



**POST GRADUATE MEDICAL INSTITUTE
HAYATABAD PESHAWAR**

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No 12,762 PGMI/. Dated: 09/08/2016

Subject: ADVISORY FOR IMPROVEMENT OF CONDUCT AND DEVELOPMENT OF INTERPERSONAL SKILLS

My Dear trainee doctors,

At the outset I want to congratulate all the newly inducted candidates enrolled for FCPS-II training in various disciplines in the public / private sector hospitals of Khyber Pakhtunkhwa. It is heartening to see that despite tough competitions and in spite of all odds you have shown great passion to take your career at next level by pursuing postgraduate studies to become specialist doctors.

2. As doctors you have a niche over others in dealing with and understanding the human behavior. You would acknowledge that in life, we, as individuals use certain set of skills to deal and interact with each other, groups, bodies, and government / private institutions. It is an admitted fact that those who work on these skills and overtime try to refine them are usually more accomplished individuals in their professional lives – they thrive in their personal lives and they become a source of inspiration for others by making better, sustainable contributions in their communities.

3. It is good to see that you are aware of your needs and mindful of your problems and thus have developed a strong sense of fraternity – resulting in various representative bodies which give you a platform to address the issues that confront you. This sense of stewardship towards your fraternity is commendable: as individuals who accept the call to stewardship are following a long and noble tradition of revolutionary leaders.

4. While struggling for your cause you must acknowledge the presence of others around you – the general public, institutions – the people working therein – the people getting benefitted therefrom, and the challenges that confront them. Your job while answering to the call of stewardship towards your community is not a simple task. It is indeed an enduring challenge of reconciling competing values such as individual vs. community and idealism vs. pragmatism.

5. You have to know the tension between the values of individual freedom and liberty and community duty and responsibility. On the other hand you must be mindful of the tension between the inspiration of idealism and the action of pragmatism. In other words the equilibrium between what you want and what you can actually have. In fact, each tension requires a balancing act i.e. comprehending the positive attributes of each good to achieve a workable reconciliation of competing values. And above all you must extinguish that underground jealousy which disposes all representative bodies to aggrandize themselves at the expense of their counterparts.

6. It is, in fact, the lack of understanding of such details that leads you to unwished-for circumstances. I was appalled by the incident that happened on 04th August 2016, wherein, two trainees of a representative body confronted officers of Accounts Department over a petty issue of early release of monthly stipend to the trainees of Lady Reading Hospital from the rest of the trainees working in other MTIs of the province. The altercation went out of hand and ended up in a noisy brawl. Without going into further details I must say that the incident is indeed a shameful one and deserves strong censure. As the Deputy Dean along with other officers timely intervened and tried to

placate the trainees and later on successfully reconciled the differences – thus the case has been closed for further investigation.

7. However, the Deanery strongly feels that such incidents, whether happening in PGMI or any other Government office or in the wards / units where you undertake your training: involving any person from lowest ranking official to highest ranking officer, your teachers or your peers or the general public are least expected from you. You must understand that such happenings bring this institution into bad repute and more importantly destroys your public image as medical professionals.

8. You must eliminate this negative mindset that the people at PGMI are working against your interests or they are not interested in solving your problems. If this was true the accomplishments that we have made would not have been attained at all to begin with. Every person at PGMI has a duty and is responsible and accountable for it. Everybody is contributing towards the common cause i.e. to facilitate you so that you may excel in your academics and at the same time make contributions to your community.

9. Henceforth, the following SOPs are outlined for running the day to day affairs of PGMI:-

- i. Every officer / official at PGMI must have a welcoming attitude and maintain the highest level of decorum.
- ii. The visiting TMOs must introduce themselves and present their queries in an honorable manner, without making any allusions to the portfolios they hold in their respective unions / representative bodies.
- iii. All the applications for whatever purpose may shall be submitted with the Diary Clerk. Keeping in view the heavy workload on staff the applicant may note the number and date and inquire about his / her application after 03 to 05 working days.
- iv. In case of non-processing of the application or being not satisfied with working / reply of the concerned Department / Section the person aggrieved shall under no circumstances misbehave or confront or use un-parliamentary language.
- v. The person aggrieved may write or approach to the Deputy Dean for resolving the issue.
- vi. If the issue remains unresolved the aggrieved person may write an application or make a presentation to the Appellate Authority i.e. the Dean PGMI.
- vii. Misconduct on part of staff and unruly behavior if found on part of any trainee shall not be tolerated and the person(s) at fault shall be proceeded against under the rules.

10. I urge you to conduct yourselves in a civil, gentle, courteous and respectful manner and be thankful for what you have been blessed with and advice you in the famous words of John F. Kennedy "ask not what your country can do for you – ask what you can do for your country".


Prof. Dr. Riz Anwar Khan
Dean PGMI

All Trainee Medical Officers,
Of P.G.M.I Hayatabad Peshawar,
Working in Public / Private Hospitals,
Of Khyber Pakhtunkhwa.

C.c The Secretary to the Govt. of Khyber Pakhtunkhwa, Health Department.

All the Hospital / Medical Directors of MTIs for further communication to their TMOs