

*education programmes*



*Aravind Eye Hospitals  
& Postgraduate Institute of Ophthalmology*

*Lions Aravind Institute of Community Ophthalmology*





The Aravind Eye Hospital is named after Sri Aurobindo, one of the 20th century's most revered spiritual leaders. The founder, Dr. G. Venkataswamy was a disciple of Sri Aurobindo and believed that seeking perfection in one's work is a form of service to the divine. Sri Aurobindo's philosophy is strongly manifested in the Aravind model - in the compassionate care it provides, and in its commitment to solve the problem of avoidable blindness.

*“Everyone has in him, something divine, something his own, a chance of perfection and strength in however small a sphere which God offers him to take or refuse. The task is to find it, develop it and use it. The chief aim of education should be, to help the growing soul to draw out that in itself which is best and make it perfect for a noble use.”*

*- Sri Aurobindo*

# ARAVIND EYE CARE SYSTEM

## VISION

*Eliminate needless blindness...*

## MISSION

### PATIENT CARE

*...by providing compassionate and high quality eye care for all.*

### EDUCATION & TRAINING

*...by developing ophthalmic human resources through teaching and training.*

### CONSULTANCY & CAPACITY BUILDING

*... through capacity building, advocacy, research and publications.*

### RESEARCH

*... by providing evidence through research and evolving methods to translate existing evidence and knowledge into effective action.*

### OPHTHALMIC SUPPLIES

*... by making high quality ophthalmic products, affordable and accessible, to the vision impaired worldwide.*

# Aravind Eye Hospitals

*..providing compassionate and high quality eye care*



# Education Programmes

Aravind Eye Hospitals  
& Postgraduate Institute of Ophthalmology

Over the last 37 years, Aravind has contributed comprehensively to elimination of needless blindness in India and in other developing countries. Aravind Eye Hospitals have gained national and international reputation for its service orientation, modern ophthalmic techniques and its community-based outreach activities which deliver quality eye care to the rural masses. Its operational research has practical applications in the formulation of effective blindness prevention programmes. In 2012-2013, close to 4 lakhs surgical procedures were performed across its 10 hospitals.

To handle the vast backlog of cataract and other causes of blindness, India requires many more hospitals, ophthalmologists and other eye care personnel. To take on this challenge, several training programmes have been designed at Aravind to develop ophthalmic manpower, catering to all levels of ophthalmic teaching and training. These training programmes are intended not only for ophthalmologists but also for ophthalmic technicians, opticians, clinical assistants, outreach coordinators and health-care managers. These training programmes are both long term and short term, and some of these are affiliated to state universities. The postgraduate clinical courses and Diploma in Optometry course are affiliated to Tamil Nadu Dr. MGR Medical University, Chennai. Apart from these, a 6 weeks training course in the Maintenance of Ophthalmic Surgical Instruments and other equipment for technicians is also offered.

Aravind has also recognised the need for transition from conventional surgical procedures to state-of-the-art techniques in management of cataracts. It offers short term training courses in Intra Ocular Lens Microsurgery, Lasers in Diabetic Retinopathy Management & Glaucoma Diagnosis and Therapy. It also has a 5 days course in Instrument Maintenance for ophthalmologists. Continuing Medical Education programmes and workshops are offered on a regular basis.

This publication gives an overview of all the academic and training programmes offered by the Aravind Postgraduate Institute of Ophthalmology and the Lions Aravind Institute of Community Ophthalmology (LAICO) and will be useful to all those involved in efficient eye care delivery.

*Dr. R.D. Ravindran*  
*Chairman*  
*Aravind Eye Care System*

## Training Infrastructure

LAICO and Aravind provides excellent infrastructure for teaching and learning. In addition to this, spacious well - equipped class rooms, and adequate facilities for direct experiential learning especially in clinical work are also available. Most of the diagnostic or surgical equipment such as slit lamps, indirect ophthalmoscopes, operating microscopes and laboratory microscopes have observerscopes, video cameras or still cameras attached to them. These enable students to follow closely, the surgical procedures performed by the surgeon or vice versa. Students can also record their surgery for a more detailed clinical review later.

Surgical training is imparted in a special training wet lab using animal eyes with specific teaching microscopes. Surgical steps are tailored in a graded manner to encourage resident to record their initial cases and review them later with a consultant. Teaching and surgical schedules also incorporate the use of CD ROMs.

An extensive computer network, statistical software and a team of bio-statisticians provide valuable support for research and thesis work. The Medical Records Department maintains case sheets for all patients regardless of where they are treated - eye camps, free hospital or paying hospital. A computerised system, allows easy retrieval of these case sheets (based on diagnosis, treatment, age or place) for research and thesis work.

There are several classrooms in Aravind and LAICO which are designed for better interaction. The teaching aids include, slide projectors, overhead projectors and video projectors. The use of computer-generated slides projected through a video projector is commonly used. Students are encouraged to use these latest technologies for their presentations and case discussions.

Aravind Library and Information Centre, houses a wealth of literature on ophthalmology. The resource centre stocks journals, books, pamphlets and health education materials related to eye care. In addition, to national and international journals, an array of video cassettes and audiovisual aids are available. There are separate rooms for study and the use of audiovisual equipment. Aravind library also has Medline and Internet search facilities.

“INSPIRATION” – is Aravind’s idyllic home, a mode of accommodation for all trainees, visitors, volunteers, and project students who come to Aravind from around the world. Located very close to the Aravind Eye Hospital and LAICO, the large open-to-sky courtyard in the centre, spacious lounges on each floor are designed to serve as inspirational spaces to generate creative thinking. Both AC and Non-AC rooms are available. All rooms are equipped with satellite television, intercom facility, attached bathrooms with hot water and 24hrs availability of Wi-Fi connection.

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# Postgraduate Courses in Ophthalmology

Postgraduate training at Aravind offers excellent opportunities to develop skills in a clinical setting geared for high volume and high quality eye care. Postgraduates will be posted by rotation at various units in the paying hospital, free hospital and in the satellite hospitals. They will be trained to prepare cases for effective presentation in the presence of senior consultants. Postings in the outpatient departments, wards and operation theatres will enable them acquire a hands-on learning experience of various aspects of treatment - preoperative, surgical and postoperative. They will be guided in surgery and in using advanced equipment for diagnosis and treatment. They will also be encouraged to present papers at state and regional ophthalmic conferences. An integral part of the postgraduate training is community outreach camps. Residents are required to attend at least 2 camps every month throughout the duration of the course. Application forms can be obtained from the office of Aravind Eye Hospital, Madurai, or by post on payment of the prescribed fee. It can also be downloaded from the website [www.aravind.org](http://www.aravind.org)

## Diploma in Ophthalmology (DO)

### Admission

The admission by the hospital is provisional, subject to the approval of the qualification and acceptance for registration by Tamil Nadu Dr. MGR Medical University.

### Duration

2 years. The course begins on 1st May of every year.

### Examination Pattern

#### *Ist year / Part I*

Paper 1 : Ophthalmology including Microbiology, Anatomy, Physiology and Pathology of the eye.

#### *IIInd year / Part II*

Paper 1 : Refraction, Principles of Orthoptics and Community Ophthalmology.

Paper 2 : Ophthalmic medicine and surgery.

At the end of the IIInd year, candidates will have to appear for the clinical practical examination as well. This will be followed by a viva voce and OSCE question in the afternoon.



Eligibility	: MBBS degree of any University recognised by the Tamil Nadu Dr. MGR Medical University and the Medical Council of India. Candidates who have done their schooling and medical graduation outside the state of Tamil Nadu should submit an eligibility certificate obtained from Dr. MGR Medical University, Chennai.
Positions	: 8 per year
Offered At	: Madurai ( <a href="mailto:vasanthi@aravind.org">vasanthi@aravind.org</a> )

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## Master of Surgery (Ophthalmology) (MS)

### Admission

The admission by the hospital is provisional, subject to approval of qualification and acceptance for registration by Tamil Nadu Dr. MGR Medical University.

### Duration

3 years. The course begins on 1st May of every year.

### Examination Pattern

#### *Ist Year / Part I*

Paper 1 : Applied basic sciences in Ophthalmology.

#### *II Year*

There is no examination during the second year.

#### *IIIrd Year / Part II*

Paper 1 : Ophthalmology including Community Ophthalmology and Refraction.

Paper 2 : Ophthalmology including Neuro Ophthalmology.

Paper 3 : Ophthalmology including investigative ophthalmology, surgery and recent advances.

At the end of the IIIrd year, candidates will have to appear for the clinical practical examination as well. This will be followed by a viva voce and OSCE question in the afternoon. Candidates are also required to submit a dissertation before 6 months to appear for the examination.



Eligibility	: MBBS degree of any University recognised by the Tamil Nadu Dr. MGR Medical University and the Medical Council of India. Candidates who have done their schooling and medical graduation outside the state of Tamil Nadu should submit an eligibility certificate obtained from Dr. MGR Medical University, Chennai.
Positions	: 12 per year
Offered At	: Madurai ( <a href="mailto:vasanthi@aravind.org">vasanthi@aravind.org</a> )

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## Diplomate of the National Board (Ophthalmology) (Dip.NB)

### Admission

Candidate should be selected by the National Board of Examination (NBE), as per the existing rules.

### Duration

3 Years. The course begins on January / February at Coimbatore and Pondicherry, July / August at Tirunelveli and Theni of every year.



### Examination Pattern

Candidates will have to appear for their examination at the end of the IIIrd year. The examination pattern comprises 4 theory papers, and a clinical practical examination followed by a viva voce. Candidates are also required to submit a dissertation at the end of the IIIrd year.

## Post DO DNB

### Admission

Candidate should be selected by the National Board of Examination (NBE), as per the existing rules.

### Duration

2 years. The course begins on January /February at Coimbatore and Pondicherry. July / August at Tirunelveli and Theni of every year.

### Examination Pattern

Candidates will have to appear for their examination at the end of the IInd year. The examination pattern comprises 4 theory papers, and a clinical practical examination followed by a viva voce. Candidates are also required to submit a dissertation at the end of the IInd year.

For both the courses (Dip.NB and Post DO.DNB)

**Eligibility** : Candidate should be selected by the National Board of Examination (NBE), as per the existing rules.

**Positions** : 13 per year

**Offered At** : Coimbatore ([cbe.training@cbe.aravind.org](mailto:cbe.training@cbe.aravind.org))      Theni ([vasanthi@aravind.org](mailto:vasanthi@aravind.org))  
Pondicherry ([pdy.personnel@pondy.aravind.org](mailto:pdy.personnel@pondy.aravind.org))  
Tirunelveli ([tv.l.office@tv.l.aravind.org](mailto:tv.l.office@tv.l.aravind.org))

# Ophthalmology Fellowship - Long Term

The fellowship programmes are designed to enable ophthalmologists to enhance their professional skills with advanced training in an area of their choice. Few centres in India offer specialised ophthalmological training. In response to the need for such specialists, Aravind-Madurai instituted the fellowship programmes in the mid-eighties. The first fellowship was offered in management of vitreoretinal diseases.

Fellowship Programmes are offered in the following subspecialities:

- Retina - Vitreous
- IOL Microsurgery
- Glaucoma
- Paediatric Ophthalmology and Strabismus
- Cornea
- Uvea
- Orbit and Oculoplasty
- Comprehensive Ophthalmology

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## Fellowship in Retina - Vitreous

This fellowship provides an exposure to both clinical and research work with emphasis on diagnosis, interpretation, and curative aspects of diseases in the posterior segment. The diagnostic techniques includes Indirect Ophthalmoscopy, Indirect slit lamp biomicroscopy, Fundus Fluorescein Angiography, Electrophysiology, Ultrasonography, Optical Coherence Tomography and various other methods of ocular examination. Surgical training includes assisting in retinal detachment repair, vitreoretinal surgical procedures and ocular trauma management. Training is also imparted in the use of laser photocoagulation techniques for numerous posterior segment disorders including management of Diabetic Retinopathy and Transpupillary Thermotherapy for Age Related Macular Degeneration (ARMD). Besides independent surgery, fellows will be involved in teaching and training postgraduates and trainees in the short-term course in “Lasers in Management of Diabetic Retinopathy.” Fellows may go on to advanced specialisation in retinal studies and practice in institutional settings. At the end of the fellowship, the fellow would have assisted at least 200 major vitreoretinal surgeries, individually done scleral buckling procedures and simple vitrectomies and at least 250 lasers and 250 FFAs.



Duration	: 2 years
Positions	: 10 per year
Offered At	: Madurai - Dr. R. Kim ( <a href="mailto:uma@aravind.org">uma@aravind.org</a> ) Tirunelveli - Dr. Venugopal Reddy ( <a href="mailto:tvf.office@tvf.aravind.org">tvf.office@tvf.aravind.org</a> ) Coimbatore - Dr. V. Narendran ( <a href="mailto:cbe.training@cbe.aravind.org">cbe.training@cbe.aravind.org</a> ) Pondicherry - Dr. Pankaja Dhoble ( <a href="mailto:pdypersonnel@pondy.aravind.org">pdypersonnel@pondy.aravind.org</a> )

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## Fellowship in Intraocular Lens Microsurgery

This fellowship offers excellent training in anterior segment surgery. Opportunities are offered to refine diagnostic skills with the use of equipment such as keratometry, A-Scan, gonioscopy, indirect ophthalmoscopy, applanation tonometry and YAG Laser. During the fellowship the candidates would perform approximately 100 ECCE with IOL, 800 M-SICS and 80 phaco-emulsification procedures. During the fellowship programme candidates will have their speciality posting in Cornea, Glaucoma, Paediatric Ophthalmology, Orbit and Oculoplasty and Uveitis. They will also be involved in Community Outreach Programs.

Duration	: 2 years
Positions	: 20 per year
Offered At	: Madurai - Dr. Haripriya Aravind ( <a href="mailto:vasanthi@aravind.org">vasanthi@aravind.org</a> ) Tirunelveli - Dr. Sivakumar ( <a href="mailto:tvf.office@tvf.aravind.org">tvf.office@tvf.aravind.org</a> ) Coimbatore - Dr. V. Narendran ( <a href="mailto:cbe.training@cbe.aravind.org">cbe.training@cbe.aravind.org</a> ) Pondicherry - Dr. Venkatesh ( <a href="mailto:pdypersonnel@pondy.aravind.org">pdypersonnel@pondy.aravind.org</a> )

## Fellowship in Glaucoma

Aravind hospitals has well equipped glaucoma services in Madurai, Tirunelveli, Coimbatore and Pondicherry manned by suitably trained faculty to offer excellent scope for training in methods of glaucoma diagnosis and treatment. Early detection and intervention are important in preventing irreversible loss of vision due to glaucoma. Efficient training in Glaucoma combined with clinical infrastructure facilitate advanced training in this speciality. This fellowship offers a wide exposure in diagnosis and management of all clinical types of glaucoma. Fellows will be trained in diagnostic procedures such as gonioscopy, disc evaluation, and interpretation of visual fields. Hands-on training is also provided in use of lasers and also in surgical management of glaucoma. At the end of the programme, fellows will be proficient in early detection and in medical, laser and surgical management of glaucoma.



Duration	: 2 years
Positions	: 12 per year
Offered At	: Madurai - Dr. George Varghese Puthuran ( <a href="mailto:vasanthi@aravind.org">vasanthi@aravind.org</a> ) Tirunelveli - Dr. R. Ramakrishnan ( <a href="mailto:tvf.office@tvf.aravind.org">tvf.office@tvf.aravind.org</a> ) Coimbatore - Dr. Ganesh V. Raman ( <a href="mailto:cbe.training@cbe.aravind.org">cbe.training@cbe.aravind.org</a> ) Pondicherry - Dr. Venkatesh ( <a href="mailto:pdypersonnel@pondy.aravind.org">pdypersonnel@pondy.aravind.org</a> )

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## Fellowship in Paediatric Ophthalmology and Strabismus

Aravind-Madurai is the first centre in India to offer a fellowship in Paediatric Ophthalmology. This fellowship provides training in diagnosis and management of various childhood eye problems such as strabismus, amblyopia, congenital cataract, congenital glaucoma and other congenital and developmental ocular disorders in children. Training is also provided in visual rehabilitation of children following cataract surgery. Fellows will perform around 300 cases of adult cataract surgery, 100-150 paediatric cataracts, 15-20 cases of strabismus surgery and minor procedures like probing, enucleation, etc. Fellows will also be involved in clinical teaching for postgraduates, helping them in preparing thesis and making presentations in Continuing Medical Education (CME) programmes relating to Paediatric Ophthalmology.



Duration	: 18 months
Positions	: 12 per year
Offered At	: Madurai - Dr.P.Vijayalakshmi ( <a href="mailto:paediatric@aravind.org">paediatric@aravind.org</a> ) Tirunelveli - Dr.S.Meenakshi ( <a href="mailto:tvf.office@tvf.aravind.org">tvf.office@tvf.aravind.org</a> ) Coimbatore - Dr.Kalpana Narendran ( <a href="mailto:cbe.training@cbe.aravind.org">cbe.training@cbe.aravind.org</a> ) Pondicherry - Dr.Veena ( <a href="mailto:pdy.personnel@pondy.aravind.org">pdy.personnel@pondy.aravind.org</a> )



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## Fellowship in Cornea

This fellowship provides extensive training in all medical and surgical aspects of corneal pathology. The surgical exposure includes keratoplasty, pterygium, corneal traumas, conjunctival patch grafts, and excision of surface tumors and refractive surgery. Fellows in the cornea clinic will work in tandem with the contact lens clinic which fits around 150 pairs of lenses a month. During the last three months, fellows will gain experience in administering cornea service independently at any one of the Aravind satellite hospitals. The department has facilities for topography for corneal profiles, specular microscopy, ultrasonography and lasik refractive surgery. The cornea clinic works in close association with the Microbiology Laboratory. The surgical exposure includes over 200 IOL surgeries, and about 50 corneal transplants. In addition, they will have a chance to do lasik surgery on cadaver eyes.

Duration	: 18 months
Positions	: 12 per year
Offered At	: Madurai - Dr. N.Venkatesh Prajna ( <a href="mailto:vasanthi@aravind.org">vasanthi@aravind.org</a> ) Tirunelveli - Dr. V.Anitha ( <a href="mailto:tvf.office@tvf.aravind.org">tvf.office@tvf.aravind.org</a> ) Coimbatore - Dr. Revathy ( <a href="mailto:cbe.training@cbe.aravind.org">cbe.training@cbe.aravind.org</a> ) Pondicherry - Dr. Tiruvenkata Krishnan ( <a href="mailto:pdypersonnel@pondy.aravind.org">pdypersonnel@pondy.aravind.org</a> )

## Fellowship in Uvea

Uvea clinic of Madurai has the distinction of being one of the largest Uveitis clinics internationally; it works 6 days a week examining nearly 2000 new cases every year. It is one of few full time Uveitis clinics in India. This fellowship is intended for candidates with special interest in internal medicine. The uvea clinic at Aravind, with the largest volume of patients with uveal diseases, offers wide exposure in their diagnosis and management. Exposure to clinical challenges like sympathetic ophthalmia, Behcet's syndrome and Vogt-Koyanagi Harada syndrome and train the candidate in treatment with immunosuppressive agents. Candidates can participate in short clinical trials and experimental research that are being conducted. Apart from training in microsurgery, ECCE & SICS candidates will also get to operate complicated cataracts according to their surgical skills. Candidates will also receive training in retinal lasers, intravitreal injections and vitreous tap.

Duration	: 18 months
Positions	: 1 per year
Offered At	: Madurai
Contact	: Dr. S. R. Rathinam ( <a href="mailto:vasanthi@aravind.org">vasanthi@aravind.org</a> )

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## Fellowship in Orbit and Oculoplasty

Oculoplasty, a subspeciality in ophthalmology handles anomalies and abnormalities of lids, lacrimal system, extra ocular structures, bony orbit and other structures around the eye. The institute has excellent support facilities; diagnostic equipment like ultrasound, X-ray units, CT Scan, MRI (outside collaboration) photography, audio-visual department, library facilities, well established ocular micro-biology, pathology, immunology and genetic lab. This fellowship offers wide exposure to orbital disorders and external diseases of the eye and provides adequate training in medical and surgical management of these disorders. At the end of the course, fellows will be able to perform plastic procedures like entropion, ectropion, ptosis, lid reconstruction, various grafts, probing, DCT, DCR, exenteration, socket reconstruction, orbital implants and orbital surgeries.



Duration : 18 months  
Positions : 13 per year  
Offered At : Madurai - Dr. Usha Kim ([vasanthi@aravind.org](mailto:vasanthi@aravind.org))  
Tirunelveli - Dr. Maneksha ([tvf.office@tvf.aravind.org](mailto:tvf.office@tvf.aravind.org))  
Coimbatore - Dr. Narendran ([cbe.training@cbe.aravind.org](mailto:cbe.training@cbe.aravind.org))  
Pondicherry - Dr. Jaya Gayathri ([pdy.personnel@pondy.aravind.org](mailto:pdy.personnel@pondy.aravind.org))

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## Fellowship in Comprehensive Ophthalmology

### Course Objective

The objective of this programme is to expose the Ophthalmologists in all the sub specialities of Ophthalmology, with a specific focus on diagnosis & medical management of all diseases & extensive training in Cataract surgery (including PHACO), Glaucoma surgeries, Sac and other most common anterior segment surgeries, laser treatment for Glaucoma and Retina.

In addition, the candidates are exposed to each sub-speciality in Aravind Eye Hospital, Madurai to learn the best practices for 6 months. This course is ideal for budding ophthalmologist who are willing to be in secondary care services or wants to start practice of his own.



Duration : 2 years  
Positions : 5 per year  
Offered At : Theni - Dr. N. Venkatesh Prajna ([vasanthi@aravind.org](mailto:vasanthi@aravind.org))  
Salem - Dr. B. Manohar Babu ([vasanthi@aravind.org](mailto:vasanthi@aravind.org))

# Ophthalmology Fellowship - Short Term

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## Short Term Fellowship in Orbit & Oculoplasty

Orbital disorders are a group of varied pathologies not only of the eye but also include systemic diseases and those of sinuses, nose and intra cranial structures. Similarly a variety of surgical techniques are needed to handle these conditions.

Oculoplastic disorders too need varied techniques for therapy. These variety of diseases and their management can only be achieved by a fellow in a short span of time at a centre like Aravind Eye Hospital, Madurai due to our huge inflow of patients. During the course, there will be a focus on development and upgradation of skills for:

- Clinical evaluation.
- Radiological evaluation.
- Surgical management.

### Course Objectives

- To provide knowledge and enhance clinical skills (in diagnosing cases).
- To develop and enhance surgical skills.

Eligibility	: International ophthalmologists with a degree in ophthalmology from a recognised university, preferably from an institution.
Duration	: 6 months ( Twice in a year – January and July)
Positions	: 2 per batch
Offered At	: Aravind – Madurai
Contact	: Dr. Usha Kim ( <a href="mailto:education@aravind.org">education@aravind.org</a> )

# Short Term Courses - Clinical

## Short Term Courses

Ophthalmology is one of the fields in medicine that has witnessed rapid advancements both in diagnosis and treatment. Due to lack of equipment and trained manpower, very few residency programmes have been able to keep abreast of such developments. Thus postgraduates do not have an exposure to new developments and practicing ophthalmologists have nowhere to learn these new skills. In order to bridge the gap, Aravind has developed 3 intensive courses on IOL Microsurgery, Lasers in Diabetic Retinopathy Management and Diagnosis and Management of Glaucoma Therapy.

### ECCE/IOL Microsurgery

#### Course Objectives

- It is the first training course in the country to offer hands on skills development. The course attracts practicing ophthalmologists from India and abroad. Preference will be given to ophthalmologists affiliated to institutions engaged in community work and with adequate infrastructure for microsurgery.
- A reassessment at the end of 2 weeks will certify candidates to continue the course. Candidates from other developing countries will also be eligible, subject to fulfilling the procedural formalities of the Medical Council of India. Candidates must apply in the prescribed application form and will be admitted after review of their credentials and certificates.



#### Training Methodology

The curriculum provides hands on experience supplemented by live demonstrations and lecture classes. A faculty member will be constantly available to demonstrate and assist the candidate at all stages. By the end of the course, trainees will do about 25 surgeries, half of which will be assisted by Aravind faculty and the rest independently under gross supervision. Non-clinical activities include lectures, library work and reviewing cases recorded on video. In addition, they will receive exposure to record keeping, documentation and reporting.

Eligibility	: Practicing Ophthalmologists those who have three years of surgical experience after completing MS/DO/DIP NB
Duration	: One month (1st of every month)
Positions	: 4 per month
Offered At	: Aravind - Madurai, Tirunelveli, Coimbatore, Pondicherry
Contact	: Dr. HariPriya Aravind ( <a href="mailto:training@aravind.org">training@aravind.org</a> )

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## Small Incision Cataract Surgery

### Course Objectives

- This course was started in March 2003 to train ophthalmologists in manual SICS. For ophthalmic surgeons all over the world, manual SICS provides the ideal stepping stone to mastering phacoemulsification.
- The main objective of this course is to convert an ECCE surgeon to perform SICS with the help of a well structured training program.



### Training Methodology

Aravind offers a state-of-the-art wet lab facility which provides SICS training on cadaver eyes.

- Candidate will have training on cadaver eyes and Goat eyes at the wet lab prior to performing real time surgery.
- Surgeries are supervised by senior instructors till the surgeon gains confidence to perform independent surgeries.
- Structured classes on various topics related to SICS with the help of videos are also scheduled.
- Trainees are provided access to various standard and recent books and videos in the library.
- There will be postoperative review of cases by senior consultants. Case records will be maintained for future personal use.

By the end of the course, trainees will do about 25 surgeries.

Eligibility	: This course is open to only those candidates who have completed ECCE/IOL at Aravind & qualified practicing ophthalmologist with minimum three years surgical experience after MS/DO degree from recognised university with good experience in ECCE/IOL surgery.
Duration	: 1 month (1st of every month)
Positions	: 4 per month
Offered At	: Aravind - Madurai, Tirunelveli, Coimbatore, Pondicherry
Contact	: Dr. Haripriya Aravind ( <a href="mailto:training@aravind.org">training@aravind.org</a> )

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## Short Term Training in Phacoemulsification

### Course Objectives

- This course was started in 2005. With the advancement of cataract surgery, small incision techniques like phacoemulsification have overtaken conventional sutured techniques.
- This course is especially designed for ophthalmologists trained in manual SICS having knowledge of tunnel construction and capsulorhexis. It aims at training the candidate in phacoemulsification surgery as well as maintenance of the phaco machine.



### Training Methodology

- The curriculum provides hands on experience supplemented by live demonstrations & lecture classes. A faculty member will be constantly available to demonstrate and assist the candidate at all stages. By the end of the course trainees will do about 15-20 surgeries, half of which will be assisted by Aravind faculty and the rest independently under gross supervision.
- Aravind has partnered with Alcon to offer a state-of-the-art wet lab facility which provides phacoemulsification training on animal eyes.
- Candidates will have exposure to the phaco machine at the centre prior to performing real time surgery.
- Candidates will have access to various standard and high end phaco machines and newer IOLs.
- Structured classes on the maintenance of phacoemulsification machines and their accessories.
- Case records are maintained for future personal use.
- Candidates can have access to updated library and video bank.

Eligibility	: Candidates who have undergone SICS training at Aravind Eye Hospital (Madurai, Tirunelveli, Coimbatore or Pondicherry), Practicing ophthalmologists who have performed a minimum of 20-30 manual SICS
Duration	: 1 month (1st of every month)
Positions	: 8 per month
Offered At	: Aravind - Madurai, Tirunelveli, Coimbatore, Pondicherry
Contact	: Dr. Haripriya Aravind ( <a href="mailto:training@aravind.org">training@aravind.org</a> )

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## Diagnosis and Management of Glaucoma Therapy

### Course Objectives

The glaucoma service at Aravind Eye Hospital with over 2000 patient visits every month is well equipped to offer excellent hands on training in glaucoma diagnosis and therapeutics.

This programme has been established to provide high quality training to practicing ophthalmologists and postgraduates in ophthalmology in diagnosis and therapy of glaucoma.

### Training Methodology

Trainees gain experience and proficiency in early diagnosis and classification of glaucoma, critical clinical evaluation of the optic nerve head and retinal nerve fibre layer, interpretation of the visual fields by automated computerised perimetry and fundus photography. It also teaches medical, laser and surgical modalities of glaucoma management. The curriculum provides extensive observation training supplemented by live demonstrations and lecture classes. The curriculum will include:

- Ophthalmoscopic evaluation of the optic nerve head.
- Clinical evaluation of retinal nerve fibre layer in glaucoma, tonometry, gonioscopy.
- Interpretation of the visual fields by automated perimetry.



Eligibility	: Practicing ophthalmologist and postgraduates in ophthalmology
Duration	: 1 month (1st of every month)
Positions	: 8 per month
Offered At	: Aravind - Madurai, Tirunelveli, Coimbatore, Pondicherry
Contact	: Dr. Ramakrishnan ( <a href="mailto:tvL.training@tvL.aravind.org">tvL.training@tvL.aravind.org</a> )



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## Lasers in Diabetic Retinopathy Management

### Course Objectives

- Diabetic retinopathy is one of the foremost causes of blindness in the developing countries.
- Early detection and timely treatment of diabetes can substantially reduce the risk of vision loss or blindness. Aravind Eye Hospital has all the necessary infrastructure and a well established Retina vitreous service with a high patient load to provide excellent hands-on training on Lasers in Diabetic Retinopathy Management.



Aravind has committed itself to aid in the management of posterior segment disorders especially in the use of lasers in the treatment of diabetic retinopathy by training practicing ophthalmologists. In collaboration with TIFAC, Aravind has established this training programme to provide high quality training for the general ophthalmologists as well as postgraduates in ophthalmology.

### Training Methodology

The curriculum provides hands on experience supplemented by live demonstrations and lecture classes. A faculty member will be constantly available to demonstrate and assist the candidate at all stages.

Eligibility	: Practicing ophthalmologists
Duration	: 2 months (1st of every month)
Positions	: 6 per month
Offered At	: Aravind - Madurai, Coimbatore, Pondicherry
Contact	: Dr. Kim ( <a href="mailto:uma@aravind.org">uma@aravind.org</a> )

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## Vitreotomy (by Virtual)

### Course Objectives

- Retinal diseases are likely to become a major cause of blindness in the developing world. With the increase in the diabetic population, the number of diabetic retinopathy patients and their associated complications is on the rise, and at the same time facing a severe resource scarcity to manage these complications.
- This limits the opportunity to learn vitreoretinal surgery. So in this background it is important to have alternate mode of hands on experience for the trainees. This is now offered in the form of a simulator training offered at this training centre.

### Training Methodology

- The course is designed to ensure that the candidate gains proficiency in basic technique of vitrectomy and performing basic and advanced pars plana vitrectomy surgery and maintenance of the vitrectomy machine.
- Didactic Lectures

Eligibility	: Candidates should have completed fellowship in retina vitreous speciality
Duration	: Two weeks (1st and 16th of every month)
Positions	: 2 per month
Offered At	: Aravind - Madurai, Coimbatore
Contact	: Dr. Kim ( <a href="mailto:uma@aravind.org">uma@aravind.org</a> ) Dr. V. Narendran ( <a href="mailto:cbe.training@cbe.aravind.org">cbe.training@cbe.aravind.org</a> )

## Orientation to Paediatric Ocular Anaesthesia for Anaesthetist (Doctor)

### Course Objectives

The main objective of this course is to highlight the paediatric problem unique to ophthalmology and familiarise with equipment both surgical anaesthesia (adapted) used in ophthalmology and the problems of working in a dark room. The contents of this includes introduction to paediatric anaesthesia (pre & post anaesthesia procedures), special considerations in ocular anaesthesia, congenital anomalies & ophthalmic anaesthesia and paediatric resuscitation.

Eligibility	: Diploma or degree holder in anaesthesia
Duration	: 1 month (1st of every month)
Positions	: 1 per month
Offered At	: Aravind - Madurai
Contact	: Dr. P. Vijayalakshmi ( <a href="mailto:p.vijayalakshmi@aravind.org">p.vijayalakshmi@aravind.org</a> )

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## Management of Retinopathy of Prematurity (ROP) and Paediatric Retinal Disorders

### Course Objectives

The training is intended to help the participants to acquire knowledge about the following:

- Screening protocols and procedures.
- How to set up ROP services in their own area.
- How to make appropriate decisions for treatment, screening and follow-up schedules.
- Perform laser treatment for ROP (on model eyes).
- The candidate will also be exposed to management of other paediatric retinal disorders like Retinoblastoma, Persistent Fetal Vaculature (PFV), Coat's disease, etc.

### Training Methodology

- The curriculum provides hands on experience on how to examine premature babies for ROP using indirect ophthalmoscopy and Retcam.
- The trainees would be visiting various neonatal units for ROP screening. A faculty member will be constantly available to demonstrate and assist the candidate at all stages.
- Laser for ROP will be taught on model eyes. They would also get an opportunity to observe surgical management of advanced ROP in Operation Theater.
- Apart from ROP, candidates will also be exposed to Management of Retinoblastoma (which includes treatment modalities like transpupillary thermotherapy, chemotherapy, subtenon carboplation injections, brachytherapy, etc.) and other rare paediatric retinal disorders like PFV, Coats, congenital retinoschisis, etc. Lecture classes will also be taken.

At the conclusion of this course, the trainees will be able to start ROP screening in their own area. They would also get a general overview on preferred practice patterns in management of ROP and other paediatric retinal disorders and help them apply in their clinical practice.

Eligibility	: Any ophthalmologist who has special interest in management of ROP and Paediatric Retinal Disorders
Duration	: 1 month (1st of every month)
Positions	: 1 per month
Offered At	: Aravind - Coimbatore
Contact	: Dr.V.Narendran ( <a href="mailto:cbe.training@cbe.aravind.org">cbe.training@cbe.aravind.org</a> )

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## Neuro-ophthalmology

The 3 months training programme aims to enhance the clinical skills and in diagnosing and treating cases of Neuro-ophthalmology. Emphasis will be placed upon efficient case workup, competent use of the hospital's diagnostic capabilities, and accurate interpretation of test findings.

### Goals

- The candidate will be able to identify and differentiate a simple neurology case v/s a neuro ophthalmic case
- The candidates will be able to work-up a neuro-ophthalmology case independently, accurately and be able to make a probable clinical diagnosis and perform a basic neurological examination in these cases.
- Be able to interpret and evaluate cases with field defects, motility disorders, proptosis, fundus pathology of neuro-ophthalmic etiology , pupillary abnormalities and nystagmus
- Be able to interpret visual fields by Humphrey Automated Perimetry.
- Be able to perform and interpret Hess Charting and Diplopia Charting.
- Be able to evaluate and interpret simple plain X-rays, CT Scans and MRI Scans, including knowledge of scanning procedures / patient experience.

### Training Methodology

The candidate will have observation with departments of Neuro-ophthalmology (Neuro ophthalmology tray and setup of the clinic), Orbit (Exophthalmometry, Ptosis measurement), Squint (Analysis of Paralytic Squint, Diplopia and Hess Chart) and Glaucoma (Humphrey fields)

- Doing prism cover tests for paralytic squint.
- Diplopia Charting and Hess Charting.
- Observing Forced duction tests.
- Observation of squint surgeries in squint operation theatre.
- Measurement of proptosis using exophthalmometer.
- Work-up of cases of proptosis of Neuro-ophthalmic aetiology.
- Observing orbital ultrasound.
- Observation of orbitotomies in orbit operation theatre.

Eligibility : Candidates who have completed M.S.Ophthalmology / Dip. NB / DO.

Duration : 3 Months - Twice a year (April and July)

Positions : 2 per batch

Offered At : Aravind – Madurai, Coimbatore

Contact : Dr. Mahesh Kumar ([training@aravind.org](mailto:training@aravind.org))

# Paramedical Courses in Ophthalmic Practices - Long Term

## Diploma in Ophthalmic Techniques / Nursing Assistants

The Vision 2020 has identified the adequate ratio of Ophthalmic Assistant to Ophthalmologist as 4:1 ratio. The Vision 2020 also envisages a need for training 4,500 Ophthalmic Assistants per year. At present, most of the Ophthalmic Assistants are home grown and at different knowledge levels. Their skill is also diversified. The above facts prove the need for a large number of trained Ophthalmic Paramedics in elimination of needless blindness in the society. An established mechanism to produce large workforce is the introduction of formal degree courses by universities and health / eye care institutions. With good training, a MLOP can carry out:



- In the OPD all measurements - Visual Acuity, Tension and Duct Checking, A-Scan Biometry, Fields, Imaging.
- In the Operation Room - Sterilization of the theatre and instruments, instruments and equipment maintenance, surgical assisting.
- In the Ward - admission and discharge procedures, pre operative preparation of the patients, post operative management.

### Objective of the Course

- To contribute to the country's manpower development to remove the backlog of Cataract affected blind people, which is about 3 millions a year.
- To train them in supportive skills to assist eye doctors and not for independent practice.
- To train students to assist practicing ophthalmologists in major areas of Outpatient, Ward, Operation Theatre, Counselling.

### Outcome of the Course

- Assist the Ophthalmologist in the Outpatient, Ward & Operation theatre.
- Perform common ophthalmic diagnostic procedures.
- Assist the ophthalmologists in the Post operative care.
- Assist the surgeon during surgery.
- Carry out the treatment instructions given by the ophthalmologists for in-patients and manage the wards.

Eligibility : Higher Secondary Pass

Duration : 2 years

#### Ophthalmic Techniques

Offered At : Madurai - affiliated to Regional Institute of Ophthalmology, Chennai  
Pondicherry - affiliated to Pondicherry University, Pondicherry

Contact : Madurai - Dr. Usha Kim ([danrita@aravind.org](mailto:danrita@aravind.org)) ; Pondicherry - Dr. Veena ([danrita@aravind.org](mailto:danrita@aravind.org))

#### Nursing Assistants

Offered At : Tirunelveli, Coimbatore, Theni - affiliated to Dr. MGR University, Chennai

Contact : Dr. Usha Kim ([danrita@aravind.org](mailto:danrita@aravind.org))

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## Diploma in Medical Records Science

The present situation of Medical Record Assistants seems to be self developed and they are at different knowledge levels. Their skill needs to be diversified. The present situation proves that there is a definite need for a large number of properly trained technicians in the race of eradicating needless blindness in the society. A standard mechanism to bring forth a huge number of technically qualified professions is the introduction of a formal Diploma courses in the field of Ophthalmology by universities and health / eye care institutions with intensive training, in the field of Medical Records Science, Medical Record Technician:



### Outcome of the course

- Will be able to develop and manage medical records individually or with the combined effort of health care professionals in an effective and efficient manner.
- Will be able to be beneficial to patients by being responsible for the completeness, accuracy and availability of medical records all the times.
- Will be technically knowledgeable in smooth functioning of the department like processing of Out-patient and In-patient medical records, medical records retrieval and storage, in generating OP and IP statistical reports daily, fortnightly, monthly and yearly wise.

### Objective of the course

- Be able to understand the uses and values of medical records to patient, physician, hospital, scientific research and teaching and folders.
- Appreciate the best method of designing and alteration of forms & folders and apply the learnt principles in designing forms and folders.
- Learn the method of using numbering and filing system. Appreciate the concepts being using coding diagnosis and operations performed and indexing to generate reports.
- Understand the method of collecting data from various sources and preparing statistical reports to furnish them to the management.

Eligibility	: Higher Secondary Pass
Duration	: 2 years
Positions	: 20 per batch
Offered At	: Madurai - Affiliated to Dr. MGR University, Chennai
Contact	: Dr. Usha Kim ( <a href="mailto:danrita@aravind.org">danrita@aravind.org</a> )

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## Diploma in Optometry

At present most of the refractionists are home grown and at different knowledge levels. Their skill is also diversified. The above facts prove the need for a large number of trained Ophthalmic Paramedics in elimination of needless blindness in the society. An established mechanism to produce large workforce is the introduction of formal degree courses by universities and health / eye care institutions. With good training, a refractionist can:

- Carry out the refraction for the patients, A-Scan Biometry, Fields
- Can prescribe glasses
- Can work in the optical shop and dispense glasses



### Objective of the course

- To train in supportive skills to assist eye doctors
- To train students to assist practicing ophthalmologists in areas of refraction and optical dispensing

### Outcome of the course

- Refraction and optical dispensing
- Counselling and support for the patients
- Carry out the treatment instructions given by the ophthalmologists for in-patients and manage the wards.

Eligibility	: Higher Secondary Pass
Duration	: 2 years
Offered At	: Madurai, Theni, Tirunelveli, Coimbatore - Affiliated to Dr. MGR University, Chennai Dr. Usha Kim ( <a href="mailto:danrita@aravind.org">danrita@aravind.org</a> ) Pondicherry - Affiliated to Pondicherry University, Pondicherry Dr. Veena ( <a href="mailto:danrita@aravind.org">danrita@aravind.org</a> )

# Paramedical Courses in Ophthalmic Practices - Short Term

## Certificate Course on Optical Dispensing

Uncorrected refractive errors are a significant cause of avoidable visual disability, especially in developing countries. Lack of awareness and recognition of this correctable cause of visual disability compounded by the non-availability of affordable optical services have been indicated in WHO surveys of blindness and visual impairment worldwide. Uncorrected refractive errors could lead to amblyopia in children and may lead to visual loss. This avoidable blindness can be easily prevented by wearing appropriate spectacles. WHO has taken serious steps by launching VISION 2020: and advocating training for optometrists and opticians to combat this type of blindness.



### Course Objectives

To develop skills and knowledge in opticianry for quality vision care services. The broad areas covered are the principles and systems of optical dispensing, optical system and refractive states of the eye, opticianry equipment and instruments, lens and frame purchase and inventory management.

Eligibility	: This short term course is conducted only for the candidates sponsored from an eye hospital or NGO. The candidate must have passed higher secondary exam and has knowledge in basic English which will be the common medium of the course.
Duration	: 3 months ( Twice in a year – January and September)
Positions	: 10 per batch
Offered At	: Aravind – Madurai
Contact	: Dr. Usha Kim ( <a href="mailto:education@aravind.org">education@aravind.org</a> )



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## Short Term Training in OT Techniques

The overall prevalence of blindness around the globe demands well equipped paramedical personnel. The latest developments in the field of medicine are the greatest challenges for the paramedics. The Aravind – SSI survey revealed that there is a need to provide structured training for the ophthalmic paramedics. The Aravind Eye Care System, with its immense potential to handle and manage training programs has become a role model in this field. Since there is a variation in the quality of training provided elsewhere, there needs to be a focus on:

- Re-emphasising basics and reorientation to current technologies.
- Developing and upgrading new skills.

### Course Objectives

- To provide knowledge and develop practical skills in the field of OT.
- To enhance clinical skills to support the ophthalmologist.
- To upgrade technical skills - handling and maintenance of instruments and other equipment.

Eligibility	: Higher Secondary pass with science background, minimum 1 year experience in the concerned field, experience in tension recording and duct is mandatory
Duration	: 2 months ( Once in a year - October )
Positions	: 10 per batch
Offered At	: Aravind – Madurai
Contact	: Dr. Usha Kim ( <a href="mailto:education@aravind.org">education@aravind.org</a> )

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## Short Term Training in Refraction Techniques

The overall prevalence of blindness around the globe demands well trained paramedical personnel. The latest developments in the field of ophthalmology in ratio with the new disease condition are the greatest challenges for the paramedics. The Aravind-SSI survey revealed that there is a strong need to provide structured training for the refraction practitioners. Aravind Eye Care System with its immense potential to handle and manage the training programs has become a role model. Since there is a variation in the standard of training provided elsewhere, there needs to be a focus on the enhancement of clinical and supervisory skills in refraction. The course will primarily focus on enhancing the skills of refraction practitioners, and to upgrade their knowledge and skill, and to provide customised clinical skill development.



### Course Objectives

The aim of this course is to help the candidates:

- In orienting themselves for comprehensive set up of a refraction unit.
- To learn the scientific and advanced techniques in refraction.
- To enhance their clinical skill in refraction.
- To gain knowledge and skill which can be implemented for community eye care services.

Eligibility : Higher Secondary Education or Equivalent, Minimum 1 year experience in refraction

Duration : 2 months (Twice a year - February and August)

Positions : 10 per batch

Offered At : Aravind – Madurai

Contact : Dr. Usha Kim ([education@aravind.org](mailto:education@aravind.org))

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## Short Term Training Course for Orthoptist

The Paediatric Ophthalmology department at Aravind has now teamed up with ORBIS India (ORBIS, a non aligned, non profit global development organization) to expand dissemination of knowledge and training in paediatric ophthalmology for countries in the developing world. The important area where the paediatric ophthalmologist needs assistance is estimating the angle of deviation in cases of strabismus, detection of amblyopia and execution of various methods of occlusion in the amblyopic children. Currently orthoptics is part of the general optometric course.



“Orthoptics” which is the science dealing with the above is a course offered only in very few institutes in the country. However there are many candidates getting trained in optometry throughout the country. This course is designed for those optometrists and refractionists who are interested in childhood eye diseases so that they can be of special help to the paediatric ophthalmologist.

This course is divided into three phases in terms of delivering the knowledge. The first phase (6 weeks) covers basics science, second phase (8 weeks) covers basic in strabismus management and orthoptic practice and the third phase (10 weeks) covers clinical exposure in orthopic evaluation and management.

### Course Objective

The main objective of this course is to gain knowledge in the following areas:

- Vision estimation in neonates, infants, toddlers and young children, paediatric refraction and common refractive errors.
- Diagnosis of all forms of strabismus including abnormalities of binocular single vision.
- Detection of amblyogenic factors and amblyopia, in all age groups of paediatric population and their management.
- Familiarity and ease of using various instruments in the department which are used for the above purpose, good communication skills with the child and the parents.

Eligibility	: Candidates who have completed training in optometry or ophthalmic assistant or with special training in refraction
Duration	: 6 months (Twice per year - January, July )
Positions	: 2 per batch
Offered At	: Aravind – Madurai
Contact	: Dr.P.Vijayalakshmi ( <a href="mailto:p.vijayalakshmi@aravind.org">p.vijayalakshmi@aravind.org</a> )

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## Ocularist Training

An acute deficiency of skilled Ocularist in relation to the needs, demands a course of this nature. To understand the various needs of patients with blind eye who wants a cosmetic correction and to translate them into reality is a challenge. There is a focus on orienting the trainee towards various normal and abnormal changes in a blind eye and developing and upgrading new skills.



### Course Objectives

- To provide knowledge and develop practical skills.
- To enhance clinical skills to support the ophthalmologist.
- To upgrade technical skills in preparation of prosthesis and maintenance of instruments.

Eligibility	: Any graduate/degree holder, Candidates from well reputed organisation, should have exposure in ophthalmic set up
Duration	: 3 weeks (1st week of every month)
Postions	: 1 per month
Offered At	: Aravind – Madurai
Contact	: Dr. Usha Kim ( <a href="mailto:education@aravind.org">education@aravind.org</a> )

## Certificate Course in Fundus Fluorescein Angiography (FFA) and Ultrasonography (USG)

Aravind Eye Hospital and Postgraduate Institute of Ophthalmology in collaboration with Technology Information, Forecasting and Assessment Council (TIFAC) - Department of Science and Technology, Government of India, has created TIFAC - CORE (Centre Of Relevance and Excellence) which would move towards better management of diabetic retinopathy. TIFAC - CORE would impart training of health care personnel in taking fundus photos, to do fluorescein angiography and perform ultrasonography with the help of state-of-the-art facilities. Due to the fact that very few institutes have facilities to train ophthalmologist/ ophthalmic assistants, this certificate course in FFA and USG is being introduced. This centre is well equipped with facilities for training.

Eligibility	: Postgraduates / practicing ophthalmologists ophthalmic assistants / optometrists
Duration	: 2 months (1st of every month)
Positions	: 1 per month
Offered At	: Aravind – Madurai
Contact	: Dr. Kim ( <a href="mailto:uma@aravind.org">uma@aravind.org</a> )

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## Training in Eye Bank Techniques

The aim of the training is to develop the knowledge and skills of eye bank professionals in eye banking. It will help them to increase the eye donation, improve the efficiency and streamline the functions of the eye bank.

Rotary Aravind International Eye bank offers trainings to the Eye bank technicians, Eye donation counsellors and Eye bank managers. The details are given below



### Eye Bank Technician Training

The eye bank technician will be trained in

- Magnitude of corneal blindness.
- Cornea and its diseases.
- Need for Eye donation and Eye banking.
- Preparing a sterile field at donor site.
- Adorning of gloves and sleeves.
- Enucleation / Excision of donor eye.
- Packaging and transportation of the donor eye ball.
- Documentation.
- Corneal excision procedure and sclera processing.
- Specular microscopy of donor cornea.
- Drawing of blood from the donor body.
- Serological identification.
- Maintenance of instruments and equipments in the eye bank.
- Cleaning of equipments and instruments in the eye bank.
- Infection control in the laboratories.
- Adherence to medical standards of Eye Banking.
- Data and software maintenance.

Hands on training to excise cornea will be given to the candidates.

Eligibility	: Eye Bank Technicians
Duration	: 1 month (1st of every month)
Positions	: 2 per batch
Offered At	: Aravind – Madurai
Contact	: D.Saravanan ( <a href="mailto:eyebankmanager@aravind.org">eyebankmanager@aravind.org</a> )

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## Training in Eye Bank Counselling

The eye donation counsellor will be trained in

- Magnitude of corneal blindness.
- Cornea and its diseases.
- Need for Eye donation and Eye banking.
- Need for Hospital cornea Retrieval Programme.
- Role of counsellors in Hospital cornea retrieval programme.
- Brain death and organ donation.
- Attributes of a counsellor.
- Process involved in counselling.
- Steps in obtaining consent.
- Grief counselling techniques.
- Frequently Asked Questions.
- Documentation in Grief Counselling.
- Adherence to Medical standards of Eye Banking.

Orientation will be given to the candidates on Eye donation with didactic lectures on Counselling. During the training period, the candidates will be posted at one of the hospitals with the Eye Bank counsellor for practical exposure.

Eligibility	: Eye Bank Counsellors
Duration	: 10 working days
Positions	: 4 per batch
Offered At	: Aravind – Madurai
Contact	: D.Saravanan ( <a href="mailto:eyebankmanager@aravind.org">eyebankmanager@aravind.org</a> )

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## Training in Eye Bank Management

The eye bank manager will be trained in

- Magnitude of corneal blindness.
- Cornea and its diseases.
- Need for Eye donation and eye banking.
- Eye bank registration and accreditation.
- Eye banking legislation.
- Infrastructure for setting up an eye bank.
- Promote eye donation awareness among the community.
- To form collection center / eye donation centres.
- To manage day today activities of the eye bank.
- Documentation of donor forms and other standard Operating procedures of the eye bank.
- Prepare monthly, quarterly and yearly reports.
- Liaison with Eye Bank Association and Government to mobilize grants for the eye bank.
- Maintain good Inter personal relations with the networking organizations.
- Basic management techniques and public relation.

Eligibility	: Eye Bank Professionals (1 month experience in the respective eye bank is needed)
Duration	: 6 days (based on request)
Positions	: 2 per batch
Offered At	: Aravind – Madurai
Contact	: D.Saravanan ( <a href="mailto:eyebankmanager@aravind.org">eyebankmanager@aravind.org</a> )

# Management Courses

Lions Aravind Institute of Community Ophthalmology (LAICO)

“The first principle of true teaching is that nothing can be taught. The teacher is not an instructor or task master; he is a helper and a guide. His business is to suggest and not to impose. He does not actually train the pupil’s mind, he only shows him how to perfect his instruments of knowledge and helps and encourages him in the process. He does not impart knowledge to him, he shows him how to acquire knowledge for himself”

- Sri Aurobindo on Mentoring, Quoted in *Auroville: A Dream Takes Shape*, by Alain G., P. 14.

LAICO offers a variety of management courses aimed at policy makers, decision makers as well as operational level staff. Realizing the variability in each programme or hospital, opportunity is provided to tailor the strategies to address the specific need. The courses are aimed at a diverse audience ranging from programme managers, directors, ophthalmic heads, clinical supervisors, hospital administrators, managers, community outreach organisers and instrument maintenance technicians.

Every course is designed to address three broad areas. The first being a thorough grounding in common eye diseases, global blindness as well as the VISION 2020 Right to Sight programme. The second part focuses on enabling the participants to learn the key management concepts and skills critical to their work area. Finally the course also lays emphasis on participants picking up managerial skills so that their personal skills are enhanced for better delivery of work. Each of the courses is designed to facilitate application of the learning during the course back in their workplace.

The philosophy followed for developing the curriculum is a mix of adult learning principles as well as of training sandwich principle. The adult learning principle seeks to view the participant as a key partner in the learning process with a wealth of experience to share. The mix of teaching methodologies followed, allows the participant to be an active learner in the process. The training sandwich principle recognizing that training is far beyond that, what happens during the training dates. It also recognises “before the training” as well as “after the training” to be a critical period for learning and implementation.

Every course, is continuously updated reflecting external realities as well as to incorporate participants changing needs and expectation. Classroom sessions, field visits as well as development of individual’s institution specific strategies and action planning are all integral part of the course. The Aravind Eye Hospitals serve as the laboratory for LAICO to show the management principles in practice. The faculty drawn from the LAICO team as well as from the practicing managers and clinicians of the Aravind Eye Hospital are often supplemented by guest faculty drawn from renowned institutions both at the national and international level to ensure that what is taught is not only theoretically relevant, but also stem from the latest practical experience. In short, we are confident that the participant will experience and feel a tremendous value for investing the time to undergo the training which in turn will contribute to improve functioning of the eye hospital and the LAICO team is committed to deliver the best of service.

*R.D. Thulasiraj*

*Executive Director - LAICO*



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## Management Priorities in Eye Care Delivery

This course is especially designed for the Heads of Eye Hospitals (ophthalmologist or management) who are responsible for managing and running eye hospitals. It is designed to provide an appreciation of management functions required for leading and expanding an eye hospital to provide effective and efficient delivery of quality eye care. Thus it is most suited for the leadership and top management cadre of eye hospitals.

This one-week course brings in experts in each of the focus strategic areas of the course such as:

- Leadership development and strategic planning.
- Social marketing and demand generation.
- Service delivery and operations management.
- Quality assurance and patient satisfaction.
- Exposure to core financial concepts.
- Monitoring and information system.
- Managing the employees.
- Designing comprehensive eye care services that reflect community needs.



The Faculty for this course are selected for their expertise in this arena. In addition to the competent faculty, the participants themselves with rich experience as the head of different eye hospitals from India and neighbouring countries will be making significant contribution through their participation. This combination of skilled faculty, accomplished Heads of Eye Hospitals and a well thought out curriculum should stimulate significant learning and help the participants develop new vision and ideas for leading their eye hospital to achieve significant milestones.

Eligibility	: Ophthalmologist, Heads of Eye Hospitals, Trustees and Senior Management of Eye Hospitals
Duration	: 1 week (once in a year - January)
Positions	: 40 per batch
Offered At	: Lions Aravind Institute of Community Ophthalmology (LAICO)
Contact	: Mr. Sanil Joseph ( <a href="mailto:sanil@aravind.org">sanil@aravind.org</a> )

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## Management Training for Eye Care Programme Managers

This course is designed to orient Programme Managers towards managing eye care programmes, and to groom eye care personnel in the necessary competencies for successful programme management.

The course is designed to be highly interactive through case studies, group discussions, presentations, field visits and sharing of experiences. The course has been updated to include the following sections that equip the participants with relevant skills.



- Technology labs: e-tools for effective programme management.
- Making things happen: skill set for networking, consulting, influencing and managing change.
- Widen your circle: orientation towards how one can influence to create an enabling environment for service delivery for your partner institutions and advocate for necessary change.

### Target Group

It will be of specific interest to the following groups :

- National programme coordinators in eye care / blindness programme from developing countries.
- National and state / provincial level programme officers in eye care.
- Programme managers / programme officers of international agencies in eye care.
- Senior managers of funding agencies responsible for funding and monitoring the programmes.
- Managers / officers responsible for executing eye care programmes.

Eligibility	: This training is designed for professionals concerned with eye care programme development, planning, implementation, monitoring, evaluation and funding.
Duration	: 2 weeks (once a year in February)
Positions	: 40 per batch
Offered At	: Lions Aravind Institute of Community Ophthalmology (LAICO)
Contact	: Ms.Dhivya ( <a href="mailto:dhivya@aravind.org">dhivya@aravind.org</a> )

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## Management Training and Systems Development for Hospital Managers / Administrators

This course is highly recommended for those who would like to increase the patient load of their hospital, improve the financial viability as well as quality of patient care. It is aimed at people responsible for day to day operations of an eye hospital.

Course Flow: The course flow will cover four broad modules starting with the foundation module which provides the basics in eye care including common eye diseases, and magnitude of the problem. Module Two will cover the patient care management, module three functional areas management and module four being managerial skills.

Teaching methodology to enhance learning will draw upon group exercises, case study discussions, brainstorming, role plays, case analysis, experience sharing sessions, and field visits. Participants will be posted in different functional departments of their choice for practical training to get hands on experience.

- Overview on global blindness.
- Clinical sessions on a few key diseases.
- Patient Care Management (OPD, Ward, OT, Sterilization).
- Counselling.
- Health Education.
- Marketing (Community Outreach).
- Human Resources and Personnel Management.
- Medical Records Management.
- Materials Management.
- Financial Management.
- Quality Management.
- Management Information System (MIS).
- Pharmacy and Optical Management.
- Equipment Maintenance.
- Project Management.
- Information Technology.
- Hospital Planning.
- Housekeeping.



**Eligibility** : Practicing Eye Hospital Administrators / Managers; Operations Managers; Senior Managers responsible for regular ongoing and developmental activities in a hospital; Trustees / Proprietor of Hospital involved in day-to-day activities and aspiring management professionals working in an eye hospital

**Duration** : 1 month (offered twice a year in April and August ) **Positions** : 20 per batch

**Offered At** : Lions Aravind Institute of Community Ophthalmology (LAICO)

**Contact** : Mr. Mohammed Gowth ([mohammed@aravind.org](mailto:mohammed@aravind.org))

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## Certificate Course on Project Management for Eye Care

This course is intended for eye care professionals who are responsible for programme /project implementation. It is designed to enhance the knowledge, skills and attitude in preparing an implementation plan for eye care projects.

Course Flow: The course flow will be covered in four broad modules starting with the Foundation Module which provides the basics in eye care including common eye diseases, and magnitude of the problem. This is followed by module two which covers management skills, principles and practices for project management. Through module three and four, participants are able to acquire adequate knowledge and skills for project execution on the following:



- Planning the activities for the project to implement.
- Internalising and communication to the project key stake holders.
- Resource (man, material and money) planning and preparation.
- Budget management and cash flow.
- MIS, Monitoring, Evaluation.
- Report writing and documentation.
- Project sustainability.

Participants are requested to come with a real project which they are managing in their organisation or approved for implementation. This project will form the basis for learning the concepts and practical application of the same.

The teaching methodologies include case studies, group discussions, video shows, exercises on problem solving and team building besides classroom lecture cum discussion. The participants are expected to bring a live project to work on during the course.

Eligibility	: District Programme Officers for blindness control, Senior Ophthalmic Assistants, Managers, Mid-Level Eye Care Professionals and Administrative staff.
Duration	: 15 days ( Once a year in September)
Positions	: 15 per batch
Offered At	: Lions Aravind Institute of Community Ophthalmology (LAICO)
Contact	: Mr. Vijayakumar ( <a href="mailto:vijay@aravind.org">vijay@aravind.org</a> )

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# Certificate Course on Community Outreach and Social Marketing of Eye Care Services

## Course Objective

The objective of this course is to develop the skills of eye care community outreach organisers to partner with the community and thus enhance the number of surgeries and level of eye care services provided to the community.

The course is aimed at people responsible for managing outreach programmes and eye camps in Government, Private, NGOs and Charitable hospitals. It is designed to enhance the knowledge and skills for developing capacity to plan and manage the outreach programmes in a most effective, efficient and sustainable manner.



## Training Methodology

The teaching methodology will consist of case studies, group discussions, video shows and exercises on problem solving and team building besides classroom lecture cum discussion.

## What will you learn from the training?

- Estimate the magnitude of blindness, annual workload and unmet need in your service area.
- Plan for your service area and develop strategies and action plans to achieve the goal.
- Manage community outreach activities efficiently.
- Know the importance of health communication and behaviour change for tackling the barriers to service utilisation.
- How counselling helps to cope with the large volume.
- Apply the concept of social marketing in eye care service delivery.
- How Aravind has succeeded in its outreach activities.
- Broaden your knowledge on associated programmes like CBR, school eye health programme, village volunteers programme etc.
- Importance of community participation in eye care services.
- Help you in solving problems specific to your hospital to improve eye care services.

**Eligibility** : Camp Organiser, Project Manager, Outreach Coordinator, Programme Coordinator, Social Worker, Counsellor, Ophthalmic Assistant

**Duration** : 3 weeks (Twice a year in June and November)

**Positions** : 20 per batch

**Offered At** : Lions Aravind Institute of Community Ophthalmology (LAICO)

**Contact** : Mr.R. Meenakshi Sundaram ([rms@aravind.org](mailto:rms@aravind.org))

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## Eyexcel – Expanding Global Eye Care Workforce Through Excellence in Training

VISION 2020: Right to Sight, the global initiative, recognises human resource development as a key pillar for achieving its goals. The action plan of the VISION 2020: the Right to Sight programme has articulated training as one of the key strategies for human resource development. This requires a stronger focus for developing subspecialty skills in ophthalmologists through several short term courses, scale up and refine the ophthalmic assistant's courses as well as administrative courses. This offers a great opportunity to the leadership of eye care service delivery centres to scale up their hospital services by enlarging their training mandate.

This workshop aims to offer the opportunity of building the competence for setting up and running a training centre. This course is specially designed for eye hospitals who are aiming at developing a training institute / centre par excellence. Not many people are aware of the intricacies of developing competence in this area to achieve excellence in training. This would also be of interest to programme - officers from INGOs and governments who have a mandate to develop training.



Course Faculty: The resource persons for this course include experts in residency training, ophthalmic technicians training, as well as those with experience in e-learning, and course administration. The course is offered by a mix of international faculty, as well as faculty from leading eye care institutions with expertise in delivering training programmes. This workshop will help the participating team to:

- Understand the process to be followed for designing a training programme.
- Learn the techniques of delivering an excellent training programme.
- Develop the necessary administrative set up for the training centre.
- Understand the different options of delivering a training programme including the information technology and the web.

### Target Group

- Head of the institute.
- In charge of the training centre.
- One more person who is actively involved in the training process or delivery.

Eligibility	: Eye hospitals who want to become a training centre for their region. Participants can be Head of the Institute, training in charge and one more person who is actively involved in the training process or delivery.
Duration	: 4 days (offered once a year in July)
Positions	: 20 hospitals (3 per team)
Offered At	: Lions Aravind Institute of Community Ophthalmology (LAICO)
Contact	: Ms.Dhivya ( <a href="mailto:dhivya@aravind.org">dhivya@aravind.org</a> )

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## Workshop on Research Methodology

This basic level workshop is designed to enhance ‘research culture’ among health care service providers and has been structured so as to facilitate the participants to get oriented to both research methodology and statistical methods. This will include didactic lectures, problem solving sessions, hands-on training, participants’ presentation and group work. We are inviting eminent professors and research professionals from organisations within India and abroad to share their knowledge and experience with the participants.



At the end of the workshop the participants will be equipped to

- Understand the importance of clinical research and how it can add value to the work they do.
- Develop research questions and acquire better understanding of various sampling procedures and sample size calculation.
- Gain confidence to design and conduct research study on their own.
- Understand the use of appropriate statistical analysis in order to meaningfully interpret the findings.
- Acquire knowledge in reporting and publishing the results in popular journals.

Eligibility	: Targeting all medical & allied health professionals who are directly or indirectly involved in research activities.
Duration	: 5 days (Once a year in October)
Positions	: 30 per batch
Offered At	: Lions Aravind Institute of Community Ophthalmology (LAICO)
Contact	: Mr. Sanil Joseph ( <a href="mailto:sanil@aravind.org">sanil@aravind.org</a> )

# Task Oriented Training Courses

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As we develop a deeper understanding of the various tasks that lead to better eye care services, the need for training in such tasks becomes evident. Since needs for such training increased, we moved from offering training in an ad-hoc or a custom-designed manner to a structured pattern. Currently several such training courses are offered. Two such training courses offered in a structured manner are:

1. Instruments Maintenance (4 weeks) - for technicians
2. Instruments Maintenance (5 days) - for doctors

## Eligibility

These courses are intended to be as continuing education for employees of eye care programmes. Hence there are no strict eligibility criteria. Candidates must be deputed by the organisation concerned. Candidates are admitted on the basis of the dates of application.

## Certificate Course on Instrument Maintenance for Ophthalmologist

### Course Description

This is a 5 days course designed to familiarise doctors on some of the maintenance problems relating to ophthalmic instruments. The dates can be arranged to suit the convenience of the doctors. Doctors who attend other courses in Aravind may choose to spend the extra five days before the commencement of their course or after their course is over to undergo this course.



### Course Content

The content of the course includes proper use of equipment, general maintenance of electrical and electronic instruments, maintenance of optical instruments, maintenance of mechanical parts of equipment.

Eligibility	: Practicing Ophthalmologists
Duration	: 5 days ( Based on request)
Positions	: 1 per batch
Offered At	: Aravind – Madurai
Contact	: Ms.Ganga ( <a href="mailto:ganga@aravind.org">ganga@aravind.org</a> )



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## Certificate Course on Instrument Maintenance for Technicians

### Course Description

The course trains participants in maintenance of common clinical and surgical ophthalmic equipments. Participants acquire technical know-how through intensive hands-on learning experience. At the end of the course participants will be equipped with

- General maintenance skills including troubleshooting, repairing equipment and planning for maintenance activity in the hospital or in an eye-campsite, away from the hospital.
- Skills relating to maintenance of electrical and electronic instruments including using a multimeter, calculating power ratings and locating electrical faults and rectifying them.
- Skills relating to maintenance of optical instruments including cleaning optical surfaces, dismantling and cleaning ophthalmoscopes, retinoscopes and slit lamps and carrying out preventive maintenance of instruments.
- Skills relating to maintenance of mechanical parts of equipment including locating and rectifying faults in castor wheels and table tops of slit lamps, lubricating necessary parts, sharpening instruments and checking leaks.
- Relevant knowledge of the eye and its parts, common refraction defects, eye diseases and principles of ophthalmic instrumentation.
- Organisational skills including listing, tracking and cataloguing all hospital equipment and their repairs.



Eligibility	: Sponsored candidates from eye hospitals, technicians from organisations engaged in sales and service of ophthalmic instruments
Duration	: 4 weeks ( 6 batches a year - Feb, Apr, Jun, Aug, Oct and Dec)
Positions	: 10 per batch
Offered At	: Aravind – Madurai
Contact	: Ms. Ganga ( <a href="mailto:ganga@aravind.org">ganga@aravind.org</a> )

## Custom Designed Courses

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In addition to the structured short term and long term courses described here, Aravind and LAICO also offer learning opportunities to meet with specific needs of individuals and organisations. Such training is offered throughout the year and the actual scheduling is based on mutual convenience. These requests often take the form of observation, some hands-on training and spending time in specific clinical or administrative areas. The duration of such learning, actual dates and costs (if any) vary from one request to another. Some examples of areas where customised training is often requested:

- Ward and Out patient Management
- Counselling
- Medical Records
- Purchase and Inventory Management
- Accounting and Financial Management
- Housekeeping Maintenance Management
- Advice on Specific Capital and Equipment Purchase
- Advice on Architectural design for Expansion
- Inputs on Planning a New Hospital Project
- Developing Training Activities
- Assistance in carrying out surveys

# Continuing Medical Education Programmes

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Several times a year, Aravind Eye Hospitals arrange Continuing Medical Education programmes (CME) for ophthalmologists from all over the country and abroad. Eminent faculties from India and abroad conduct these seminars, workshops and clinical / surgical demonstrations.

## Short Courses and Workshops

Throughout the year, several short courses and workshops are organised, both on the clinical and management side. Such clinical courses are usually of 2 days duration while the management or non-clinical courses are spread over 1 week. Information on these courses are sent to institutions and individuals 2 to 3 months in advance. These courses are designed as an update on knowledge and skills, to enable professionals keep in touch with latest developments.

## Update in Ophthalmology for Postgraduate Students

Aravind conducts an ophthalmology update for exam-going postgraduates (DO, MS, Dip.NB, MRCO). Candidates from government and other private institutions in the country are eligible for this course. It provides an update in theory, diagnostic aids and clinical management. Model examinations focusing on case discussions, case presentations and clinical examinations enable candidates to face their forthcoming examinations with confidence. The course is conducted once in a year during the first week of October.

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*The information in this booklet is intended to provide an overview of the education programmes at Aravind Eye Hospitals & Postgraduate Institute of Ophthalmology and Lions Aravind Institute of Community Ophthalmology.*

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# ARAVIND EYE HOSPITALS & POSTGRADUATE INSTITUTE OF OPHTHALMOLOGY



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