.Sircar (Hon Secretary) and Dr. G.S.Talwalkar (Hon. Treasurer), (1949-51).

The First Annual Conference of ISA through the combined society was held on 23rd and 24th December 1949 at Seth G.S.Medical College, Bombay. The Society has been holding Annual Conferences regularly from 27th to 30th December since 1949 until 1964 along with Association of the Surgeons of India.

The Indian Society of Anaesthesiologists hosted the First Independent Annual National Conference at Hyderabad in 1965. Prof. Dr. T. C. Gray and Prof. Dr. R. Macintosh from UK attended the first conference as special invitees of the Government of India. 1972 and 1997 were the Silver Jubilee and Golden jubilee years of the

formation of ISA respectively which were commemorated at Trivandrum (1972) and Delhi (1997). The Silver Jubilee & Golden Jubilee Conferences were held in 1975 & 2002 at Madras & at Coimbatore (GOLDCON 2002) respectively. The Diamond Jubilee year of the establishment of ISA was celebrated at the 55<sup>th</sup> Annual National Conference of ISA at Visakhapatnam in the year 2007.

The 'Indian Journal of Anaesthesia' an official bimonthly publication of ISA was born in the year ..... and is in the .....year of its publication.

In 1956 Indian Society of Anaesthesiologists joined the World Federation of Societies of Anaesthesiologists (WFSA) as a founder member. Dr Preetam Singh was elected as the Vice president of WFSA in 1984. In September 1978, the 5th Asian-Australasian Regional Congress was held at New Delhi and the Conference was inaugurated by the President of India. The Continuing Medical Education (CME) Programmes was started along with the Annual Conference in 1981 at Chandigarh under WFSA initiatives (Dr. T.C.K. Brown). The South Asian Confederation of Anaesthesiologists (SACA) was formed in November 1991 and Dr. (Mrs). V.M.Divekar of ISA was selected as the first SACA President. SACA meets once in two years in one of the member countries at Bangladesh / Sri Lanka / Pakistan / India / Nepal / Maldives. In 1999 Chennai (Madras) India, hosted the fourth SACA meet under the Presidentship of Dr K Balakrishnan. SAARC Journal of Anaesthesia was in the year 2007 at the 7<sup>th</sup> SACA congress at Kathamandu Nepal with Dr P F Kotur (Belgaum) as the founder editor. In the 14<sup>th</sup> World Congress of Anaesthesia at CapeTown, South Africa in the year 2008, Dr P F Kotur (Belgaum) was elected as the Executive Committee member of WFSA for the period 2008-12.

## **Board of Control-Governing Council**

Board of Control of the Society rests with the **Governing Council** chaired by the President of the Society. The Society office is administered by the Secretary assisted by the Treasurer. The Governing Council is the **Apex Body** and comprises the President, Vice President, Hony.Secretary, Hony.Treasurer, Editor of the Indian Journal of Anaesthesia, nine Council Members, immediate two Past Presidents, Past Hony. Secretary and Treasurer. *Organising Secretary of National Annual Conference of the year is the Ex-Officio Member of the Governing Council*

## Governing Council - ISA -2008

	<p><b>Dr.K.R.N. TAGORE</b> <b>President – ISA (HQ),</b> Consultant Anaesthesiology Chairman K.M.V. Street, Seetharampuram, Vijayawada - 520 002, (A.P.) Ph: 0866-2433666, Mb : 09848120699 E-mail : <a href="mailto:drtagore@hotmail.com">drtagore@hotmail.com</a></p>
	<p><b>Dr. B.V.R.SASTRY,</b> <b>Vice President-ISA HQ</b> 213, Desh Bandhu Apts, Kalkaji, New Delhi-110019, Tel: (Off) 0091 11 26439437, Mobile : 09811 31550 e-mail : <a href="mailto:dr.bvrsastry@yahoo.com">dr.bvrsastry@yahoo.com</a>;</p>
	<p><b>Dr. PRAMILA BAJAJ,</b> <b>Editor, IJA</b> 25, Polo ground, Udaipur – 313001, Rajasthan, Tel: (0294)2560495, Mobile : 94141 60495 e-mail : <a href="mailto:bajajpramila@hotmail.com">bajajpramila@hotmail.com</a>;</p>
	<p><b>Dr. P. F. KOTUR,</b> <b>Immediate Past President – ISA (HQ)</b> Ex-Editor, Indian Journal of Anaesthesia Registrar, KLE University Senior Professor of Anaesthesiology, J. N. Medical College, Belgaum-590010. Karnataka State, INDIA Tel: (Off) 0091 831 2472777, 24793778 (Resi) 0091831 2470159 Fax: 0091 831 2493777 Mobile : 94481 30159 e-mail : <a href="mailto:profkotur@hotmail.com">profkotur@hotmail.com</a>; <a href="mailto:drpfkotur@hotmail.com">drpfkotur@hotmail.com</a></p>
	<p><b>Dr. B. RADHAKRISHNAN</b> <b>Past President, ISA (HQ)</b> "Garnet" T.C.No. 7/1610, Temple Road, Ulloor Medical College (PO), Trivandrum (Kerala) 695 011 Phone:(0471) - 2443190, 098470 – 63190 E-Mail: <a href="mailto:gas_india@yahoo.com">gas_india@yahoo.com</a></p>
	<p><b>Dr. ANJAN DATTA</b> <b>Hony. Secretary, ISA (HQ)</b> 71, Baithakkhana Road, Kolkata – 700009, West Bengal PH: 033 - 23504954/ 23502742 Cell: 098300 42683 E-Mail: <a href="mailto:sys9@vsnl.net">sys9@vsnl.net</a>; <a href="mailto:anja4954@dataone.in">anja4954@dataone.in</a></p>

	<p><b>Dr. BIJENDRA KUMAR ROY</b>  <b>National Treasurer – ISA</b>  Puspashree Co-op HSG Estate, D.H. Road, Block -F, Flat No: 6  Kolkata – 700008, West Bengal  PH: 033-24478144, Cell: 098300 75062  E-Mail: <a href="mailto:rounak_roy2003@yahoo.com">rounak_roy2003@yahoo.com</a></p>
	<p><b>Dr.J. RANGANATHAN</b>  <b>Imm. Past Secretary – ISA National</b>  D.No: 2/60, C – Doctors Colony,  Steel Plant Road, Reddipatty, Jagirammalayam,  Salem - 636302, Tamilnadu  PH: 0427- 2341536, 094433 - 41536.  E-mail: <a href="mailto:drjrsalem@yahoo.co.in">drjrsalem@yahoo.co.in</a></p>
	<p><b>Dr.L.K.RANGACHARI</b>  <b>Imm. Past National Treasurer – ISA</b>  # 59, Bungalow Street, Salem - 636001, Tamilnadu  Ph: 0427- @2263079, ©2214479 Cell:09443479830  E-mail: <a href="mailto:drlkrr@yahoo.com">drlkrr@yahoo.com</a></p>
<b>Governing Council Members</b>	
	<p><b>Dr. Narayan Acharya</b>  <b>Governing Council Member - ISA National</b>  N/3-121, IRC Village,Nayapalli,  Bhubaneswar - 751015, Orissa, Mb : 09437053586  E-mail : <a href="mailto:drnacharya@sify.com">drnacharya@sify.com</a></p>
	<p><b>Dr. A. S. Kameswara Rao</b>  <b>Governing Council Member - ISA National</b>  Professor of Anaesthesia, 2-27-21/2, Srinagar Colony,  Kakinada- 533003, Andhra Pradesh,  Ph : 0091 884 2376060 Mb : 09848162462  E-mail : <a href="mailto:askrao1@rediffmail.com">askrao1@rediffmail.com</a></p>
	<p><b>Dr. M. V. BHIMESWAR</b>  <b>Governing Council Member - ISA National,</b>  12-13-484/9/A, Nagarjuna Nagar, Tarnaka,  Secunderabad - 500017, Andhra Pradesh.  Ph : 040-27173411; Mb : 098480 - 40868  E-mail : <a href="mailto:bhimu99@yahoo.co.in">bhimu99@yahoo.co.in</a></p>

	<p><b>Dr. RAJIB BHATTACHARYYA</b>  <b>Governing Council Member,</b>  A.P. Q-16, P.O. Assam Medical College  Dibrugarh – 786002, Assam  PH: 0373-2301711 Cell: 09435030338  E-Mail: <a href="mailto:dr_rajibb@hotmail.com">dr_rajibb@hotmail.com</a></p>
	<p><b>Dr. RAJNISH KUMAR JAIN</b>  <b>Governing Council Member,</b>  Dept. of Anaesthesiology &amp; Critical Care,  Bhopal Memorial Hospital &amp; Research Centre,  Bhopal- 462 038 (M.P.)  Ph:0755- 2742212, Mobile: 094250-12102.  E-mail: <a href="mailto:rajnishkjain@hotmail.com">rajnishkjain@hotmail.com</a></p>
	<p><b>DR. S. S. HARSOOR</b>  <b>Governing Council Member - ISA National,</b>  21, 2nd Cross, Kirloskar Colony, Basaveshwar Nagar 2nd stage  Bangalore 560 079, Karnataka  Mobile: 09845279426  E-mail : <a href="mailto:harsoorss@hotmail.com">harsoorss@hotmail.com</a></p>
	<p><b>DR. G. PARAMESWARA</b>  <b>Governing Council Member - ISA National,</b>  No:12, "Srikailasa", 100 Feet Ring Road  B. T. M. Layout IInd Stage, Bangalore – 5600076  Ph: 080-26684881® 080-25023281(O), Mob: 09845197202  E-mail : <a href="mailto:dr_paramgundappa@yahoo.com">dr_paramgundappa@yahoo.com</a>; <a href="mailto:paramgundappa@gmail.com">paramgundappa@gmail.com</a></p>
	<p><b>DR. K. M. VENKATAGIRI</b>  <b>Governing Council Member – ISA (HQ),</b>  "Ashwathi", Behind Petrol Pump, Nullippady, Kasaragod – 671121,  Ph: 04994-230395, Mob: 094470 30395, <a href="mailto:drvenkatagiri@gmail.com">drvenkatagiri@gmail.com</a></p>
<b>Organising Secretary – ISACON – 2008</b>	
	<p><b>Dr. Prafull Kachawaha</b>  <b>Org. Secretary – ISACON – 2008</b>  12/10, Civil Lines, Ratanada, Residency Road, Jodhpur,  Rajasthan - 342003  Tel: +91-291-2645339 Mobile: 098291 71767 ,99299 10777  E-mail :<a href="mailto:dr_prafull_k@yahoo.co.in">dr_prafull_k@yahoo.co.in</a>; <a href="mailto:drprafull@hotmail.com">drprafull@hotmail.com</a>  <a href="mailto:organisingsecretary@isacon2008.com">organisingsecretary@isacon2008.com</a></p>

## **BROAD INDICATORS**

- I. A RARE VISIONARY EFFORT
- II. OUR VISION & OUR MISSION
- III. SWOT ANALYSIS
- IV. PRIMARY QUALITY OBJECTIVES
- V. MASTER PLAN FOR ACCOMPLISHMENT OF TARGETED GOALS BY 2020

### **I. A Rare Visionary Effort:**

In 1947, in the year of Independence of the country, a dedicated group of anaesthesiologists in the city of Mumbai (then Bombay) embarked upon a dream vision – to create a strong professional organisational organisation then named as Indian Society of Anaesthetists..... Over the past 62 years, the ISA Society has blazed a trail and set an unparalleled example in education and service in the South.

Today, the ISA society has over 200 city branches and over 25 state branches spread all over the country with the life membership exceeding 12000 qualified anaesthesiologists all a part of this gigantic social phenomenon known as Indian Society of Anaesthesiologists Since inception, the aim of ISA has been to set unmatched standards in the quality

of Education, Patient care and Research thereby ensuring Continuous Professional Development of all its members turning them in to world-class professionals who are empowered to set standards of their own, in a global arena.

## II. Our Vision And Our Mission:

### **The Aims and Objects of the Society** (As per the Constitution of ISA)

1. To associate together in one corporate body all reputable and registerable medical men and women practising or interested in the science and art of Anaesthesiology.
2. To promote the advancement of Medical Science.
3. To edit and publish a Journal of Anaesthesiology.
4. To determine the competence of specialists in Anaesthesiology and conduct examinations for certificates to be issued to voluntary applicants.
5. To protect the public against irresponsible and unqualified practitioners who profess to be specialists in Anaesthesiology.
6. To encourage scientific research and experimental work on anaesthetic problems.
7. To hold scientific discussions and read papers on Anaesthesiology.
8. To watch and advise on legislations affecting the Anaesthesiology.
9. To hold periodically, conferences at various places, for the betterment of the cause of anaesthesia in India.
10. To receive donations and subscriptions from persons who are eligible and desire to join the society and to hold the funds for the advancement of Anaesthesiology and betterment of members.
11. To co-operate with other medical and scientific associations.

12. To arrange exhibitions of implements, appliances etc., pertaining to anaesthesia in different parts of the country and suggest improvements in these implements and appliances.
13. To make rules when deemed necessary, relating to the discipline and professional conduct of Anaesthesiologists.
14. To make bye-laws, rules and regulations of the society and to delete, change or add to the same as and when necessary.
15. To add all such things as may be incidental or conducive to the attainment of all or any of the above objects.
16. To prepare a directory of Anaesthesiologists in India and abroad who are registered members. This directory shall be compiled by the Hon. Secretary and will be circulated to the members periodically.
17. To run schemes for the welfare of Society and members like Family Benefit Scheme etc.

### III. SWOT Analysis:

Ever since its establishment, ISA has never looked back, though the growth and development in the initial years and also for the next 2-3 decades thereafter has been slow and sluggish. However due to the firm foundation stone laid down by our founder fathers, ISA has always been on the right path of progress.

The strengths as we possess on today have been our large member strength, countrywide presence through state and city branches, uninterrupted national/regional/state conferences, perennial academic activities, ever rising standards of the official publication viz. the Indian Journal of Anaesthesia, democratic way of management, ever expanding corpus fund., etc.....

The weaknesses have been, deficient membership of Anaesthesiologists, inadequate representation in the WFSA, deteriorating standards of anaesthesia education, absence or minimal research contribution etc brain drain, less enthusiasm amongst the young anaesthesiologists to specialise as Intensivists and Pain Therapists, absence of national guidelines and protocols, poor quality patient care and improper reward system especially in private anaesthetic practice sectors and also in government/ peripheral hospitals etc.....

It is on the basis of this analysis, we venture to propose Primary Quality Objectives and short and long sighted goals for our Society.

#### IV. Primary Quality Objectives:

***(All these objectives have been defined precisely so that all fall under the purview of the constitution)***

1. To define 'Bylaws' (Rule books to be renamed as Byelaws of ISA) for ISA within the purview of the ISA constitution. To alter/modify these bylaws when deemed necessary through proper procedure/methodology.
2. To encourage Research in the subject Anaesthesia by the bonafide life members of ISA by award of Financial Research Grants every year. (Committee shall define the guidelines/Rules and Regulations for award of financial grants)
3. Indian Journal of Anaesthesia:
  - To make the Indian Journal of Anaesthesia an internationally indexed publication with high impact factor.
  - To see that all the teaching institutions / hospitals of the country are subscribers for the journal.
  - To enhance overseas subscriptions both individual (NRI) and institutional
  - To make the journal a monthly publication
4. Establishment of A Peer Committee of Senior Anaesthesiologists to offer individual accreditation certification for all the life members every three years by periodic evaluation of competencies. The Peer committee may recommend or suggest an external agency for the purpose).
5. To develop a concrete plan of action to create awareness amongst the general public about the subject/science /service/ speciality of anaesthesia provided by qualified anaesthesiologists The ISA booklet/ brochures on relevant subject/topic may be planned to be printed, published and propagated.

6. Anaesthesia Exhibitions may be planned to be organized across the country from time to time to continue to create awareness amongst the general public about the profession. ( The committee shall develop concrete plan of action)
7. To establish 'Legal Cell of ISA' (to be registered)
  - a. To provide the necessary medico legal advice to the needy members as and when required.
  - b. To watch and advise on all the legislations (existing and the new) affecting anaesthesiology.
8. To publicize/popularize the national/ regional/ state conferences amongst the anaesthesiologists so that all the conferences are well attended. Suitable awards may be instituted by the ISA national body in all the state/ regional conferences. An 'ISA National Oration-State' can be instituted in each and every state chapter to be delivered on the first day of the State conference. Similarly an oration may be instituted at zonal levels also. Selection of Orators may be on same pattern as in the national orations.
9. To collaborate with various professional organizations at all levels (State/Zonal/National/International) for accomplishment of common cause/objective for betterment / improvisation of education/patient care/research in Anaesthesiology and or related subjects.
10. To achieve 100% enrollment of all the qualified anaesthesiologists of the country as '**Life members**' of ISA. To enroll all the post graduate students of Anaesthesiology as '**Associate Life Members**' of ISA in the first year of post graduation. To attract Overseas life membership from all NRIs. (P&M Committee shall work out strategies).

11. To define ISA guidelines/protocols for various ailments as applicable/tailor made to Indian population/context.
12. To publish the National/International Directory of Indian Anaesthesiologists and periodically update the same from time to time
13. To publish the Dictionary/Guidebook of ISA recommended Equipments and Gadgets. A committee may be constituted for certification and for identifying/suggesting improvements in the gadgets and equipments.
14. To establish/ manage schemes for the benefit of ISA members

## V. Master Plan For Accomplishment Of Targeted Goals By 2020

### PHASES OF MASTER PLAN FOR VISION-2020

PHASE	NOMENCLATURE	YEARS
<b>I</b>	Immediate Goals 1,2,6	2009-2010
<b>II</b>	Short Term Goals 4,5,7,8,11,12	2009-2014
<b>III</b>	Long Term Goals 3,9,10,13	2009-2020

#### Implementation In a Phased manner:

##### **Phase I (Immediate Goals )- 2009-2010:**

- a. To define 'Bylaws' of ISA within the purview of the constitution of ISA. Already the needed work has been done and the same should be renamed and published as Byelaws of ISA.
- b. Financial Research Grants : In order to promote research in the field of Anaesthesia and the related subjects, ISA should institute research grants to be awarded every year to the deserving life members. A Research Grants committee needs to be constituted to work out the Guidelines for identification, method of selection, evaluation of the research etc., in this regard.
- c. 'Legal Cell of ISA' should be established which should be a registered body. The cell has to provide the necessary medico legal advice to the needy members of ISA as and when required. The cell has to watch and advise on all the legislations (existing and the new) affecting anaesthesiology.

## **Phase II (Short Term Goals)- 2009-2014**

- a. Indian Journal of Anaesthesia: IJA, the official publication of ISA in the recent years has earned lot of popularity, credibility and has achieved wider circulation across the country. However it needs to be seen on international desks as well. Efforts should be made to get it indexed internationally and achieve high impact factor. All the teaching institutions (medical colleges and hospitals) should subscribe to the journal so that the journal becomes self sufficient and does not depend upon entrepreneurs' support for its survival. The journal should attract subscribers from overseas, both individual (NRI) and institutional. The journal presently is a bimonthly publication and should be made a monthly publication.
- b. Creation of Awareness amongst the Public: A concrete plan of action has to be evolved to create awareness amongst the general public about the subject/science /service/ speciality of anaesthesia provided by qualified anaesthesiologists. The ISA should disseminate the information by publishing and distributing the booklet/ brochures on relevant topics amongst the population. Anaesthesia Exhibitions may also be planned and organized across the country from time to time.
- c. Accreditation of the Members of ISA: The knowledge and skills gained during the course of study are not sufficient for any body to be competent through their professional career. They need to upgrade their knowledge and skills from time to time by participating in various Continuous Professional Development (CPD Programs and earn and accumulate credit hour points. Establishment of A Peer Committee of Senior Anaesthesiologists has to be appointed to offer individual accreditation certification

to all the life members every three years by periodic evaluation of competencies. The Peer committee may recommend or suggest an external agency for the purpose if it desires so.

- d. National/ Zonal/ State conferences of ISA and other academic programs , though are occurring round the year, across the country, are unfortunately being attended poorly by the members and measures needs to be taken to popularize the same amongst the members, so that all the conferences are well attended. Quality of scientific programs offered in these meets needs to be maintained and monitored. Suitable awards may be instituted by the ISA national body in all the state/ zonal conferences. An 'ISA National Oration-State' can be instituted in each and every state chapter to be delivered on the first day of the State conference.
- e. To publish the National/International Directory of Indian Anaesthesiologists and periodically update the same from time to time. Efforts shall be made to involve all the Anaesthesiologists of Indian origin settled abroad, so that there shall be facilitation of dissemination of scientific/clinical knowledge..
- f. The market is flooded with various kinds of gadgets and equipments of varying quality, making it difficult for the anaesthesiologist to choose or recommend for purchase. ISA can help its members in this regard by publishing a Dictionary/Guidebook of ISA recommended Equipments and Gadgets. A committee may be constituted for certification and for identifying/suggesting improvements in the gadgets and equipments.

**Phase III (Long Term Goals) -2009 2020**

- a. Establishment of City Chapters in each and every district in the country and enrolment of 100 % of qualified Anaesthesiologists in the country as Life members of ISA.
- b. Adoption of strategic policy for maintaining financial discipline and for bringing down the level of expenditure to make the entire system economically viable without losing the distinct independent character of a global organization.
- c. International Collaborations with other societies in the areas of Education, Research and Patient Care for strengthening the respective areas
- d. Encouragement for international seminars to be conducted in India. Hosting of World Congress of Anaesthesiologists by 2020
- e. Resource mobilization to the tune of Rs. 100 crores for ensuring financial stability to the Society.

**Globalisation:**

Development of an excellent academic and research network of international standard to collectively position **Global ISA**

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