



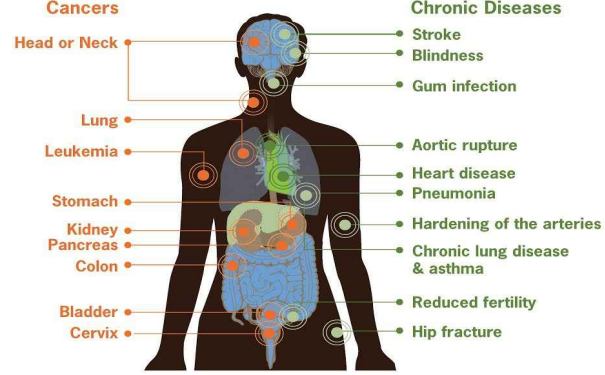
تمباکو نوشی: SMOKING

By: Farzana Amir Hashmi (Sr. Manager Rehabilitation Department)

(urge) خواہش کو کنٹرول کر سکیں اور آپ اعتماد سے کہیں گے کہ میں تمباکو استعمال نہیں کرتا/ کرتی۔ عموماً لوگ اس غلطی میں مبتلا ہوتے ہیں کہ تمباکو کا استعمال ذہنی دباؤ یا تھکن کے احساس کو کم کرتا ہے اس لیے چھوڑیں گے تو ذہنی دباؤ بڑھ جائے گا ریسرچ Research کے مطابق تمباکو چھوڑنے کے زیادہ سے زیادہ 4 ہفتوں کے اندر آپ کے تمام مسائل حل ہو جائیں گے۔ آپ درج ذیل مہلتوں پر عمل کر کے ان مسائل سے زیادہ بہتر طریقے سے نمٹ سکتے ہیں۔

Risks from Smoking

Smoking can damage every part of the body



☆ اپنے منہ کو خالی نہ رکھیں چیونٹ، سوفا، sweet کوئی بھی چیز منہ میں رکھیں یا انھیں جب urge ہو اس وقت۔
 ☆ خوراک کا خاص خیال رکھیں تاڑھ پھل بڑیاں کھائیں تاکہ ذہن بڑھارے اور قبض وغیرہ جیسے مسائل سے بچاؤ نہ ہوں۔
 ☆ بے خوابی سے بچنے کے لیے شام 6 بجے کے بعد کھین (چائے / کافی) کا استعمال نہ کریں۔ وقت مقررہ پر سونے اچانک سو مومول بنائیں۔
 ☆ چڑھے ہن یا ذہنی تناؤ میں اضافے کی صورت میں آپ کے دوست، احباب اور گھر والے آپ کو پھوٹ کر لیں۔
 ☆ یقین رکھیں یہ عادت جلد ہی کنٹرول ہو جائے گی۔
 ☆ ذہنی سکون کی ورزش کریں۔
 ☆ باقاعدہ Walk کو مومول بنائیں یہ ذہنی دباؤ میں کمی اور تھکن کے اضافی احساس کو کم کرنے میں مدد دے گا۔
 ان افراد، ماحول، اشیاء، اوقات کو جانیں جن کی موجودگی میں آپ کو تمباکو نوشی کی خواہش ہوتی ہے ان سے متناہد تک بچیں۔
 اپنے گھر اور آفس کے ماحول کو سMOKE FREE بنائیں۔
 تمباکو نوشی کرنے والے 70 فیصد افراد اکثر اوقات کوشش کے باوجود اس عادت سے چھٹکارا نہیں حاصل کر پاتے اور مشکلات کے ذریعے تمباکو نوشی ترک کرنے کا ارادہ ترک کر دیتے ہیں۔
 آپ کی قوت ارادی آپ کی سب سے بڑی طاقت ہے۔ لیکن اگر آپ خواہش اور کوشش کے باوجود چھٹکارا نہ حاصل کر پا رہے ہوں تو مختلف ادویات آپکو کنٹرول میں مدد دیتی ہیں۔ اس کے لیے ضروری ہے کہ آپ ڈاکٹر سے رجوع کریں وہ پیلے آپ کے کچھ ٹیسٹ کرے گا اور پھر آپکی کیفیت کے حساب سے ادویات کے استعمال کا مشورہ دے گا جن میں نیکوٹین والی sweet/gu ms بھی حاصل ہو سکتی ہیں۔
 Nicotene patches (نیکوٹین) اور گولیاں بھی استعمال کر سکتی ہیں آپ کا ڈاکٹر بہتر جانتا ہے کہ آپ کے لئے کون سا طریقہ علاج موثر ہوگا یا دیکھیں سگریٹ نوشی ترک کرنے کا سب سے بڑا نقصان اچھی صحت ہے۔

ہم آپ اور آپ کے خاندان کی صحت کے خواہاں ہیں یہ ایک نعمت ہے اس کی حفاظت کریں۔

Ref : National guidelines on smoking cessation endorsed by Pakistan Cardiac Society, Pakistan Hypertension League, Cancer Society, World Health Organization & Pakistan Medical Association.



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تمباکو نوشی ایک موٹی نشہ ہے جس کے استعمال سے ہر سال دنیا میں 54 لاکھ سے زائد افراد کی موت واقع ہو جاتی ہے اور پاکستان میں ہر سال 1100,000 افراد کی موت کا باعث بنتی ہے ہر 6.5 سیکنڈ میں ایک موت تمباکو نوشی سے متعلقہ امراض کے باعث ہوتی ہے۔ فوس ناک بات یہ ہے کہ تمباکو نوشی سے ہونے والی اموات میں اضافہ ترقی پزیر ممالک میں زیادہ ہے۔
 علامہ دانش اور مفتی افریدی تمباکو نوشی کو ایک حرام فعل قرار دے چکے ہیں جس میں سرفہرست ڈاکٹر اسرار احمد اور ڈاکٹر تانک ہیں۔ تمباکو نوشی سے ہونے والے امراض میں دل کا عارضہ جیسے ہیپٹوزائوسس، ذیابیطیس، کینسر اور فالج جیسے امراض شامل ہیں۔ ایک رات کے مطابق 16 سال سے کم عمر لڑکیوں میں بھی اس کا رجحان 16% پایا گیا ہے۔

روزانہ 1-4 سگریٹ کا استعمال آپ کی زندگی کے 11 منٹ کم کر دیتا ہے۔ ان افراد میں دوسرے امراض کے مطابق دل کے عارضے کا خطرہ 30% زیادہ ہوتا ہے۔ 90% سے زائد لوگوں میں کینسر میں مبتلا ہونے کی اہم وجہ سگریٹ نوشی پائی گئی ہے۔ تمباکو نوشی کی کئی اقسام ہیں مثلاً سگریٹ، سگار، چبانے والا تمباکو، بشپہ، نسوار، چھلیہ، مکھ، مین پوری وغیرہ۔ تمباکو نوشی جسم کے مختلف اعضا پر اثر انداز ہوتی ہے۔ جہاں یہ جیسٹروٹروپک کے کینسر، ایٹما، emphysema، دم، نمویہ اور برائے کینسر جیسے موٹی امراض کا باعث بنتی ہے۔ وہاں خون کی نالیوں کو بند کرنے کے عمل کو تیز کر کے فالج، ہارٹ ایک، بلند فشار خون اور کولینرول میں اضافے کا باعث بنتی ہے۔ اسکی عادت نظام ہاضمہ میں اثر پیداکر کے نہ صرف سینے میں تھکن، بالسر جگر کی خرابی اور معدے کے کینسر کا باعث بنتی ہے بلکہ مرد حضرات اور خواتین میں بچھڑنے کا باعث بھی بنتی ہے۔ اسکی علاوہ بڑیوں میں بھر بھرے پن، ساعت میں کمی، اور منہ کے مختلف امراض کی ایک وجہ تمباکو کا استعمال ہے۔

ایک عام فہم رائے کے مطابق تمباکو نوشی ترک کرنا ایک انتہائی مشکل مرحلہ ہے۔ اور اکثر لوگ ان مشکلات کے ذریعے تمباکو نوشی ترک کرنے کا ارادہ نہیں کرتے لیکن خوش آمد بات یہ ہے کہ تمباکو ترک کرنے کی وجہ سے پیدا ہونے والے زیادہ تر مسائل 4 ہفتے کے اندر خود بخود دھل جاتے ہیں۔ تمباکو نوشی کا استعمال چاہے کسی شکل میں ہو ایک خطرناک نشہ ہے۔ سائنسی تحقیق کے مطابق تمباکو کے اندر موجود نیکوٹین، ہیروئن اور کوکین سے زیادہ نشہ آور ہے۔ تمباکو کو چھوڑنے میں مشکل اس لیے پیش آتی ہے کہ تمباکو کے استعمال کرنے والے کا دماغ اس نشہ کا عادی ہو جاتا ہے۔ جب انسان چن چن گھٹے تمباکو کا استعمال نہیں کرتا تو اس کا نشہ ہونے کی وجہ سے چند نکالیف کا سامنا کرنا پڑتا ہے۔ عموماً افراد تمباکو نوشی ترک کرنے پر جن مسائل سے دو چار ہوتے ہیں۔ ان میں بے خوابی، ہجرت میں کمی یا اضافہ، ڈپریشن، پکار، غصے میں اضافہ، سر درد، بے چینی، تھکن میں اضافہ قبض، غلو، منہ میں چھالے اور نکلے اور صحت کے مسائل شامل ہیں۔

صحت سے زیادہ کوئی چیز قیمتی نہیں ہے۔ صحت بچو آپ برہنعت سے لطف اندوز ہو سکتے ہیں۔ یہ تمام مسائل 4 ہفتے کے اندر خود بخود دھل جاتے ہیں یا ادویات کے استعمال سے ان کا لیف میں کافی حد تک کمی ہو جاتی ہے۔ تمباکو نوشی کو چھوڑنے کیلئے سب سے اہم چیز قوت ارادی ہے۔ اگر آپ کا ارادہ مضبوط ہو تو آپ ان سے چھٹکارا پا سکتے ہیں۔ درج ذیل مشوروں پر عمل کر کے آپ اس موٹی مرض سے چھٹکارا حاصل کر سکتے ہیں۔

سب سے پہلی کسی تاریخی دن یا تاریخ کا انتخاب کریں جس دن سے آپ تمباکو نوشی مکمل ترک کریں گے اور یہ دن آپ کے ارادے کے ہفتے کے اندر ہونا چاہیے۔ یکدم تمباکو نوشی ترک کرنا بتدریج عادت کم کرنے کے مقابلے میں زیادہ موثر ثابت ہے۔ جب تمباکو نوشی ترک کریں تو اپنے گھر والوں، خاندان کے دیگر افراد اور دوستوں میں اس کا اعلان ضرور کریں۔ ان سب کی مدد آپ کے لیے بہت ضروری ہے۔ جب آپ چڑ جائیں گے تب ہی تمام لوگ آپکی مدد کریں گے اور آپ کی کیفیت کو سمجھتے ہوئے آپ کے ساتھ تعاون کریں گے۔ آپ جانیں کہ آپ کو اپنے پیچھے کے لیے رول ماڈل (role model) بنانا ہے۔ یقین جائیں کہ تمباکو کے بغیر بھی ایک پور لوگ زندگی گزارا جاسکتی ہے۔ خدائے آپ کو بہت ہی نعمتیں دی ہیں ان کا لطف اٹھائیں۔ جب بھی تمباکو کی طلب محسوس ہو یا دیکھیں یہ صرف 6-7 منٹ تک رہے گی ان 6-7 منٹوں کیلئے اپنے آپ کو (باتھوں اور دماغ دونوں کو) مصرف نہیں کریں۔ چند گھنٹوں بعد جب دوبارہ طلب محسوس ہو پھر یہ فارمولا دوہرائیں۔ آہستہ آہستہ طلب میں کمی ہوتی جائے گی۔

اسکی تمام اشیاء، جگہیں جہاں سے تمباکو کی خوشبو آپ کی خواہش کو چھادے یا ایسے راستے، اوقات یا دوستوں کی مشعل جہاں آپ کو تمباکو نوشی کی خواہش ہوتی ہے ان سے اجتناب کریں۔ چند ہفتوں کے بعد آپ میں اتنی قوت آجائے گی کہ آپ اپنی

HEART BEAT

Issue 23, June 2014

A Quarterly Issue for the Faculty & Staff of Tabba Heart Institute

RAMADAN & DIET

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From Editor's Desk

Dear Readers,
Assalam o Alaikum

Welcome to the fresh issue of our beloved 'Heartbeat'. The immense response from our readers about the quality and content of the magazine has been very encouraging and has put us into a position where we strive even harder to produce better quality content. At this juncture, I would like to apprise our readers that behind every issue, is a lot of hard work put in by the Editorial Board members who after thorough discussion, research and deliberations decide to cover specific articles with the objective to provide as much diverse knowledge and information about heart health, the disease and its risk factors and the role Tabba Heart Institute is playing to eradicate the epidemic from our country.

This issue is very special for two reasons. Firstly it's the Ramadan issue-the holiest of all the months where everyone makes special arrangements to perform the rituals while enjoying the bounties of Allah and cherish His glories. Secondly this issue has been compiled in a record less than a month's time. For this, my heartiest congratulations to the entire board without whom, it was certainly an impossible task.

The issue covers interesting information about how to enjoy the month of Ramadan in a healthy way. Hazards of Smoking and Summer Fruit delicacies.

The Rendezvous section covers an insightful interview with Dr. Zulfiqar-Chief of Cardiac Anaesthesia at THI.

We hope you like this issue like ever before. Don't forget to share your feedback with us.

Ramadan Mubarak to All

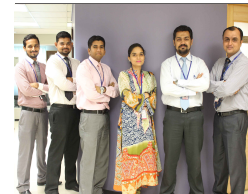
Regards,

Fahad Anwer
Editor

Board Members

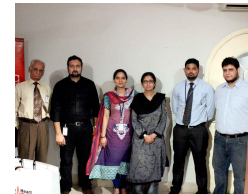
Hina Maryam
Farzana Amir Hashmi
Dr. Shamim Siddiqui
Mehreen Amer
Zeeshan Butt
Muhammad Danish Manzoor

Departmental Profile 01



Tabba Heart Institute
Marketing & Public Relations

Events 02



Cardiac Awareness Session(AIMS)
Cardiac Awareness Session(KSA)
Seminar on "New Aspects of CSSD & Infection Control"
CME on "Cardiac Markers"
International Nurses Day Celebrations
World Hypertension Day Celebrations
CME on "Dyslipidemia- Updates"

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Welcome to THI family
Stork Visits
Bereavements
Achievement
Wedlocks
Working in a team

Rendezvous 06



Dr. Zulfiqar Ali Khan

Diet 08



Summer Fruits

General 10



Smoking

DEPARTMENTAL PROFILE

Marketing & Public Relations

"The Marketing Department represents the hospital and the caring part of health care."

The department of Marketing & PR plans; develops and implements various hospital marketing/public relations programs to create a positive awareness of the hospital, its staff, and services in the primary and secondary area the hospital serves.

The department is responsible for implementation of Hospital marketing programs that are aligned with the Hospital's overall strategic plan, including external and internal communication, patient satisfaction monitoring, and advertising. Graphics designing, organizing Community Education & Awareness programs are all included in the roles of Marketing Department.

The department also forms the communication link between the services offered and the patients served. The department tells the who, what, when and where of the programs and events.



Strategic Marketing

The Marketing & PR department creates and implements comprehensive marketing programs to support the business goals and objectives of THI. The department provides marketing support to various clinical services of the hospital by carrying out different promotional and awareness activities such as:

- Marketing strategy development
- Advertising
- Collateral material development
- Creating and maintaining relationships with referring physicians and hospitals,
- Organizing different awareness and educational programs for medical as well as general public at hospital and outreach locations

Strategic Communications

The Marketing Department provides broad communications and editorial support to different services of Tabba Heart Institute. The department's primary areas of focus include:

- Media Relations and Public Affairs
- Creative Designing & Editorial Services

Media Relations and Public Affairs

The Marketing & Public Affairs provides services to print, online and electronic media and is the official link of the hospital to the media.

The staff is responsible for:

- Arranging Photographs and Videos for releasing to the media on different health days celebrations
- Interview scheduling of Physicians and Senior Administration on TV, Radio and Press

Creative Designing and Editorial Services

The Marketing & PR department has experienced staff who is responsible for writing, editing and proofreading a variety of publications and materials for both print and Web, the newsletters, flyers, brochures, newspaper and magazine ads etc.

Internet Strategy and Web Services

The Marketing Department at THI is responsible for the management of the hospital's Website. The staff is responsible for maintaining the architecture, design and coordination of content with other departments in the hospital.

Social Media Promotion

The department also ensures presence of THI and awareness of its services through Facebook and Twitter. As there is wide acceptance of the media as a very effective tool in reaching out to the target audience in a minimal advertising and promotion cost (per customer), the dedicated facebook page and Twitter account are maintained through regular posts about:

- Awareness for cardiovascular disease and ways for its prevention through life style modification and healthy diet
- Hospital Services to inform the target market about expertise and quality of care
- New clinical services to inform and generate enquiries

Market Research

The Market Research team carries out market research from time to time to collect valuable information about patients and external customers' feedback about hospital services. The team conducts both quantitative and qualitative research projects, including measuring awareness and preference, facilitating evaluation of programs or services, and monitoring competitor activity. The department provides assistance with all phases of the research process, including: questionnaire development, survey administration, statistical analysis,



report writing and presentation.

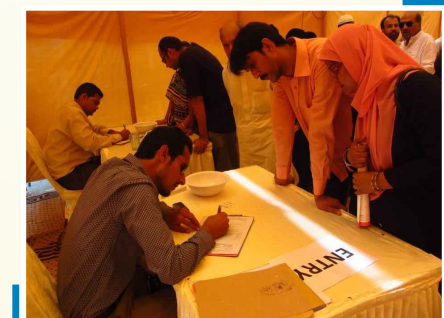
Research, Targets and Deliverables

- **Research methodologies include:** questionnaire based interviews
- **Target audiences include:** physicians and faculty, other allied health professionals, Patients, and consumers.
- **Deliverables include:** market analysis, needs assessments, satisfaction surveys.



Subscribe to our Bulk SMS Services

The department of Marketing & PR at THI makes extensive use of the latest technological advancement for the various promotional activities of the hospital. One such service include sending bulk messages to a large group of audience who include already enrolled hospital patients, corporate clients, students and faculty, employees, and general public from all walks of life. Periodic messages are sent to people on a routine basis for cardiac health awareness, life style modification and health diet, importance of exercise, existing and new services of the hospital, celebration of different health days. These messages are sent to only the subscribers who have consented to be a part of this campaign. It is strictly made sure that no promotional or other messages will be sent to anyone who has not subscribed for the services to ensure consumer privacy rights.



EVENTS

BY : HINA MARYAM (Sr. Officer Marketing & PR)

Cardiac Health Awareness Session at Awaz Institute of Media Sciences:

Tabba Heart Institute organized Cardiac Health Awareness Session on March 26, 2014 at AIMS, Karachi. Our Consultant Cardiologist, Dr. Saba talked about awareness of cardiovascular disease and its risk factors and discussed the ways for its prevention through lifestyle modification and healthy diet.



Students and faculty thoroughly enjoyed the session.

Cardiac Health Awareness Session at Karachi School of Arts:

Tabba Heart Institute organized interactive Cardiac Health Awareness Session on April 10, 2014 at Karachi School of Arts. Consultant Cardiologist, Dr. Adeel ur Rehman Siddiqui talked about awareness of cardiovascular disease, adverse effects of high blood pressure, Cholesterol and Smoking. He also elaborated the ways for its prevention through life style modification tips such as healthy diet and exercise.



Students, faculty & management actively participated in the session and appreciated the efforts of THI.

Seminar organized on "New Aspects & CSSD & Infection Control":

Tabba Heart Institute organized a seminar on "New Aspects & CSSD & Infection Control" on Thursday, April 24, 2014 at Abdul Razzak Tabba Auditorium. Dr. Shaheen Mehtar was guest speaker of the session. Over hundred of participants were invited from CSSD departments of several hospitals.



CME on "Cardiac Markers" organized by Tabba Heart Institute:

CME on "Cardiac Markers" was organized by Tabba Heart Institute on Saturday, April 26, 2014



Doctors from different hospitals were present during the session. Dr. Kaleem Ullah Sheikh, Dr. Najia Aslam Soomro & Dr Khursheed Hassan discoursed on the topic.

EVENTS

International Nurses Day Celebrations at Tabba Heart Institute:

International Nurses day week long activities were organized at Tabba Heart Institute from May 12 to May 16, 2014. Awareness sessions on "Basic Life Support & First Aid", "Non- Invasive Diagnostic Procedures & Angina + MI", "Infection Control & Diabetes", "Angioplasty/CABG pre & post care, healthy diet & routine exercise" & a grand seminar focusing on the theme "Nurses --- A Force for change" was organized on may 16, 2014 which was the major event of the week long activities.



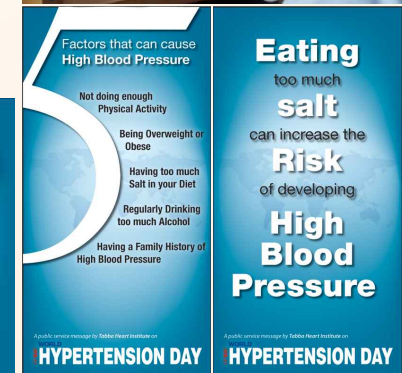
World Hypertension Day Celebrations:

Tabba Heart Institute celebrated World Hypertension Day, in this connection press ads were published in national dailies on the theme "Yahi Hay Number Zindagi ka", similar theme was displayed at several billboards installed at different locations across Karachi. Facebook posts and tweets were done highlighting the ways to prevent from high B.P & to maintain healthy blood pressure levels.

Digital Banner ads were uploaded on dawn.com, breccorder.com and tribune.com.pk.

Sms was also sent during WORLD HYPERTENSION DAY Campaign to create awareness among the masses.

Free Blood Pressure check up was offered at all collection units located at Adamjee Nagar, Johar & North Nazimabad.



Continuous Medical Education Program on Dyslipidemia Updates:

Tabba Heart Institute organized CME on "Dyslipidemia Updates" on Saturday May 31, 2014. Doctors from several hospitals were present during the session. Dr. Irfan Elahi Chandana, Dr. Kaleem ullah, Dr. Waqar Khan & Dr. Saba Ejaz were the speaker of the session.

INSIDER

WELCOME ONBOARD

• Dr. Najia Aslam Soomro	Consultant Cardiologist	Echo Cardiography
• Dr. Sarah Minhaj	Medical Officer	Cardiology
• Dr. Ehteshamuddin	Medical Officer	Cardiology
• Dr. Laraib Ali	Medical Officer	Cardiology
• Dr. Joohum Jawed	Medical Officer	Cardiothoracic Surgery
• Mr. Naseer Ahmed	Sr. Officer	Safety & Security
• Mr. Shahzad Ahmed	Officer	Finance & Accounts
• Mr. Noman Tariq	Officer	Finance & Accounts
• Ms. Sughra Ahmed	Clinical Data Coordinator	Cardiology

STORK VISITS



- Dr. Faisal Javed got a baby boy
- Mr. Iftikhar Alam Naseem got a baby boy
- Mr. Muhammad Imran got a baby boy

BEREAVEMENTS

We share the grief of:

- Dr. Bashir Hanif who lost his mother
- Mr. Najeebullah who lost his father
- Mr. Muhammad Arshad who lost his mother
- Mr. Khalid Baig who lost his mother

May ALLAH ALMIGHTY rest the departed souls in peace and give patience to their families to bear the irreparable loss.

ANNUAL STAFF PICNIC

Tabba Heart Institute organized Annual Staff Picnic on April 27 & MAY 01, 2014 at Picnic World Farmhouse, Karachi. THI Staff and their families thoroughly enjoyed face painting, musical chairs and other gaming activities. Large swimming pools with cold water were the main attraction for everybody at the farmhouse to forget the worries of scorching sun rays.



ACHIEVEMENT

Sarfaraz Ghulam Manager CSSD

Mr. Sarfaraz Ghulam - Manager CSSD delivered a poster presentation on "Journey of CSSD in Pakistan" at IAHCSSM Annual Conference Columbus, Ohio - USA on May 4-7, 2014. He represented Tabba Heart Institute at the conference and had the distinction of being the only Pakistani in the conference.



STAR PERFORMERS

To enhance the motivation and dedication of staff while making the work environment more conducive to healthy competition, this recognition is awarded four times a year. The employees are nominated by their respective Head of Department on the basis of performance, efforts, and various other professional attributes. The nominations are forwarded to a designated neutral jury whose members critically scrutinize the merits on the aforesaid measures and recommend the names of winners with mutual consensus.



Mr. Solomon Shamim
Registered Nurse
(Nursing Department)

Muhammad Ibrahīm Khan
Corporate Billing Officer
(PBSD)

Muhammad Waqar
Porter
(Nursing Department)

Dr. Sobia Fazal
Medical Officer
(Cardiology)



WEDLOCKS

Our heartiest congratulations to

- Mr. Muhammad Jibran** **Mr. Ali Moazzam** **Mr. Kashif Inayat**



WORKING IN A TEAM

When "I" is replaced with "We", even "Illness" becomes "Wellness"

People in every workplace talk about building the team, working as a team, and my team, but few understand how to create the experience of teamwork or how to develop an effective team. You need to differentiate this overall sense of teamwork from the task of developing an effective intact team that is formed to accomplish a specific goal.

Developing an overall sense of team work is different from building an effective, focused team when you consider team building approaches. If your team improvement efforts are not living up to your expectations, you can determine the differences in connection to the following aspects. Successful team building, that creates effective, focused work teams, requires attention to each of the following.

12 C's of Effective Team building in an Organization

Clear Expectations

Senior Management or Executive Leadership of the organization must clearly communicate its expectations for the team's performance and expected outcomes

Context

The team should be well informed where its work fits in the total context of the organization's goals, principles, vision and values

Commitment

Team members should be committed to accomplishing the team mission and expected outcomes. They should perceive their service as valuable to the organization and to their own careers.

Competence

This should be ensured that the team members have the knowledge, skill and capability to address the issues for which the team is formed.

Charter

After assigning area of responsibility and designing its own mission, vision and strategies to accomplish the mission, the team should define and communicate its goals; its anticipated outcomes and contributions; its timelines; and how it will measure both the outcomes of its work and the process the team followed to accomplish their task.

Control

Where the team has enough freedom and empowerment to feel the ownership necessary to accomplish its charter, at the same time, team members should clearly understand their boundaries.

Collaboration

The team should establish group norms or rules of conduct in areas such as conflict resolution, consensus decision making and meeting management. Team members must cooperate to accomplish the team charter.



Communication

Establishing a system of strong and effective communication is joint responsibility of the organization and team both. Method or mode of giving and receiving feedback about performance must be instituted.

Creative Innovation

Senior Management or Executive Leadership of the organization should value creative thinking, unique solutions, and new ideas. Even the people who take reasonable risks to make improvements should be rewarded.

Consequences

Team members should feel responsible and accountable for team achievements. Whether it's a reward or reprisal, a proper system should be devised.

Coordination

In an organization, there would be cross-functional and multi-departmental teams commonly working together. Those teams should be coordinating by a central leadership that assists the members/groups to obtain what they need for success.

Cultural Change

The organization must recognize that the more it can change its climate to support teams, the more it will receive in pay back from the work of the teams.

Spend time and attention on each of these twelve tips to ensure your work-teams contribute most effectively to your business success.

RENDEZVOUS

Dr. Zulfiqar Ali Khan

Chief of Anaesthesia

Qualification & Certification:

FCPS(Anaesthesia) College of Physicians and Surgeons, Pakistan

MCPS(Anaesthesia) College of Physicians and Surgeons, Pakistan

MBBS from Liaquat University of Medical & Health Sciences, Jamshoro

Memberships/Honors :

- Pakistan Medical and Dental Council
- Pakistan Medical Association
- Pakistan Association of Cardiothoracic Anaesthetists
- European Association of Cardiothoracic Anaesthetists

Experience:

20 years experience in the field of anaesthesia, completed training at Aga Khan University Hospital, now working at THI for last 8 years as consultant and chief of Anaesthesia.

What made you choose this career? Was it your own inclination or a family member's influence, since there was a time when elders would dream of having at least one doctor in the family?

In my school days there were only few choices for the students to make, either to go in forces or become a doctor or an engineer. My parents also wanted me to become a doctor as I was the youngest of five brothers and no one was in the field of medicine so I became the first doctor in my family.

Briefly tell us about your family.

My father was a police officer; I am the youngest of five brothers and a sister. My wife is also a practicing doctor in health department, Government of Sindh, my elder son is 1st year MBBS student at Liaquat National medical college & younger one is 2nd year pre-

medical student at Aga Khan higher secondary school.

(If own inclination) What in your opinion is the greatest feat of being a doctor?

In my opinion the greater feat of becoming a doctor is that one can help & serve the humanity along with a very respectable career.

How did it finally feel when you received your degree? Was there a sense of accomplishment or on the contrary you felt you had just started?

It was both, a great sense of achievement and accomplishment with high heads and the anxiety.

And why in particular did you choose this specialty of cardiac anesthesia? What was the thing you found interesting about it?

Honestly speaking "destiny leads" became 100% true in my case. I never wanted to become an anesthetist, after completing my house job, I applied for training position in ophthalmology at JPMC and they replied that there are about six months to start for the ophthalmology programme, to fulfill that gap I joined NICVD as trainee RMO in Dept of Cardiothoracic anesthesia and never looked back and today I have no regrets. Cardiac anesthesia is very dynamic sub-specialty, the cardiac patients are very sick, needs both mental and physical involvement of the cardiac anesthetist which gives a great sense of achievement on daily basis.

Describe your most successful accomplishment at work so far.

Leading the department in which you work is everyone's dream, for me it came true when I was given the responsibility of chief of anesthesia at THI, and I believe it to be my most successful accomplishment at work.

Looking back in retrospect do you have any regrets about being a doctor? (If so which and why)

The day I thought of becoming a doctor till today I never regretted of my profession.

What hardships did you have to overcome during your pursuit of your career? There must have been some?

As I belong to a middle class family and got married in the mid of internship supporting my family and at the same time continuing my post graduation was never an easy task but I remained committed and finally succeeded. My wife's contribution in my success is



immense because she took care of my children & home when I was busy in my post graduation.

What are the key challenges of Cardiac Anesthesia? Which of these do you view as your challenges?

Knowledge, commitment & dedication are the key challenges for a Cardiac Anaesthetist and I feel that all three of them are my challenges as well.

Can you recall one rare case that has personally changed you or affected you in some way?

I cannot really pinpoint one specific case, I come across many such cases on regular basis which needs special attention and if I am able to do something for them out of the way, provides me pleasure & job satisfaction.

Tell us about your career goals?

My only goal is to do justice to my profession, my colleagues & my subordinates.

Health professionals can have their limitations, how sensitively do you



think our society reacts to it?

Like other health professionals, cardiac anaesthetists also have limited time to spend with their family and friends which most of them realize but some become angry especially my mother reacts very strongly if I don't spare time for her.

Your association with THI? What are those peculiar traits you think set THI apart from any other private hospital?

I joined THI in April 2006, which was the very first year of its life; I have seen the Institute growing. It is the sincerity of the administration of THI towards its employees which makes it different from other private hospitals and it is also the key to success for all of us.

Any message for the upcoming professionals in your field?

Work hard beyond your capacity and leave rest to GOD, it is my believe that you will get the reward.

RAPID FIRE

Wish:
To see peaceful Karachi for everyone.

Regret:
No regrets, GOD has blessed me with everything I wished.

Unforgettable moment:
When my son became Hafize-Quran at the age of 10 years.

Friends:
I am blessed with very good friends and they are my asset.

Education:
For all is the only way to progress.

Pakistan:
Zindabad



DIET

SUMMER FRUITS

By: Sidra Sirajuddin (Clinical Dietician)

MANGO :

- Mangoes are recommended for anemia and for pregnant women as a supplement to their iron intake.
 - Mangoes high in antioxidants vitamin A, C, E and selenium and known to be protective against heart diseases and cancers.
 - Mangoes provide relief to asthma patients due to its anti-inflammatory properties.
 - Vitamins and minerals found in mangoes work together to boost the hormonal functions of the human body.
 - Peoples who suffer from diabetes should take one small mango (equal to his/her fist) if their blood sugar is normal. Mangoes are rich in calories from carbohydrate i.e. its glycemic index (GI) is high and large quantity at a time will not suitable for diabetic patients.
- *Take 1 medium mango at one time.

APRICOT:

- Fresh apricots are an excellent source of Vitamins A, C, E, potassium, and iron, as well as being a great source of beta-carotene.
 - The variety of nutrients found in apricots are very beneficial for good eyesight and also help to prevent heart disease and other ailments.
 - Apricots are also rich in powerful antioxidants, such as Lycopene, helping to promote wellness and strengthen the immune system.
 - The apricots are also a good source of fiber, beneficial for healthy digestion.
 - Apricots are low in calories and excellent choice for dieters.
- *Take 3-4 apricots at one time.

PEACH:

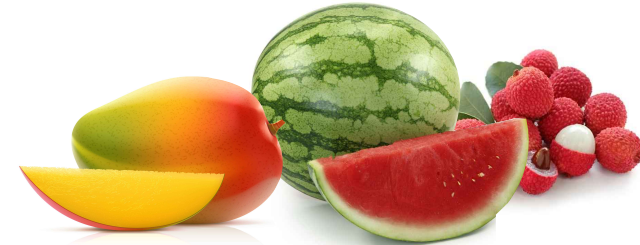
- Peaches are a rich source of beta carotene that improves vision health by increasing circulation of blood in the all body parts.
 - Peaches are great source of Vitamin C which is widely used for skin care.
 - Regular intake of one large peach can help you to lose weight.
 - Peaches are a good source of antioxidant and fiber. Fiber is good for digestion. It also prevents constipation.
 - Lycopene and lutein in peach helps to prevent macular degeneration and cancer. And it also significantly decreases risk of heart & kidney diseases.
- *Take 1 medium peach at one time.

LYCHEE:

- Lychee contains flavonoids in its pulp which prevents the growth of cancer cells and also effective against breast cancer.
 - Lychee fruit is a great source of vitamin C which helps the body to fight against heart disease and cancer. Vitamin C is also good for bones, skin and tissues.
 - Lychee fruit help to prevent colds, fevers and sore throats.
 - Lychee also helps the body to digest food properly for the best nutrition. Along with these health benefits lychee also contains phosphorous, calcium, magnesium and protein.
- *Take 3-4 lychee at one time.

LOQUAT:

- Loquat contains Vitamin A which increases moisture and thus promotes healthy skin. It is also helpful for eye health.
- Loquat contains a high amount of antioxidant and flavonoids that protect the body from free radical damage and protect from lung and oral cancer.
- Loquat contains good amount of potassium. Thus it helps to maintain high blood pressure and it reduces the risk of stroke and heart attack. Also it contains minerals like manganese, magnesium, iron, copper, vitamin A and folate that maintain blood pressure.
- Loquat is low in calorie. Also it contains a good amount of dietary fiber. High fiber rich diets suppress appetite and increase metabolism. Thus it promotes healthy weight loss .



- Loquat is a rich source of nutrient that is required for the production of blood. It provides manganese, magnesium, copper, iron and folate that are required for the formation of RBC. Also it contains Vitamin C that increases iron absorbing capacity of iron.
- *Take 3 loquat at one time.

WATERMELON:

- Watermelon is rich in antioxidants such as lycopene which contains twice the amount found in tomatoes. Watermelon also contains vitamin C, A. These compounds play an active role in the fight several cancers and also prevent from heart diseases.
 - Watermelon plays an important role in the treatment of many infections in the body, including inflammation of the joints.
 - Watermelon plays the role of detergent to the kidneys of salt deposits of limestone as a result of watermelon contain potassium, which complete the task of removing salts, potassium is also working to reduce the concentration of uric acid in the blood. Thus reducing the chance of forming kidney stones.
 - Watermelon is also working as a diuretic result because it contains a large amount of water.
 - Watermelon helps to regulate blood pressure. Potassium and manganese present in watermelon working on blood pressure regulation.
- *Take 1/2 cup (125gms) watermelon at one time.

JAMUN :

- Jamun is extremely good for diabetics because of its low glycemic index. It also prevents common diabetes symptoms like frequent thirst and urination from appearing.
 - Jamun contains healthy amount of nutrients like calcium, iron, potassium and Vitamin C making it great for your body's immunity and bone strength.
 - Vitamin C and iron are two nutrients present in jamun that are responsible for hemoglobin level improvement.
 - The potassium content in jamun is high which helps in management of blood pressure.
 - Leaves of the jamun tree are great for your digestive system and oral health. The leaves also use to treat diarrhea and ulcers.
- *Take 4-5 jamun at one time.

PLUM:

- Plums are rich in beta carotenes, the substances that protect you from different types of cancers like lung and oral cavity cancers etc.
 - Plums also rich in antioxidant known as Anthocyanins which helps to prevent cell damaging. Plums also having anti-inflammatory properties.
 - Plums are rich in dietary fibers and help to prevent constipation.
 - Plums nutrition facts contain minerals like potassium, fluoride and iron which are required for red blood cell formation.
 - Plums are also helpful in bone metabolism and protect you from bone diseases caused due to aging.
- *Take 2-3 plums at one time.

FALSA:

- The unripe falsa relieves inflammations and is used to treat respiratory, heart and blood afflictions and to treat feverish conditions.
 - The falsa fruit is a minefield of antioxidants and are useful in reducing cancer risk. Also help to relieve stomachache normalizes heart rate and blood pressure and maintains it.
 - It brings on urine in cases of stoppage of urine, removes thirst, protects against heat stroke, vomiting, nausea, and uneasy feelings due to heat.
 - Falsa removes headache, pimples, burning sensations in the body, acidity, leucorrhoea and aversion to food.
 - Falsa cures anemia and removes skin dryness.
- *Take 1/2 cup (125 gms) falsa at one time.

Reference: 101 Foods that could Save Your Life by David Grotto, RDN,LDN



DIET

RAMADAN & DIET By: Mehreen Amer (Clinical Dietician)

The month of Ramadan is the holiest of the eleven months in the Islamic calendar. When it falls in the summer, it is a period in which one must be even more careful. What must we look out for to maintain a healthy diet during Ramadan?

As Muslims' eating habits change in the month of Ramadan, so do their health. One can reap the benefits of fasting by adding adequate, balanced menus to the shortened hours in which one is able to eat. Especially in summer, when Ramadan this year coincides with the hottest of weather, we should take special care for the sake of our health. Thirst and feeling faint, further provoked by high heat and humidity can cause you trouble all day long. To minimize these environmental effects, one should consume plenty of water after Iftar and between Sehri as well as fruits that have a cooling effect, like cucumbers, lettuce, watermelon, grapes, and tamarind, and spices like turmeric, during the hours in which eating is permitted.

Level of physical activity: If do not have any disease try not to reduce your physical activity You may feel fainter, and you might experience headaches or nausea. You can solve such difficulties by eating sufficiently and adhering to a balanced diet. To do this, one must absolutely wake up for suhoor, the meal before the prayers of dawn. A menu of fruit salad, a handful of raw almonds, low-fat plain yogurt with added fiber, and whole-grain toast or chapatti could be your savior, provide you a sense of fullness and balance your blood sugar as they additionally help address your slowed metabolism.

Try to satisfy your need to consume fluids between iftar (the evening meal) and bedtime, rather than at sahoor. You should drink two liters of water daily, three glasses of which should be at sahoor. Additionally, after iftar, you should consume tamarind sherbet, lemonade, lassi which will quench your thirst and also replenish your liquid reserves for the next day. Additionally, drinking such teas as fennel, sage, and rosemary tea steeped with cinnamon sticks will help your digestion. It bears mentioning that those who try to drink too much water

at suhoor may suffer considerably from what they ate when they return to bed. Don't shop for Ramadan on an empty stomach you are liable to unconsciously buy more than you need, most of which is high in calories. If possible, you should go shopping after iftar or in the early hours of the fast, before hunger strikes.

Quantity and method of preparation are just as important as what is to be consumed at an iftar meal. One can indeed be more energetic and healthier during Ramadan by not loading up too much on portions and by choosing healthier cooking methods. Oven-baked patties, sautéed or steamed vegetables, sautéed vegetables to accompany grilled meats, plenty of vegetables, and soups are the best options.

At iftar, one should not overload the empty stomach. To prevent this, you should begin your meal lightly, with date and soup. After a short break, you can continue your meal with grilled beef, chicken, or fish, vegetable dish and salad.

Avoiding extremely sugary, greasy, salty, and spicy foods, as well as soft drinks, will help against digestive problems that can arise at nighttime, and also against gaining weight. Do not eat foods that are too hot or too cold, for the sake of your stomach, and you should chew well.

You should try to add small meals **between iftars and suhoor** between dusk and dawn, that is. Your desire for sweet things is likely to increase, making sugar-free compote and dairy desserts a good option. Dates in particular are a great selection due to their nutritive content and quality of satiating the appetite for sweets. Fruity milk preparations can satisfy your sweet tooth for a low calorie cost: try combining 200 ml low-fat milk with mango, Peach or chikoo. One shouldn't forget that a healthy diet is important in every part of life. To continue the Islamic fast without falling into malnutrition or consumption of excess calories, you should take care not to neglect a balanced diet and sufficient hydration, and you should not lower your levels of physical activity.

Proposed Meal Plan for Ramadan for healthy individuals:

Day-01	Day-02	Day-03
Sehri 1 Egg Boiled 2 Slices Of Bran Bread 1 Cup Skimmed Milk 1 Cup Tea Iftari 1 Medium Date 2 Small Samosas 1 Bowl Chana Chat (With Cucumber & Tomato) 1 Glass Fresh Lemon Juice Dinner 1 Medium Piece Steamed Chicken 1 Bowl Fresh Raw Vegetable Salad 1 Medium Peach	Sehri 1 Medium Chapatti Chicken Curry Or Dal Or Vegetable Bhujia 1 Cup Lassi (Made With Non-fat Yogurt) 1 Cup Tea Iftari 1 Medium Date 2 Small Samosas 1 Bowl Fresh Fruit Salad 1 Glass Fresh Fruit Juice Dinner 1 Medium Piece Roasted Mutton ½ Cup Steamed Vegetables ½ Plate Boiled Rice	Sehri 1 Medium Fruit 1 Cup Wheat-a-bix Or Oat Meal With Skimmed Milk 1 Cup Tea Iftari 1 Medium Date 1 Medium Vegetable Roll 1 Cup Dalya Haleem 1 Glass Thin Saltish Lassi Dinner 1 Plate Boiled Noodles With Vegetables 1 Medium Apple 1 Cup Non-fat Yogurt

NOTE: This proposed menu is for those who do not require special prescription. Patient on special diet require individual sehri / iftar plan.

Special Instructions for Diabetic Patients:

- Include fresh fruits, vegetables (raw), fiber rich foods (whole wheat flour chapatti, dalya, oat meal, beans), milk and yogurt in your Ramadan meals.
- Drink a lot of water after iftar & in between sehri.
- Avoid sugary beverages & products made with sugar, if you are diabetic.
- Avoid too much of oily, sugary and heavy foods at iftar. Limit to only one fried item in a day.
- Do your daily routine tasks & regular walk after isha (specially for diabetics)
- For diabetics, avoid shopping and other tasks which makes you feel exerted at day time.
- Take a little rest in afternoon.
- Drink a cup of non-fat milk at bed time (specially for diabetics)

Special Instructions for Hypertensive & Dyslipidemic Patients:

- Do not add salt, cream or any dressing in fruit or vegetable salad
- Prefer whole grains (bran bread / whole wheat atta / high fiber cereals) in place of refined atta and white bread.
- Prefer to have egg white and white meat if your blood cholesterol level is high.
- Prefer low fat cooking techniques for meat and vegetables like steaming / baking / grilling shallow frying.

Special instructions for weight reduction:

- Avoid ghee, butter, mayonnaise, cheese, fried items. Prefers lean (no visible fat) meat, non-fat milk and yogurt.
- Follow the alternative method for cooking like: roasting, grilling, steaming which requires less oil for cooking.
- Avoid bakery products, fast foods, khajla, phaynee, and over eating.
- Prefer more of vegetables and fiber rich foods.
- Must perform daily routine tasks and regular walk.

Special instructions for Kidney & Liver diseases:

- Protein intake should be moderate
- People with signs of kidney damage should seek the advice of their doctor before significantly increasing the amount of protein they eat.
- Drink a lot of water after iftar & in between sehri.
- People with liver disease avoid spicy food, avoid deep fried food
- People with liver diseases follow low fat cooking techniques like baking, grilling, steaming which requires less oil.

Ref: www.communitiestinaction.org

